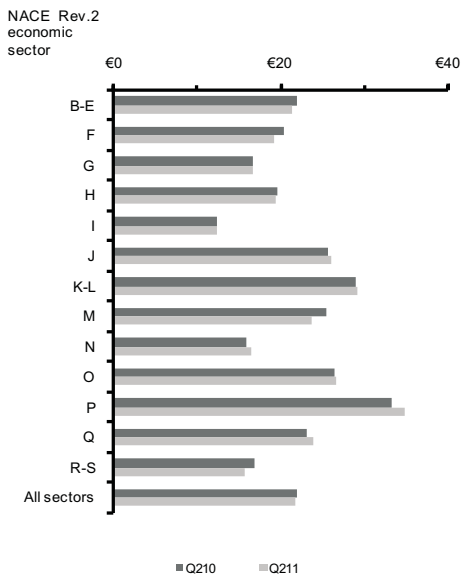




## Earnings and Labour Costs

### Q1 2011 - Q2 2011 (Preliminary Estimates)

**Average hourly earnings by economic sector**



Quarter	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings
	€	Hours	€
<b>Q2 2010*</b>	21.81	31.8	693.58
<b>Q1 2011*</b>	22.04	30.7	677.64
<b>Q2 2011*</b>	21.80	31.5	687.24
<b>Quarterly change %</b>	- 1.1	2.6	1.4
<b>Annual change %</b>	0.0	- 0.9	- 0.9

\*Preliminary Estimates

### Hourly earnings remain unchanged in year to Q2 2011

Average hourly earnings were €21.80 per hour in Q2 2011 and displayed no real change as compared with one year earlier when an average of €21.81 had been recorded. This compares with a revised estimated decrease of 0.3% in the year to Q1 2011 and a decrease of 1.0% in the year to Q2 2010. *See table 1.*

- Across the economic sectors average hourly earnings fell in 6 of the 13 sectors with the largest decreases in the *Arts, entertainment, recreation and other service activities* (-7.4%), *Professional, scientific and technical* (-6.6%) and *Construction* (-6.3%) sectors. *See table 1 and graph opposite.*
- Average hourly earnings in the private sector fell from €19.43 per hour in Q2 2010 to €19.33 per hour in Q2 2011 (-0.5%). In contrast public sector average hourly earnings increased by 0.6% from €28.72 to €28.90 per hour for the same quarters. Over a two year period average hourly earnings in the public sector fell by 3.9% compared with a marginal increase of 0.1% in the private sector.

An annual reduction of 2.1% was recorded in average hourly earnings for enterprises with less than 50 employees in Q2 2011, while the larger size groups showed little change over the same period.

Continued caution is advised in the interpretation of trends for the Education sector. Due to ongoing low response levels in the Education sector since Quarter 3 2009 onwards estimates for that sector will be subject to revision once additional 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 on response levels.*

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## Paid hours per week fall 0.9% annually

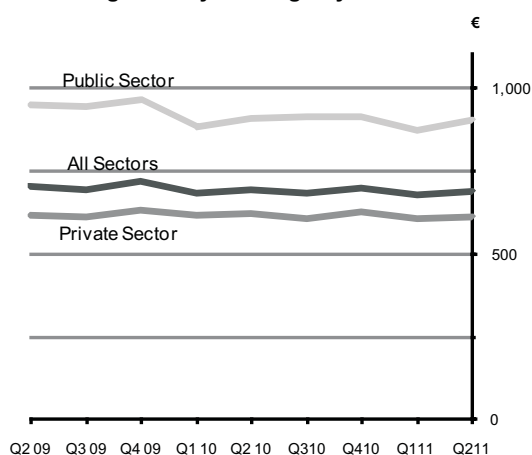
Average weekly paid hours fell to 31.5 in Q2 2011, a slight fall of 0.3 hours or 0.9% over the year. Average weekly paid hours had fallen by 0.3% in the year to Q2 2010. See table 2c.

Annual decreases in average weekly paid hours were recorded in 10 economic sectors with the largest decreases being recorded in *Administrative and support services* (-4.5%) and *Transportation and storage* (-3.3%) sectors. In the three sectors that recorded annual increases the highest increase in weekly paid hours was in the *Construction* sector where there was an annual increase of 3.5% or 1.2 hours.

The 3.0% reduction in average weekly paid hours in the *Public administration and defence* sector is partially due to the temporary recruitment of Census 2011 field staff who had lower than average weekly paid hours. See annex table A3.

In the private sector average weekly paid hours fell by 0.6% over the year from 31.9 hours to 31.7 hours. The public sector decline over the same period was 1.3% bringing paid hours to 31.2 in Q2 2011. Since Q2 2008 weekly paid hours in the private sector have now fallen 4.2% compared with a fall of 2.2% in the public sector.

Average weekly earnings by sector



## Weekly earnings down to €687.24 in Q2 2011

Average weekly earnings fell to €687.24 in Q2 2011, down from €693.58 a year earlier. This decrease of 0.9% over the year compares with a decrease of 1.2% in the year to Q2 2010. In Q2 2008 average weekly earnings were €706.03 which means that a fall of €18.79 (-2.7%) per week has been seen in average weekly earnings over the past three years. See table 2a.

Across the economic sectors average weekly earnings fell in 10 sectors in the year to Q2 2011, with the largest decreases in *Arts, entertainment, recreation and other service activities* (-8.1%) and *Professional, scientific and technical* (-7.3%) sectors.

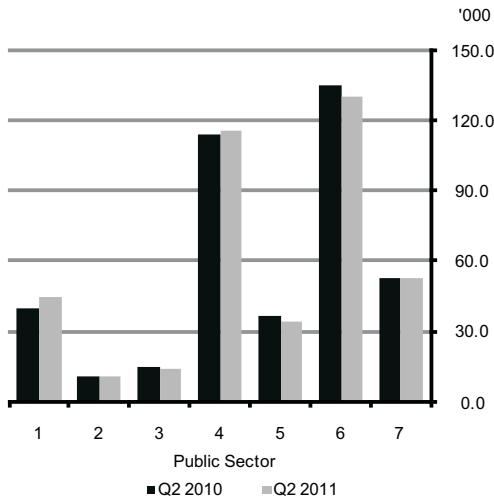
Weekly earnings in the private sector fell by 1.2% compared with a fall of 0.8% in the public sector over the year bringing average weekly earnings in both sectors to €611.88 and €901.07 respectively.

It should be noted that estimated averages do not reflect differences in characteristics of the job or the employees. As EHECS collects aggregate data from each enterprise, 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 Surveys 2007.

## Drop in public sector employment when temporary census field staff are excluded

The employment estimates in EHECS use data from the Quarterly National Household Survey (QNHS) in the derivation of sectoral weights. As the main QNHS estimates of employment for Q2 2011 will not be published until one week after this release table A1 does not include updated information at this point. Once the QNHS estimates have been published updated information will be provided on the CSO databank. However as public sector employment estimates are derived entirely from EHECS data these estimates are provided for Q2 2011 in table A2.

### 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

Employment in the public sector showed no change over the year to Q2 2011. However, the employment figures for this quarter include 5,300 additional temporary Census field staff who were employed during the periods covering Q1 and Q2 2011. When these staff are excluded there was a fall of 1.3% in employment over the year to Q2 2011. The total reduction in employment in the public sector (excluding temporary Census field staff) over the three years from Q2 2008 to Q2 2011 was 24,600 (-5.8%).

The largest decreases in public sector employment in the year to Q2 2011 were seen in the *Regional bodies* (-5.0%) and *Health* (-3.7%) sub-sectors. See annex table A2 and graph opposite.

The 12.0% increase in employment in the *Civil Service* reflects the 5,300 Census 2011 field staff who were employed in Q2 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 weekly 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 weekly earnings in the public sector overall was €910.10 in Q2 2011 compared with €901.07 including Census field staff as presented in the main tables in the release. See annex table A3.

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.



**Table 1 Annual changes in earnings and hours Q1 2010 to Q2 2011**

NACE Principal Activity	Q1 2010*- Q1 2011*			Q2 2010*-Q2 2011*		
	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Paid Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Paid Hours
	%	%	%	%	%	%
B-E Industry	-0.1	-1.7	1.7	-0.8	-2.5	1.9
F Construction	-8.3	-7.3	-0.8	-2.9	-6.3	3.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2.0	0.7	1.0	0.4	-0.4	0.7
H Transportation and storage	1.5	2.6	-1.1	-4.3	-1.0	-3.3
I Accommodation and food services	-5.1	-2.4	-2.8	-0.7	0.3	-1.1
J Information and communication	3.6	3.6	0.0	0.7	1.4	-0.8
K-L Financial, insurance and real estate	1.9	1.4	0.6	-0.1	0.7	-0.9
M Professional, scientific and technical	-13.8	-9.3	-4.9	-7.3	-6.6	-0.6
N Administrative and support services	-0.4	2.2	-2.3	-0.9	3.7	-4.5
O Public administration and defence <sup>1</sup>	-4.9	-0.1	-4.9	-2.9	0.2	-3.0
P Education	-1.0	1.6	-2.5	3.0	4.9	-1.7
Q Human health and social work	-0.7	-3.3	2.7	-0.4	2.8	-2.9
R-S Arts, entertainment, recreation and other service activities	-6.6	-1.1	-5.7	-8.1	-7.4	-0.7
<b>Total<sup>1</sup></b>	<b>-0.8</b>	<b>-0.3</b>	<b>-0.6</b>	<b>-0.9</b>	<b>0.0</b>	<b>-0.9</b>
<b>Public/Private Sector</b>						
Private sector	-1.1	-0.6	-0.3	-1.2	-0.5	-0.6
Public sector <sup>1</sup>	-1.0	-0.3	-1.0	-0.8	0.6	-1.3
<b>Size of Enterprise</b>						
Less than 50 employees	-2.6	-1.8	-0.7	-1.4	-2.1	0.7
50-250 employees	-2.1	-1.4	-0.6	-3.0	-0.1	-3.0
Greater than 250 employees <sup>1</sup>	0.3	0.6	-0.3	-1.4	0.1	-1.5

\* Preliminary Estimates

<sup>1</sup> 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	Q2 2010*			Q2 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	811.86	21.86	37.1	805.48	21.31	37.8
F Construction	704.46	20.38	34.6	683.86	19.10	35.8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	503.10	16.62	30.3	504.92	16.56	30.5
H Transportation and storage	709.18	19.53	36.3	679.00	19.34	35.1
I Accommodation and food services	327.27	12.39	26.4	324.89	12.43	26.1
J Information and communication	917.81	25.59	35.9	924.10	25.96	35.6
K-L Financial, insurance and real estate	969.89	28.93	33.5	968.59	29.14	33.2
M Professional, scientific and technical	807.83	25.33	31.9	749.24	23.66	31.7
N Administrative and support services	495.14	15.93	31.1	490.89	16.52	29.7
O Public administration and defence <sup>1</sup>	954.32	26.46	36.1	926.54	26.51	35.0
P Education	804.86	33.23	24.2	828.77	34.87	23.8
Q Human health and social work	724.02	23.17	31.2	720.87	23.82	30.3
R-S Arts, entertainment, recreation and other service activities	495.00	16.84	29.4	455.10	15.60	29.2
<b>Total<sup>1</sup></b>	<b>693.58</b>	<b>21.81</b>	<b>31.8</b>	<b>687.24</b>	<b>21.80</b>	<b>31.5</b>
<b>Public/Private Sector</b>						
Private sector	619.16	19.43	31.9	611.88	19.33	31.7
Public sector <sup>1</sup>	908.08	28.72	31.6	901.07	28.90	31.2
<b>Size of Enterprise</b>						
Less than 50 employees	539.32	17.78	30.3	531.54	17.41	30.5
50-250 employees	661.32	19.73	33.5	641.57	19.72	32.5
Greater than 250 employees <sup>1</sup>	829.96	25.61	32.4	818.23	25.63	31.9

\* Preliminary Estimates

<sup>1</sup> 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	
	Q2	Q3*	Q4*	Q1*	Q2*	Q3*	Q4*	Q1*	Q2*
	€	€	€	€	€	€	€	€	€
B-E Industry	795.04	777.19	831.70	798.66	811.86	807.27	817.84	797.62	805.48
F Construction	740.08	740.81	754.65	725.96	704.46	695.88	771.98	665.80	683.86
G Wholesale and retail trade; repair of motor vehicles and motorcycles	496.53	494.27	502.42	483.49	503.10	496.76	518.04	492.95	504.92
H Transportation and storage	760.99	706.89	728.52	681.69	709.18	702.38	738.47	691.91	679.00
I Accommodation and food services	342.78	339.70	336.81	318.52	327.27	333.27	324.12	302.31	324.89
J Information and communication	917.83	912.34	928.61	925.84	917.81	1,018.33	951.53	959.11	924.10
K-L Financial, insurance and real estate	932.11	909.42	965.40	1,008.51	969.89	941.94	1,020.48	1,027.34	968.59
M Professional, scientific and technical	807.24	796.31	798.72	857.90	807.83	778.51	744.93	739.59	749.24
N Administrative and support services	493.81	484.64	502.36	493.45	495.14	466.75	473.96	491.45	490.89
O Public administration and defence <sup>1</sup>	991.81	981.96	1,012.66	919.89	954.32	918.02	945.81	875.14	926.54
P Education	862.29	878.55	860.27	807.71	804.86	804.75	820.56	799.87	828.77
Q Human health and social work	753.63	759.34	790.40	705.80	724.02	738.36	729.25	700.89	720.87
R-S Arts, entertainment, recreation and other service activities	473.52	459.68	485.05	452.63	495.00	490.77	517.50	422.55	455.10
<b>Total<sup>1</sup></b>	<b>701.73</b>	<b>694.69</b>	<b>717.73</b>	<b>683.43</b>	<b>693.58</b>	<b>684.00</b>	<b>699.94</b>	<b>677.64</b>	<b>687.24</b>
<b>Public/Private Sector</b>									
Private sector	618.08	609.61	631.31	613.86	619.16	605.16	628.40	607.22	611.88
Public sector <sup>1</sup>	946.09	945.50	965.84	881.80	908.08	911.70	910.80	872.85	901.07
<b>Size of Enterprise</b>									
Less than 50 employees	542.43	537.77	548.64	529.54	539.32	525.98	560.76	516.00	531.54
50-250 employees	654.23	648.09	667.82	656.79	661.32	636.29	640.76	643.13	641.57
Greater than 250 employees <sup>1</sup>	833.31	830.16	858.88	805.21	829.96	817.26	822.58	807.82	818.23

\* Preliminary Estimates

<sup>1</sup> 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	
	Q2	Q3*	Q4*	Q1*	Q2*	Q3*	Q4*	Q1*	Q2*
	€	€	€	€	€	€	€	€	€
B-E Industry	21.38	21.21	22.11	22.17	21.86	21.28	21.74	21.80	21.31
F Construction	20.83	20.76	21.15	20.48	20.38	19.78	21.14	18.98	19.10
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.39	16.04	16.42	16.47	16.62	16.08	16.83	16.59	16.56
H Transportation and storage	20.34	19.67	19.99	19.17	19.53	19.45	19.83	19.67	19.34
I Accommodation and food services	12.49	12.47	12.81	12.69	12.39	12.47	12.72	12.39	12.43
J Information and communication	25.91	25.15	25.90	26.07	25.59	27.37	26.46	27.00	25.96
K-L Financial, insurance and real estate	27.87	27.03	28.98	30.36	28.93	27.56	30.44	30.79	29.14
M Professional, scientific and technical	24.63	24.51	24.51	26.45	25.33	24.23	23.55	23.99	23.66
N Administrative and support services	16.39	16.37	16.72	16.50	15.93	15.39	16.02	16.86	16.52
O Public administration and defence <sup>1</sup>	28.15	27.55	27.67	26.37	26.46	25.91	26.08	26.34	26.51
P Education	35.24	35.35	35.53	33.99	33.23	33.23	34.09	34.54	34.87
Q Human health and social work	24.91	24.89	25.11	24.15	23.17	23.52	23.62	23.36	23.82
R-S Arts, entertainment, recreation and other service activities	16.14	15.59	16.47	15.98	16.84	16.46	17.92	15.80	15.60
<b>Total<sup>1</sup></b>	<b>22.02</b>	<b>21.74</b>	<b>22.38</b>	<b>22.11</b>	<b>21.81</b>	<b>21.33</b>	<b>22.00</b>	<b>22.04</b>	<b>21.80</b>
<b>Public/Private Sector</b>									
Private sector	19.31	19.07	19.73	19.80	19.43	18.91	19.76	19.68	19.33
Public sector <sup>1</sup>	30.07	29.64	29.90	28.77	28.72	28.24	28.58	28.69	28.90
<b>Size of Enterprise</b>									
Less than 50 employees	17.54	17.35	17.93	17.69	17.78	17.23	18.45	17.38	17.41
50-250 employees	19.81	19.73	20.24	20.58	19.73	19.36	19.72	20.29	19.72
Greater than 250 employees <sup>1</sup>	25.90	25.64	26.18	25.73	25.61	24.81	25.21	25.89	25.63

\* Preliminary Estimates

<sup>1</sup> 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	
	Q2	Q3*	Q4*	Q1*	Q2*	Q3*	Q4*	Q1*	Q2*
	hours	hours	hours	hours	hours	hours	hours	hours	hours
B-E Industry	37.2	36.6	37.6	36.0	37.1	37.9	37.6	36.6	37.8
F Construction	35.5	35.7	35.7	35.4	34.6	35.2	36.5	35.1	35.8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	30.3	30.8	30.6	29.4	30.3	30.9	30.8	29.7	30.5
H Transportation and storage	37.4	35.9	36.4	35.6	36.3	36.1	37.2	35.2	35.1
I Accommodation and food services	27.4	27.2	26.3	25.1	26.4	26.7	25.5	24.4	26.1
J Information and communication	35.4	36.3	35.8	35.5	35.9	37.2	36.0	35.5	35.6
K-L Financial, insurance and real estate	33.4	33.6	33.3	33.2	33.5	34.2	33.5	33.4	33.2
M Professional, scientific and technical	32.8	32.5	32.6	32.4	31.9	32.1	31.6	30.8	31.7
N Administrative and support services	30.1	29.6	30.0	29.9	31.1	30.3	29.6	29.2	29.7
O Public administration and defence <sup>1</sup>	35.2	35.6	36.6	34.9	36.1	35.4	36.3	33.2	35.0
P Education	24.5	24.9	24.2	23.8	24.2	24.2	24.1	23.2	23.8
Q Human health and social work	30.3	30.5	31.5	29.2	31.2	31.4	30.9	30.0	30.3
R-S Arts, entertainment, recreation and other service activities	29.3	29.5	29.5	28.3	29.4	29.8	28.9	26.7	29.2
<b>Total<sup>1</sup></b>	<b>31.9</b>	<b>32.0</b>	<b>32.1</b>	<b>30.9</b>	<b>31.8</b>	<b>32.1</b>	<b>31.8</b>	<b>30.7</b>	<b>31.5</b>
<b>Public/Private Sector</b>									
Private sector	32.0	32.0	32.0	31.0	31.9	32.0	31.8	30.9	31.7
Public sector <sup>1</sup>	31.5	31.9	32.3	30.7	31.6	32.3	31.9	30.4	31.2
<b>Size of Enterprise</b>									
Less than 50 employees	30.9	31.0	30.6	29.9	30.3	30.5	30.4	29.7	30.5
50-250 employees	33.0	32.9	33.0	31.9	33.5	32.9	32.5	31.7	32.5
Greater than 250 employees <sup>1</sup>	32.2	32.4	32.8	31.3	32.4	32.9	32.6	31.2	31.9

\* Preliminary Estimates

<sup>1</sup> 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	Q2 2010*			Q3 2010*		
	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings
	€	€	€	€	€	€
B-E Industry	20.66	1.20	21.86	20.28	1.00	21.28
F Construction	20.04	0.33	20.38	19.27	0.51	19.78
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.96	0.66	16.62	15.72	0.37	16.08
H Transportation and storage	18.55	0.98	19.53	18.61	0.84	19.45
I Accommodation and food services	12.24	0.15	12.39	12.34	0.14	12.47
J Information and communication	24.14	1.44	25.59	25.19	2.18	27.37
K-L Financial, insurance and real estate	26.80	2.12	28.93	26.66	0.91	27.56
M Professional, scientific and technical	24.09	1.24	25.33	23.47	0.77	24.23
N Administrative and support services	15.06	0.87	15.93	14.93	0.47	15.39
O Public administration and defence <sup>1</sup>	25.10	1.36	26.46	24.74	1.17	25.91
P Education	33.01	0.22	33.23	32.84	0.39	33.23
Q Human health and social work	22.03	1.14	23.17	22.37	1.15	23.52
R-S Arts, entertainment, recreation and other service activities	16.57	0.27	16.84	16.17	0.29	16.47
<b>Total<sup>1</sup></b>	<b>20.86</b>	<b>0.95</b>	<b>21.81</b>	<b>20.55</b>	<b>0.77</b>	<b>21.33</b>
<b>Public/Private Sector</b>						
Private sector	18.62	0.81	19.43	18.33	0.58	18.91
Public sector <sup>1</sup>	27.35	1.37	28.72	26.91	1.33	28.24
<b>Size of Enterprise</b>						
Less than 50 employees	17.30	0.48	17.78	16.95	0.28	17.23
50-250 employees	18.94	0.79	19.73	18.83	0.54	19.36
Greater than 250 employees <sup>1</sup>	24.25	1.36	25.61	23.61	1.19	24.81

\* Preliminary Estimates

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

for Q2 2010 - Q2 2011

Hourly earnings excl irregular earnings	Q4 2010*		Hourly earnings excl irregular earnings	Q1 2011*		Hourly earnings excl irregular earnings	Q2 2011*		Average Hourly earnings
	Irregular earnings	Average Hourly earnings		Irregular earnings	Average Hourly earnings		Irregular earnings	Average Hourly earnings	
€	€	€	€	€	€	€	€	€	€
20.45	1.28	21.74	20.23	1.57	21.80	20.40	0.91	21.31	
20.21	0.93	21.14	18.79	0.19	18.98	18.95	0.15	19.10	
15.89	0.94	16.83	15.72	0.87	16.59	15.99	0.57	16.56	
18.72	1.11	19.83	18.79	0.88	19.67	18.35	0.98	19.34	
12.50	0.22	12.72	12.25	0.14	12.39	12.28	0.15	12.43	
24.08	2.38	26.46	24.30	2.70	27.00	24.60	1.35	25.96	
27.73	2.71	30.44	27.22	3.58	30.79	27.00	2.15	29.14	
22.38	1.17	23.55	22.49	1.50	23.99	22.82	0.84	23.66	
15.24	0.78	16.02	15.44	1.41	16.86	15.73	0.79	16.52	
24.97	1.11	26.08	25.03	1.32	26.34	24.97	1.54	26.51	
33.89	0.20	34.09	34.32	0.23	34.54	34.65	0.22	34.87	
22.46	1.15	23.62	22.24	1.11	23.36	22.61	1.20	23.82	
16.89	1.03	17.92	15.49	0.31	15.80	15.34	0.27	15.60	
<b>20.89</b>	<b>1.11</b>	<b>22.00</b>	<b>20.83</b>	<b>1.21</b>	<b>22.04</b>	<b>20.91</b>	<b>0.89</b>	<b>21.80</b>	
18.67	1.10	19.76	18.45	1.22	19.68	18.59	0.74	19.33	
27.44	1.14	28.58	27.52	1.17	28.69	27.60	1.30	28.90	
17.50	0.95	18.45	16.84	0.55	17.38	17.01	0.40	17.41	
18.73	0.99	19.72	18.99	1.31	20.29	18.91	0.81	19.72	
23.96	1.25	25.21	24.25	1.64	25.89	24.37	1.25	25.63	

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

NACE Principal Activity	Average	Q2 2010*	Average	Average	Q3 2010*	Average
	Hourly	Other	Hourly	Hourly	Other	Hourly
	Earnings	Labour	Labour	Earnings	Labour	Labour
		Costs	Costs		Costs	Costs
	€	€	€	€	€	€
B-E Industry	21.86	4.80	26.67	21.28	4.63	25.92
F Construction	20.38	2.96	23.34	19.78	2.44	22.22
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.62	2.49	19.11	16.08	2.35	18.43
H Transportation and storage	19.53	3.30	22.83	19.45	3.25	22.71
I Accommodation and food services	12.39	1.25	13.64	12.47	1.25	13.72
J Information and communication	25.59	6.24	31.83	27.37	5.11	32.48
K-L Financial, insurance and real estate	28.93	7.40	36.33	27.56	6.41	33.97
M Professional, scientific and technical	25.33	3.55	28.88	24.23	3.76	27.99
N Administrative and support services	15.93	2.50	18.43	15.39	1.84	17.23
O Public administration and defence <sup>1</sup>	26.46	1.67	28.13	25.91	1.68	27.59
P Education	33.23	2.46	35.69	33.23	2.37	35.60
Q Human health and social work	23.17	1.80	24.97	23.52	1.84	25.36
R-S Arts, entertainment, recreation and other service activities	16.84	2.39	19.22	16.46	2.03	18.49
<b>Total<sup>1</sup></b>	<b>21.81</b>	<b>3.15</b>	<b>24.95</b>	<b>21.33</b>	<b>2.91</b>	<b>24.24</b>
<b>Public/Private Sector</b>						
Private sector	19.43	3.41	22.83	18.91	3.10	22.01
Public sector <sup>1</sup>	28.72	2.39	31.11	28.24	2.38	30.62
<b>Size of Enterprise</b>						
Less than 50 employees	17.78	2.44	20.22	17.23	2.02	19.26
50-250 employees	19.73	3.13	22.86	19.36	3.55	22.91
Greater than 250 employees <sup>1</sup>	25.61	3.69	29.30	24.81	3.31	28.11

\* Preliminary Estimates

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

for Q2 2010 - Q2 2011

Q4 2010*		Q1 2011*		Q2 2011*				
Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
€	€	€	€	€	€	€	€	€
21.74	4.19	25.93	21.80	4.22	26.01	21.31	3.97	25.28
21.14	2.66	23.80	18.98	2.32	21.30	19.10	2.48	21.58
16.83	2.36	19.19	16.59	2.32	18.91	16.56	2.31	18.87
19.83	4.00	23.83	19.67	3.26	22.93	19.34	3.17	22.51
12.72	1.26	13.99	12.39	1.25	13.64	12.43	1.22	13.65
26.46	5.26	31.71	27.00	4.77	31.77	25.96	4.37	30.33
30.44	7.79	38.23	30.79	6.44	37.23	29.14	6.43	35.57
23.55	3.40	26.96	23.99	3.74	27.73	23.66	3.60	27.26
16.02	2.06	18.08	16.86	2.20	19.06	16.52	1.90	18.42
26.08	1.67	27.74	26.34	1.74	28.08	26.51	1.80	28.30
34.09	2.31	36.40	34.54	2.40	36.94	34.87	2.46	37.33
23.62	2.19	25.81	23.36	1.88	25.24	23.82	2.04	25.86
17.92	2.39	20.32	15.80	2.13	17.94	15.60	2.25	17.86
<b>22.00</b>	<b>3.04</b>	<b>25.04</b>	<b>22.04</b>	<b>2.91</b>	<b>24.95</b>	<b>21.80</b>	<b>2.86</b>	<b>24.65</b>
19.76	3.16	22.92	19.68	3.06	22.74	19.33	2.97	22.30
28.58	2.69	31.27	28.69	2.47	31.16	28.90	2.51	31.41
18.45	2.21	20.66	17.38	2.06	19.44	17.41	2.06	19.47
19.72	3.07	22.79	20.29	3.27	23.56	19.72	3.09	22.81
25.21	3.59	28.80	25.89	3.37	29.27	25.63	3.33	28.96

## Annex

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

NACE Principal Activity		Q1 2010*	Q2 2010*	Q3 2010*	Q4 2010*	Q1 2011*	Q2 2011*
B-E	Industry	199,600	198,600	201,500	200,100	194,300	...
F	Construction	77,600	73,400	68,400	63,600	64,600	...
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	276,800	279,900	280,300	278,000	270,400	...
H	Transportation and storage	63,500	61,800	63,600	67,400	65,200	...
I	Accommodation and food services	131,600	126,000	132,100	120,400	108,600	...
J	Information and communication	54,900	54,900	53,200	50,500	50,800	...
K-L	Financial, insurance and real estate	92,600	92,000	88,000	86,000	87,600	...
M	Professional, scientific and technical	74,000	73,100	67,500	68,800	73,900	...
N	Administrative and support services	71,900	74,000	73,000	71,900	75,300	...
O	Public administration and defence <sup>1</sup>	118,100	120,200	117,400	116,800	118,900	...
P	Education	132,300	134,400	133,300	136,000	133,200	...
Q	Human health and social work	211,600	215,200	218,300	215,900	212,000	...
R-S	Arts, entertainment, recreation and other service activities	47,000	46,700	48,200	48,600	50,200	...
<b>Total<sup>1</sup></b>		<b>1,551,500</b>	<b>1,550,300</b>	<b>1,544,900</b>	<b>1,524,100</b>	<b>1,504,900</b>	...
<b>Public/Private Sector</b>							
Private sector		1,147,800	1,148,200	1,143,800	1,122,000	1,100,700	...
Public sector <sup>1</sup>		403,700	402,100	401,100	402,100	404,200	...
<b>Size of Enterprise</b>							
Less than 50 employees		563,100	580,000	559,200	547,200	534,900	...
50-250 employees		256,100	254,500	258,400	253,100	246,800	...
Greater than 250 employees <sup>1</sup>		732,400	715,900	727,300	723,800	723,200	...

### \* 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.

Data for Q2 2011 is not available - see note on page 2

<sup>1</sup> 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\***

	Q2 2008	Q4 2008	Q2 2009	Q4 2009	Q2 2010	Q4 2010	Q2 2011	'000
								Year on Year Change Q2 2011
<b>Including Census 2011 temporary field staff</b>								
Civil service	42.7	42.7	42.1	40.8	40.0	39.6	44.8	4.8
Defence	11.2	11.2	10.9	10.6	10.4	10.4	10.4	0.0
Garda Siochana	15.1	15.3	14.7	14.6	14.6	14.4	14.2	-0.4
Education	117.4	120.5	118.3	114.1	113.6	117.0	115.8	2.2
Regional bodies	40.1	40.2	38.4	37.3	36.1	35.2	34.3	-1.8
Health	138.0	139.6	137.1	135.0	134.7	132.3	129.7	-5.0
<b>Total public sector excluding semi-state bodies</b>	<b>364.5</b>	<b>369.5</b>	<b>361.5</b>	<b>352.4</b>	<b>349.4</b>	<b>348.9</b>	<b>349.2</b>	<b>-0.2</b>
Semi-state	56.9	57.8	56.1	54.5	52.7	53.2	52.9	0.2
<b>Total public sector including semi-state bodies</b>	<b>421.4</b>	<b>427.3</b>	<b>417.6</b>	<b>406.9</b>	<b>402.1</b>	<b>402.1</b>	<b>402.1</b>	<b>0.0</b>
<b>Excluding Census 2011 temporary field staff</b>								
Civil Service	42.7	42.7	42.1	40.8	40.0	39.6	39.5	-0.5
<b>Total public sector excluding semi-state bodies</b>	<b>364.5</b>	<b>369.5</b>	<b>361.5</b>	<b>352.4</b>	<b>349.4</b>	<b>348.9</b>	<b>343.9</b>	<b>-5.5</b>
<b>Total public sector including semi-state bodies</b>	<b>421.4</b>	<b>427.3</b>	<b>417.6</b>	<b>406.9</b>	<b>402.1</b>	<b>402.1</b>	<b>396.8</b>	<b>-5.3</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.

**Table A3 - Effect of Census 2011 field staff on earnings and labour costs**

Q2 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
	€	€	hours	€	€	€	€
<b>Including Census 2011 temporary field staff</b>							
Public administration and defence	926.54	26.51	35.0	24.97	1.54	1.80	28.30
Total Public sector	901.07	28.90	31.2	27.60	1.30	2.51	31.41
Greater than 250 employees	818.23	25.63	31.9	24.37	1.25	3.33	28.96
<b>Total all sectors</b>	<b>687.24</b>	<b>21.80</b>	<b>31.5</b>	<b>20.91</b>	<b>0.89</b>	<b>2.86</b>	<b>24.65</b>
<b>Excluding Census 2011 temporary field staff</b>							
Public administration and defence	958.65	26.50	36.2	25.14	1.37	1.78	28.29
Total Public sector	910.10	28.88	31.5	27.62	1.25	2.50	31.38
Greater than 250 employees	823.02	25.63	32.1	24.40	1.23	3.32	28.95
<b>Total all sectors</b>	<b>689.56</b>	<b>21.81</b>	<b>31.6</b>	<b>20.94</b>	<b>0.87</b>	<b>2.85</b>	<b>24.66</b>

**Table A4 Response rates in selected sectors by quarter**

NACE Principal Activity		Employer Response Rate		Employee Response Rate		Total number of respondent enterprises in Q2 2011
		%		%		
		Q1 2011*	Q2 2011*	Q1 2011*	Q2 2011*	
B-E	Industry	60.2	52.1	77.4	65.7	586
F	Construction	36.7	30.1	52.6	43.1	126
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	63.0	53.3	83.9	73.7	733
H	Transportation and storage	61.5	48.1	90.9	57.9	130
I	Accommodation and food services	50.5	40.0	62.6	53.9	338
J	Information and communication	66.7	52.7	79.5	49.1	139
K-L	Financial, insurance and real estate	73.7	64.8	92.6	86.1	186
M	Professional, scientific and technical	66.5	55.6	80.1	66.9	229
N	Administrative and support services	63.1	53.9	72.2	63.4	188
O	Public administration and defence	89.4	83.1	94.0	86.9	118
P	Education	78.6	60.5	36.6	33.8	107
Q	Human health and social work	82.0	70.0	88.7	78.7	399
R-S	Arts, entertainment, recreation and other service activities	66.3	56.9	83.0	76.4	234
<b>Total</b>		<b>62.9</b>	<b>52.9</b>	<b>77.7</b>	<b>67.1</b>	<b>3,513</b>

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 are surveyed. The sample is 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 and Q2 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.

<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 including the social security contributions for apprentices.</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.</li> <li>– Redundancy payments.</li> </ul>
<b>Subsidies and Refunds</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 Protection (DSP) for sick and maternity leave. These are deducted from the firms’ labour costs in the analysis.
<b>National Minimum Wage (NMW)</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 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 <a href="http://www.djei.ie">www.djei.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 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 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.
<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 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>

**CSO Statbank** Updated earnings and hours worked tables are available on the CSO Statbank. Finalised data for each quarter will in future be made available via the CSO Statbank following the close of the data collection process. The timing of this will be approximately fourteen weeks following the reference quarter. To access the CSO website go to

<http://www.cso.ie>

- ⇒ Database
- ⇒ Statbank (CSO Main Dissemination Service)
- ⇒ Labour Market and Earnings
- ⇒ Earnings
- ⇒ EHECS Earnings Hours and Employment Costs Survey

For further information or assistance use the contact details on the front page of the release or email [earnings@cso.ie](mailto:earnings@cso.ie)