



Earnings and Labour Costs

Quarter 1 2009 (Final)

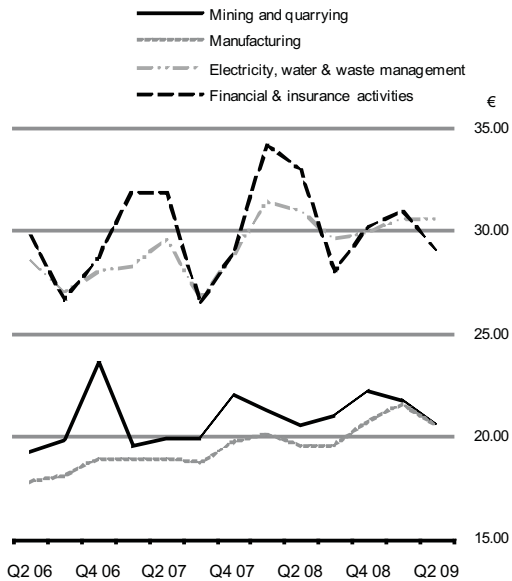
Quarter 2 2009 (Preliminary Estimates)

Average Hourly Earnings (including irregular earnings)

NACE Principal Activity	Q2 2008	Q1 2009	Q2 2009*	Quarterly Change	Annual Change
	€	€	€	%	%
Industry	20.35	22.26	21.20	-4.8	4.2
Mining and quarrying	20.62	21.80	20.60	-5.5	-0.1
Manufacturing	19.61	21.60	20.45	-5.3	4.3
Electricity, gas and water supply & waste management	30.91	30.56	30.59	0.1	-1.0
Financial & insurance activities	32.96	30.90	29.03	-6.1	-11.9

*Preliminary Estimates

Average Hourly Earnings (including irregular earnings)



Average hourly earnings increase by 4.2% in the industrial sector in year to Q2 2009

In the industrial sector, hourly earnings including irregular bonuses rose 4.2% from €20.35 to €21.20 per hour in Q2 2009. Irregular earnings fell slightly from €0.96 per hour to €0.88 while earnings excluding irregular bonuses rose from €19.39 per hour in Q2 2008 to €20.32 in Q2 2009, a rise of 4.8%.

See tables 1, 2 and graph.

Hourly earnings including irregular bonuses fell by 11.9% (€32.96 to €29.03 per hour) in the financial sector in the year to Q2 2009. This was mainly due to a fall of 69% in irregular earnings which fell from €5.90 per hour in Q2 2008 to €1.83 in Q2 2009. Hourly earnings excluding irregular bonuses rose from €27.06 to €27.20 per hour, a rise of 0.5%.

Average hourly earnings including irregular bonuses and payments rose from €30.88 to €31.01 over the year, a rise of 0.4%, for managers, professionals and associated professionals in the industrial sector. Earnings increased by 1.8% over the same period for clerical, sales and service employees (€20.41 to €20.78 per hour), while they rose from €16.53 to €17.14 per hour (up 3.7%) for the production, transport, craft and other manual workers. For hourly earnings excluding irregular bonuses, the annual rises were 2.4%, 2.3% and 3.4% respectively for the three occupational categories.

Weekly paid hours fall by 3.4% in the year in the industrial sector

The average weekly paid hours in industry decreased by 1.3 hours a week, or 3.4%, from 38.5 hours to 37.2 hours from Q2 2008 to Q2 2009. In the financial sector hours also fell, from 34 hours to 33.5 hours over the same period (a drop of 1.5%). See table 1.

For more information contact Paul M Crowley at 021 453 5090 or Anne Grimes at 021 453 5155.

Published by the Central Statistics Office, Ireland.

Ardee Road
Dublin 6
Ireland

Sekhard Road
Cork
Ireland

LoCall: 1890 313 414 (ROI)
0870 8760256 (UK/NI)

Tel: +353 1 498 4000
Fax: +353 1 498 4229

Tel: +353 21 453 5000
Fax: +353 21 453 5553

Both offices may be contacted through any of these telephone numbers.

CSO on the Web: www.cso.ie
and go to

Labour Market and Earnings: Earnings

Director General: Gerard O'Hanlon

Enquiries:

EHECS Statistics
Direct Dial (021) 453 5508
Email: ehecs@cso.ie

Queries and Sales
Information Section, ext 5021
information@cso.ie

© Central Statistics Office
The contents of this release may be quoted provided the source is given clearly and accurately. Reproduction for own or internal use is permitted.

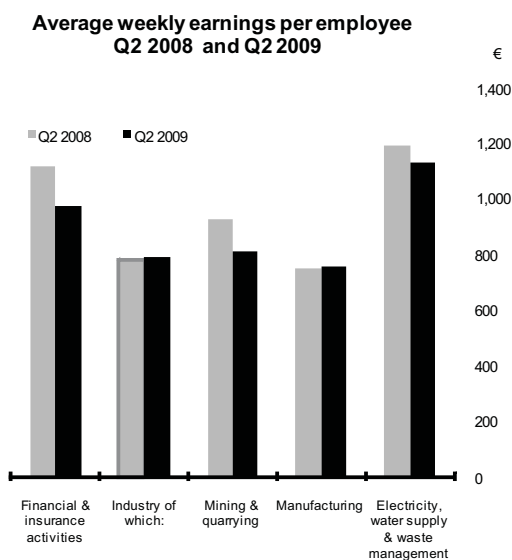
Weekly hours not worked (paid leave) were 4.5 hours in the industrial sector and 5.2 hours in the financial sector. This compares with paid leave of 4 hours per week in Q2 2008 in both industry and finance. See table 7.

Weekly average overtime hours in Q2 2009 were 1.4 hours in the industrial sector compared with 0.3 hours in the financial sector, a fall of 0.5 and 0.2 hours respectively from the previous year.

In the industrial sector, average paid hours per week for managers, professionals and associated professionals rose very slightly from 38.2 to 38.3 hours in the year to Q2 2009. They fell by 2.2% to 35.2 hours for clerical, sales and service employees and fell by 4.8%, from 39.2 to 37.3 hours for production, transport, craft and manual workers.

In the financial sector, hours per week fell for managers, professionals and associated professionals from 34.9 in Q2 2008 to 34.5 hours in Q2 2009. They also fell slightly for clerical, sales and service employees from 32.9 to 32.5 over the same period. However average paid hours per week remained constant for production, transport, craft and manual workers at 34.5.

Weekly earnings fall by 13% in the financial sector in the year



Average Earnings per week			
NACE Principal Activity	Q2 2008	Q2 2009*	Annual Change
	€	€	%
All employees			
Industry	782.63	787.96	0.7
Financial & insurance activities	1,118.94	973.08	-13.0
Managers professionals & associated professionals			
Industry	1,179.24	1,185.89	0.6
Financial & insurance activities	1,574.29	1,339.10	-14.9
Clerical, sales & service employees			
Industry	734.27	730.56	-0.5
Financial & insurance activities	663.14	627.50	-5.4
Production, transport, craft and other manual workers			
Industry	648.41	638.84	-1.5
Financial & insurance activities	588.58	631.77	7.3

* Preliminary Estimates

Average weekly earnings in the financial sector (including irregular earnings) fell from €1,118.94 in Q2 2008 to €973.08 in Q2 2009, a drop of 13%. In the industrial sector, average weekly earnings rose slightly from €782.63 to €787.96 over the same period, a rise of 0.7%. See graph and table above.

For managers, professionals and associated professionals in the industrial sector, average weekly earnings rose from €1,179.24 in Q2 2008 to €1,185.89 in Q2 2009 (up 0.6%), while for clerical, sales and service employees, earnings dropped from €734.27 per week to €730.56, a fall of 0.5%. Earnings went from €648.41 per week in Q2 2008 to €638.84 in Q2 2009 (a fall of 1.5%) for the production, transport, craft and other manual workers.

In the financial sector, average weekly earnings fell by 14.9% to €1,339.10 in Q2 2009 for managers, professionals and associated professionals. Earnings fell by

5.4% for clerical, sales and service employees' earnings, while they rose by 7.3% over the same period for the production, transport, craft and other manual workers in the financial sector.

Excluding irregular earnings, there was a rise of 1.3%, from €746.52 to €755.90 per week, in the industrial sector while there was a fall of 1%, from €920.04 to €911.20 in the financial sector.

Employment falls in the industrial sector by 21,300 in the year to Q2 2009

The number of persons employed in the industrial sector fell by 21,300 from 232,600 to 211,300 employees between Q2 2008 and Q2 2009. This decrease was primarily among the production, craft and manual workers, which fell by 17,700, while clerical, sales and service employees fell by 2,900 (37,500 to 34,600) in the year. Managers, professionals and associated professionals only fell by 600, from 52,400 to 51,800. *See table 1.*

During the same period, employment in the financial sector fell by 1,600 from 86,000 to 84,400 employees. Managers, professionals and associated professionals fell by 2,100 to 41,000, while clerical, sales and service employees rose by 400 to 42,200.

Hourly labour costs fall by 9.5% in the financial sector

Between Q2 2008 and Q2 2009, average hourly labour costs decreased from €41.10 to €37.19 in the financial sector, a fall of 9.5%. Over the same period, other labour costs only rose by 2 cents from €8.14 per hour to €8.16.

See table 3 and graph.

In the industrial sector, other labour costs increased from €4.22 per hour to €5.49, a rise of 30%. This was partially due to an increase in redundancy costs, which rose from €0.52 per hour in Q2 2008 to €1.46 in Q2 2009. Overall, average labour costs rose from €24.57 to €26.69 in the industrial sector, an increase of 8.6%.

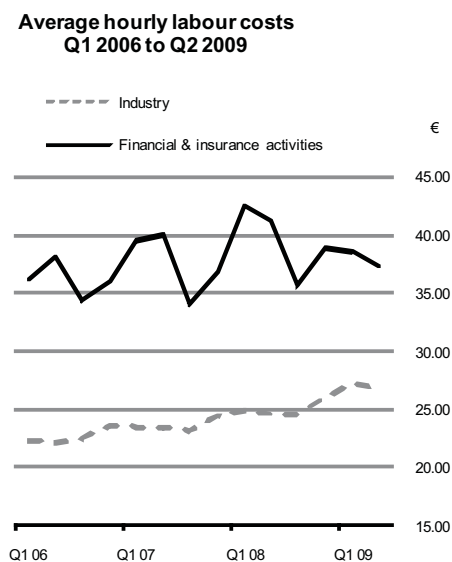


Table 1 Employment, earnings and hours classified by Nace sector and occupation

Broad Occupational Categories and NACE Principal Activity		Q2 2008			Q3 2008		
		Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours
All Employees		numbers	€	hours	numbers	€	hours
B-E	Industry	232,600	20.35	38.5	226,900	20.26	38.4
B	Mining & quarrying	8,000	20.62	44.8	7,400	21.09	42.3
C	Manufacturing	209,900	19.61	38.2	204,900	19.54	38.3
D,E	Electricity, water supply & waste management	14,600	30.91	38.5	14,600	29.60	39.1
K	Financial & insurance activities	86,000	32.96	34.0	84,900	27.98	33.8
Managers, professionals & associated professionals							
B-E	Industry	52,400	30.88	38.2	52,400	30.56	38.1
B	Mining & quarrying	1,300	33.56	38.2	1,300	33.77	38.4
C	Manufacturing	48,100	29.70	38.4	48,000	29.52	38.3
D,E	Electricity, water supply & waste management	3,100	49.62	35.6	3,200	46.33	35.3
K	Financial & insurance activities	43,100	45.08	34.9	42,300	36.23	35.0
Clerical, sales and service employees							
B-E	Industry	37,500	20.41	36.0	36,100	20.54	36.1
B	Mining & quarrying	1,000	18.47	40.3	1,000	18.47	38.0
C	Manufacturing	31,900	19.64	36.0	30,700	19.73	36.1
D,E	Electricity, water supply & waste management	4,700	26.44	35.0	4,400	26.65	35.7
K	Financial & insurance activities	41,800	20.14	32.9	41,500	19.30	32.6
Production, transport, craft and other manual workers							
B-E	Industry	142,700	16.53	39.2	138,400	16.40	39.2
B	Mining & quarrying	5,700	18.37	47.3	5,100	18.85	44.0
C	Manufacturing	130,000	15.89	38.7	126,200	15.76	38.8
D,E	Electricity, water supply & waste management	6,900	26.20	42.1	7,100	24.97	43.0
K	Financial & insurance activities	1,100	17.05	34.5	1,100	17.65	34.8

* Preliminary Estimates

for Q2 2008 - Q2 2009

Q4 2008			Q1 2009			Q2 2009*		
Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours	Persons Employed	Average Hourly Earnings	Average weekly paid hours
numbers	€	hours	numbers	€	hours	numbers	€	hours
221,400	21.44	38.1	212,500	22.26	36.5	211,300	21.20	37.2
7,200	22.23	42.2	7,300	21.80	38.3	8,000	20.60	39.5
199,400	20.79	38.0	190,200	21.60	36.3	187,500	20.45	37.1
14,800	29.95	38.0	15,000	30.56	38.1	15,800	30.59	37.0
84,300	30.18	33.8	84,200	30.90	33.4	84,400	29.03	33.5
52,300	31.85	38.3	51,600	34.92	37.7	51,800	31.01	38.3
1,300	34.71	38.1	1,500	32.73	37.2	1,300	33.38	37.3
47,800	30.90	38.6	46,700	33.66	37.9	46,900	29.77	38.5
3,300	46.05	34.8	3,400	54.10	35.4	3,600	47.61	36.0
41,700	39.34	35.1	41,100	41.56	34.8	41,000	38.80	34.5
36,200	21.45	36.2	36,100	21.19	35.0	34,600	20.78	35.2
1,000	20.02	37.3	1,000	19.04	35.4	900	17.39	36.2
30,400	20.81	36.2	30,300	20.47	35.0	28,300	20.01	35.4
4,700	25.98	35.7	4,800	26.43	34.6	5,400	25.75	33.7
41,500	20.52	32.5	41,900	20.01	32.1	42,200	19.30	32.5
132,900	17.38	38.5	124,800	17.21	36.4	125,000	17.14	37.3
5,000	19.83	44.3	4,800	19.09	39.2	5,900	18.22	40.6
121,200	16.78	38.2	113,100	16.74	36.0	112,300	16.52	36.9
6,800	25.64	41.1	6,800	22.88	42.0	6,800	25.79	40.1
1,100	19.51	34.2	1,100	18.24	34.2	1,300	18.31	34.5

Table 2 Hourly earnings and irregular bonuses classified by Nace sector and

Broad Occupational Categories and NACE Principal Activity	Q2 2008			Q3 2008		
	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings
	€	€	€	€	€	€
All Employees						
B-E Industry	19.39	0.96	20.35	19.52	0.74	20.26
B Mining & quarrying	19.99	0.63	20.62	20.09	1.00	21.09
C Manufacturing	18.87	0.74	19.61	19.00	0.54	19.54
D,E Electricity, water supply & waste management	26.57	4.33	30.91	26.36	3.24	29.60
K Financial & insurance activities	27.06	5.90	32.96	26.73	1.25	27.98
Managers, professionals & associated professionals						
B-E Industry	28.80	2.08	30.88	29.10	1.46	30.56
B Mining & quarrying	32.02	1.53	33.56	30.10	3.67	33.77
C Manufacturing	27.91	1.78	29.70	28.25	1.27	29.52
D,E Electricity, water supply & waste management	42.26	7.36	49.62	42.79	3.54	46.33
K Financial & insurance activities	35.26	9.82	45.08	34.45	1.78	36.23
Clerical, sales and service employees						
B-E Industry	19.39	1.01	20.41	19.76	0.78	20.54
B Mining & quarrying	17.56	0.91	18.47	17.63	0.84	18.47
C Manufacturing	18.86	0.78	19.64	19.29	0.44	19.73
D,E Electricity, water supply & waste management	23.73	2.71	26.44	23.59	3.06	26.65
K Financial & insurance activities	18.37	1.77	20.14	18.60	0.70	19.30
Production, transport, craft and other manual workers						
B-E Industry	16.00	0.54	16.53	15.94	0.46	16.40
B Mining & quarrying	17.95	0.41	18.37	18.38	0.47	18.85
C Manufacturing	15.55	0.34	15.89	15.47	0.29	15.76
D,E Electricity, water supply & waste management	22.13	4.07	26.20	21.74	3.23	24.97
K Financial & insurance activities	16.57	0.49	17.05	17.02	0.63	17.65

* Preliminary Estimates

occupation for Q2 2008 - Q2 2009

Q4 2008			Q1 2009			Q2 2009*		
Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings	Hourly earnings excl irregular bonuses	Irregular bonuses	Average Hourly earnings
€	€	€	€	€	€	€	€	€
20.16	1.28	21.44	20.56	1.70	22.26	20.32	0.88	21.20
20.01	2.21	22.23	20.89	0.92	21.80	20.31	0.29	20.60
19.70	1.09	20.79	20.04	1.56	21.60	19.77	0.68	20.45
26.48	3.47	29.95	26.83	3.73	30.56	26.98	3.60	30.59
27.38	2.80	30.18	27.46	3.44	30.90	27.20	1.83	29.03
29.59	2.26	31.85	30.10	4.82	34.92	29.50	1.51	31.01
29.89	4.82	34.71	30.70	2.03	32.73	32.95	0.44	33.38
28.86	2.04	30.90	29.21	4.46	33.66	28.53	1.24	29.77
41.28	4.77	46.05	42.69	11.41	54.10	41.89	5.72	47.61
35.48	3.86	39.34	36.02	5.54	41.56	35.83	2.97	38.80
19.96	1.49	21.45	20.00	1.19	21.19	19.84	0.94	20.78
17.29	2.73	20.02	17.34	1.70	19.04	17.17	0.22	17.39
19.61	1.20	20.81	19.51	0.96	20.47	19.32	0.69	20.01
22.82	3.16	25.98	23.80	2.63	26.43	23.26	2.49	25.75
18.87	1.65	20.52	18.72	1.29	20.01	18.61	0.69	19.30
16.53	0.85	17.38	16.69	0.52	17.21	16.55	0.60	17.14
18.28	1.55	19.83	18.65	0.44	19.09	17.95	0.27	18.22
16.09	0.68	16.78	16.25	0.48	16.74	16.09	0.43	16.52
22.52	3.12	25.64	21.79	1.09	22.88	22.44	3.35	25.79
16.46	3.05	19.51	16.92	1.31	18.24	17.58	0.73	18.31

Table 3 Hourly earnings, other labour costs and total labour costs classified by Nace sector and

Broad Occupational Categories and NACE Principal Activity		Q2 2008			Q3 2008		
		Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
All Employees		€	€	€	€	€	€
B-E	Industry	20.35	4.22	24.57	20.26	4.34	24.60
B	Mining & quarrying	20.62	3.99	24.62	21.09	5.02	26.11
C	Manufacturing	19.61	4.17	23.78	19.54	4.25	23.80
D,E	Electricity, water supply & waste management	30.91	5.10	36.01	29.60	5.09	34.68
K	Financial & insurance activities	32.96	8.14	41.10	27.98	7.65	35.63
Managers, professionals & associated professionals							
B-E	Industry	30.88	7.20	38.08	30.56	7.10	37.67
B	Mining & quarrying	33.56	9.74	43.29	33.77	13.96	47.73
C	Manufacturing	29.70	7.03	36.72	29.52	6.84	36.36
D,E	Electricity, water supply & waste management	49.62	8.88	58.50	46.33	8.45	54.78
K	Financial & insurance activities	45.08	11.00	56.08	36.23	9.75	45.99
Clerical, sales and service employees							
B-E	Industry	20.41	3.99	24.39	20.54	4.15	24.68
B	Mining & quarrying	18.47	3.95	22.42	18.47	3.74	22.21
C	Manufacturing	19.64	3.96	23.60	19.73	4.10	23.82
D,E	Electricity, water supply & waste management	26.44	4.21	30.65	26.65	4.53	31.17
K	Financial & insurance activities	20.14	5.13	25.27	19.30	5.45	24.76
Production, transport, craft and other manual workers							
B-E	Industry	16.53	3.21	19.74	16.40	3.37	19.77
B	Mining & quarrying	18.37	2.85	21.22	18.85	3.35	22.20
C	Manufacturing	15.89	3.17	19.06	15.76	3.33	19.08
D,E	Electricity, water supply & waste management	26.20	4.14	30.34	24.97	4.13	29.10
K	Financial & insurance activities	17.05	4.07	21.12	17.65	4.43	22.07

Preliminary Estimates

occupation for Q2 2008 to Q2 2009

Q4 2008			Q1 2009			Q2 2009*		
Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
€	€	€	€	€	€	€	€	€
21.44	4.59	26.04	22.26	5.05	27.31	21.20	5.49	26.69
22.23	5.88	28.11	21.80	5.57	27.38	20.60	5.56	26.17
20.79	4.48	25.28	21.60	5.00	26.60	20.45	5.49	25.94
29.95	5.39	35.34	30.56	5.42	35.98	30.59	5.40	35.99
30.18	8.66	38.84	30.90	8.19	39.10	29.03	8.16	37.19
31.85	7.87	39.72	34.92	8.77	43.68	31.01	8.69	39.70
34.71	14.12	48.83	32.73	9.39	42.11	33.38	10.40	43.78
30.90	7.65	38.55	33.66	8.70	42.37	29.77	8.61	38.39
46.05	8.70	54.76	54.10	9.37	63.47	47.61	9.14	56.75
39.34	11.57	50.91	41.56	10.94	52.51	38.80	10.90	49.70
21.45	4.00	25.45	21.19	4.50	25.69	20.78	4.77	25.55
20.02	4.95	24.97	19.04	5.57	24.61	17.39	6.28	23.67
20.81	3.91	24.72	20.47	4.36	24.83	20.01	4.73	24.74
25.98	4.32	30.30	26.43	5.14	31.57	25.75	4.61	30.35
20.52	5.58	26.11	20.01	5.40	25.40	19.30	5.46	24.76
17.38	3.47	20.84	17.21	3.63	20.84	17.14	4.31	21.45
19.83	4.21	24.05	19.09	4.45	23.54	18.22	4.38	22.61
16.78	3.37	20.14	16.74	3.57	20.31	16.52	4.32	20.84
25.64	4.66	30.29	22.88	3.89	26.77	25.79	4.17	29.96
19.51	5.26	24.77	18.24	4.51	22.75	18.31	4.10	22.41

Table 4 Hourly labour costs for Q2 2009 - Preliminary Estimates

Broad Occupational Categories and NACE Principal Activity		Total Employment	Wages & Salaries					Total	Redund- ancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Hourly Labour Costs
			Payment for time worked			Payment for time not worked	Total								
			Regular	Overtime	Irregular										
		numbers	€	€	€	€	€	€	€	€	€	€	€	€	
All Employees															
B-E	Industry	211,300	16.92	0.94	0.88	2.46	21.20	1.46	2.08	1.24	0.38	0.38	-0.06	26.69	
B	Mining & quarrying	8,000	16.22	1.82	0.29	2.26	20.60	1.69	2.11	1.06	0.23	0.49	-0.01	26.17	
C	Manufacturing	187,500	16.57	0.84	0.68	2.36	20.45	1.56	2.08	1.13	0.41	0.36	-0.06	25.94	
D,E	Electricity, water supply & waste management	15,800	21.39	1.71	3.60	3.88	30.59	0.12	2.02	2.76	0.15	0.49	-0.13	35.99	
K	Financial & insurance activities	84,400	22.69	0.32	1.83	4.19	29.03	0.58	3.02	3.55	0.56	0.53	-0.08	37.19	
Managers, professionals & associated professionals															
B-E	Industry	51,800	25.28	0.42	1.51	3.80	31.01	1.85	2.97	2.60	1.00	0.34	-0.06	39.70	
B	Mining & quarrying	1,300	28.51	0.42	0.44	4.02	33.38	2.39	3.59	3.10	0.93	0.40	-0.01	43.78	
C	Manufacturing	46,900	24.48	0.41	1.24	3.63	29.77	1.95	2.95	2.39	1.05	0.34	-0.05	38.39	
D,E	Electricity, water supply & waste management	3,600	35.04	0.54	5.72	6.32	47.61	0.23	3.01	5.39	0.35	0.30	-0.13	56.75	
K	Financial & insurance activities	41,000	30.00	0.28	2.97	5.55	38.80	0.73	4.02	4.82	0.90	0.50	-0.08	49.70	
Clerical, sales and service employees															
B-E	Industry	34,600	17.04	0.31	0.94	2.49	20.78	1.02	2.03	1.20	0.28	0.30	-0.06	25.55	
B	Mining & quarrying	900	13.79	1.15	0.22	2.23	17.39	2.87	2.01	0.94	0.06	0.41	-0.01	23.67	
C	Manufacturing	28,300	16.75	0.25	0.69	2.33	20.01	1.11	2.05	1.03	0.31	0.30	-0.06	24.74	
D,E	Electricity, water supply & waste management	5,400	19.18	0.54	2.49	3.55	25.75	0.20	1.93	2.20	0.16	0.27	-0.14	30.35	
K	Financial & insurance activities	42,200	15.49	0.27	0.69	2.84	19.30	0.45	2.02	2.29	0.23	0.55	-0.08	24.76	
Production, transport, craft and other manual workers															
B-E	Industry	125,000	13.34	1.33	0.60	1.88	17.14	1.42	1.72	0.68	0.15	0.41	-0.06	21.45	
B	Mining & quarrying	5,900	13.84	2.23	0.27	1.88	18.22	1.36	1.79	0.62	0.10	0.52	-0.01	22.61	
C	Manufacturing	112,300	13.10	1.17	0.43	1.82	16.52	1.51	1.72	0.60	0.16	0.38	-0.06	20.84	
D,E	Electricity, water supply & waste management	6,800	16.45	3.02	3.35	2.96	25.79	0.02	1.61	1.88	0.05	0.73	-0.12	29.96	
K	Financial & insurance activities	1,300	11.94	2.74	0.73	2.90	18.31	0.00	1.88	1.65	0.15	0.49	-0.08	22.41	

Table 5 Percentage distribution of labour costs for Q2 2009 - Preliminary Estimates

Broad Occupational Categories and NACE Principal Activity		Total Employment	Wages & Salaries				Total	Redund- ancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Hourly Labour Costs
			Payment for time worked			Payment for time not worked								
			Regular	Overtime	Irregular									
		numbers	%	%	%	%	%	%	%	%	%	%	%	
All Employees														
B-E	Industry	211,300	63.4	3.5	3.3	9.2	79.4	5.5	7.8	4.7	1.4	1.4	-0.2	100
B	Mining & quarrying	8,000	62.0	7.0	1.1	8.6	78.7	6.4	8.0	4.0	0.9	1.9	0.0	100
C	Manufacturing	187,500	63.9	3.2	2.6	9.1	78.8	6.0	8.0	4.3	1.6	1.4	-0.2	100
D,E	Electricity, water supply & waste management	15,800	59.4	4.7	10.0	10.8	85.0	0.3	5.6	7.7	0.4	1.4	-0.4	100
K	Financial & insurance activities	84,400	61.0	0.9	4.9	11.3	78.1	1.6	8.1	9.5	1.5	1.4	-0.2	100
Managers, professionals & associated professionals														
B-E	Industry	51,800	63.7	1.1	3.8	9.6	78.1	4.7	7.5	6.5	2.5	0.9	-0.1	100
B	Mining & quarrying	1,300	65.1	1.0	1.0	9.2	76.2	5.5	8.2	7.1	2.1	0.9	0.0	100
C	Manufacturing	46,900	63.8	1.1	3.2	9.5	77.6	5.1	7.7	6.2	2.7	0.9	-0.1	100
D,E	Electricity, water supply & waste management	3,600	61.7	0.9	10.1	11.1	83.9	0.4	5.3	9.5	0.6	0.5	-0.2	100
K	Financial & insurance activities	41,000	60.4	0.6	6.0	11.2	78.1	1.5	8.1	9.7	1.8	1.0	-0.2	100
Clerical, sales and service employees														
B-E	Industry	34,600	66.7	1.2	3.7	9.7	81.3	4.0	7.9	4.7	1.1	1.2	-0.3	100
B	Mining & quarrying	900	58.3	4.9	0.9	9.4	73.5	12.1	8.5	4.0	0.3	1.7	0.0	100
C	Manufacturing	28,300	67.7	1.0	2.8	9.4	80.9	4.5	8.3	4.2	1.2	1.2	-0.2	100
D,E	Electricity, water supply & waste management	5,400	63.2	1.8	8.2	11.7	84.8	0.7	6.3	7.3	0.5	0.9	-0.5	100
K	Financial & insurance activities	42,200	62.6	1.1	2.8	11.5	78.0	1.8	8.2	9.3	0.9	2.2	-0.3	100
Production, transport, craft and other manual workers														
B-E	Industry	125,000	62.2	6.2	2.8	8.8	79.9	6.6	8.0	3.2	0.7	1.9	-0.3	100
B	Mining & quarrying	5,900	61.2	9.9	1.2	8.3	80.6	6.0	7.9	2.7	0.5	2.3	0.0	100
C	Manufacturing	112,300	62.8	5.6	2.1	8.7	79.3	7.2	8.3	2.9	0.8	1.8	-0.3	100
D,E	Electricity, water supply & waste management	6,800	54.9	10.1	11.2	9.9	86.1	0.1	5.4	6.3	0.2	2.4	-0.4	100
K	Financial & insurance activities	1,300	53.3	12.2	3.3	13.0	81.7	0.0	8.4	7.4	0.7	2.2	-0.3	100

Table 6 Employment, hours and payment for time worked for Q2 2009 - Preliminary Estimates

Broad Occupational Categories and NACE Principal Activity		Persons Employed				Paid Hours			Earnings per week	Weekly Hours Not Worked	Weekly Hours Worked	Hourly Earnings for Time Worked	Hourly Labour Costs for Time Worked
		Full-time	Part-time	Appren- tice	Total	Weekly Contracted Hours	Weekly Overtime Hours	Total Weekly Hours					
		numbers	numbers	numbers	numbers	hours	hours	hours	€	hours	hours	€	€
All Employees													
B-E	Industry	197,400	12,200	1,800	211,300	35.8	1.4	37.2	787.96	4.5	32.7	24.14	30.38
B	Mining & quarrying	7,600	300	100	8,000	36.6	2.9	39.5	813.06	4.5	35.0	23.24	29.51
C	Manufacturing	175,300	10,800	1,400	187,500	35.8	1.3	37.1	758.45	4.4	32.6	23.24	29.47
D,E	Electricity, water supply & waste management	14,500	1,100	200	15,800	35.2	1.8	37.0	1,131.06	5.4	31.6	35.83	42.16
K	Financial & insurance activities	73,800	10,500	100	84,400	33.2	0.3	33.5	973.08	5.2	28.3	34.34	43.99
Managers, professionals & associated professionals													
B-E	Industry	50,100	1,400	200	51,800	37.7	0.5	38.3	1,185.89	4.9	33.3	35.59	45.57
B	Mining & quarrying	1,200	100	0	1,300	36.8	0.4	37.3	1,243.36	4.6	32.7	38.02	49.87
C	Manufacturing	45,500	1,200	200	46,900	37.9	0.5	38.5	1,144.59	4.9	33.5	34.12	43.99
D,E	Electricity, water supply & waste management	3,500	100	0	3,600	35.5	0.5	36.0	1,712.88	5.4	30.6	56.07	66.83
K	Financial & insurance activities	38,600	2,300	0	41,000	34.3	0.3	34.5	1,339.10	5.4	29.2	45.91	58.80
Clerical, sales and service employees													
B-E	Industry	30,800	3,700	0	34,600	34.8	0.4	35.2	730.56	4.4	30.7	23.78	29.23
B	Mining & quarrying	800	100	0	900	34.6	1.5	36.2	629.01	4.8	31.4	20.07	27.31
C	Manufacturing	25,300	2,900	0	28,300	35.0	0.4	35.4	708.21	4.3	31.1	22.76	28.14
D,E	Electricity, water supply & waste management	4,700	700	0	5,400	33.3	0.4	33.7	867.87	5.2	28.5	30.44	35.88
K	Financial & insurance activities	34,100	8,000	100	42,200	32.2	0.3	32.5	627.50	5.0	27.5	22.80	29.24
Production, transport, craft and other manual workers													
B-E	Industry	116,400	7,100	1,500	125,000	35.3	2.0	37.3	638.84	4.4	32.9	19.41	24.30
B	Mining & quarrying	5,700	200	100	5,900	36.9	3.7	40.6	738.89	4.4	36.2	20.44	25.36
C	Manufacturing	104,500	6,600	1,200	112,300	35.1	1.8	36.9	610.26	4.3	32.7	18.69	23.58
D,E	Electricity, water supply & waste management	6,300	300	200	6,800	36.5	3.6	40.1	1,033.12	5.6	34.5	29.96	34.80
K	Financial & insurance activities	1,100	200	0	1,300	31.7	2.8	34.5	631.77	6.2	28.3	22.33	27.32

Table 7 Employment, hours and payment for time worked by size of enterprise for Q2 2009 - Preliminary Estimates

Broad Occupational Categories and NACE Principal Activity	Persons Employed				Paid Hours			Earnings per week	Hourly Earnings	Hourly Labour Costs	Weekly Hours Not Worked	Weekly Hours Worked	Hourly Earnings for Time Worked	Hourly Labour Costs for Time Worked
	Full-time	Part-time	Appren- tice	Total	Weekly Contracted Hours	Weekly Overtime Hours	Total Weekly Hours							
All Employees	numbers	numbers	numbers	numbers	hours	hours	hours	€	€	€	hours	hours	€	€
B-E Industry	197,400	12,200	1,800	211,300	35.8	1.4	37.2	787.96	21.20	26.69	4.5	32.7	24.14	30.38
K Financial & insurance activities	73,800	10,500	100	84,400	33.2	0.3	33.5	973.08	29.03	37.19	5.2	28.3	34.34	43.99
Less than 50 employees														
B-E Industry	50,400	6,200	600	57,300	33.8	0.8	34.6	597.97	17.27	20.57	3.7	31.0	19.31	23.00
K Financial & insurance activities	9,900	2,500	100	12,400	32.7	0.1	32.8	911.88	27.81	34.19	3.9	28.9	31.55	38.80
50 - 250 employees														
B-E Industry	55,700	2,300	400	58,300	35.9	1.4	37.3	703.37	18.86	23.44	4.2	33.1	21.23	26.39
K Financial & insurance activities	7,100	500	0	7,600	35.0	0.3	35.3	1,112.71	31.49	38.26	4.8	30.6	36.39	44.22
Greater than 250 employees														
B-E Industry	91,300	3,700	800	95,700	36.9	1.7	38.6	953.30	24.70	31.90	5.2	33.4	28.58	36.90
K Financial & insurance activities	56,800	7,600	0	64,400	33.1	0.3	33.4	968.33	28.96	37.62	5.5	28.0	34.63	44.99

Table 8 Total annual earnings and other labour costs classified by NACE sector and occupation for 2008

Broad Occupational Categories and NACE Principal Activity		Wages & Salaries				Total	Redundancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsidies	Total Labour Costs
		Payment for time worked			Payment for time not worked								
		Regular	Overtime	Irregular									
		€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	
All Employees													
B-E	Industry	7,340,675	517,617	514,464	1,075,286	9,448,041	276,805	929,694	474,679	164,097	203,095	-36,974	11,459,438
B	Mining & quarrying	257,572	36,653	20,511	40,818	355,553	12,727	35,022	20,319	4,671	10,681	-880	438,094
C	Manufacturing	6,479,097	421,873	386,580	936,520	8,224,070	230,584	839,212	380,158	156,030	176,698	-32,601	9,974,151
D,E	Electricity, water supply & waste management	601,042	59,091	107,373	100,912	868,418	33,493	55,460	74,202	3,396	15,717	-3,492	1,047,194
K	Financial & insurance activities	3,449,013	63,370	703,474	513,989	4,729,846	28,457	487,187	522,564	118,336	90,194	-11,860	5,964,723
Managers, professionals & associated professionals													
B-E	Industry	2,589,450	49,239	269,932	389,247	3,297,867	112,639	314,842	234,413	103,806	42,262	-8,590	4,097,239
B	Mining & quarrying	68,628	615	8,845	11,163	89,251	8,493	8,958	9,143	3,425	1,573	-166	120,678
C	Manufacturing	2,313,609	45,968	224,192	344,830	2,928,599	72,598	288,644	195,805	98,546	38,670	-7,646	3,615,216
D,E	Electricity, water supply & waste management	206,221	2,656	36,895	34,245	280,017	31,548	17,240	29,464	1,836	1,878	-779	361,203
K	Financial & insurance activities	2,313,030	31,061	590,807	344,618	3,279,516	24,651	336,236	361,551	91,038	44,476	-5,887	4,131,581
Clerical, sales and service employees													
B-E	Industry	1,153,352	28,437	79,806	165,411	1,427,006	21,846	139,731	71,653	23,422	25,138	-5,864	1,702,933
B	Mining & quarrying	25,784	2,805	2,535	4,862	35,986	783	3,581	2,154	272	1,105	-116	43,766
C	Manufacturing	966,294	19,732	52,899	133,781	1,172,705	20,755	119,999	53,032	22,102	21,090	-4,850	1,404,832
D,E	Electricity, water supply & waste management	160,780	5,901	24,372	27,262	218,315	308	16,151	16,467	1,048	2,640	-1,086	253,843
K	Financial & insurance activities	1,111,382	25,773	110,395	164,971	1,412,521	3,806	147,454	157,526	26,415	44,423	-5,801	1,786,343
Production, transport, craft and other manual workers													
B-E	Industry	3,597,874	439,941	164,725	520,628	4,723,168	142,320	475,121	168,613	36,870	135,694	-22,520	5,659,266
B	Mining & quarrying	163,160	33,233	9,130	24,793	230,316	3,451	22,483	9,021	975	8,002	-98	273,650
C	Manufacturing	3,199,194	356,173	109,489	457,910	4,122,766	137,231	430,569	131,321	35,382	116,938	-20,105	4,954,102
D,E	Electricity, water supply & waste management	234,040	50,534	46,106	39,406	370,086	1,638	22,069	28,271	513	11,199	-1,627	432,148
K	Financial & insurance activities	24,601	6,537	2,272	4,399	37,809	0	3,497	3,486	882	1,296	-172	46,799

Table 9 Total annual average earnings and other labour costs classified by NACE sector and occupation for 2008

Broad Occupational Categories and NACE Principal Activity		Wages & Salaries				Total	Redund- ancy	Statutory PRSI	Other Social Costs	Benefit in Kind	Other Labour Costs	Subsid- ies	Total Labour Costs
		Payment for time worked			Payment for time not worked								
		Regular	Overtime	Irregular									
All Employees		€	€	€	€	€	€	€	€	€	€	€	
B-E	Industry	32,593	2,298	2,284	4,774	41,950	1,229	4,128	2,108	729	902	-164	50,880
B	Mining & quarrying	36,082	5,135	2,873	5,718	49,808	1,783	4,906	2,846	654	1,496	-123	61,370
C	Manufacturing	31,804	2,071	1,898	4,597	40,370	1,132	4,120	1,866	766	867	-160	48,961
D,E	Electricity, water supply & waste management	41,834	4,113	7,473	7,024	60,444	2,331	3,860	5,165	236	1,094	-243	72,888
K	Financial & insurance activities	41,002	753	8,363	6,110	56,229	338	5,792	6,212	1,407	1,072	-141	70,910
Managers, professionals & associated professionals													
B-E	Industry	49,487	941	5,159	7,439	63,026	2,153	6,017	4,480	1,984	808	-164	78,303
B	Mining & quarrying	51,083	458	6,584	8,309	66,434	6,322	6,668	6,806	2,549	1,171	-123	89,826
C	Manufacturing	48,426	962	4,693	7,218	61,298	1,520	6,042	4,098	2,063	809	-160	75,669
D,E	Electricity, water supply & waste management	64,336	829	11,510	10,683	87,358	9,842	5,378	9,192	573	586	-243	112,685
K	Financial & insurance activities	55,401	744	14,151	8,254	78,551	590	8,053	8,660	2,181	1,065	-141	98,959
Clerical, sales and service employees													
B-E	Industry	32,288	796	2,234	4,631	39,949	612	3,912	2,006	656	704	-164	47,674
B	Mining & quarrying	27,312	2,971	2,685	5,150	38,118	829	3,793	2,282	288	1,171	-123	46,358
C	Manufacturing	31,883	651	1,745	4,414	38,694	685	3,959	1,750	729	696	-160	46,353
D,E	Electricity, water supply & waste management	35,976	1,320	5,453	6,100	48,849	69	3,614	3,685	235	591	-243	56,799
K	Financial & insurance activities	27,012	626	2,683	4,010	34,331	92	3,584	3,829	642	1,080	-141	43,416
Production, transport, craft and other manual workers													
B-E	Industry	26,228	3,207	1,201	3,795	34,431	1,037	3,464	1,229	269	989	-164	41,255
B	Mining & quarrying	33,634	6,851	1,882	5,111	47,478	711	4,635	1,860	201	1,650	-123	56,411
C	Manufacturing	25,465	2,835	872	3,645	32,816	1,092	3,427	1,045	282	931	-160	39,433
D,E	Electricity, water supply & waste management	34,970	7,551	6,889	5,888	55,297	245	3,297	4,224	77	1,673	-243	64,570
K	Financial & insurance activities	20,122	5,347	1,859	3,599	30,926	0	2,861	2,852	722	1,060	-141	38,279

Table 10 Employees on national minimum wage (NMW) rate classified by NACE sector Q1 2007 - Q2 2009 (Preliminary estimates).

Broad Occupational Categories and Nace Principal Activity		Q1 2007		Q2 2007		Q3 2007		Q4 2007		Q1 2008	
		numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees
All Employees											
B-E	Industry	5,900	2.5	5,300	2.2	5,100	2.2	4,400	1.9	4,400	1.9
B	Mining & quarrying	<50	0.6	100	1.7	100	1.0	100	0.7	200	2.6
C	Manufacturing	5,300	2.5	5,100	2.4	4,800	2.2	4,300	2.0	4,100	2.0
D-E	Electricity, water supply & waste management	600	4.2	*	*	300	2.2	*	*	100	0.8
K	Financial & insurance activities	*	*	*	*	100	0.1	<50	0.1	*	*
Broad Occupational Categories and Nace Principal Activity		Q2 2008		Q3 2008		Q4 2008		Q1 2009		Q2 2009	
		numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees	numbers	% of employees
All Employees											
B-E	Industry	5,000	2.2	4,400	2.0	3,700	1.7	3,000	1.4	2,800	1.3
B	Mining & quarrying	100	1.5	100	0.7	200	2.5	100	2.1	200	2.4
C	Manufacturing	4,800	2.3	4,300	2.1	3,500	1.8	2,700	1.4	2,500	1.4
D-E	Electricity, water supply & waste management	100	0.5	*	0.3	*	*	100	0.6	100	0.5
K	Financial & insurance activities	100	0.1	*	*	*	*	100	0.1	100	0.1

NMW rates changed from €7.65 to €8.30 on 1st January, 2007 and to €8.65 on 1st July, 2007.

< 50 - number of employees on the minimum wage between 1 and 50

* numbers too small for estimation

Background Notes

Introduction	<p>The Earnings, Hours and Employment Costs Survey (EHECS) has replaced the four-yearly Labour Cost Survey, and will ultimately replace all other existing CSO short-term earnings inquiries. The EHECS results are comparable across sectors and include more detail on components of earnings and labour costs than is currently available.</p> <p>This development is part of the CSO strategy to improve earnings statistics, the other element being the annual National Employment Survey (NES). Both these surveys will provide better coverage of earnings and employment costs and other workplace-related issues.</p>
Legislation	<p>The survey information was collected by the Central Statistics Office (CSO) under the S.I. No 314 of 2008 Statistics (Labour Costs Surveys) Order 2008. The information collected is treated as strictly confidential in accordance with the Statistics Act 1993. The survey results meet the requirements for Labour Costs statistics set out in Council Regulation (EC) 530/1999.</p>
Business Register	<p>The CSO's Business Register provided the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.</p>
Business Classification	<p>The business classification used for the EHECS is based on the Statistical Classification of Economic Activities in the European Community (NACE Rev.2). The NACE code of each enterprise included in the survey was determined from the predominant activity of the enterprise, based on information provided in this or other CSO inquiries.</p>
New Nace Classification	<p>NACE Rev 2 is the new classification system for economic activities, updated from NACE Rev 1.1. A major revision of NACE was conducted between 2000 and 2007, in order to ensure that the NACE classification system remained relevant for the economy. The main changes that affected the release was the reclassification of some industrial enterprises from industry to services (principally in the software and publishing sectors) and the inclusion of steam, air conditioning supply, sewerage, water management and remediation activities in industry. The EHECS figures have been recalculated for the entire series (from Q4 2005 onwards) using NACE Rev 2, in order to avoid any discontinuities in the data.</p>
Coverage	<p>The survey results relate to enterprises in the Nace Rev 2 Sections B (Mining & quarrying), C (Manufacturing), D (Electricity, gas, steam, air conditioning supply, water supply, sewerage, water management and remediation activities) and K (Finance and insurance activities) with 3 or more employees. This was collected at the enterprise level.</p> <p>From 2008 Q1 onwards all enterprises with 50 or more employees and a sample of the 3 to 49 employees were surveyed. The sample was based on the proportion of companies in each NACE 2 digit economic sectors in the 3 to 49 size classes (3 to 9, 10 to 19 and 20 to 49). In previous quarters, all enterprises in the size class 20 to 49 were included in the survey.</p>
Data Collection	<p>The survey was conducted by post and questionnaires were issued in the last week of the relevant quarter. All returns were scrutinised for accuracy. Where appropriate, firms were queried by post or telephone regarding incompleteness, apparent inconsistencies, etc. Information about the survey was posted on the CSO website and all questionnaires and instructions were available electronically there.</p>
Differences with existing sources	<p>The EHECS is a new survey and is not directly comparable with current short-term earnings surveys such as the Quarterly Industrial Inquiry (QII) and the Quarterly Services Inquiry (QSI). The main differences are:</p> <ul style="list-style-type: none"> ● The EHECS collects data on the entire reference quarter while the QII and QSI only collect data for a reference week in the quarter. ● Data on earnings and labour costs per hour is generally presented on the basis of hours paid and worked in the EHECS. Data on earnings per hour is presented on the basis of hours paid (including paid leave) in the QII.

- The EHECS uses a standardised form for all NACE sectors with a standard occupational classification for all enterprises while the QII and QSI surveys had their own occupational classifications. However the EHECS category “Production, Craft and other Manual workers” corresponds broadly to the “Industrial” category in the QII; the EHECS category “Clerical, Sales and Service Workers” also corresponds broadly to the QII category “Clerical and other office staff”; the QII category “Managerial and technical staff” is largely equivalent to the EHECS category “Managers, Professional and Associated Professionals”.
- There is an occupational breakdown for full-time and part-time staff in the EHECS that did not exist at all for the QII and was only used by some of the enterprises in the QSI.
- Apprentices are not included as employees in the calculation of per employee costs for the EHECS but they were included as employees in the QII data.
- The EHECS collects data for enterprises while the QII collected data for local units.
- Data on hours is collected for all categories of employees in the EHECS, while such data was limited to the industrial workers in the QII and not collected at all in the QSI.
- The earnings data collected for the EHECS includes irregular earnings, irregular bonuses etc while these items were excluded from the QII and QSI which only collected data on regular earnings (including regular bonuses) and overtime.
- Non-labour costs such as employers PRSI, other social costs, benefit in kind etc., are collected for the EHECS but were not collected for the QII and QSI surveys.
- Data on employees in the QII and QSI was collected with regard to the reference week. In the EHECS employment data is collected with regard to the first and last day of the quarter.

Tables of broadly similar earnings and hours from the surveys are produced in the Annex for comparison purposes. The EHECS earnings figure consists of regular and overtime earnings along with paid leave while the data on hours is based on paid contracted hours plus paid leave. Figures are also restricted to enterprises with 10 or more employees.

Definitions

Employees:

All full-time or part-time workers paid a specific wage or salary or who had a contract of employment were defined as employees. Persons not working for salary e.g. family members, directors, partners, outside pieceworker’s etc., are not considered employees but other persons engaged. These workers are included separately but not used in the calculation of derived variables. All employment figures are rounded to the nearest hundred.

Part-time Employees:

Part-time employees were defined as those who normally worked less than around 30 hours per week. These included persons who worked for some whole days per week as well as those who worked for part of the day each day.

Apprentices

Apprentices are defined as those whose wages/salaries are governed by the fact that they work either under an apprenticeship contract or as part of a training program. These were not included in the denominators for calculation of per employee costs but their costs were included as training costs and included as part of other labour costs. They were, however, combined with employees in determining the size group to which enterprises were classified.

Category of employees by occupation

Information was collected separately for three occupational groups. The three groups are:

1. Managers, Administrators, Professionals and Associate Professionals.
2. Clerical, Sales and Service workers.
3. Production, Transport workers, Craft & Tradespersons and other Manual workers.

Wages and Salaries

All wages and salaries payments are gross (i.e. before deduction of income tax and employees’ PRSI contributions). In the analysis, the total wages and salaries are divided into:

- Regular earnings i.e. pay and allowances paid at each pay period, even if the amount may vary.
- Overtime, i.e. payments for working in excess of normal hours, usually paid at a premium.
- Irregular bonuses and premiums, pay and allowances not paid at each pay period, i.e. annual bonus etc.
- payment for time not worked including payments for annual, casual or public holidays, sick leave and maternity leave, as well as contractual or ex-gratia payments to employees who are sick. The cost of time not worked is valued as the number of hours on paid leave by the regular earnings per hour rate.

Hours	<ul style="list-style-type: none"> ● Weekly paid hours includes total contracted hours plus overtime hours. ● Weekly hours worked are made up of weekly paid hours excluding days not worked because of sickness, holidays or special paid leave.
Other Costs	<p>The following are the other categories of labour costs:</p> <ul style="list-style-type: none"> ● Statutory employers' PRSI ● Redundancy payments ● Other social costs; which encompass pension fund contributions, life assurance premiums, income continuance insurance as well as other employee-related payments paid by the employer ● Benefits in kind; which include private use of company cars, stock options & share purchase schemes, voluntary sickness insurance, staff housing and other free or subsidised benefits (e.g. canteen facilities, childcare provision, health costs). ● Other labour costs; which include wages & social security contributions for apprentices, training costs, as well as other expenditure such as recruitment costs and employers' liability insurance
Subsidies and Refund	<p>These are amounts received by firms under the various state schemes (IDA employment incentive scheme, grants etc.) as well as refunds from the Department of Social and Family Affairs (DFSAs) for sick and maternity leave. These are deducted from the firms' labour costs in the analysis.</p>
National Minimum Wage	<p>The National Minimum Wage Act 2000 became law on the 1st April 2000. Enterprises were asked to indicate the number of employees on or below the NMW rate at the end of each quarter. A detailed guide to the Act is available from the Department of Enterprise, Trade and Employment at www.entemp.ie. Employees earning less than the minimum wage due to age or training status are also included. These rates do not apply to close relatives of the employer or apprentices other than apprentice hairdressers.</p>
Derived Variables	<p>Persons Employed The sum of full-time employees and part-time employees on the last day of the quarter plus the average number of apprentices engaged during the quarter.</p> <p>Average Hourly Earnings The sum of regular earnings, irregular earnings, overtime earnings and payment for days not worked for the quarter divided by total paid hours for the quarter.</p> <p>Average Irregular Earnings Total irregular earnings in the quarter divided by total paid hours for the quarter.</p> <p>Average Overtime Earnings Total paid overtime in the quarter divided by total paid hours for the quarter.</p> <p>Average Weekly Paid Hours Total paid hours for the quarter divided by the average number of persons employed during the quarter divided by 13 (13 weeks in a quarter). Unpaid hours worked (including unpaid overtime) and unpaid leave are excluded.</p> <p>Other Labour Costs The sum of other labour costs divided by total paid hours for the quarter. Other labour costs include redundancy payments, employers' contributions to social security, other social costs, benefit in kind, training costs and other labour costs. Subsidies and refunds received were deducted.</p> <p>Hourly Labour Costs Hourly labour costs are total labour costs divided by the total number of hours paid during the quarter.</p> <p>Earnings Per Week Total earnings for the quarter divided by the average number of persons employed during the quarter divided by 13 (13 weeks in a quarter).</p>

Hourly Earnings For Time Worked

The sum of regular earnings, irregular earnings, overtime earnings and payment for days not worked for the quarter divided by total paid and worked hours for the quarter.

Hourly Labour Costs For Time Worked

Hourly labour costs are total labour costs divided by the total number of hours paid and worked during the quarter.

2008 Annual Labour Costs - Total

These figures are the sum of the labour cost variables for the four quarters of the year.

2008 Annual Labour Costs - Average

These figures are the total labour costs for the year divided by the average number of employees during the year.

Methodology for production of final results

All enterprises with 50 or more employees are surveyed as well as a sample of enterprises which had between 3 and 49 employees inclusive. The classifications by size of enterprise are based on total persons engaged on the first day of the quarter.

Weighting

For enterprises with 3 to 49 employees inclusive, a weighting factor (the reciprocal of the sampling fraction) is used to weight the estimates to the total population for both employees and enterprises. The CSO Business Register forms the basis of the sampling frame used for weighting the sample data to the population. Decay factors are calculated for each size class and sector to adjust the non-sampled element of the register for the respondent non-relevant enterprises.

Imputation

Imputation is carried out for non-respondents in the greater than 50 employees' categories. Where an enterprise responded in the previous quarter ratio-imputation is used to estimate figures for the current quarter while for enterprises that did not respond in the previous quarter a stratum average imputation method is used to estimate the missing variables. These estimates are based on respondent enterprises of a similar size and activity.

Final Estimates

After imputation, all enterprises with 50 or more employees are accounted for and included in the final dataset. For those cells where a sample survey of enterprises is used (enterprises employing between 3 and 49 employees), the results are expanded using the grossing factors to cover the entire population for the relevant industries in the quarter. Macro edits are carried out at this stage and any outliers are investigated and corrected. Coherence of the data is ensured by scrutinising quarter on quarter changes.

Earnings Indices

A new series of indices has been developed to link the indices of the Industrial Earnings and Hours Worked survey, which was discontinued in Q2 2007 with the data now collected by the EHECS. The total hourly and weekly indices exclude bonuses and are calculated for companies with 10 or more employees. As the EHECS is a relatively new survey, the CSO still considers these indices to be experimental.

The index of earnings (or hours worked) for any quarter is calculated by:

- deriving average earnings (or hours worked) for each occupational category distinguished by each respondent organisation for the current and previous quarters
- calculating the percentage quarterly change in average earnings (or hours worked) for each category
- weighting these quarterly changes by total earnings (or hours worked) in each category in the previous quarter to derive the quarterly change for each individual organisation
- weighting these quarterly changes by total earnings (or hours worked) of each organisation in the previous quarter to obtain the estimated quarterly change for each sector
- weighting the sectoral quarterly changes by the total earnings (or hours worked) of each sector in the previous quarter to obtain the estimated overall quarterly change
- updating the indices for the preceding quarter using these estimates of the quarterly change in earnings (or hours worked).

Annex

Table A1: Estimated Gross Weekly Earnings and indices, excluding irregular bonuses for Industrial employees in enterprises with 10 or more employees for Q2 2008 - Q2 2009*

Broad Occupational Categories and NACE Principal Activity	EHECS			EHECS		
	Earnings per week	Earnings per hour	Hours worked per week	Earnings per week	Earnings per hour	Hours worked per week
	€	€	hours	indices	indices	indices
Q2 2008						
Industry	643.19	16.46	39.1	145.0	147.8	99.3
Mining & quarrying	826.98	18.18	45.5	137.7	135.8	101.1
Manufacturing	617.97	16.00	38.6	140.9	144.4	99.1
Electricity, gas & water supply	1,271.31	28.61	44.4	218.5	209.8	104.1
Q3 2008						
Industry	633.14	16.14	39.2	143.6	147.2	98.9
Mining & quarrying	831.25	18.70	44.5	128.1	134.1	93.5
Manufacturing	606.46	15.62	38.8	140.0	144.2	98.9
Electricity, gas & water supply	1,264.24	27.78	45.5	217.8	204.5	106.4
Q4 2008						
Industry	648.76	16.73	38.8	146.7	152.3	97.8
Mining & quarrying	829.71	18.66	44.7	129.4	128.7	103.1
Manufacturing	622.88	16.22	38.4	143.3	149.5	97.5
Electricity, gas & water supply	1,207.70	28.48	42.4	217.5	219.8	99.0
Q1 2009						
Industry	616.94	16.90	36.5	139.0	152.7	92.2
Mining & quarrying	735.26	18.65	39.4	116.3	128.8	91.2
Manufacturing	591.03	16.35	36.1	135.7	149.8	92.0
Electricity, gas & water supply	1,211.85	28.22	42.9	219.2	219.0	100.1
Q2 2009						
Industry	624.66	16.69	37.4	141.3	153.4	94.9
Mining & quarrying	728.10	17.92	40.6	118.9	126.1	96.2
Manufacturing	598.70	16.13	37.1	138.1	150.6	94.7
Electricity, gas & water supply	1,202.32	28.89	41.6	218.7	223.6	97.8

*Preliminary estimates

Note: Indices are linked to the Quarterly Industrial and Services Inquiry (QII) that was discontinued from Q3 2007 onwards.

¹ All indices to base September 2000=100

Please see methodology notes on page 20 for further information on indices

Table A2: Estimated Gross Weekly Earnings & Indices of Managerial, Clerical and All Employees by Nace sector for Q2 2008 - Q2 2009*

Broad Occupational Categories and NACE Principal Activity	Q2 2008		Q3 2008		Q4 2008		Q1 2009		Q2 2009	
	€	Indices	€	Indices	€	Indices	€	Indices	€	Indices
All Employees										
Industry	768.71	148.0	764.48	148.3	786.65	152.4	763.53	147.7	768.96	149.9
Mining & quarrying	872.67	142.4	870.48	135.0	863.73	136.1	799.99	127.6	782.66	127.3
Manufacturing	744.64	145.4	738.40	146.1	762.07	150.6	736.21	145.7	742.88	148.2
Electricity, gas & water supply	1,252.54	183.0	1,247.01	181.8	1,213.53	182.1	1,228.16	184.9	1,208.79	182.3
Financial Intermediation	914.76	270.7	905.06	269.8	925.86	276.0	927.50	278.4	920.49	274.6
Managers, professionals & associated professionals										
Industry	1,123.66	156.3	1,129.00	157.8	1,158.84	162.6	1,150.68	162.2	1,146.67	162.9
Mining & quarrying	1,211.63	156.0	1,195.06	155.3	1,165.19	154.7	1,230.80	156.5	1,158.77	148.1
Manufacturing	1,098.98	156.2	1,101.89	158.0	1,135.55	163.6	1,118.37	162.5	1,116.19	163.4
Electricity, gas & water supply	1,591.90	152.5	1,606.42	151.7	1,564.08	150.5	1,610.71	157.2	1,627.11	157.2
Clerical, sales and service employees										
Industry	728.70	146.7	737.13	150.4	749.53	153.8	716.91	148.9	714.12	149.2
Mining & quarrying	711.29	131.2	678.39	125.7	656.86	123.6	613.14	115.2	622.03	118.3
Manufacturing	708.74	142.9	716.57	147.5	730.78	151.2	695.97	146.1	691.75	146.9
Electricity, gas & water supply	947.38	184.6	944.44	184.0	938.36	186.1	918.29	184.8	897.61	179.0

*Preliminary estimates

Note: Indices are linked to the Quarterly Industrial and Services Inquiry (QII) that was discontinued from Q3 2007 onwards.

The EHECS classifications in the table above have been amended from Nace Rev2 to bring them into line with QII. However differences still remain, particularly in the manufacturing sector.

Please see methodology notes on page 20 for further information on indices