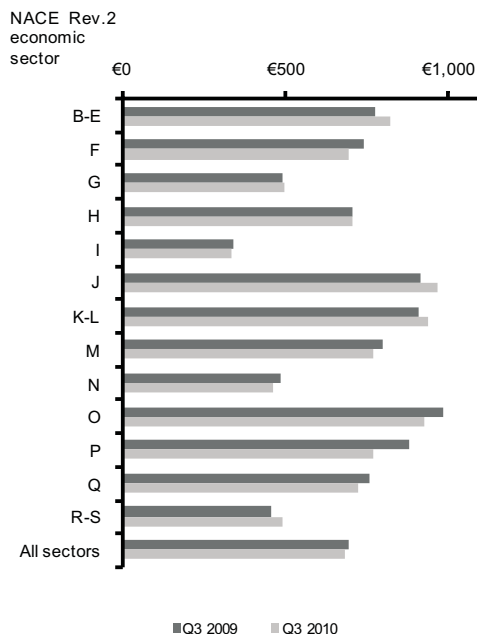




**An Phríomh-Oifig Staidrimh**  
Central Statistics Office

9 December 2010

### Average weekly earnings by economic sector



## Earnings and Labour Costs

### Q2 2010-Q3 2010 (Preliminary Estimates)

Quarter	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	€	€	Hours
<b>Q3 2009*</b>	694.69	21.74	32.0
<b>Q2 2010*</b>	693.58	21.81	31.8
<b>Q3 2010*</b>	685.10	21.47	31.9
<b>Quarterly change %</b>	-1.2	-1.6	0.3
<b>Annual change %</b>	-1.4	-1.2	-0.3

\*Preliminary Estimates

### Weekly earnings down by 1.4% in year to Q3 2010

Average weekly earnings fell to €685.10 in Q3 2010, down from €694.69 a year earlier representing a fall of 1.4% over the year. This compares with a revised estimated decrease of 1.2% in the year to Q2 2010. *See table 1.*

The fall in weekly earnings reflects the decrease in both average hourly earnings (-1.2%) and average weekly paid hours (-0.3%) year on year.

- Across the economic sectors average weekly earnings fell in 8 of the 13 sectors with the largest decreases in the *Education* (-12.3%) and *Construction* (-6.2%) sectors. *See table 1 and graph opposite.*
- Weekly earnings in the public sector fell by 4.5% compared with a fall of 0.3% in the private sector. The annual fall recorded for the public sector reflects the decreases in public sector pay rates announced in the Budget December 2009 and first shown in the Q1 2010 results. Earnings in the public sector are, however calculated before deduction of the pension levy that was introduced in March 2009.
- All three enterprise size groups showed annual falls in weekly earnings in Q3 2010, with enterprises consisting of 50-250 employees having the largest decrease (-3.4%).

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Ardee Road Skehard Road  
Dublin 6 Cork  
Ireland Ireland

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

Tel: +353 1 498 4000 Tel: +353 21 453 5000  
Fax: +353 1 498 4229 Fax: +353 21 453 5553

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

CSO on the Web: [www.cso.ie](http://www.cso.ie)  
and go to  
Labour Market and Earnings: Earnings

Director General: Gerard O'Hanlon

Enquiries:

EHECS Statistics Direct Dial (021) 453 5513  
Email: [earnings@cso.ie](mailto:earnings@cso.ie)  
Queries and Sales Information Section, ext 5021  
[information@cso.ie](mailto:information@cso.ie)

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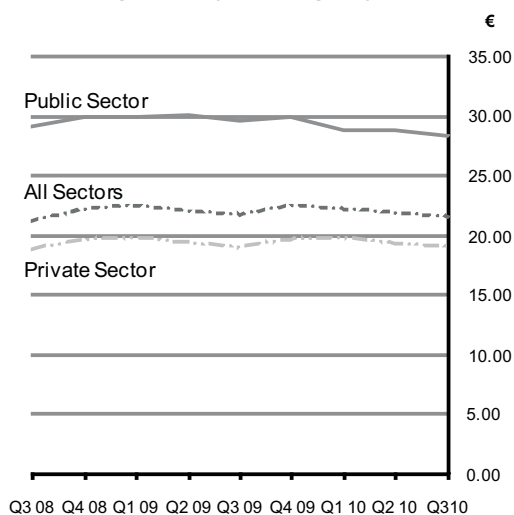
For more information contact Majella Lysaght at 021 453 5513, Margaret O'Mahony at 021 453 5216 or Brendan Curtin 021 453 5577.

## Paid hours per week fall by 0.3% to Q3 2010

Average weekly paid hours fell to 31.9 in Q3 2010, a marginal fall of 0.1 hours or 0.3% over the year. In Q2 2010 a similar decrease of 0.3% was recorded and these are the lowest annual decreases in the available series since Q1 2009. Decreases in average weekly paid hours were recorded in 6 economic sectors with the greatest proportional decreases being recorded in *Education* (-7.6%), *Construction* (-3.4%) and *Professional, scientific and technical* (-2.5%). The largest annual increase in paid hours was recorded in *Industry* (+4.4%). See table 2.

In the private sector average weekly paid hours fell by 0.3% over the year from 32.0 hours to 31.9 hours. This compares with an average of 33.1 hours in Q3 2008 suggesting that, while still declining, the rate of decline in average weekly paid hours in the private sector is slowing. There was no change recorded in average weekly paid hours in the public sector which remained at 31.9 hours, the same weekly hours as recorded for the private sector in the quarter.

Average hourly earnings by sector



## Hourly earnings down by 1.2% in year to Q3 2010

Average hourly earnings fell from €21.74 per hour in Q3 2009 to €21.47 in Q3 2010 (-1.2%). Decreases in hourly earnings were recorded in 8 of the 13 economic sectors while increases were recorded in 5 sectors. The largest decrease in hourly earnings were recorded in *Administrative and support services* (-7.1%) and *Human health and social work* (-6.7%), while the largest increase was recorded in *Arts, entertainment, recreation and other service activities* (+6.5%). See table 1 and graph opposite.

In the private sector hourly earnings were effectively unchanged over the year at €19.04, while the public sector saw a decrease of 4.6% from €29.64 to €28.29. Estimated averages do not reflect differences in characteristics of the job or the employees. EHECS collects aggregate data from each enterprise so it is not possible to correct for such differences using EHECS data. For a more detailed analysis of the difference in public and private sector pay please refer to supplementary analysis of the National Employment Survey 2007.

Irregular earnings increased in 10 of the 13 economic sectors resulting in an overall increase to €0.79 from €0.71 a year earlier (+11.3%). However, while an increase over the year was recorded irregular earnings were over 9% lower than their level two years earlier in Q3 2008. See table 3.

When irregular earnings are excluded hourly earnings decreased in 8 of the 13 sectors and decreased overall from €21.03 to €20.69 over the year (-1.6%).

## Hourly labour costs decrease by 3.1% over the year

Other labour costs decreased from €3.45 per hour to €2.95 per hour in the year to Q3 2010 (-14.5%). The largest decreases were seen in *Human health and social work* (-35.8%) and *Construction* (-28.0%), while the only increase was recorded in *Education* (+16.8%). See table 4.

When other labour costs are added to earnings overall average labour costs decreased by 3.1% from €25.19 per hour in Q3 2009 to €24.42 per hour in Q3 2010.

## Employment decreases by 2.8% in year to Q3 2010

The number of employees fell by 2.8% over the year to Q3 2010. Private sector employment decreased by 3.0% in the year, while public sector employment was down 2.4% over the same period. *See annex table A1.*

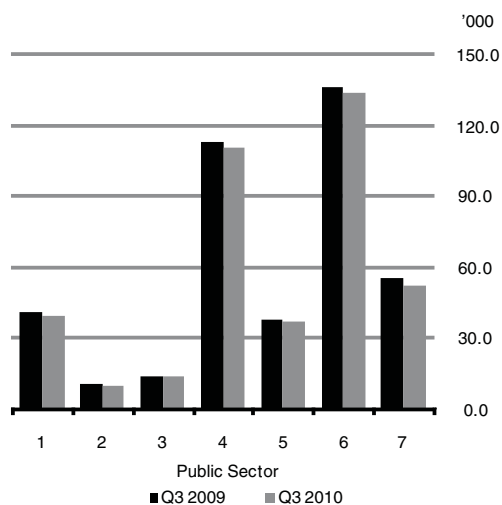
It should be noted that public sector employment is spread across a number of NACE economic sectors and includes semi-state organisations in sectors such as *Transportation and storage* and *Information and communications* among others. Furthermore while employment in the *Public administration and defence*, *Education* and *Human health and social work* sectors are mainly in the public sector there is some element of private sector employment also. Table A2 in the Annex contains estimates of public sector employment by high level area within the public sector.

Overall employment in the public sector fell by 10,000 between Q3 2009 and Q3 2010. This compares with a decrease of 6,400 (-1.5%) in the year to Q3 2009. In the year to Q3 2010 employment fell in each of the areas across the public sector. The largest decreases were recorded in *Defence* (-4.6%) and *Civil service* (-4.1%). *See annex table A2 and graph opposite.*

## Occupational breakdowns

This release does not include estimates by occupational group for Q2 2010 and Q3 2010 as previously published. They have been excluded at this point to allow publication timelines to be shortened but they will be included again in future releases.

Public sector employment by sub-sector



### KEY

- 1- Civil service
- 2- Defence
- 3- Garda Síochána
- 4- Education
- 5- Regional bodies
- 6- Health
- 7- Semi-state



**Table 1 Annual changes in employment and earnings Q2 2009 to Q3 2010**

NACE Principal Activity		Q2 2009-Q2 2010*			Q3 2009*-Q3 2010*		
		Employ- ment	Average Weekly Earnings	Average Hourly Earnings	Employ- ment	Average Weekly Earnings	Average Hourly Earnings
		%	%	%	%	%	%
B-E	Industry	-6.2	2.1	2.2	-2.3	5.8	1.4
F	Construction	-23.7	-4.8	-2.2	-26.2	-6.2	-3.0
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	-3.3	1.3	1.4	-1.2	0.8	1.6
H	Transportation and storage	-3.4	-6.8	-4.0	-2.0	-0.3	-1.5
I	Accommodation and food services	-3.4	-4.5	-0.8	1.0	-1.1	-0.7
J	Information and communication	0.0	0.0	-1.2	-1.7	5.8	3.8
K-L	Financial, insurance and real estate	-4.6	4.1	3.8	-9.7	3.2	1.3
M	Professional, scientific and technical	-1.2	0.1	2.8	-7.8	-3.1	-0.8
N	Administrative and support services	-6.8	0.3	-2.8	-8.1	-4.5	-7.1
O	Public administration and defence	0.1	-3.8	-6.0	-0.3	-5.8	-5.1
P	Education	-0.4	-6.7	-5.7	5.5	-12.3	-5.1
Q	Human health and social work	3.1	-3.9	-7.0	2.3	-4.9	-6.7
R-S	Arts, entertainment, recreation and other service activities	-2.1	4.5	4.3	-3.2	6.8	6.5
<b>Total</b>		<b>-3.6</b>	<b>-1.2</b>	<b>-1.0</b>	<b>-2.8</b>	<b>-1.4</b>	<b>-1.2</b>
<b>Public/Private Sector</b>							
Private sector		-3.5	0.2	0.6	-3.0	-0.3	-0.2
Public sector		-3.7	-4.0	-4.5	-2.4	-4.5	-4.6
<b>Size of Enterprise</b>							
Less than 50 employees		2.1	-0.6	1.4	-4.4	-2.0	-0.3
50-250 employees		-3.6	1.1	-0.4	-0.8	-3.4	-2.8
Greater than 250 employees		-7.8	-0.4	-1.1	-2.4	-1.2	-2.1

\* Preliminary Estimates

**Table 2 Average earnings and hours worked for enterprises with 3 or more persons engaged**

NACE Principal Activity		Q3 2009*			Q3 2010*		
		Average Weekly Earnings	Average Hourly Earnings	Average Weekly Paid Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Paid Hours
		€	€	hours	€	€	hours
B-E	Industry	777.19	21.21	36.6	822.28	21.50	38.2
F	Construction	740.81	20.76	35.7	695.06	20.14	34.5
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	494.27	16.04	30.8	498.13	16.30	30.6
H	Transportation and storage	706.89	19.67	35.9	705.08	19.38	36.4
I	Accommodation and food services	339.70	12.47	27.2	335.85	12.38	27.1
J	Information and communication	912.34	25.15	36.3	965.44	26.11	37.0
K-L	Financial, insurance and real estate	909.42	27.04	33.6	938.97	27.40	34.3
M	Professional, scientific and technical	796.31	24.51	32.5	771.48	24.31	31.7
N	Administrative and support services	484.64	16.37	29.6	462.61	15.20	30.4
O	Public administration and defence	981.96	27.55	35.6	925.41	26.15	35.4
P	Education	878.55	35.35	24.9	770.81	33.55	23.0
Q	Human health and social work	759.34	24.89	30.5	721.81	23.23	31.1
R-S	Arts, entertainment, recreation and other service activities	459.68	15.59	29.5	490.81	16.61	29.5
<b>Total</b>		<b>694.69</b>	<b>21.74</b>	<b>32.0</b>	<b>685.10</b>	<b>21.47</b>	<b>31.9</b>
<b>Public/Private Sector</b>							
Private sector		609.61	19.07	32.0	607.56	19.04	31.9
Public sector		945.50	29.64	31.9	902.54	28.29	31.9
<b>Broad Occupational Categories</b>							
Managers, professionals and associated professionals		1,079.52	32.20	33.5	...	...	...
Clerical, sales and service employees		487.69	16.38	29.8	...	...	...
Production, transport, craft and other manual workers		538.06	16.09	33.4	...	...	...
<b>Size of Enterprise</b>							
Less than 50 employees		537.77	17.35	31.0	527.05	17.30	30.5
50-250 employees		648.09	19.73	32.9	625.83	19.18	32.6
Greater than 250 employees		830.16	25.64	32.4	820.15	25.10	32.7

\* Preliminary Estimates

**Table 2a Average weekly earnings by economic sector and other characteristics and quarter**

NACE Principal Activity	2008		2009				2010		
	Q3	Q4	Q1	Q2	Q3*	Q4*	Q1*	Q2*	Q3*
	€	€	€	€	€	€	€	€	€
B-E Industry	777.33	818.55	806.38	795.04	777.19	831.70	798.66	811.86	822.28
F Construction	754.72	789.17	753.33	740.08	740.81	754.65	725.96	704.46	695.06
G Wholesale and retail trade; repair of motor vehicles and motorcycles	508.24	518.78	498.98	496.53	494.27	502.42	483.49	503.10	498.13
H Transportation and storage	759.89	796.67	734.01	760.99	706.89	728.52	681.69	709.18	705.08
I Accommodation and food services	350.47	348.21	332.98	342.78	339.70	336.81	318.52	327.27	335.85
J Information and communication	977.01	959.86	945.07	917.83	912.34	928.61	925.84	917.81	965.44
K-L Financial, insurance and real estate	922.35	986.39	1,003.43	932.11	909.42	965.40	1,008.51	969.89	938.97
M Professional, scientific and technical	799.01	822.84	849.41	807.24	796.31	798.72	857.90	807.83	771.48
N Administrative and support services	485.25	496.64	498.17	493.81	484.64	502.36	493.45	495.14	462.61
O Public administration and defence	953.73	982.83	987.47	991.81	981.96	1,012.66	919.89	954.32	925.41
P Education	892.86	890.34	890.08	862.29	878.55	860.27	807.71	804.86	770.81
Q Human health and social work	726.50	772.12	737.89	753.63	759.34	790.40	705.80	724.02	721.81
R-S Arts, entertainment, recreation and other service activities	507.69	507.98	469.82	473.52	459.68	485.05	452.63	495.00	490.81
<b>Total</b>	<b>696.72</b>	<b>720.57</b>	<b>709.55</b>	<b>701.73</b>	<b>694.69</b>	<b>717.73</b>	<b>683.43</b>	<b>693.58</b>	<b>685.10</b>
<b>Public/Private Sector</b>									
Private sector	624.10	644.20	631.82	618.08	609.61	631.31	613.86	619.16	607.56
Public sector	930.14	956.71	934.00	946.09	945.50	965.84	881.80	908.08	902.54
<b>Broad Occupational Categories</b>									
Managers, professionals and associated professionals	1,080.77	1,115.23	1,111.31	1,079.07	1,079.52	1,109.31	1,069.09	...	...
Clerical, sales and service employees	501.42	510.21	498.99	499.36	487.69	503.93	470.57	...	...
Production, transport, craft and other manual workers	553.75	574.35	537.53	543.20	538.06	555.21	517.37	...	...
<b>Size of Enterprise</b>									
Less than 50 employees	560.25	580.92	553.24	542.43	537.77	548.64	529.54	539.32	527.05
50-250 employees	654.69	666.33	672.14	654.23	648.09	667.82	656.79	661.32	625.83
Greater than 250 employees	816.02	845.32	832.34	833.31	830.16	858.88	805.21	829.96	820.15

\* Preliminary Estimates

**Table 2b Average hourly earnings by economic sector and other characteristics and quarter**

NACE Principal Activity	2008		2009				2010		
	Q3	Q4	Q1	Q2	Q3*	Q4*	Q1*	Q2*	Q3*
	€	€	€	€	€	€	€	€	€
B-E Industry	20.19	21.37	22.02	21.38	21.21	22.11	22.17	21.86	21.50
F Construction	20.15	21.16	21.00	20.83	20.76	21.15	20.48	20.38	20.14
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.13	16.87	16.65	16.39	16.04	16.42	16.47	16.62	16.30
H Transportation and storage	20.20	21.34	20.54	20.34	19.67	19.99	19.17	19.53	19.38
I Accommodation and food services	12.45	12.78	12.85	12.49	12.47	12.81	12.69	12.39	12.38
J Information and communication	26.77	26.66	26.23	25.91	25.15	25.90	26.07	25.59	26.11
K-L Financial, insurance and real estate	27.27	29.26	30.07	27.87	27.04	28.98	30.36	28.93	27.40
M Professional, scientific and technical	24.46	25.06	25.70	24.63	24.51	24.51	26.45	25.33	24.31
N Administrative and support services	15.66	16.27	16.53	16.39	16.37	16.72	16.50	15.93	15.20
O Public administration and defence	26.57	27.71	27.72	28.15	27.55	27.67	26.37	26.46	26.15
P Education	36.36	35.32	36.07	35.24	35.35	35.53	33.99	33.23	33.55
Q Human health and social work	23.81	25.04	24.58	24.91	24.89	25.11	24.15	23.17	23.23
R-S Arts, entertainment, recreation and other service activities	16.20	17.03	16.56	16.14	15.59	16.47	15.98	16.84	16.61
<b>Total</b>	<b>21.21</b>	<b>22.17</b>	<b>22.44</b>	<b>22.02</b>	<b>21.74</b>	<b>22.38</b>	<b>22.11</b>	<b>21.81</b>	<b>21.47</b>
<b>Public/Private Sector</b>									
Private sector	18.84	19.72	19.88	19.31	19.07	19.73	19.80	19.43	19.04
Public sector	29.10	29.92	29.97	30.07	29.64	29.90	28.77	28.72	28.29
<b>Broad Occupational Categories</b>									
Managers, professionals and associated professionals	32.26	33.12	33.53	32.56	32.20	33.06	32.78	...	...
Clerical, sales and service employees	16.35	16.99	16.99	16.71	16.38	16.95	16.50	...	...
Production, transport, craft and other manual workers	15.78	16.55	16.24	16.29	16.09	16.37	15.87	...	...
<b>Size of Enterprise</b>									
Less than 50 employees	17.34	18.23	17.79	17.54	17.35	17.93	17.69	17.78	17.30
50-250 employees	19.20	20.02	20.66	19.81	19.73	20.24	20.58	19.73	19.18
Greater than 250 employees	24.89	25.85	26.25	25.90	25.64	26.18	25.73	25.61	25.10

\* Preliminary Estimates



**Table 2c Average weekly paid hours by economic sector and other characteristics and quarter**

NACE Principal Activity	2008		2009				2010		
	Q3	Q4	Q1	Q2	Q3*	Q4*	Q1*	Q2*	Q3*
	hours	hours	hours	hours	hours	hours	hours	hours	hours
B-E Industry	38.5	38.3	36.6	37.2	36.6	37.6	36.0	37.1	38.2
F Construction	37.5	37.3	35.9	35.5	35.7	35.7	35.4	34.6	34.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	31.5	30.8	30.0	30.3	30.8	30.6	29.4	30.3	30.6
H Transportation and storage	37.6	37.3	35.7	37.4	35.9	36.4	35.6	36.3	36.4
I Accommodation and food services	28.2	27.2	25.9	27.4	27.2	26.3	25.1	26.4	27.1
J Information and communication	36.5	36.0	36.0	35.4	36.3	35.8	35.5	35.9	37.0
K-L Financial, insurance and real estate	33.8	33.7	33.4	33.4	33.6	33.3	33.2	33.5	34.3
M Professional, scientific and technical	32.7	32.8	33.0	32.8	32.5	32.6	32.4	31.9	31.7
N Administrative and support services	31.0	30.5	30.1	30.1	29.6	30.0	29.9	31.1	30.4
O Public administration and defence	35.9	35.5	35.6	35.2	35.6	36.6	34.9	36.1	35.4
P Education	24.6	25.2	24.7	24.5	24.9	24.2	23.8	24.2	23.0
Q Human health and social work	30.5	30.8	30.0	30.3	30.5	31.5	29.2	31.2	31.1
R-S Arts, entertainment, recreation and other service activities	31.3	29.8	28.4	29.3	29.5	29.5	28.3	29.4	29.5
<b>Total</b>	<b>32.9</b>	<b>32.5</b>	<b>31.6</b>	<b>31.9</b>	<b>32.0</b>	<b>32.1</b>	<b>30.9</b>	<b>31.8</b>	<b>31.9</b>
<b>Public/Private Sector</b>									
Private sector	33.1	32.7	31.8	32.0	32.0	32.0	31.0	31.9	31.9
Public sector	32.0	32.0	31.2	31.5	31.9	32.3	30.7	31.6	31.9
<b>Broad Occupational Categories</b>									
Managers, professionals and associated professionals	33.5	33.7	33.1	33.1	33.5	33.6	32.6	...	...
Clerical, sales and service employees	30.7	30.0	29.4	29.9	29.8	29.7	28.5	...	...
Production, transport, craft and other manual workers	35.1	34.7	33.1	33.3	33.4	33.9	32.6	...	...
<b>Size of Enterprise</b>									
Less than 50 employees	32.3	31.9	31.1	30.9	31.0	30.6	29.9	30.3	30.5
50-250 employees	34.1	33.3	32.5	33.0	32.9	33.0	31.9	33.5	32.6
Greater than 250 employees	32.8	32.7	31.7	32.2	32.4	32.8	31.3	32.4	32.7

\* Preliminary Estimates

**Table 3 Hourly earnings and irregular bonuses for enterprises with 3 or more persons engaged**

NACE Principal Activity	Q3 2009*			Q4 2009*		
	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings
	€	€	€	€	€	€
B-E Industry	20.43	0.78	21.21	20.62	1.49	22.11
F Construction	20.27	0.48	20.76	20.45	0.70	21.15
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.66	0.38	16.04	15.70	0.72	16.42
H Transportation and storage	18.88	0.79	19.67	18.87	1.12	19.99
I Accommodation and food services	12.33	0.14	12.47	12.63	0.18	12.81
J Information and communication	23.61	1.54	25.15	23.91	1.99	25.90
K-L Financial, insurance and real estate	26.15	0.88	27.04	26.56	2.42	28.98
M Professional, scientific and technical	23.94	0.57	24.51	23.54	0.97	24.51
N Administrative and support services	15.91	0.46	16.37	15.96	0.76	16.72
O Public administration and defence	26.41	1.14	27.55	26.53	1.13	27.67
P Education	34.97	0.37	35.35	35.31	0.22	35.53
Q Human health and social work	23.63	1.26	24.89	23.90	1.21	25.11
R-S Arts, entertainment, recreation and other service activities	15.33	0.25	15.59	15.99	0.48	16.47
<b>Total</b>	<b>21.03</b>	<b>0.71</b>	<b>21.74</b>	<b>21.33</b>	<b>1.05</b>	<b>22.38</b>
<b>Public/Private Sector</b>						
Private sector	18.56	0.51	19.07	18.74	0.99	19.73
Public sector	28.35	1.29	29.64	28.68	1.22	29.90
<b>Broad Occupational Categories</b>						
Managers, professionals and associated professionals	31.06	1.14	32.20	31.40	1.65	33.06
Clerical, sales and service employees	15.83	0.54	16.38	16.13	0.82	16.95
Production, transport, craft and other manual workers	15.69	0.40	16.09	15.77	0.60	16.37
<b>Size of Enterprise</b>						
Less than 50 employees	17.07	0.28	17.35	17.31	0.62	17.93
50-250 employees	19.23	0.50	19.73	19.31	0.93	20.24
Greater than 250 employees	24.55	1.10	25.64	24.80	1.38	26.18

\* Preliminary Estimates

for Q3 2009 - Q3 2010

Q1 2010*			Q2 2010*			Q3 2010*		
Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings
€	€	€	€	€	€	€	€	€
20.48	1.69	22.17	20.66	1.20	21.86	20.48	1.02	21.50
20.16	0.32	20.48	20.04	0.33	20.38	19.59	0.55	20.14
15.79	0.67	16.47	15.96	0.66	16.62	15.88	0.42	16.30
18.40	0.77	19.17	18.55	0.98	19.53	18.68	0.69	19.38
12.56	0.13	12.69	12.24	0.15	12.39	12.21	0.17	12.38
24.43	1.64	26.07	24.14	1.44	25.59	24.40	1.71	26.11
27.05	3.31	30.36	26.80	2.12	28.93	26.25	1.16	27.40
24.84	1.61	26.45	24.09	1.24	25.33	23.69	0.62	24.31
15.78	0.72	16.50	15.06	0.87	15.93	14.82	0.39	15.20
25.04	1.34	26.37	25.10	1.36	26.46	24.96	1.16	26.15
33.72	0.27	33.99	33.01	0.22	33.23	32.84	0.72	33.55
22.99	1.17	24.15	22.03	1.14	23.17	22.18	1.04	23.23
15.50	0.48	15.98	16.57	0.27	16.84	16.33	0.28	16.61
<b>20.99</b>	<b>1.12</b>	<b>22.11</b>	<b>20.86</b>	<b>0.95</b>	<b>21.81</b>	<b>20.69</b>	<b>0.79</b>	<b>21.47</b>
18.73	1.07	19.80	18.62	0.81	19.43	18.46	0.58	19.04
27.52	1.25	28.77	27.35	1.37	28.72	26.93	1.37	28.29
30.73	2.05	32.78	...	...	...	...	...	...
15.78	0.72	16.50	...	...	...	...	...	...
15.43	0.44	15.87	...	...	...	...	...	...
17.27	0.42	17.69	17.30	0.48	17.78	17.00	0.30	17.30
19.19	1.38	20.58	18.94	0.79	19.73	18.71	0.48	19.18
24.21	1.51	25.73	24.25	1.36	25.61	23.88	1.23	25.10

**Table 4 Hourly earnings and labour costs for enterprises with 3 or more persons engaged**

NACE Principal Activity	Q3 2009*			Q4 2009*		
	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
	€	€	€	€	€	€
B-E Industry	21.21	4.83	26.04	22.11	5.10	27.21
F Construction	20.76	3.36	24.12	21.15	3.37	24.52
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.04	2.51	18.56	16.42	2.62	19.03
H Transportation and storage	19.67	3.73	23.40	19.99	4.07	24.07
I Accommodation and food services	12.47	1.48	13.95	12.81	1.48	14.29
J Information and communication	25.15	5.01	30.15	25.90	4.99	30.89
K-L Financial, insurance and real estate	27.04	8.44	35.48	28.98	9.24	38.22
M Professional, scientific and technical	24.51	4.17	28.69	24.51	4.47	28.98
N Administrative and support services	16.37	2.21	18.58	16.72	2.19	18.91
O Public administration and defence	27.55	2.10	29.64	27.67	2.05	29.71
P Education	35.35	2.73	38.07	35.53	2.75	38.28
Q Human health and social work	24.89	2.79	27.68	25.11	3.17	28.28
R-S Arts, entertainment, recreation and other service activities	15.59	2.43	18.01	16.47	2.34	18.81
<b>Total</b>	<b>21.74</b>	<b>3.45</b>	<b>25.19</b>	<b>22.38</b>	<b>3.62</b>	<b>26.00</b>
<b>Public/Private Sector</b>						
Private sector	19.07	3.61	22.68	19.73	3.94	23.67
Public sector	29.64	2.98	32.62	29.90	2.71	32.61
<b>Broad Occupational Categories</b>						
Managers, professionals and associated professionals	32.20	5.04	37.24	33.06	5.27	38.32
Clerical, sales and service employees	16.38	2.53	18.90	16.95	2.63	19.58
Production, transport, craft and other manual workers	16.09	2.74	18.83	16.37	2.91	19.28
<b>Size of Enterprise</b>						
Less than 50 employees	17.35	2.51	19.86	17.93	3.01	20.94
50-250 employees	19.73	4.26	23.99	20.24	3.77	24.00
Greater than 250 employees	25.64	3.85	29.50	26.18	3.98	30.16

\* Preliminary Estimates

for Q3 2009-Q3 2010

Q1 2010*			Q2 2010*			Q3 2010*		
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
€	€	€	€	€	€	€	€	€
22.17	4.54	26.72	21.86	4.80	26.67	21.50	4.78	26.29
20.48	3.47	23.95	20.38	2.96	23.34	20.14	2.42	22.56
16.47	2.58	19.05	16.62	2.49	19.11	16.30	2.35	18.64
19.17	3.38	22.55	19.53	3.30	22.83	19.38	3.03	22.41
12.69	1.38	14.06	12.39	1.25	13.64	12.38	1.24	13.62
26.07	4.90	30.96	25.59	6.24	31.83	26.11	4.68	30.79
30.36	7.43	37.79	28.93	7.40	36.33	27.40	6.22	33.62
26.45	4.32	30.77	25.33	3.55	28.88	24.31	3.84	28.15
16.50	2.31	18.81	15.93	2.50	18.43	15.20	1.71	16.91
26.37	1.84	28.22	26.46	1.67	28.13	26.15	1.65	27.79
33.99	2.68	36.68	33.23	2.46	35.69	33.55	3.19	36.74
24.15	3.08	27.23	23.17	1.80	24.97	23.23	1.79	25.02
15.98	2.11	18.08	16.84	2.39	19.22	16.61	1.92	18.53
<b>22.11</b>	<b>3.35</b>	<b>25.45</b>	<b>21.81</b>	<b>3.15</b>	<b>24.95</b>	<b>21.47</b>	<b>2.95</b>	<b>24.42</b>
19.80	3.63	23.43	19.43	3.41	22.83	19.04	3.10	22.14
28.77	2.53	31.29	28.72	2.39	31.11	28.29	2.54	30.83
32.78	4.82	37.60	...	...	...	...	...	...
16.50	2.52	19.02	...	...	...	...	...	...
15.87	2.57	18.44	...	...	...	...	...	...
17.69	2.97	20.66	17.78	2.44	20.22	17.30	1.97	19.27
20.58	3.45	24.03	19.73	3.13	22.86	19.18	3.52	22.70
25.73	3.57	29.30	25.61	3.69	29.30	25.10	3.39	28.49

**Table A1 Employment by Nace sector and occupation**

NACE Principal Activity	Q2 2009	Q3 2009*	Q4 2009*	Q1 2010*	Q2 2010*	Q3 2010*
B-E Industry	211,700	206,200	201,900	199,600	198,600	201,500
F Construction	96,200	92,700	81,700	77,600	73,400	68,400
G Wholesale and retail trade; repair of motor vehicles and motorcycles	289,500	283,900	277,200	276,800	279,900	280,400
H Transportation and storage	64,000	64,900	63,200	63,500	61,800	63,600
I Accommodation and food services	130,500	130,800	128,200	131,600	126,000	132,100
J Information and communication	54,900	54,100	54,600	54,900	54,900	53,200
K-L Financial, insurance and real estate	96,400	97,500	95,400	92,600	92,000	88,000
M Professional, scientific and technical	74,000	73,200	72,900	74,000	73,100	67,500
N Administrative and support services	79,400	79,500	74,000	71,900	74,000	73,100
O Public administration and defence	120,100	117,600	119,400	118,100	120,200	117,300
P Education	135,000	126,300	133,400	132,300	134,400	133,300
Q Human health and social work	208,700	213,400	212,900	211,600	215,200	218,300
R-S Arts, entertainment, recreation and other service activities	47,700	49,800	48,900	47,000	46,700	48,200
<b>Total</b>	<b>1,608,000</b>	<b>1,589,900</b>	<b>1,563,700</b>	<b>1,551,500</b>	<b>1,550,300</b>	<b>1,544,900</b>
<b>Public/Private Sector</b>						
Private sector	1,190,400	1,179,400	1,156,800	1,147,800	1,148,200	1,144,400
Public sector	417,600	410,500	406,900	403,700	402,100	400,500
<b>Broad Occupational Categories</b>						
Managers, professionals and associated professionals	529,100	521,200	518,200	521,400	...	...
Clerical, sales and service employees	652,500	658,300	643,400	641,900	...	...
Production, transport, craft and other manual workers	426,400	410,500	402,200	388,200	...	...
<b>Size of Enterprise</b>						
Less than 50 employees	568,000	582,300	550,200	563,100	580,000	556,900
50-250 employees	263,900	264,200	268,500	256,100	254,500	262,100
Greater than 250 employees	776,100	743,400	745,000	732,400	715,900	725,900

\* Preliminary Estimates

Table A1 shows the estimated trend in the number of employees over time broken down by the different classifications used in this release. It should be noted that the Quarterly National Household Survey (QNHS) is the official source of estimates of employment. The figures presented above refer most closely to the number of employees as estimated by the QNHS but differ in coverage in certain ways, such as the fact that a person with 2 jobs could be counted twice in the table and the exclusion of the *Agriculture, forestry and fishing sector* which is covered by the QNHS. The estimates presented above are particularly useful in assessing the impact of employment changes on overall average earnings and hours paid. For example if the proportion of *Managers, professionals and associated professionals* increases over time this would, all other things being equal, increase average earnings levels as this occupational group has higher than average earnings.

**Table A2 - Public sector employment by sub-sector and quarter\***

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							Year on Year Change Q3 2010
	Q1 2008	Q3 2008	Q1 2009	Q3 2009	Q1 2010	Q3 2010	2010
Civil service	41.7	43.0	42.2	41.6	40.1	39.9	-1.7
Defence	11.2	11.0	11.0	10.8	10.5	10.3	-0.5
Garda Sióchana	14.9	14.2	14.6	14.7	14.6	14.6	-0.1
Education	116.1	113.2	120.2	113.3	113.6	110.9	-2.4
Regional bodies	38.9	40.7	38.4	37.9	36.2	37.8	-0.1
Health	137.8	137.8	137.7	136.4	135.5	134.2	-2.2
<b>Total Public sector excluding semi-state bodies</b>	<b>360.6</b>	<b>359.9</b>	<b>364.1</b>	<b>354.7</b>	<b>350.5</b>	<b>347.7</b>	<b>-7.0</b>
Semi-state	56.4	57.0	56.9	55.8	53.2	52.8	-3.0
<b>Total Public sector including semi-state bodies</b>	<b>417.0</b>	<b>416.9</b>	<b>421.0</b>	<b>410.5</b>	<b>403.7</b>	<b>400.5</b>	<b>-10.0</b>

\* Source: Earnings, hours and employment costs survey.

Total public sector numbers are also published by the Department of Finance on a quarterly basis. Those differ in coverage from the estimates in Table A2 as Department of Finance estimates are based on full-time equivalents which will change over time based on both changes in working hours and number of persons employed. The estimates in Table A2 represent the estimated total number of employees within the public sector. Department of Finance estimates also exclude commercial semi-state bodies so for comparability purposes a figure excluding semi-state bodies is included in Table A2. Differences in the level of the two sets of estimates primarily reflect part-time employment within the different sectors which would generally cause estimates on a full-time equivalent basis (i.e. those produced by the Department of Finance) to be lower. Differences in trend could be caused by changes in the proportion of part-time staff within the public sector and/or other changes in average working hours. The CSO will undertake further analysis to produce estimates on total hours worked for future releases to give a better insight into changes in overall labour input within the public sector.

**Table A3 Response rates in selected sectors by quarter**

NACE Principal Activity		Employer Response Rate		Employee Response Rate		Total number of respondent enterprises in Q3 2010
		%		%		
		Q2 2010*	Q3 2010*	Q2 2010*	Q3 2010*	
B-E	Industry	63.7	51.5	81.3	65.1	576
F	Construction	43.3	31.6	60.6	51.2	162
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	63.9	55.1	84.2	69.7	789
H	Transportation and storage	65.5	51.4	86.5	64.8	130
I	Accommodation and food services	57.8	46.1	64.0	55.6	404
J	Information and communication	59.9	49.8	74.4	55.5	137
K-L	Financial, insurance and real estate	66.8	57.4	91.7	85.4	175
M	Professional, scientific and technical	63.2	52.6	79.8	54.8	233
N	Administrative and support services	62.9	49.3	77.0	63.4	180
O	Public administration and defence	68.5	68.4	80.1	75.5	93
P	Education	68.0	63.3	37.0	31.1	124
Q	Human health and social work	74.1	69.2	87.8	85.0	388
R-S	Arts, entertainment, recreation and other service activities	56.8	49.8	76.3	61.0	205
Total		62.1	52.2	76.6	66.1	3,596

This table shows the response rates achieved by sector. Greater caution should be taken in the interpretation of estimates for sectors with lower response rates as these sectors could be subject to greater revisions if response levels are increased for final estimates.

## Background Notes

<b>Introduction</b>	<p>The Earnings, Hours and Employment Costs Survey (EHECS) has replaced the four-yearly Labour Cost Survey, and also replaces 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>
<b>Legislation</b>	<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>
<b>Business Register</b>	<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>
<b>Business Classification</b>	<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>
<b>New Nace Classification</b>	<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.</p>
<b>Coverage</b>	<p>The survey results relate to enterprises in the Nace Rev 2 Sections B – E (Industry), F (Construction), G (Wholesale &amp; retail trade: repair of motor vehicles &amp; motorcycles), H (Transportation &amp; storage), I (Accommodation &amp; food services activities), J (Information &amp; communication), K-L (Financial, insurance &amp; real estate activities), M (Professional, scientific &amp; technical activities), N (Administrative &amp; support services activities), O (Public administration &amp; defence), P (Education), Q (Human health &amp; social work activities) and R-S (Arts, entertainment, recreation &amp; other service activities) with 3 or more employees. The data 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>
<b>Data Collection</b>	<p>The survey was conducted by post and questionnaires were issued in the last week of the relevant quarter. Some returns were received electronically. 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>
<b>Differences with existing sources</b>	<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), the Quarterly Services Inquiry (QSI) and the Quarterly Earnings and Hours worked in Construction (QEC). The main differences are:</p> <ul style="list-style-type: none"> <li>– The EHECS collects data on the entire reference quarter while the QII, QSI and QEC only collect data for a reference week in the quarter.</li> </ul>



- 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, QSI and QEC 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 or QEC and was only used by some of the enterprises in the QSI.
- 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, non-managerial employees in the QEC 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, QSI and QEC 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, QSI and QEC surveys.
- Data on employees in the QII, QSI and QEC 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.

**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. They are included in the calculation of earnings and hours data. They were also combined with full-time and part-time 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 and levies such as the public sector pension levy). 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 or quarterly bonuses etc.

<b>Hours</b>	– Weekly paid hours include total contracted hours plus overtime hours.
<b>Other Costs</b>	<p>The following are the other categories of labour costs:</p> <ul style="list-style-type: none"> <li>– Statutory employers' PRSI.</li> <li>– 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.</li> <li>– Benefits in kind; which include private use of company cars, stock options &amp; share purchase schemes, voluntary sickness insurance, staff housing and other free or subsidised benefits (e.g. canteen facilities, childcare provision, health costs).</li> <li>– Other labour costs; which include the social security contributions for apprentices, training costs, as well as other expenditure such as recruitment costs and employers' liability insurance.</li> <li>– Redundancy payments</li> </ul>
<b>Subsidies and Refund</b>	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.
<b>National Minimum Wage</b>	The National Minimum Wage Act 2000 became law on the 1 <sup>st</sup> April 2000. Enterprises were asked to indicate the number of employees in receipt of €8.65 per hour or less at the end of each quarter. A detailed guide to the Act is available from the Department of Enterprise, Trade and Innovation at <a href="http://www.deti.ie">www.deti.ie</a> . 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.
<b>Derived Variables</b>	<p><b>Persons Employed</b> 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><b>Average Hourly Earnings</b> 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><b>Average Irregular Earnings</b> Total irregular earnings in the quarter divided by total paid hours for the quarter.</p> <p><b>Average Weekly Paid Hours</b> 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><b>Other Labour Costs</b> 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><b>Hourly Labour Costs</b> Hourly labour costs are total labour costs divided by the total number of hours paid during the quarter.</p> <p><b>Earnings Per Week</b> 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>

<b>Methodology for production of final results</b>	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.
<b>Weighting</b>	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.
<b>Imputation</b>	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.
<b>Final Estimates</b>	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.
<b>Interpretation of results</b>	<p>The series presented in this release and all estimates deriving from the EHECS survey are primarily of use as an indicator of trends in average earnings and paid hours of employees across different classifications. However, in interpreting the trends and in undertaking direct comparison of the average level of earnings of different groups of employees or sectors some caution in interpretation is warranted.</p> <p>In the case of trends, changes in the composition of employees in a given sector or group has an effect on the average levels of earnings and paid hours over time. For example if the proportion of part time employees increases within a sector then it would be expected that the average weekly earnings and paid hours would fall in that sector even if hourly pay rates were unchanged.</p> <p>In the case of direct comparison of earnings levels estimates are based on raw earnings levels. To get a true picture of differences in earnings levels of different employees comparisons should take account of differences in the characteristics of employees such as length of service, educational attainment level, nature of work etc., none of which are available via EHECS. The additional information available from the annual National Employment Survey (NES) allows for a more detailed analysis of differences in earnings levels and should be referred to by users seeking more detailed information on earnings determinants than is available from EHECS.</p>
<b>Public Sector Employment</b>	<p>There are two CSO surveys which can potentially provide information on public sector employment. The QNHS can provide estimates based on all respondents who are in employment being asked whether they work in the public sector or not. The Earnings, hours and Employment Costs Survey (EHECS), which is the source of the quarterly Earnings and Labour Costs data, provides estimates based on responses from the employer. Specifically in the case of EHECS there is a response level of close to 80% for public sector employers over time.</p> <p>Based on the higher response levels and lower levels of subjectivity associated with EHECS the CSO believes it offers a more reliable source for public sector employment estimates over time and the CSO proposes to publish data from EHECS as the primary series on public sector employment for future labour market releases. Annex table A2 contains the estimates of public sector employment broken down by the different high level areas within the public sector.</p>