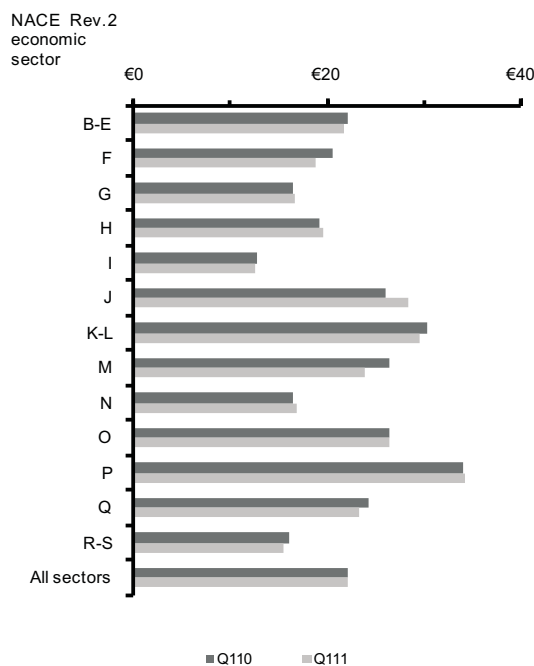




Earnings and Labour Costs Q4 2010-Q1 2011 (Preliminary Estimates)

Average hourly earnings by economic sector



Quarter	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings
	€	Hours	€
Q1 2010*	22.11	30.9	683.43
Q4 2010*	22.00	31.8	699.94
Q1 2011*	22.08	30.6	674.56
Quarterly change %	+ 0.4	- 3.8	- 3.6
Annual change %	- 0.1	- 1.0	- 1.3

*Preliminary Estimates

Slight drop in hourly earnings in year to Q1 2011

Average hourly earnings fell marginally from €22.11 per hour in Q1 2010 to €22.08 in Q1 2011, representing a decrease of 0.1% over the year. This compares with a revised estimated decrease of 1.7% in the year to Q4 2010 and a decrease of 1.5% in the year to Q1 2010. *See table 1.*

Other features in the year include:

- Across the economic sectors average hourly earnings fell in 7 of the 13 sectors with the largest decreases in the *Professional, scientific and technical* (-10.0%) and *Construction* (-8.5%) sectors. The largest sectoral increase was recorded in *Information and communication* (+8.4%). *See table 1 and graph opposite.*
- Average hourly earnings in both the public and private sectors showed similar reductions over the year (-0.6% and -0.5% respectively). It should be noted that this is the first annual comparison which is no longer influenced by the public sector pay rate reductions introduced in early 2010.
- Two of the three enterprise size groups showed annual falls in hourly earnings in Q1 2011 with annual reductions of 2.4% being recorded for enterprises with less than 50 employees and a reduction of 3.4% for enterprises with between 50 and 250 employees.

Caution is advised in the interpretation of trends for the Education sector at this time. Due to low response levels in the Education sector from Quarter 3 2009 onwards estimates for that sector will be subject to revision once data becomes available. As well as generating a revision to estimates for the Education sector there could also be revisions to estimates at the Overall Total and Public Sector total levels. *See table A4 in the annex for information in response levels.*

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Paid hours per week fall 1.0% annually

Average weekly paid hours fell to 30.6 in Q1 2011, a slight fall of 0.3 hours or 1.0% over the year. Average weekly paid hours had fallen by 2.2% in the year to Q1 2010. See table 2c.

Annual decreases in average weekly paid hours were recorded in 9 economic sectors with the largest decreases being recorded in *Arts, entertainment, recreation and other service activities* (-8.5%) and *Accommodation and food services* (-8.0%). A reduction of 6.0% was recorded in the *Public administration and defence* sector but this is partially due to the temporary recruitment of Census 2011 field staff who had lower than average weekly paid hours. The impact of Census field staff on estimates is discussed later in this release.

In the private sector average weekly paid hours fell by 1.3% over the year from 31.0 hours to 30.6 hours. The public sector decline over the same period was 0.7% bringing paid hours to 30.5 in Q1 2011. Since Q1 2008 weekly paid hours in the private sector have now fallen 7.6% compared with a fall of 3.5% in the public sector.

Weekly earnings down by 1.3% in year to Q1 2011

Average weekly earnings fell to €674.56 in Q1 2011, down from €683.43 a year earlier. This decrease of 1.3% over the year compares with a decrease of 2.5% in the year to Q4 2010. In Q1 2009 average weekly earnings were €709.55 which means that a fall of €34.99 (-4.9%) has been seen in average weekly earnings over the past two years. See table 2a.

Across the economic sectors average weekly earnings fell in 10 of the 13 sectors in the year to Q1 2011, with the largest decreases in *Professional, scientific and technical* (-13.7%), *Arts, entertainment, recreation and other service activities* (-11.9%) and *Construction* (-10.9%). The largest increase in weekly earnings was recorded in *Information and communication* (+7.0%). Over the full period for which comparable estimates are available back to Q1 2008 average weekly earnings have fallen in all sectors.

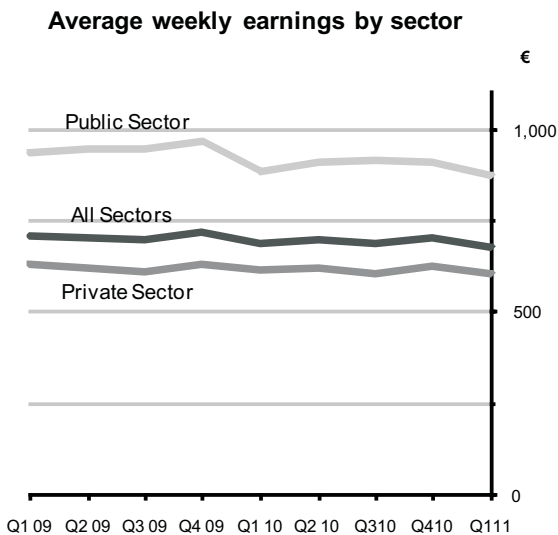
Weekly earnings in the private sector fell by 1.8% compared with a fall of 1.2% in the public sector over the year bringing average weekly earnings to €602.85 and €871.09 respectively.

Enterprises with greater than 250 employees showed an annual increase in weekly earnings of 0.5%, whereas weekly earnings in enterprises with between 50-250 employees fell by 4.2% and enterprises with less than 50 employees had an annual decrease of 5.5%.

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 marginally higher while hourly labour costs decrease over the year

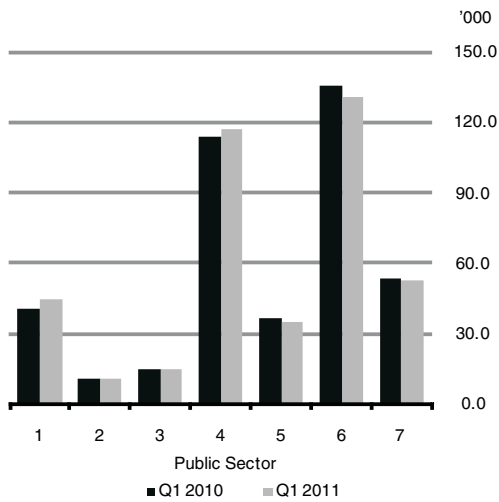
There were decreases in hourly irregular earnings in 9 of the 13 economic sectors in the year to Q1 2011, but overall irregular earnings were marginally higher at €1.14 (+1.8%). When irregular earnings are excluded hourly earnings decreased in



8 sectors with an overall decrease from €20.99 to €20.94 over the year (-0.2%). See table 3.

Other labour costs decreased from €3.35 per hour to €2.90 per hour in the year to Q1 2011 (-13.4%). The largest decreases were seen in the *Construction* (-40.1%) and *Human health and social work* (-35.4%) sectors, while only two sectoral increases were recorded in *Information and communication* (+4.9%) and *Arts, entertainment, recreation and other service activities* (+3.8%). When other labour costs are added to earnings overall average hourly labour costs decreased by 1.9% from €25.45 per hour in Q1 2010 to €24.97 per hour in Q1 2011. See table 4.

Public sector employment by sub-sector



KEY

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

Temporary Census field staff increase public sector employment in Q1 2011

The overall number of employees fell by 46,700 (-3.0%) in the year to Q1 2011. A decrease of 48,200 (-4.2%) was recorded in private sector employment over the twelve month period, while public sector employment was up 1,500 (+0.4%). There were 5,200 additional temporary Census field staff employed in Q1 2011, and excluding these public sector employment fell by 3,700 (-0.9%) to 400,000. See annex tables A1 and A2.

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.

The largest decreases in public sector employment in the year to Q1 2011 were seen in the *Regional bodies* (-3.6%) and *Health* (-3.3%) sub-sectors. See annex table A2 and graph opposite.

The 11.7% increase in employment in the *Civil Service* reflects the 5,200 Census 2011 field staff who were employed in Q1 2011. In addition to being reflected in employment in Table A2, the temporary Census field staff also influence average earnings and weekly paid hours in the other tables in the release. Specifically, as Census workers have lower hourly earnings and weekly paid hours than the average for the public sector they reduce marginally the average earnings and hours estimates in the *Public administration and defence* sector and by extension in the public sector overall and all sectors. The impact of the Census field staff can also be seen in the enterprise group with greater than 250 employees.

To allow comparison Table A3 in the annex presents estimates excluding Census staff for those sectors influenced by this. For example excluding temporary Census field staff, average hourly earnings in the public sector overall was €28.64 in Q1 2011 compared with €28.60 including Census field staff as presented in the main tables in the release. See annex table A3.

Occupational breakdowns

This release does not include estimates by occupational group from Q2 2010 onwards, as previously published. These estimates will be re-introduced as early as possible.

Table 1 Annual changes in employment and earnings Q4 2009 to Q1 2011

NACE Principal Activity	Q4 2009*-Q4 2010*			Q1 2010*-Q1 2011*		
	Employment	Average Weekly Earnings	Average Hourly Earnings	Employment	Average Weekly Earnings	Average Hourly Earnings
	%	%	%	%	%	%
B-E Industry	-0.9	-1.7	-1.7	-2.7	-0.8	-2.0
F Construction	-22.2	2.3	0.0	-16.9	-10.9	-8.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	0.3	3.1	2.5	-2.3	2.3	1.5
H Transportation and storage	6.6	1.4	-0.8	2.7	3.2	1.8
I Accommodation and food services	-6.1	-3.8	-0.7	-17.5	-9.4	-1.6
J Information and communication	-7.5	2.5	2.2	-7.7	7.0	8.4
K-L Financial, insurance and real estate	-9.9	5.7	5.0	-5.4	-3.5	-3.1
M Professional, scientific and technical	-5.6	-6.7	-3.9	-0.1	-13.7	-10.0
N Administrative and support services	-2.8	-5.7	-4.2	4.7	-0.4	2.0
O Public administration and defence ¹	-2.2	-6.6	-5.7	0.7	-5.8	0.4
P Education	1.9	-4.6	-4.1	0.6	-1.4	0.6
Q Human health and social work	1.4	-7.7	-5.9	0.1	-0.1	-3.6
R-S Arts, entertainment, recreation and other service activities	-0.6	6.7	8.8	6.8	-11.9	-3.6
Total¹	-2.5	-2.5	-1.7	-3.0	-1.3	-0.1
Public/Private Sector						
Private sector	-3.0	-0.5	0.2	-4.2	-1.8	-0.5
Public sector ¹	-1.2	-5.7	-4.4	0.4	-1.2	-0.6
Size of Enterprise						
Less than 50 employees	-0.5	2.2	2.9	-6.2	-5.5	-2.4
50-250 employees	-5.7	-4.1	-2.6	-2.7	-4.2	-3.4
Greater than 250 employees ¹	-2.8	-4.2	-3.7	-0.7	0.5	0.7

*** Preliminary Estimates**

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

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

NACE Principal Activity	Q1 2010*			Q1 2011*		
	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	798.66	22.17	36.0	792.09	21.73	36.5
F Construction	725.96	20.48	35.4	646.68	18.74	34.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	483.49	16.47	29.4	494.40	16.71	29.6
H Transportation and storage	681.69	19.17	35.6	703.41	19.51	36.1
I Accommodation and food services	318.52	12.69	25.1	288.62	12.49	23.1
J Information and communication	925.84	26.07	35.5	990.47	28.26	35.1
K-L Financial, insurance and real estate	1,008.51	30.36	33.2	973.02	29.43	33.1
M Professional, scientific and technical	857.90	26.45	32.4	740.77	23.81	31.1
N Administrative and support services	493.45	16.50	29.9	491.32	16.83	29.2
O Public administration and defence ¹	919.89	26.37	34.9	866.74	26.47	32.8
P Education	807.71	33.99	23.8	796.34	34.20	23.3
Q Human health and social work	705.80	24.15	29.2	705.01	23.27	30.3
R-S Arts, entertainment, recreation and other service activities	452.63	15.98	28.3	398.81	15.41	25.9
Total¹	683.43	22.11	30.9	674.56	22.08	30.6
Public/Private Sector						
Private sector	613.86	19.80	31.0	602.85	19.71	30.6
Public sector ¹	881.80	28.77	30.7	871.09	28.60	30.5
Broad Occupational Categories						
Managers, professionals and associated professionals	1,069.09	32.78	32.6	...	...	...
Clerical, sales and service employees	470.57	16.50	28.5	...	...	...
Production, transport, craft and other manual workers	517.37	15.87	32.6	...	...	...
Size of Enterprise						
Less than 50 employees	529.54	17.69	29.9	500.35	17.26	29.0
50-250 employees	656.79	20.58	31.9	628.89	19.89	31.6
Greater than 250 employees ¹	805.21	25.73	31.3	809.33	25.90	31.3

* Preliminary Estimates

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

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

NACE Principal Activity	2009				2010				2011
	Q1	Q2	Q3*	Q4*	Q1*	Q2*	Q3*	Q4*	Q1*
	€	€	€	€	€	€	€	€	€
B-E Industry	806.38	795.04	777.19	831.70	798.66	811.86	807.27	817.84	792.09
F Construction	753.33	740.08	740.81	754.65	725.96	704.46	695.88	771.98	646.68
G Wholesale and retail trade; repair of motor vehicles and motorcycles	498.98	496.53	494.27	502.42	483.49	503.10	496.76	518.04	494.40
H Transportation and storage	734.01	760.99	706.89	728.52	681.69	709.18	702.38	738.47	703.41
I Accommodation and food services	332.98	342.78	339.70	336.81	318.52	327.27	333.27	324.12	288.62
J Information and communication	945.07	917.83	912.34	928.61	925.84	917.81	1,018.33	951.53	990.47
K-L Financial, insurance and real estate	1,003.43	932.11	909.42	965.40	1,008.51	969.89	941.94	1,020.48	973.02
M Professional, scientific and technical	849.41	807.24	796.31	798.72	857.90	807.83	778.51	744.93	740.77
N Administrative and support services	498.17	493.81	484.64	502.36	493.45	495.14	466.75	473.96	491.32
O Public administration and defence ¹	987.47	991.81	981.96	1,012.66	919.89	954.32	918.02	945.81	866.74
P Education	890.08	862.29	878.55	860.27	807.71	804.86	804.75	820.56	796.34
Q Human health and social work	737.89	753.63	759.34	790.40	705.80	724.02	738.36	729.25	705.01
R-S Arts, entertainment, recreation and other service activities	469.82	473.52	459.68	485.05	452.63	495.00	490.77	517.50	398.81
Total¹	709.55	701.73	694.69	717.73	683.43	693.58	684.00	699.94	674.56
Public/Private Sector									
Private sector	631.82	618.08	609.61	631.31	613.86	619.16	605.16	628.40	602.85
Public sector ¹	934.00	946.09	945.50	965.84	881.80	908.08	911.70	910.80	871.09
Broad Occupational Categories									
Managers, professionals and associated professionals	1,111.31	1,079.07	1,079.52	1,109.31	1,069.09	...	...	...	...
Clerical, sales and service employees	498.99	499.36	487.69	503.93	470.57	...	...	...	...
Production, transport, craft and other manual workers	537.53	543.20	538.06	555.21	517.37	...	...	...	...
Size of Enterprise									
Less than 50 employees	553.24	542.43	537.77	548.64	529.54	539.32	525.98	560.76	500.35
50-250 employees	672.14	654.23	648.09	667.82	656.79	661.32	636.29	640.76	628.89
Greater than 250 employees ¹	832.34	833.31	830.16	858.88	805.21	829.96	817.26	822.58	809.33

*** Preliminary Estimates**
¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

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

NACE Principal Activity	2009				2010				2011
	Q1	Q2	Q3*	Q4*	Q1*	Q2*	Q3*	Q4*	Q1*
	€	€	€	€	€	€	€	€	€
B-E Industry	22.02	21.38	21.21	22.11	22.17	21.86	21.28	21.74	21.73
F Construction	21.00	20.83	20.76	21.15	20.48	20.38	19.78	21.14	18.74
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.65	16.39	16.04	16.42	16.47	16.62	16.08	16.83	16.71
H Transportation and storage	20.54	20.34	19.67	19.99	19.17	19.53	19.45	19.83	19.51
I Accommodation and food services	12.85	12.49	12.47	12.81	12.69	12.39	12.47	12.72	12.49
J Information and communication	26.23	25.91	25.15	25.90	26.07	25.59	27.37	26.46	28.26
K-L Financial, insurance and real estate	30.07	27.87	27.03	28.98	30.36	28.93	27.56	30.44	29.43
M Professional, scientific and technical	25.70	24.63	24.51	24.51	26.45	25.33	24.23	23.55	23.81
N Administrative and support services	16.53	16.39	16.37	16.72	16.50	15.93	15.39	16.02	16.83
O Public administration and defence ¹	27.72	28.15	27.55	27.67	26.37	26.46	25.91	26.08	26.47
P Education	36.07	35.24	35.35	35.53	33.99	33.23	33.23	34.09	34.20
Q Human health and social work	24.58	24.91	24.89	25.11	24.15	23.17	23.52	23.62	23.27
R-S Arts, entertainment, recreation and other service activities	16.56	16.14	15.59	16.47	15.98	16.84	16.46	17.92	15.41
Total¹	22.44	22.02	21.74	22.38	22.11	21.81	21.33	22.00	22.08
Public/Private Sector									
Private sector	19.88	19.31	19.07	19.73	19.80	19.43	18.91	19.76	19.71
Public sector ¹	29.97	30.07	29.64	29.90	28.77	28.72	28.24	28.58	28.60
Broad Occupational Categories									
Managers, professionals and associated professionals	33.53	32.56	32.20	33.06	32.78	...	...	...	...
Clerical, sales and service employees	16.99	16.71	16.38	16.95	16.50	...	...	...	...
Production, transport, craft and other manual workers	16.24	16.29	16.09	16.37	15.87	...	...	...	...
Size of Enterprise									
Less than 50 employees	17.79	17.54	17.35	17.93	17.69	17.78	17.23	18.45	17.26
50-250 employees	20.66	19.81	19.73	20.24	20.58	19.73	19.36	19.72	19.89
Greater than 250 employees ¹	26.25	25.90	25.64	26.18	25.73	25.61	24.81	25.21	25.90

*** Preliminary Estimates**

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

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

NACE Principal Activity	2009				2010				2011
	Q1	Q2	Q3*	Q4*	Q1*	Q2*	Q3*	Q4*	Q1*
	hours	hours	hours	hours	hours	hours	hours	hours	hours
B-E Industry	36.6	37.2	36.6	37.6	36.0	37.1	37.9	37.6	36.5
F Construction	35.9	35.5	35.7	35.7	35.4	34.6	35.2	36.5	34.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	30.0	30.3	30.8	30.6	29.4	30.3	30.9	30.8	29.6
H Transportation and storage	35.7	37.4	35.9	36.4	35.6	36.3	36.1	37.2	36.1
I Accommodation and food services	25.9	27.4	27.2	26.3	25.1	26.4	26.7	25.5	23.1
J Information and communication	36.0	35.4	36.3	35.8	35.5	35.9	37.2	36.0	35.1
K-L Financial, insurance and real estate	33.4	33.4	33.6	33.3	33.2	33.5	34.2	33.5	33.1
M Professional, scientific and technical	33.0	32.8	32.5	32.6	32.4	31.9	32.1	31.6	31.1
N Administrative and support services	30.1	30.1	29.6	30.0	29.9	31.1	30.3	29.6	29.2
O Public administration and defence ¹	35.6	35.2	35.6	36.6	34.9	36.1	35.4	36.3	32.8
P Education	24.7	24.5	24.9	24.2	23.8	24.2	24.2	24.1	23.3
Q Human health and social work	30.0	30.3	30.5	31.5	29.2	31.2	31.4	30.9	30.3
R-S Arts, entertainment, recreation and other service activities	28.4	29.3	29.5	29.5	28.3	29.4	29.8	28.9	25.9
Total¹	31.6	31.9	32.0	32.1	30.9	31.8	32.1	31.8	30.6
Public/Private Sector									
Private sector	31.8	32.0	32.0	32.0	31.0	31.9	32.0	31.8	30.6
Public sector ¹	31.2	31.5	31.9	32.3	30.7	31.6	32.3	31.9	30.5
Broad Occupational Categories									
Managers, professionals and associated professionals	33.1	33.1	33.5	33.6	32.6	...	...	...	...
Clerical, sales and service employees	29.4	29.9	29.8	29.7	28.5	...	...	...	...
Production, transport, craft and other manual workers	33.1	33.3	33.4	33.9	32.6	...	...	...	...
Size of Enterprise									
Less than 50 employees	31.1	30.9	31.0	30.6	29.9	30.3	30.5	30.4	29.0
50-250 employees	32.5	33.0	32.9	33.0	31.9	33.5	32.9	32.5	31.6
Greater than 250 employees ¹	31.7	32.2	32.4	32.8	31.3	32.4	32.9	32.6	31.3

*** Preliminary Estimates**

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

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

NACE Principal Activity	Q1 2010*			Q2 2010*		
	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings
	€	€	€	€	€	€
B-E Industry	20.48	1.69	22.17	20.66	1.20	21.86
F Construction	20.16	0.32	20.48	20.04	0.33	20.38
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.79	0.67	16.47	15.96	0.66	16.62
H Transportation and storage	18.40	0.77	19.17	18.55	0.98	19.53
I Accommodation and food services	12.56	0.13	12.69	12.24	0.15	12.39
J Information and communication	24.43	1.64	26.07	24.14	1.44	25.59
K-L Financial, insurance and real estate	27.05	3.31	30.36	26.80	2.12	28.93
M Professional, scientific and technical	24.84	1.61	26.45	24.09	1.24	25.33
N Administrative and support services	15.78	0.72	16.50	15.06	0.87	15.93
O Public administration and defence ¹	25.04	1.34	26.37	25.10	1.36	26.46
P Education	33.72	0.27	33.99	33.01	0.22	33.23
Q Human health and social work	22.99	1.17	24.15	22.03	1.14	23.17
R-S Arts, entertainment, recreation and other service activities	15.50	0.48	15.98	16.57	0.27	16.84
Total¹	20.99	1.12	22.11	20.86	0.95	21.81
Public/Private Sector						
Private sector	18.73	1.07	19.80	18.62	0.81	19.43
Public sector ¹	27.52	1.25	28.77	27.35	1.37	28.72
Broad Occupational Categories						
Managers, professionals and associated professionals	30.73	2.05	32.78	...	...	...
Clerical, sales and service employees	15.78	0.72	16.50	...	...	...
Production, transport, craft and other manual workers	15.43	0.44	15.87	...	...	...
Size of Enterprise						
Less than 50 employees	17.27	0.42	17.69	17.30	0.48	17.78
50-250 employees	19.19	1.38	20.58	18.94	0.79	19.73
Greater than 250 employees ¹	24.21	1.51	25.73	24.25	1.36	25.61

* Preliminary Estimates

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

for Q1 2010 - Q1 2011

Hourly earnings excl irregular earnings	Q3 2010*			Q4 2010*			Q1 2011*		
	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	
€	€	€	€	€	€	€	€	€	
20.28	1.00	21.28	20.45	1.28	21.74	20.30	1.43	21.73	
19.27	0.51	19.78	20.21	0.93	21.14	18.52	0.23	18.74	
15.72	0.37	16.08	15.89	0.94	16.83	15.88	0.83	16.71	
18.61	0.84	19.45	18.72	1.11	19.83	18.62	0.89	19.51	
12.34	0.14	12.47	12.50	0.22	12.72	12.38	0.11	12.49	
25.19	2.18	27.37	24.08	2.38	26.46	25.69	2.56	28.26	
26.66	0.91	27.56	27.73	2.71	30.44	26.68	2.75	29.43	
23.47	0.77	24.23	22.38	1.17	23.55	22.44	1.37	23.81	
14.93	0.47	15.39	15.24	0.78	16.02	15.46	1.38	16.83	
24.74	1.17	25.91	24.97	1.11	26.08	25.14	1.32	26.47	
32.84	0.39	33.23	33.89	0.20	34.09	33.99	0.21	34.20	
22.37	1.15	23.52	22.46	1.15	23.62	22.15	1.12	23.27	
16.17	0.29	16.47	16.89	1.03	17.92	15.20	0.22	15.41	
20.55	0.77	21.33	20.89	1.11	22.00	20.94	1.14	22.08	
18.33	0.58	18.91	18.67	1.10	19.76	18.58	1.13	19.71	
26.91	1.33	28.24	27.44	1.14	28.58	27.44	1.16	28.60	
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16.95	0.28	17.23	17.50	0.95	18.45	16.69	0.57	17.26	
18.83	0.54	19.36	18.73	0.99	19.72	18.65	1.23	19.89	
23.61	1.19	24.81	23.96	1.25	25.21	24.43	1.46	25.90	

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

NACE Principal Activity	Average	Q1 2010*	Average	Average	Q2 2010*	Average
	Hourly	Other	Hourly	Hourly	Other	Hourly
	Earnings	Labour	Labour	Earnings	Labour	Labour
	Costs	Costs	Costs	Costs	Costs	Costs
	€	€	€	€	€	€
B-E Industry	22.17	4.54	26.72	21.86	4.80	26.67
F Construction	20.48	3.47	23.95	20.38	2.96	23.34
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.47	2.58	19.05	16.62	2.49	19.11
H Transportation and storage	19.17	3.38	22.55	19.53	3.30	22.83
I Accommodation and food services	12.69	1.38	14.06	12.39	1.25	13.64
J Information and communication	26.07	4.90	30.96	25.59	6.24	31.83
K-L Financial, insurance and real estate	30.36	7.43	37.79	28.93	7.40	36.33
M Professional, scientific and technical	26.45	4.32	30.77	25.33	3.55	28.88
N Administrative and support services	16.50	2.31	18.81	15.93	2.50	18.43
O Public administration and defence ¹	26.37	1.84	28.22	26.46	1.67	28.13
P Education	33.99	2.68	36.68	33.23	2.46	35.69
Q Human health and social work	24.15	3.08	27.23	23.17	1.80	24.97
R-S Arts, entertainment, recreation and other service activities	15.98	2.11	18.08	16.84	2.39	19.22
Total¹	22.11	3.35	25.45	21.81	3.15	24.95
Public/Private Sector						
Private sector	19.80	3.63	23.43	19.43	3.41	22.83
Public sector ¹	28.77	2.53	31.29	28.72	2.39	31.11
Broad Occupational Categories						
Managers, professionals and associated professionals	32.78	4.82	37.60	...	...	...
Clerical, sales and service employees	16.50	2.52	19.02	...	...	...
Production, transport, craft and other manual workers	15.87	2.57	18.44	...	...	...
Size of Enterprise						
Less than 50 employees	17.69	2.97	20.66	17.78	2.44	20.22
50-250 employees	20.58	3.45	24.03	19.73	3.13	22.86
Greater than 250 employees ¹	25.73	3.57	29.30	25.61	3.69	29.30

* Preliminary Estimates

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

for Q1 2010 - Q1 2011

Average Hourly Earnings	Q3 2010* Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Q4 2010* Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Q1 2011* Other Labour Costs	Average Hourly Labour Costs
€	€	€	€	€	€	€	€	€
21.28	4.63	25.92	21.74	4.19	25.93	21.73	4.00	25.73
19.78	2.44	22.22	21.14	2.66	23.80	18.74	2.08	20.82
16.08	2.35	18.43	16.83	2.36	19.19	16.71	2.35	19.06
19.45	3.25	22.71	19.83	4.00	23.83	19.51	3.24	22.74
12.47	1.25	13.72	12.72	1.26	13.99	12.49	1.23	13.72
27.37	5.11	32.48	26.46	5.26	31.71	28.26	5.14	33.39
27.56	6.41	33.97	30.44	7.79	38.23	29.43	6.10	35.53
24.23	3.76	27.99	23.55	3.40	26.96	23.81	3.75	27.56
15.39	1.84	17.23	16.02	2.06	18.08	16.83	2.09	18.92
25.91	1.68	27.59	26.08	1.67	27.74	26.47	1.73	28.20
33.23	2.37	35.60	34.09	2.31	36.40	34.20	2.40	36.60
23.52	1.84	25.36	23.62	2.19	25.81	23.27	1.99	25.26
16.46	2.03	18.49	17.92	2.39	20.32	15.41	2.19	17.60
21.33	2.91	24.24	22.00	3.04	25.04	22.08	2.90	24.97
18.91	3.10	22.01	19.76	3.16	22.92	19.71	3.05	22.76
28.24	2.38	30.62	28.58	2.69	31.27	28.60	2.47	31.07
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...
...
17.23	2.02	19.26	18.45	2.21	20.66	17.26	2.01	19.27
19.36	3.55	22.91	19.72	3.07	22.79	19.89	3.14	23.02
24.81	3.31	28.11	25.21	3.59	28.80	25.90	3.37	29.27

Annex

Table A1 Employment by Nace sector and occupation

NACE Principal Activity		Q4 2009*	Q1 2010*	Q2 2010*	Q3 2010*	Q4 2010*	Q1 2011*
B-E	Industry	201,900	199,600	198,600	201,500	200,100	194,300
F	Construction	81,700	77,600	73,400	68,400	63,600	64,500
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	277,200	276,800	279,900	280,300	278,000	270,500
H	Transportation and storage	63,200	63,500	61,800	63,600	67,400	65,200
I	Accommodation and food services	128,200	131,600	126,000	132,100	120,400	108,600
J	Information and communication	54,600	54,900	54,900	53,200	50,500	50,700
K-L	Financial, insurance and real estate	95,400	92,600	92,000	88,000	86,000	87,600
M	Professional, scientific and technical	72,900	74,000	73,100	67,500	68,800	73,900
N	Administrative and support services	74,000	71,900	74,000	73,000	71,900	75,300
O	Public administration and defence ¹	119,400	118,100	120,200	117,400	116,800	118,900
P	Education	133,400	132,300	134,400	133,300	136,000	133,100
Q	Human health and social work	212,900	211,600	215,200	218,300	215,900	211,900
R-S	Arts, entertainment, recreation and other service activities	48,900	47,000	46,700	48,200	48,600	50,200
Total¹		1,563,700	1,551,500	1,550,300	1,544,900	1,524,100	1,504,800
Public/Private Sector							
Private sector		1,156,800	1,147,800	1,148,200	1,143,800	1,122,000	1,099,600
Public sector ¹		406,900	403,700	402,100	401,100	402,100	405,200
Broad Occupational Categories							
Managers, professionals and associated professionals		518,200	521,400	...	...	...	...
Clerical, sales and service employees		643,400	641,900	...	...	...	...
Production, transport, craft and other manual workers		402,200	388,200	...	...	...	...
Size of Enterprise							
Less than 50 employees		550,200	563,100	580,000	559,200	547,200	528,400
50-250 employees		268,500	256,100	254,500	258,400	253,100	249,200
Greater than 250 employees ¹		745,000	732,400	715,900	727,300	723,800	727,200

*** 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.

¹ Includes Census 2011 temporary field staff. See Annex Tables A2 and A3 for comprehensive details.

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

	Q3 2008	Q1 2009	Q3 2009	Q1 2010	Q3 2010	Q1 2011	Year on Year Change Q1 2011
'000							
Including Census 2011 temporary field staff							
Civil service	43.0	42.2	41.6	40.1	39.9	44.8	4.7
Defence	11.0	11.0	10.8	10.5	10.5	10.3	-0.2
Garda Siochana	14.2	14.6	14.7	14.6	14.6	14.3	-0.3
Education	113.2	120.2	113.3	113.6	111.5	117.3	3.7
Regional bodies	40.0	38.4	37.9	36.2	37.6	34.9	-1.3
Health	137.8	137.7	136.4	135.5	134.2	131.0	-4.5
Total public sector excluding semi-state bodies	359.9	364.1	354.7	350.5	348.3	352.6	2.1
Semi-state	57.0	56.9	55.8	53.2	52.8	52.6	-0.6
Total public sector including semi-state bodies	416.9	421.0	410.5	403.7	401.1	405.2	1.5
Excluding Census 2011 temporary field staff							
Civil Service	43.0	42.2	41.6	40.1	39.9	39.6	-0.5
Total public sector excluding semi-state bodies	359.9	364.1	354.7	350.5	348.3	347.4	-3.1
Total public sector including semi-state bodies	416.9	421.0	410.5	403.7	401.1	400.0	-3.7

* 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 - Effect of Census 2011 field staff on employment, earnings and labour costs

Q1 2011	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Paid Hours	Hourly earnings excl irregular earnings	Irregular earnings	Other Labour Costs	Average Hourly Labour Costs	Employment
	€	€	hours	€	€	€	€	
Including Census 2011 temporary field staff								
Public administration and defence	866.74	26.47	32.8	25.14	1.32	1.73	28.20	118,900
Total Public sector	871.09	28.60	30.5	27.44	1.16	2.47	31.07	405,200
Greater than 250 employees	809.33	25.90	31.3	24.43	1.46	3.37	29.27	727,200
Total all sectors	674.56	22.08	30.6	20.94	1.14	2.90	24.97	1,504,800
Excluding Census 2011 temporary field staff								
Public administration and defence	899.45	26.65	33.8	25.35	1.29	1.72	28.37	113,700
Total Public sector	880.61	28.64	30.8	27.48	1.15	2.46	31.09	400,000
Greater than 250 employees	814.51	25.93	31.4	24.47	1.46	3.36	29.29	722,000
Total all sectors	677.11	22.10	30.6	20.97	1.13	2.89	24.99	1,499,600

Table A4 Response rates in selected sectors by quarter

NACE Principal Activity		Employer Response Rate		Employee Response Rate		Total number of respondent enterprises in Q1 2011
		%		%		
		Q4 2010*	Q1 2011*	Q4 2010*	Q1 2011*	
B-E	Industry	60.0	51.9	77.8	64.1	587
F	Construction	40.7	30.6	57.4	40.5	126
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	60.3	55.7	82.9	71.8	768
H	Transportation and storage	62.5	52.7	84.3	73.0	138
I	Accommodation and food services	51.3	42.9	63.4	52.8	365
J	Information and communication	65.0	58.0	86.4	65.8	152
K-L	Financial, insurance and real estate	66.5	63.7	91.7	83.2	179
M	Professional, scientific and technical	60.6	56.0	74.9	62.5	228
N	Administrative and support services	59.4	54.0	77.6	66.9	187
O	Public administration and defence	81.2	85.0	87.1	91.9	119
P	Education	73.8	69.7	36.2	31.2	122
Q	Human health and social work	73.8	74.0	87.9	83.4	433
R-S	Arts, entertainment, recreation and other service activities	58.3	56.6	76.4	66.0	232
Total		60.1	54.8	76.7	68.5	3,636

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

- Introduction** 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.
- 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.
- Legislation** 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.
- Business Register** The CSO's Business Register provided the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.
- Business Classification** 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.
- Nace Classification** NACE Rev 2 is the latest 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 air conditioning supply, sewerage, water management and remediation activities in industry.
- Coverage** The survey results relate to enterprises in the Nace Rev 2 Sections B – E (Industry), F (Construction), G (Wholesale & retail trade: repair of motor vehicles & motorcycles), H (Transportation & storage), I (Accommodation & food services activities), J (Information & communication), K-L (Financial, insurance & real estate activities), M (Professional, scientific & technical activities), N (Administrative & support services activities), O (Public administration & defence), P (Education), Q (Human health & social work activities) and R-S (Arts, entertainment, recreation & other service activities) with 3 or more employees. The data was collected at the enterprise level.
- 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).
- Earnings in the public sector are calculated before the deduction of the pension levy that was introduced in March 2009.
- For Q1 2011 temporary census field staff are included in all tables due the numbers involved. Tables A2 and A3 in the Annex provides details exclusive of these staff.
- Data Collection** 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.
- Differences with existing sources** The EHECS is not directly comparable with other discontinued 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:

The EHECS collects data on the entire reference quarter while the QII, QSI and QEC only collected 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 was 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.

Hours	– Weekly paid hours include total contracted hours plus overtime hours.
Other Costs	<p>The following are the other categories of labour costs:</p> <ul style="list-style-type: none"> – Statutory employers’ PRSI including the social security contributions for apprentices. – 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. – Redundancy payments.
Subsidies and Refunds	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 Protection (DSP) for sick and maternity leave. These are deducted from the firms’ labour costs in the analysis.
National Minimum Wage (NMW)	The National Minimum Wage Act 2000 became law on the 1 st April 2000. Enterprises were asked to indicate the number of employees in receipt of the NMW at the end of each quarter. A detailed guide to the Act is available from the Department of Jobs, Enterprise and Innovation at www.djei.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.
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 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 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>

Methodology for production of final results	All enterprises with 50 or more employees are surveyed as well as a sample of enterprises which have 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.
Interpretation of results	<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>
Public Sector Employment	<p>There are two CSO surveys which can potentially provide information on public sector employment. The Quarterly National Household Survey (QNHS) can provide estimates based on all respondents who are in employment being asked whether they work in the public sector or not. The 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>