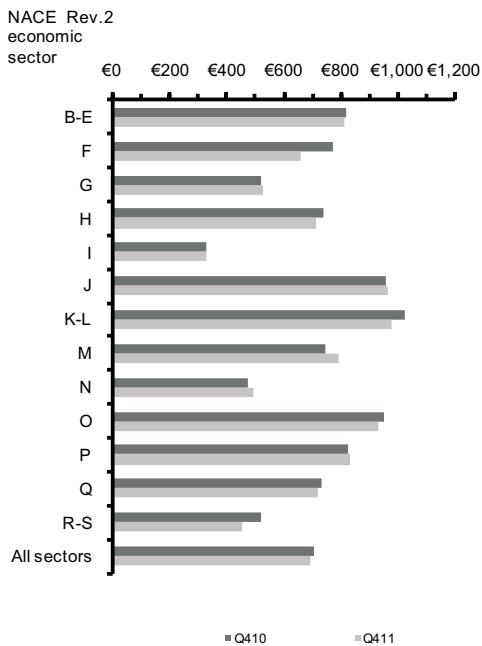




Earnings and Labour Costs Q3 2011 - Q4 2011 (Preliminary Estimates)

Average weekly earnings by economic sector



Quarter	Average Weekly Earnings €	Average Hourly Earnings €	Average Weekly Hours Hours
Q4 2010*	699.94	22.00	31.8
Q3 2011*	686.44	21.42	32.0
Q4 2011*	689.54	21.83	31.6
Quarterly change %	0.5	1.9	-1.3
Annual change %	-1.5	-0.8	-0.6

*Preliminary Estimates

Average weekly earnings down by 1.5% in year to Q4 2011

Average weekly earnings fell to €689.54 in Q4 2011, down from €699.94 a year earlier. This decrease of 1.5% over the year compares with a revised increase of 0.4% in the year to Q3 2011. *See tables 1 and 2 and graph opposite.*

Other features in the year include:

- There was a fall of €31.03 (-4.3%) in the average weekly earnings in Q4 2011 from Q4 2008 when the average weekly earnings were €720.57. *See table 2a.*
- In the three years to Q4 2011 public sector earnings fell by €50.91 per week (-5.3%) compared with a decrease of €29.21 (-4.5%) per week in private sector average weekly earnings.
- Employment in the public sector was down to 392,300 in Q4 2011, a fall of 35,000 (-8.2%) from Q4 2008 when it stood at 427,300. *See annex table A2.*
- Average hourly earnings decreased from €22.00 per hour in Q4 2010 to €21.83 in Q4 2011, representing a decrease of 0.8% over the year. *See table 2b.*
- Average weekly paid hours fell to 31.6 in Q4 2011, a fall of 0.2 hours or 0.6% over the year. *See table 2c.*

This release presents **preliminary results** for the Earnings Hours and Employment Costs Survey for Q4 2011. Caution is advised in the interpretation of trends in the Construction and Education sectors due to the low level of response. *See table A3 in the annex for information on response levels.*

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 may be revisions to estimates at the Overall Total and Public Sector total levels.

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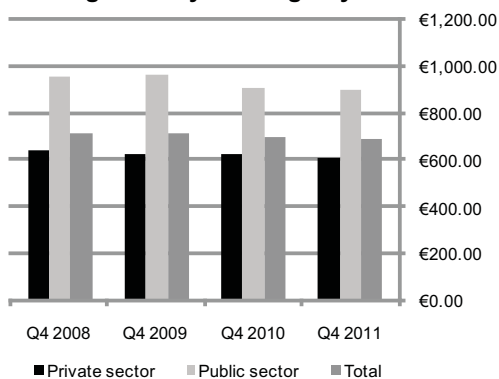
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Average weekly earnings by sector



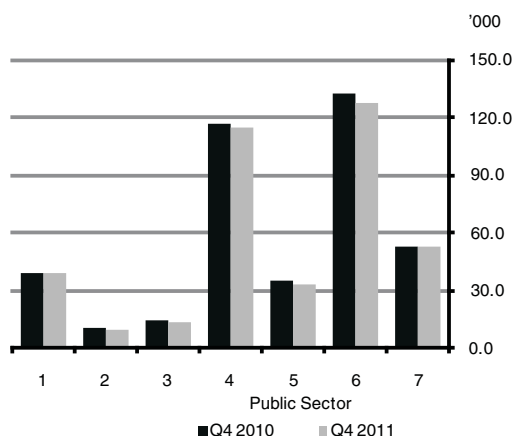
Average weekly earnings fall in 8 of the 13 sectors in year to Q4 2011

Across the economic sectors average weekly earnings fell in 8 of the 13 sectors in the year to Q4 2011, with the largest percentage decreases in *Construction* (-15.3%) and *Arts, entertainment, recreation and other services* (-13.2%) sectors. The largest sectoral increase in weekly earnings was recorded in *Professional, scientific and technical* (+6.3%).

Weekly earnings in the private sector fell by 2.1% annually compared with a fall of 0.5% in the public sector over the year bringing average weekly earnings in Q4 2011 to €614.99 and €905.80 respectively. In the three years to Q4 2011 earnings in the public sector have fallen by €50.91 (-5.3%) per week compared with a fall of €29.21 (-4.5%) per week in the private sector. See Table 2a and graph opposite.

It should be noted that earnings are gross amounts before deductions for PRSI, tax and other levies such as the pension levy in the public sector introduced in March 2009. 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 Survey 2007.

Public sector employment by sub-sector



KEY

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

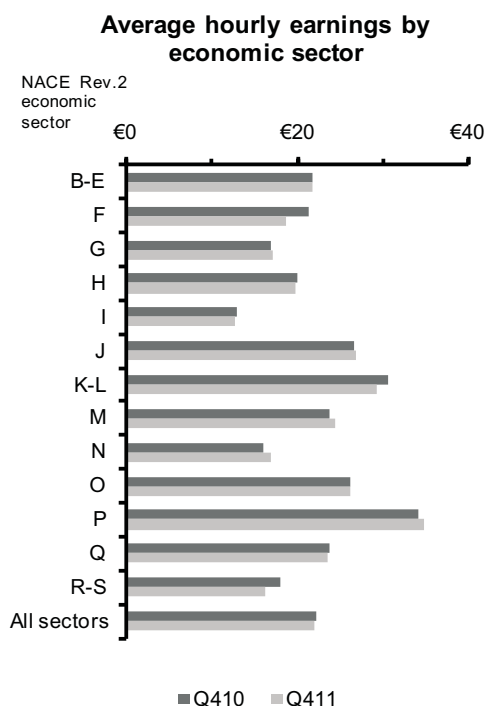
Annual drop of 2.4% in public sector employment in Q4 2011

Employment in the public sector showed a decline of 2.4% over the year to Q4 2011 bringing the total to 392,300 from 402,100 one year earlier. The total reduction in employment in the public sector over the three years from Q4 2008 to Q4 2011 now stands at 35,000 (-8.2%).

The largest percentage decreases in public sector employment in the year to Q4 2011 were seen in the *Regional bodies* (-4.5%) and *Health* (-3.6%) sub-sectors. See Annex table A2 and graph opposite.

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. Annex Table A2 contains estimates of public sector employment by high level area within the public sector.

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 Q4 2011 are not yet published Annex Table A1 does not include updated information at this point. Once the QNHS estimates are published updated information will be provided on the CSO Statbank. However as public sector employment estimates are derived entirely from EHECS data these estimates are provided for Q4 2011 in Annex Table A2.



- Key**
- B-E Industry
 - F Construction
 - G Wholesale and retail trade; repair of motor vehicles and motorcycles
 - H Transportation and storage
 - I Accommodation and food services
 - J Information and communication
 - K-L Financial, insurance and real estate
 - M Professional, scientific and technical
 - N Administrative and support services
 - O Public administration and defence
 - P Education
 - Q Human health and social work
 - R-S Arts, entertainment, recreation and other service activities

Hourly earnings decrease by 0.8% in year to Q4 2011

Average hourly earnings decreased from €22.00 per hour in Q4 2010 to €21.83 in Q4 2011, representing a decrease of 0.8% over the year. Average hourly earnings now stand 2.5% below their level recorded two years earlier in Q4 2009 when average hourly earnings were €22.38. *See table 1 and 2.*

Across the economic sectors average hourly earnings fell in 7 of the 13 sectors in the year to Q4 2011 with the largest sectoral percentage decrease in *Construction* (-11.8%). The largest sectoral percentage increase was recorded in *Administrative and support services* (+4.4%). *See table 1 and graph opposite.*

An annual reduction of 3.3% was recorded in average hourly earnings for enterprises with less than 50 employees in Q4 2011, while the larger size enterprises showed increases of 0.9% in the 50-250 employees size class and 0.6% in the greater than 250 size class.

Paid hours per week fall 0.6% annually

Average weekly paid hours fell to 31.6 in Q4 2011, a fall of 0.2 hours or 0.6% over the year. Average weekly paid hours had fallen by 0.9% in the year to Q4 2010. *See table 2c.*

Annual decreases in average weekly paid hours were recorded in 10 economic sectors with the largest percentage decreases being recorded in *Arts, entertainment, recreation and other service activities* (-4.2%) and *Construction* (-3.8%) sectors. In the remaining three sectors the highest percentage increase in weekly paid hours was in the *Professional, scientific and technical sector* where there was an annual increase of 2.8% or 0.9 hours.

In the public sector average weekly paid hours fell by 0.9% over the year from 31.9 hours to 31.6 hours. Private sector average weekly paid hours decreased over the same period by 0.6% bringing paid hours to 31.6 in Q4 2011. Since Q4 2008 weekly paid hours in the private sector have fallen by 1.1 hours or 3.4% compared with a fall of 0.4 hours or 1.3% in the public sector.

Table 1 Annual changes in earnings and hours Q3 2010 to Q4 2011

NACE Principal Activity	Q3 2010*- Q3 2011*			Q4 2010*-Q4 2011*		
	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	%	%	%	%	%	%
B-E Industry	-1.4	-1.5	0.3	-0.8	-0.5	-0.3
F Construction	1.8	-2.9	4.8	-15.3	-11.8	-3.8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2.4	1.9	0.3	0.8	1.7	-1.0
H Transportation and storage	0.4	1.0	-0.6	-4.2	-0.7	-3.5
I Accommodation and food services	1.3	0.5	0.7	-0.3	-1.6	1.2
J Information and communication	-4.5	-2.5	-1.9	1.2	1.4	-0.3
K-L Financial, insurance and real estate	0.7	1.4	-0.9	-4.3	-4.5	0.3
M Professional, scientific and technical	-4.4	-3.1	-1.2	6.3	3.3	2.8
N Administrative and support services	3.8	5.5	-1.7	4.0	4.4	-0.3
O Public administration and defence	2.1	0.2	2.0	-2.0	0.3	-2.5
P Education	3.3	4.6	-1.2	1.2	2.1	-0.8
Q Human health and social work	-2.7	-0.4	-2.2	-1.7	-0.6	-1.3
R-S Arts, entertainment, recreation and other service activities	-6.6	-2.4	-4.0	-13.2	-9.5	-4.2
Total	0.4	0.4	-0.3	-1.5	-0.8	-0.6
Public/Private Sector						
Private sector	0.6	0.5	0.3	-2.1	-1.4	-0.6
Public sector	-0.2	0.6	-0.9	-0.5	0.2	-0.9
Size of Enterprise						
Less than 50 employees	2.1	0.8	1.3	-2.7	-3.3	0.7
50-250 employees	-0.8	-0.5	-0.3	0.5	0.9	-0.3
Greater than 250 employees	-0.2	0.8	-0.9	-1.1	0.6	-1.5

*** Preliminary Estimates**

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.

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

NACE Principal Activity	Q4 2010*			Q4 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	817.84	21.74	37.6	811.20	21.64	37.5
F Construction	771.98	21.14	36.5	654.22	18.65	35.1
G Wholesale and retail trade; repair of motor vehicles and motorcycles	518.04	16.83	30.8	522.34	17.11	30.5
H Transportation and storage	738.47	19.83	37.2	707.75	19.70	35.9
I Accommodation and food services	324.12	12.72	25.5	323.19	12.52	25.8
J Information and communication	951.53	26.46	36.0	963.07	26.82	35.9
K-L Financial, insurance and real estate	1,020.48	30.44	33.5	976.09	29.07	33.6
M Professional, scientific and technical	744.93	23.55	31.6	791.58	24.32	32.5
N Administrative and support services	473.96	16.02	29.6	492.90	16.72	29.5
O Public administration and defence	945.81	26.08	36.3	926.93	26.17	35.4
P Education	820.56	34.09	24.1	830.73	34.80	23.9
Q Human health and social work	729.25	23.62	30.9	716.70	23.48	30.5
R-S Arts, entertainment, recreation and other service activities	517.50	17.92	28.9	449.25	16.22	27.7
Total	699.94	22.00	31.8	689.54	21.83	31.6
Public/Private Sector						
Private sector	628.40	19.76	31.8	614.99	19.48	31.6
Public sector	910.80	28.58	31.9	905.80	28.64	31.6
Size of Enterprise						
Less than 50 employees	560.76	18.45	30.4	545.60	17.85	30.6
50-250 employees	640.76	19.72	32.5	644.21	19.89	32.4
Greater than 250 employees	822.58	25.21	32.6	813.83	25.37	32.1

* Preliminary Estimates

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

NACE Principal Activity		2008	2009	2010	2011		Annual % change
		Q4	Q4*	Q4*	Q3*	Q4*	
		€	€	€	€	€	%
B-E	Industry	818.55	831.70	817.84	796.30	811.20	-0.8
F	Construction	789.17	754.65	771.98	708.28	654.22	-15.3
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	518.78	502.42	518.04	508.65	522.34	0.8
H	Transportation and storage	796.67	728.52	738.47	705.19	707.75	-4.2
I	Accommodation and food services	348.21	336.81	324.12	337.57	323.19	-0.3
J	Information and communication	959.86	928.61	951.53	972.84	963.07	1.2
K-L	Financial, insurance and real estate	986.39	965.40	1,020.48	948.33	976.09	-4.3
M	Professional, scientific and technical	822.84	798.72	744.93	744.60	791.58	6.3
N	Administrative and support services	496.64	502.36	473.96	484.34	492.90	4.0
O	Public administration and defence	982.83	1,012.66	945.81	937.36	926.93	-2.0
P	Education	890.34	860.27	820.56	831.18	830.73	1.2
Q	Human health and social work	772.12	790.40	729.25	718.52	716.70	-1.7
R-S	Arts, entertainment, recreation and other service activities	507.98	485.05	517.50	458.51	449.25	-13.2
Total		720.57	717.73	699.94	686.44	689.54	-1.5
Public/Private Sector							
	Private sector	644.20	631.31	628.40	608.94	614.99	-2.1
	Public sector	956.71	965.84	910.80	909.62	905.80	-0.5
Size of Enterprise							
	Less than 50 employees	580.92	548.64	560.76	536.82	545.60	-2.7
	50-250 employees	666.33	667.82	640.76	631.34	644.21	0.5
	Greater than 250 employees	845.32	858.88	822.58	815.97	813.83	-1.1

* Preliminary Estimates

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

NACE Principal Activity		2008	2009	2010	2011		Annual % change
		Q4	Q4*	Q4*	Q3*	Q4*	
		€	€	€	€	€	%
B-E	Industry	21.37	22.11	21.74	20.97	21.64	-0.5
F	Construction	21.16	21.15	21.14	19.20	18.65	-11.8
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	16.87	16.42	16.83	16.38	17.11	1.7
H	Transportation and storage	21.34	19.99	19.83	19.64	19.70	-0.7
I	Accommodation and food services	12.78	12.81	12.72	12.53	12.52	-1.6
J	Information and communication	26.66	25.90	26.46	26.69	26.82	1.4
K-L	Financial, insurance and real estate	29.26	28.98	30.44	27.95	29.07	-4.5
M	Professional, scientific and technical	25.06	24.51	23.55	23.47	24.32	3.3
N	Administrative and support services	16.27	16.72	16.02	16.23	16.72	4.4
O	Public administration and defence	27.71	27.67	26.08	25.97	26.17	0.3
P	Education	35.32	35.53	34.09	34.75	34.80	2.1
Q	Human health and social work	25.04	25.11	23.62	23.43	23.48	-0.6
R-S	Arts, entertainment, recreation and other service activities	17.03	16.47	17.92	16.06	16.22	-9.5
Total		22.17	22.38	22.00	21.42	21.83	-0.8
Public/Private Sector							
	Private sector	19.72	19.73	19.76	19.00	19.48	-1.4
	Public sector	29.92	29.90	28.58	28.40	28.64	0.2
Size of Enterprise							
	Less than 50 employees	18.23	17.93	18.45	17.36	17.85	-3.3
	50-250 employees	20.02	20.24	19.72	19.27	19.89	0.9
	Greater than 250 employees	25.85	26.18	25.21	25.02	25.37	0.6

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

NACE Principal Activity		2008	2009	2010	2011		Annual % change
		Q4	Q4*	Q4*	Q3*	Q4*	
		hours	hours	hours	hours	hours	%
B-E	Industry	38.3	37.6	37.6	38.0	37.5	-0.3
F	Construction	37.3	35.7	36.5	36.9	35.1	-3.8
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	30.8	30.6	30.8	31.0	30.5	-1.0
H	Transportation and storage	37.3	36.4	37.2	35.9	35.9	-3.5
I	Accommodation and food services	27.2	26.3	25.5	26.9	25.8	1.2
J	Information and communication	36.0	35.8	36.0	36.5	35.9	-0.3
K-L	Financial, insurance and real estate	33.7	33.3	33.5	33.9	33.6	0.3
M	Professional, scientific and technical	32.8	32.6	31.6	31.7	32.5	2.8
N	Administrative and support services	30.5	30.0	29.6	29.8	29.5	-0.3
O	Public administration and defence	35.5	36.6	36.3	36.1	35.4	-2.5
P	Education	25.2	24.2	24.1	23.9	23.9	-0.8
Q	Human health and social work	30.8	31.5	30.9	30.7	30.5	-1.3
R-S	Arts, entertainment, recreation and other service activities	29.8	29.5	28.9	28.6	27.7	-4.2
Total		32.5	32.1	31.8	32.0	31.6	-0.6
Public/Private Sector							
	Private sector	32.7	32.0	31.8	32.1	31.6	-0.6
	Public sector	32.0	32.3	31.9	32.0	31.6	-0.9
Size of Enterprise							
	Less than 50 employees	31.9	30.6	30.4	30.9	30.6	0.7
	50-250 employees	33.3	33.0	32.5	32.8	32.4	-0.3
	Greater than 250 employees	32.7	32.8	32.6	32.6	32.1	-1.5

Table 3 Hourly earnings excluding irregular earnings and irregular earnings by economic sector

NACE Principal Activity	Q4 2008		Q4 2009*		Q4 2010*	
	Hourly earnings excl irregular earnings	Irregular earnings	Hourly earnings excl irregular earnings	Irregular earnings	Hourly earnings excl irregular earnings	Irregular earnings
	€	€	€	€	€	€
B-E Industry	20.08	1.28	20.62	1.49	20.45	1.28
F Construction	20.72	0.44	20.45	0.70	20.21	0.93
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.93	0.94	15.70	0.72	15.89	0.94
H Transportation and storage	19.88	1.46	18.87	1.12	18.72	1.11
I Accommodation and food services	12.56	0.22	12.63	0.18	12.50	0.22
J Information and communication	25.09	1.57	23.91	1.99	24.08	2.38
K-L Financial, insurance and real estate	26.60	2.66	26.56	2.42	27.73	2.71
M Professional, scientific and technical	24.09	0.97	23.54	0.97	22.38	1.17
N Administrative and support services	15.66	0.61	15.96	0.76	15.24	0.78
O Public administration and defence	26.04	1.68	26.53	1.13	24.97	1.11
P Education	34.59	0.73	35.31	0.22	33.89	0.20
Q Human health and social work	23.65	1.39	23.90	1.21	22.46	1.15
R-S Arts, entertainment, recreation and other service activities	16.20	0.83	15.99	0.48	16.89	1.03
Total	21.05	1.12	21.33	1.05	20.89	1.11
Public/Private Sector						
Private sector	18.74	0.97	18.74	0.99	18.67	1.10
Public sector	28.34	1.58	28.68	1.22	27.44	1.14
Size of Enterprise						
Less than 50 employees	17.67	0.56	17.31	0.62	17.50	0.95
50-250 employees	19.02	1.00	19.31	0.93	18.73	0.99
Greater than 250 employees	24.28	1.57	24.80	1.38	23.96	1.25

* Preliminary Estimates

¹ Average hourly earnings excluding irregular earnings plus the irregular earnings equals average hourly earnings as set out in Table 2b

and other characteristics and quarter¹

Q3 2011*		Q4 2011*		Annual %	Annual %
Hourly earnings excl irregular earnings	Irregular earnings	Hourly earnings excl irregular earnings	Irregular earnings	Change Hourly earnings excl irreg earnings	Change Irregular earnings
€	€	€	€	%	%
20.17	0.81	20.54	1.10	0.4	-14.1
19.02	0.18	18.38	0.26	-9.1	-72.0
15.90	0.48	16.30	0.81	2.6	-13.8
18.64	1.00	18.61	1.09	-0.6	-1.8
12.41	0.13	12.31	0.21	-1.5	-4.5
24.82	1.87	25.11	1.71	4.3	-28.2
26.77	1.18	27.31	1.76	-1.5	-35.1
22.36	1.12	23.02	1.30	2.9	11.1
15.74	0.49	15.79	0.93	3.6	19.2
24.88	1.09	25.08	1.09	0.4	-1.8
34.26	0.49	34.58	0.22	2.0	10.0
22.35	1.08	22.46	1.02	0.0	-11.3
15.78	0.28	15.83	0.39	-6.3	-62.1
20.65	0.77	20.91	0.93	0.1	-16.2
18.37	0.63	18.61	0.87	-0.3	-20.9
27.23	1.17	27.56	1.09	0.4	-4.4
16.95	0.41	17.11	0.74	-2.2	-22.1
18.71	0.56	19.09	0.80	1.9	-19.2
23.93	1.09	24.26	1.10	1.3	-12.0

Table 4 Hourly Labour costs and other labour costs by economic sector and other

NACE Principal Activity	Q4 2008		Q4 2009*		Q4 2010*	
	Other labour costs	Average hourly labour costs	Other labour costs	Average hourly labour costs	Other labour costs	Average hourly labour costs
	€	€	€	€	€	€
B-E Industry	4.51	25.87	5.10	27.21	4.19	25.93
F Construction	4.14	25.29	3.37	24.52	2.66	23.80
G Wholesale and retail trade; repair of motor vehicles and motorcycles	3.34	20.21	2.62	19.03	2.36	19.19
H Transportation and storage	4.03	25.36	4.07	24.07	4.00	23.83
I Accommodation and food services	1.61	14.39	1.48	14.29	1.26	13.99
J Information and communication	5.09	31.76	4.99	30.89	5.26	31.71
K-L Financial, insurance and real estate	8.05	37.31	9.24	38.22	7.79	38.23
M Professional, scientific and technical	4.34	29.39	4.47	28.98	3.40	26.96
N Administrative and support services	2.36	18.62	2.19	18.91	2.06	18.08
O Public administration and defence	2.14	29.85	2.05	29.71	1.67	27.74
P Education	2.98	38.30	2.75	38.28	2.31	36.40
Q Human health and social work	2.60	27.64	3.17	28.28	2.19	25.81
R-S Arts, entertainment, recreation and other service activities	2.35	19.38	2.34	18.81	2.39	20.32
Total	3.60	25.77	3.62	26.00	3.04	25.04
Public/Private Sector						
Private sector	3.79	23.51	3.94	23.67	3.16	22.92
Public sector	3.02	32.94	2.71	32.61	2.69	31.27
Size of Enterprise						
Less than 50 employees	2.79	21.02	3.01	20.94	2.21	20.66
50-250 employees	3.65	23.67	3.77	24.00	3.07	22.79
Greater than 250 employees	4.19	30.04	3.98	30.16	3.59	28.80

*** Preliminary Estimates**

¹ Average hourly labour costs is a sum of other labour costs and average hourly earnings as set out in Table 2b.

characteristics and quarter¹

Q3 2011*		Q4 2011*		Annual % Change	Annual % Change
Other labour costs	Average hourly labour costs	Other labour costs	Average hourly labour costs	Other labour costs	Average hourly labour costs
€	€	€	€	%	%
3.96	24.93	4.25	25.90	1.4	-0.1
2.48	21.69	2.31	20.96	-13.2	-11.9
2.34	18.72	2.37	19.48	0.4	1.5
3.43	23.07	3.30	23.00	-17.5	-3.5
1.09	13.63	1.11	13.63	-11.9	-2.6
6.43	33.12	4.87	31.69	-7.4	-0.1
6.03	33.98	7.04	36.11	-9.6	-5.5
3.38	26.86	3.85	28.18	13.2	4.5
1.84	18.07	1.89	18.61	-8.3	2.9
1.63	27.60	1.68	27.85	0.6	0.4
2.49	37.24	2.50	37.30	8.2	2.5
2.06	25.49	2.09	25.57	-4.6	-0.9
1.81	17.87	1.77	17.99	-25.9	-11.5
2.86	24.28	2.94	24.77	-3.3	-1.1
3.00	22.00	3.09	22.57	-2.2	-1.5
2.46	30.86	2.48	31.12	-7.8	-0.5
2.03	19.39	2.10	19.96	-5.0	-3.4
2.92	22.18	3.13	23.02	2.0	1.0
3.42	28.45	3.47	28.83	-3.3	0.1

Annex

Table A1 Employment by Nace sector and occupation

NACE Principal Activity		Q4 2008	Q4 2009*	Q4 2010*	Q3 2011*	Q4 2011*
B-E	Industry	221,100	201,900	200,100	195,100	...
F	Construction	127,700	81,700	63,600	67,600	...
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	318,100	277,200	278,000	280,300	...
H	Transportation and storage	68,800	63,200	67,400	66,600	...
I	Accommodation and food services	141,000	128,200	120,400	120,500	...
J	Information and communication	58,600	54,600	50,500	51,800	...
K-L	Financial, insurance and real estate	93,800	95,400	86,000	86,500	...
M	Professional, scientific and technical	80,000	72,900	68,800	66,500	...
N	Administrative and support services	86,200	74,000	71,900	79,700	...
O	Public administration and defence	119,600	119,400	116,800	112,600	...
P	Education	137,200	133,400	136,000	123,000	...
Q	Human health and social work	210,200	212,900	215,900	219,700	...
R-S	Arts, entertainment, recreation and other service activities	50,800	48,900	48,600	46,600	...
Total		1,713,100	1,563,700	1,524,100	1,516,400	...
Public/Private Sector						
Private sector		1,285,800	1,156,800	1,156,800	1,123,600	...
Public sector		427,300	406,900	406,900	392,800	...
Size of Enterprise						
Less than 50 employees		600,400	550,200	540,900	535,300	...
50-250 employees		292,700	268,500	246,700	254,900	...
Greater than 250 employees		820,000	745,000	734,900	726,200	...

*** 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 Q4 2011 is not available - see note on page 2.

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

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	2008	2009	2010	2011		Annual absolute Change	Annual % change
	Q4	Q4*	Q4*	Q3*	Q4*		
Civil service	42.7	40.8	39.6	39.5	39.3	-0.3	-0.8
Defence	11.2	10.6	10.4	10.3	10.2	-0.2	-1.9
Garda Siochana	15.3	14.6	14.4	14.1	13.9	-0.5	-3.5
Education	120.5	114.1	117.0	112.6	114.8	-2.2	-1.9
Regional bodies	40.2	37.3	35.2	34.3	33.6	-1.6	-4.5
Health	139.6	135.0	132.3	129.1	127.6	-4.7	-3.6
Total public sector excluding semi-state bodies	369.5	352.4	348.9	339.9	339.4	-9.5	-2.7
Semi-state	57.8	54.5	53.2	53.0	52.9	-0.3	-0.6
Total public sector including semi-state bodies	427.3	406.9	402.1	392.8	392.3	-9.8	-2.4

*Source: Earnings, Hours and Employment Costs Survey. Total public sector numbers are also published by the Department of Public Expenditure and Reform on a quarterly basis. Those differ in coverage from the estimates in Table A2 as Department of Public Expenditure and Reform 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 Public Expenditure and Reform 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 Public Expenditure and Reform) to be lower. Differences in trend could be caused by changes in the proportion of part-time staff within the public sector and/or other changes in average working hours.

The CSO will undertake further analysis to produce estimates on total hours worked for future releases to give a better insight into changes in overall labour input within the public sector.

Table A3 Response rates in selected sectors by quarter

NACE Principal Activity		Employer Response Rate		Employee Response Rate		Total number of respondent enterprises in Q4 2011
		%		%		
		Q3 2011*	Q4 2011*	Q3 2011*	Q4 2011*	
B-E	Industry	57.6	43.4	77.2	56.4	486
F	Construction	35.7	26.0	55.3	37.8	108
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	57.3	45.7	81.8	65.5	625
H	Transportation and storage	54.9	44.1	88.1	56.2	116
I	Accommodation and food services	45.0	35.9	60.8	49.7	299
J	Information and communication	63.5	49.6	72.2	61.6	135
K-L	Financial, insurance and real estate	66.3	55.3	92.3	81.0	161
M	Professional, scientific and technical	61.2	52.3	73.2	66.9	218
N	Administrative and support services	57.8	43.2	76.2	53.9	147
O	Public administration and defence	93.4	84.7	96.0	87.3	116
P	Education	75.3	60.1	36.8	36.4	101
Q	Human health and social work	78.0	65.6	84.9	74.5	365
R-S	Arts, entertainment, recreation and other service activities	61.7	45.9	81.9	59.4	184
Total		58.4	46.5	76.5	63.1	3061

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) replaced the four-yearly Labour Cost Survey, and also replaced all other CSO short-term earnings inquiries. The EHECS results are comparable across sectors and include more detail on components of earnings and labour costs than was previously available.
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 provides 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	<p>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.</p> <p>All enterprises with 50 or more employees and a sample of those with 3 to 49 employees are surveyed each quarter. 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).</p> <p>Earnings in the public sector are calculated before the deduction of the pension levy that was introduced in March 2009.</p> <p>For Q1 and Q2 2011 temporary census field staff are included in all tables due to the large numbers involved. Table A2 in the Annex provides details exclusive of these staff.</p>
Data Collection	The survey is conducted by post and questionnaires are issued in the last week of the relevant quarter. Some returns are received electronically. All returns are scrutinised for accuracy. Where appropriate, firms are queried by post or telephone regarding incompleteness, apparent inconsistencies, etc. Information about the survey is on the CSO website and all questionnaires and instructions are 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 are 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 are 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 are 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 (number of 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 (number of 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 publishes data from EHECS as the primary series on public sector employment. 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. 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 (All NACE Rev2 unless otherwise stated)
 - **EHECS Earnings Hours and Employment Costs Survey- Quarterly Tables**
 - Earnings and Indices excluding irregular bonuses by Industry
 - Employment Hours and Earnings by Private and Public Sector
 - Employment Hours and Earnings by size
 - Employment Hours and Earnings by type of employee and Industry Sector
 - Public Sector Employment by Subsector
 - Updated Weekly Indices excluding irregular bonuses for enterprises with greater than 10 employees
 - **EHECS Earnings Hours and Employment Costs Survey- Annual Tables**
 - Annual Earnings and other Labour Costs by Type of Employee and Industry Sector
 - Annual Average Earnings and other Labour Costs by Type of Employee and Industry Sector
 - **EHECS Earnings Hours and Employment Costs Survey- Historical Tables**
 - Earnings and Indices excluding irregular bonuses by type of employee, Industry, NACE Rev 1

For further information or assistance use the contact details on the front page of the release or email earnings@cso.ie