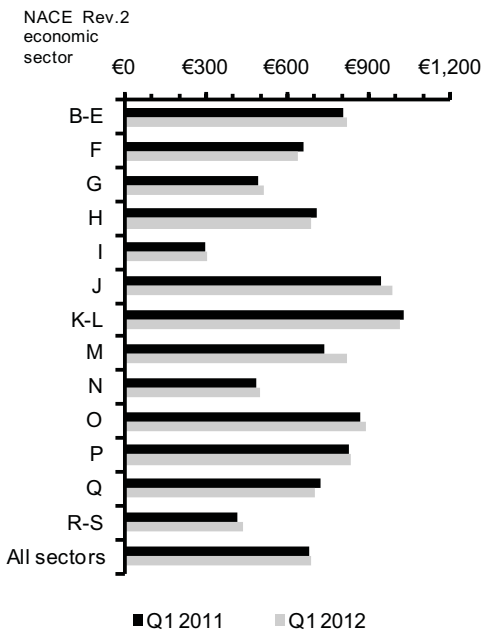




## Earnings and Labour Costs

Q3 2009 - Q4 2011 (Final)  
Q1 2012 (Preliminary Estimates)

### Average weekly earnings by economic sector



Quarter	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	€	€	Hours
Q1 2011	686.73	22.21	30.9
Q4 2011	697.14	22.00	31.7
Q1 2012*	691.29	22.16	31.2
<b>Quarterly change %</b>	-0.8	+0.7	-1.6
<b>Annual change %</b>	+0.7	-0.2	+1.0

\*Preliminary Estimates

### Average weekly earnings up by 0.7% in year to Q1 2012

Average weekly earnings rose to €691.29 in Q1 2012, up from €686.73 a year earlier. The increase of 0.7% over the year compares with a revised decrease of 0.7% in the year to Q4 2011. See table 1 and graph opposite.

Other features of the year include:

- Average hourly earnings were €22.16 in Q1 2012 compared with €22.21 in Q1 2011, representing a slight drop of 0.2% over the year. See table 2.
- Average weekly paid hours rose to 31.2 in Q1 2012, an increase of 0.3 hours (+1.0%) compared with the same period in 2011. See table 3.
- Estimated average weekly earnings in the *Production, transport, craft and other manual workers* occupational group increased to €541.48 in Q1 2012, a rise of +7.3% over the year. See Annex table A2.
- Public sector numbers were down to 386,300 in Q1 2012, a fall of 22,400 (-5.5%) from Q1 2011 when the total was 408,700 (including temporary Census field staff). See Annex table A1.

This release presents a set of final earnings results up to and including Q4 2011 following the inclusion of additional data from the Education sector. Preliminary results are included for Q1 2012. Caution is advised in the interpretation of trends in the Construction sector due to the low level of response. See Annex table A3 for information on response levels.

Published by the Central Statistics Office, Ireland.

Ardee Road Dublin 6 Ireland  
Skehard Road Cork Ireland

LoCall: 1890 313 414 (ROI)  
0870 876 0256 (UK/NI)

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

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

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

Labour Market and Earnings: Earnings

Director General: Pádraig Dalton

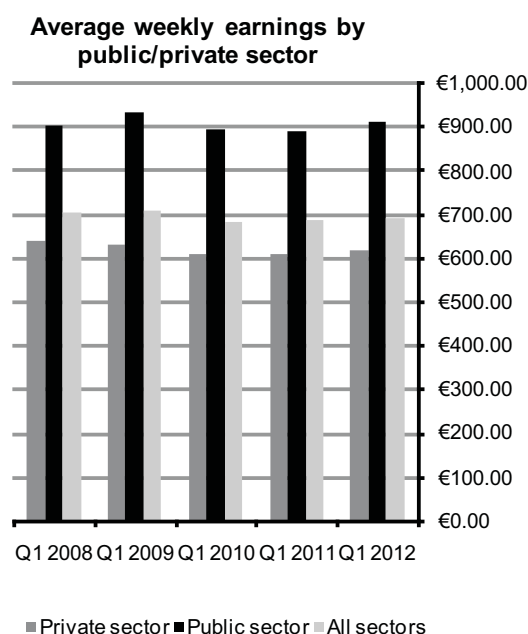
Enquiries:

EHECS statistics Direct Dial 021 453 5513  
Email: [earnings@cso.ie](mailto:earnings@cso.ie)  
General queries Information Section, ext 5021  
Email: [information@cso.ie](mailto:information@cso.ie)

## Weekly earnings rise in 9 of the 13 economic sectors in year to Q1 2012

Across the economic sectors average weekly earnings increased in 9 of the 13 sectors in the year to Q1 2012, with the largest percentage increases in the *Professional, scientific and technical* (+11.2%) and the *Arts, entertainment, recreation and other services* (+5.3%) sectors. The largest annual sectoral decrease in weekly earnings was recorded in *Construction* (-3.8%). See table 1.

In the last three years to Q1 2012 the ranking of average weekly earnings by economic sector has remained relatively unchanged, and this can be seen in the following text table.



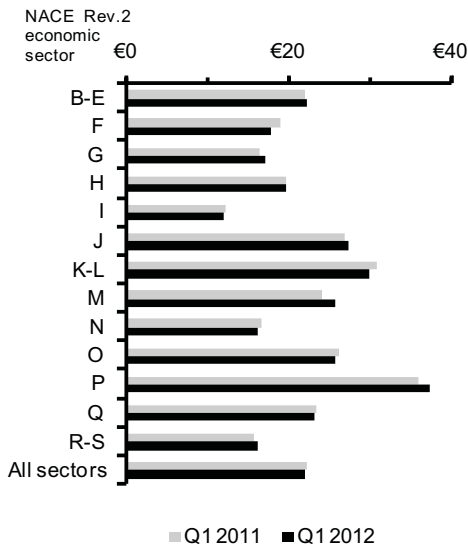
Q109			Q112	
NACE	€	Rank	NACE	€
K-L	1,003.43	1	K-L	1,018.88
O	987.47	2	J	990.22
J	945.07	3	O	892.68
P	890.08	4	P	837.79
M	849.41	5	B-E	826.39
B-E	806.38	6	M	823.88
F	753.33	7	Q	701.69
Q	737.89	8	H	694.03
H	734.01	9	F	640.13
G	498.98	10	G	517.69
N	498.17	11	N	500.63
R-S	469.82	12	R-S	442.54
I	332.98	13	I	305.30
<b>All sectors</b>	<b>709.55</b>		<b>All sectors</b>	<b>691.29</b>

Weekly earnings in the private sector rose by 1.5% annually, compared with an increase of 2.0% in the public sector over the year, bringing average weekly earnings in Q1 2012 to €619.74 and €911.63 respectively. In the three years to Q1 2012 public sector earnings have fallen by €22.37 (-2.4%). This compares with a decrease of €22.80 (-3.5%) in private sector average weekly earnings in the four years from Q1 2008. See table 1 and graph opposite.

Estimates of average weekly earnings by broad occupation group show that all three groups had annual percentage increases. The largest annual percentage increase was in the *Production, transport, craft and other manual workers* (+7.3%) occupational group where average weekly earnings increased to €541.48 in Q1 2012. See Annex table A2.

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, and since EHECS collects aggregate data from each enterprise it is not possible to correct for such differences using EHECS data.

### Average hourly earnings by economic sector



- 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 0.2% in year to Q1 2012

Average hourly earnings decreased from €22.21 per hour in Q1 2011 to €22.16 in Q1 2012, representing a slight decrease of 0.2% over the year. Average hourly earnings remained 1.2% below their level recorded three years earlier in Q1 2009 when they were €22.44 per hour. *See table 2.*

Across the economic sectors average hourly earnings fell in 6 of the 13 sectors with the largest percentage decrease in the *Construction* (-5.2%) sector. The largest sectoral percentage increase was recorded in the *Professional, scientific and technical* (+7.4%) sector. *See table 2 and graph opposite.*

Two of the three enterprise by size groups showed annual decreases in average hourly earnings in Q1 2012. Enterprises with less than 50 employees showed a decrease of 0.4% in average hourly earnings in the year to Q1 2012, while enterprises with greater than 250 employees increased average hourly earnings by 0.4% over the same period.

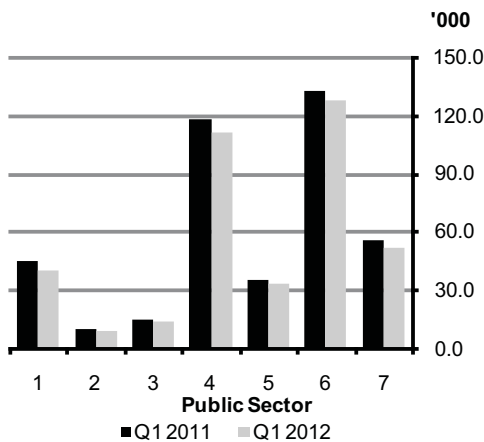
### Paid hours per week increase 1.0% annually

Average weekly paid hours increased to 31.2 in Q1 2012, a rise of 0.3 hours or 1.0% over the year. Average weekly paid hours had fallen annually by 0.3% in Q1 2011, 1.9% in Q1 2010 and 3.4% in Q1 2009. *See table 3.*

Annual increases in average weekly paid hours were recorded in 10 economic sectors with the largest percentage increase in the *Administrative and support services* (+5.5%) sector. The largest percentage decrease was recorded in the *Education* (-3.4%) sector.

In the public sector average weekly paid hours rose by 0.3% in the year to Q1 2012, from 31.0 hours to 31.1 hours. Private sector average weekly paid hours increased over the same period by 1.0% bringing paid hours to 31.2 in Q1 2012. Since Q1 2008 weekly paid hours in the private sector have fallen by 1.9 hours or 5.7%, compared with a fall of 0.5 hours or -1.6% in the public sector over the same period.

### 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 5.5% in public sector numbers in Q1 2012

Persons employed in the public sector showed a decline of 5.5% over the year to Q1 2012 bringing the total to 386,300. The total reduction in employment in the public sector over the three years from Q1 2009 to Q1 2012 was 34,700 (-8.2%). In the year to Q1 2012 numbers fell in all areas across the public sector with the largest percentage decreases seen in the *Civil service* (-10.6%) and *Education* (-5.3%) sub-sectors (excluding Semi-state bodies). *See Annex table A1 and graph opposite.*

The overall number of employees fell by 0.6% in the year to Q1 2012. An increase of 1.3% was recorded in private sector employment over the twelve months to Q1 2012 and stands at 1,110,000. *See table 5.*

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*. Furthermore while employment in the *Public administration and defence*, *Education* and *Human health and social work* sectors is mainly in public sector organisations, there is some element of private sector employment in these economic sectors too. Annex table A1 contains estimates of public sector numbers by sub-sectors across the overall public sector.



**Table 1 Average weekly earnings by economic sector and other characteristics and quarter<sup>1</sup>**

NACE Principal Activity	2008		2009		2010		2011		2012		Quarterly % change	Annual % change <sup>2</sup>
	Q1	Q1	Q1	Q1	Q1	Q1	Q1	Q1*	Q1*	%		
B-E Industry	799.98	806.38	799.64	811.07	812.60	826.39	+1.7	826.39	+1.9			
F Construction	721.54	753.33	722.17	665.27	662.89	640.13	-3.4	640.13	-3.8			
G Wholesale and retail trade; repair of motor vehicles and motorcycles	507.10	498.98	482.62	495.11	517.12	517.69	+0.1	517.69	+4.6			
H Transportation and storage	751.88	734.01	683.27	713.40	722.15	694.03	-3.9	694.03	-2.7			
I Accommodation and food services	347.52	332.98	316.07	302.92	326.32	305.30	-6.4	305.30	+0.8			
J Information and communication	998.03	945.07	915.94	948.81	979.91	990.22	+1.1	990.22	+4.4			
K-L Financial, insurance and real estate	1,123.31	1003.43	1,013.75	1,031.49	970.43	1,018.88	+5.0	1,018.88	-1.2			
M Professional, scientific and technical	811.61	849.41	856.90	740.88	826.32	823.88	-0.3	823.88	+11.2			
N Administrative and support services	508.04	498.17	488.24	491.11	499.69	500.63	+0.2	500.63	+1.9			
O Public administration and defence	961.47	987.47	923.22	869.41	927.03	892.68	-3.7	892.68	+2.7			
P Education	838.72	890.08	845.59	833.67	870.58	837.79	-3.8	837.79	+0.5			
Q Human health and social work	711.18	737.89	706.36	726.60	712.01	701.69	-1.4	701.69	-3.4			
R-S Arts, entertainment, recreation and other service activities	484.80	469.82	454.62	420.18	446.15	442.54	-0.8	442.54	+5.3			
<b>Total</b>	<b>704.28</b>	<b>709.55</b>	<b>686.02</b>	<b>686.73</b>	<b>697.14</b>	<b>691.29</b>	<b>-0.8</b>	<b>691.29</b>	<b>+0.7</b>			
<b>Public/Private Sector</b>												
Private sector	642.54	631.82	612.46	610.71	622.01	619.74	-0.4	619.74	+1.5			
Public sector	904.80	934.00	895.43	893.54	917.67	911.63	-0.7	911.63	+2.0			
<b>Size of Enterprise</b>												
Less than 50 employees	561.06	553.24	530.23	519.88	543.21	523.10	-3.7	523.10	+0.6			
50-250 employees	671.01	672.14	657.46	643.67	655.96	642.33	-2.1	642.33	-0.2			
Greater than 250 employees	825.30	832.34	808.43	821.42	824.34	834.39	+1.2	834.39	+1.6			

<sup>1</sup> Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

<sup>2</sup> The effect of temporary Census field staff in Q1 2011 should be considered when analysing the annual % change in the Public Sector.

\* Preliminary Estimates

**Table 2 Average hourly earnings by economic sector and other characteristics and quarter<sup>1</sup>**

NACE Principal Activity		2008	2009	2010	2011		2012	Quarterly % change	Annual % change <sup>2</sup>
		Q1	Q1	Q1	Q1	Q4	Q1*		
		€	€	€	€	€	€	%	%
B-E	Industry	20.91	22.02	22.17	22.12	21.59	22.22	+2.9	+0.5
F	Construction	19.28	21.00	20.36	18.97	18.59	17.99	-3.2	-5.2
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	16.38	16.65	16.44	16.60	17.04	17.10	+0.4	+3.0
H	Transportation and storage	19.93	20.54	19.19	19.71	19.95	19.75	-1.0	+0.2
I	Accommodation and food services	12.51	12.85	12.69	12.37	12.42	12.19	-1.9	-1.5
J	Information and communication	27.40	26.23	25.87	26.91	27.13	27.39	+1.0	+1.8
K-L	Financial, insurance and real estate	33.28	30.07	30.57	30.92	29.08	30.00	+3.2	-3.0
M	Professional, scientific and technical	24.45	25.70	26.53	24.08	25.13	25.85	+2.9	+7.4
N	Administrative and support services	15.99	16.53	16.30	16.82	16.80	16.26	-3.2	-3.3
O	Public administration and defence	27.78	27.72	26.42	26.24	25.95	25.78	-0.7	-1.8
P	Education	33.75	36.07	35.62	35.98	36.26	37.44	+3.3	+4.1
Q	Human health and social work	23.10	24.58	23.46	23.55	23.54	23.20	-1.4	-1.5
R-S	Arts, entertainment, recreation and other service activities	16.05	16.56	16.04	15.73	16.31	16.22	-0.6	+3.1
<b>Total</b>		<b>21.53</b>	<b>22.44</b>	<b>22.11</b>	<b>22.21</b>	<b>22.00</b>	<b>22.16</b>	<b>+0.7</b>	<b>-0.2</b>
<b>Public/Private Sector</b>									
Private sector		19.44	19.88	19.78	19.76	19.62	19.84	+1.1	+0.4
Public sector		28.64	29.97	28.68	28.86	29.02	29.36	+1.2	+1.7
<b>Size of Enterprise</b>									
Less than 50 employees		17.38	17.79	17.74	17.53	17.79	17.46	-1.9	-0.4
50-250 employees		19.74	20.66	20.55	20.29	20.22	20.27	+0.2	-0.1
Greater than 250 employees		25.37	26.25	25.65	26.03	25.55	26.14	+2.3	+0.4

<sup>1</sup> Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

<sup>2</sup> The effect of temporary Census field staff in Q1 2011 should be considered when analysing the annual % change in the Public Sector.

\* Preliminary Estimates

**Table 3 Average weekly paid hours by economic sector and other characteristics and quarter<sup>1</sup>**

NACE Principal Activity		2008	2009	2010	2011	2011	2012	Quarterly % change	Annual % change <sup>2</sup>
		Q1	Q1	Q1	Q1	Q4	Q1*		
		hours	hours	hours	hours	hours	hours	%	%
B-E	Industry	38.3	36.6	36.1	36.7	37.6	37.2	-1.1	+1.4
F	Construction	37.4	35.9	35.5	35.1	35.7	35.6	-0.3	+1.4
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	31.0	30.0	29.4	29.8	30.3	30.3	0.0	+1.7
H	Transportation and storage	37.7	35.7	35.6	36.2	36.2	35.1	-3.0	-3.0
I	Accommodation and food services	27.8	25.9	24.9	24.5	26.3	25.0	-4.9	+2.0
J	Information and communication	36.4	36.0	35.4	35.3	36.1	36.2	+0.3	+2.5
K-L	Financial, insurance and real estate	33.7	33.4	33.2	33.4	33.4	34.0	+1.8	+1.8
M	Professional, scientific and technical	33.2	33.0	32.3	30.8	32.9	31.9	-3.0	+3.6
N	Administrative and support services	31.8	30.1	29.9	29.2	29.7	30.8	+3.7	+5.5
O	Public administration and defence	34.6	35.6	34.9	33.1	35.7	34.6	-3.1	+4.5
P	Education	24.9	24.7	23.7	23.2	24.0	22.4	-6.7	-3.4
Q	Human health and social work	30.8	30.0	30.1	30.9	30.2	30.2	0.0	-2.3
R-S	Arts, entertainment, recreation and other service activities	30.2	28.4	28.3	26.7	27.4	27.3	-0.4	+2.2
<b>Total</b>		<b>32.7</b>	<b>31.6</b>	<b>31.0</b>	<b>30.9</b>	<b>31.7</b>	<b>31.2</b>	<b>-1.6</b>	<b>+1.0</b>
<b>Public/Private Sector</b>									
Private sector		33.1	31.8	31.0	30.9	31.7	31.2	-1.6	+1.0
Public sector		31.6	31.2	31.2	31.0	31.6	31.1	-1.6	+0.3
<b>Size of Enterprise</b>									
Less than 50 employees		32.3	31.1	29.9	29.6	30.5	30.0	-1.6	+1.4
50-250 employees		34.0	32.5	32.0	31.7	32.4	31.7	-2.2	0.0
Greater than 250 employees		32.5	31.7	31.5	31.6	32.3	31.9	-1.2	+0.9

<sup>1</sup> Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

<sup>2</sup> The effect of temporary Census field staff in Q1 2011 should be considered when analysing the annual % change in the Public Sector.

\* Preliminary Estimates

**Table 4 Hourly earnings excluding irregular earnings and irregular earnings by economic sector and other characteristics<sup>1 2</sup>**

NACE Principal Activity	Q1 2008		Q1 2009		Q1 2010		Q1 2011	
	Hourly earnings excl irregular earnings	Irregular earnings	Hourly earnings excl irregular earnings	Irregular earnings	Hourly earnings excl irregular earnings	Irregular earnings	Hourly earnings excl irregular earnings	Irregular earnings
	€	€	€	€	€	€	€	€
B-E Industry	19.29	1.61	20.26	1.76	20.48	1.69	20.56	1.56
F Construction	18.93	0.36	20.59	0.41	20.05	0.32	18.78	0.19
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.60	0.78	15.93	0.72	15.76	0.67	15.71	0.89
H Transportation and storage	19.10	0.83	19.80	0.74	18.43	0.76	18.89	0.82
I Accommodation and food services	12.32	0.19	12.66	0.19	12.56	0.13	12.23	0.14
J Information and communication	24.85	2.55	24.56	1.68	24.22	1.65	24.24	2.67
K-L Financial, insurance and real estate	26.02	7.26	26.75	3.32	27.26	3.31	27.29	3.63
M Professional, scientific and technical	23.42	1.04	24.21	1.50	25.01	1.52	22.57	1.50
N Administrative and support services	15.28	0.70	15.67	0.86	15.63	0.67	15.41	1.41
O Public administration and defence	25.54	2.25	26.10	1.62	25.09	1.34	24.91	1.33
P Education	33.45	0.30	35.55	0.51	35.09	0.53	35.42	0.57
Q Human health and social work	22.01	1.08	23.40	1.18	22.32	1.14	22.43	1.12
R-S Arts, entertainment, recreation and other service activities	15.61	0.44	15.94	0.62	15.56	0.48	15.40	0.34
<b>Total</b>	<b>20.15</b>	<b>1.37</b>	<b>21.27</b>	<b>1.17</b>	<b>20.99</b>	<b>1.12</b>	<b>20.98</b>	<b>1.24</b>
<b>Public/Private Sector</b>								
Private sector	18.11	1.33	18.78	1.10	18.72	1.06	18.53	1.23
Public sector	27.11	1.53	28.59	1.38	27.39	1.29	27.62	1.24
<b>Size of Enterprise</b>								
Less than 50 employees	16.81	0.56	17.36	0.43	17.31	0.42	16.98	0.55
50-250 employees	18.58	1.16	19.35	1.30	19.18	1.38	18.98	1.31
Greater than 250 employees	23.30	2.07	24.61	1.64	24.13	1.51	24.35	1.68



NACE Principal Activity	Q4 2011				Q1 2012*				Quarterly %		Quarterly %		Annual %	
	Hourly earnings excl irregular earnings		Irregular earnings		Hourly earnings excl irregular earnings		Irregular earnings		Change Hourly earnings excl irreg earnings	Change Irregular earnings	Change Hourly earnings excl irreg earnings	Change Irregular earnings	Change Hourly earnings excl irreg earnings	Change Irregular earnings
	€	€	€	€	€	€	€	€	%	%	%	%	%	%
B-E Industry	20.16	1.43	20.58	1.64	2.1	+14.7	+0.1	+5.1						
F Construction	18.29	0.30	17.89	0.10	-2.2	-66.7	-4.7	-47.4						
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.11	0.93	16.13	0.97	+0.1	+4.3	+2.7	+9.0						
H Transportation and storage	18.69	1.26	18.64	1.11	-0.3	-11.9	-1.3	+35.4						
I Accommodation and food services	12.21	0.21	11.95	0.24	-2.1	+14.3	-2.3	+71.4						
J Information and communication	25.06	2.07	24.64	2.75	-1.7	+32.9	+1.7	+3.0						
K-L Financial, insurance and real estate	27.23	1.85	26.95	3.05	-1.0	+64.9	-1.2	-16.0						
M Professional, scientific and technical	23.91	1.22	23.32	2.52	-2.5	+106.6	+3.3	+68.0						
N Administrative and support services	15.78	1.02	15.24	1.03	-3.4	+1.0	-1.1	-27.0						
O Public administration and defence	24.88	1.07	24.62	1.16	-1.0	+8.4	-1.2	-12.8						
P Education	35.69	0.57	36.88	0.56	+3.3	-1.8	+4.1	-1.8						
Q Human health and social work	22.43	1.11	22.15	1.06	-1.2	-4.5	-1.2	-5.4						
R-S Arts, entertainment, recreation and other service activities	15.83	0.48	15.52	0.70	-2.0	+45.8	+0.8	+105.9						
<b>Total</b>	<b>20.94</b>	<b>1.07</b>	<b>20.89</b>	<b>1.27</b>	<b>-0.2</b>	<b>+18.7</b>	<b>-0.4</b>	<b>+2.4</b>						
<b>Public/Private Sector</b>														
Private sector	18.60	1.02	18.56	1.28	-0.2	+25.5	+0.2	+4.1						
Public sector	27.80	1.22	28.13	1.23	+1.2	+0.8	+1.8	-0.8						
<b>Size of Enterprise</b>														
Less than 50 employees	17.03	0.76	16.87	0.59	-0.9	-22.4	-0.6	+7.3						
50-250 employees	19.20	1.02	18.85	1.42	-1.8	+39.2	-0.7	+8.4						
Greater than 250 employees	24.25	1.30	24.45	1.69	+0.8	+30.0	+0.4	+0.6						

<sup>1</sup> Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

<sup>2</sup> Average hourly earnings excluding irregular earnings plus the irregular earnings equals average hourly earnings as set out in Table 2.

<sup>3</sup> The effect of temporary Census field staff in Q1 2011 should be considered when analysing the annual % change in the Public Sector.

\* Preliminary Estimates

**Table 5 Average hourly labour costs, other labour costs and employment by economic sector and other characteristics<sup>1 2 3 4</sup>**

NACE Principal Activity	Q1 2008			Q1 2009			Q1 2010			Q1 2011*		
	Other labour costs	Average hourly labour costs	Employment	Other labour costs	Average hourly labour costs	Employment	Other labour costs	Average hourly labour costs	Employment	Other labour costs	Average hourly labour costs	Employment
	€	€	'000	€	€	'000	€	€	'000	€	€	'000
B-E Industry	4.48	25.39	234.5	4.84	26.86	215.2	4.53	26.70	199.6	4.39	26.51	194.3
F Construction	3.35	22.63	146.7	4.29	25.29	113.6	3.57	23.94	77.6	2.46	21.43	64.6
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2.71	19.08	319.0	2.65	19.30	297.0	2.57	19.01	276.8	2.44	19.04	270.4
H Transportation and storage	3.61	23.54	69.8	3.82	24.36	64.5	3.37	22.56	65.6	3.51	23.22	65.1
I Accommodation and food services	1.68	14.20	152.7	1.51	14.36	128.8	1.35	14.04	131.6	1.33	13.71	108.6
J Information and communication	6.75	34.15	64.8	5.80	32.04	54.7	4.77	30.64	54.9	4.97	31.88	50.8
K-L Financial, insurance and real estate	7.66	40.94	97.5	7.72	37.79	92.2	7.42	37.99	92.7	6.66	37.58	87.6
M Professional, scientific and technical	4.66	29.12	81.6	4.52	30.23	75.8	4.50	31.03	74.0	3.92	27.99	73.9
N Administrative and support services	2.68	18.67	88.7	2.96	19.49	81.3	2.25	18.55	71.9	2.39	19.20	75.3
O Public administration and defence	2.25	30.04	118.5	2.00	29.72	117.8	1.83	28.26	118.1	1.92	28.16	118.9
P Education	2.77	36.52	133.6	3.00	39.07	135.2	2.76	38.38	132.2	3.06	39.05	133.1
Q Human health and social work	2.66	25.76	206.0	2.71	27.29	205.4	3.00	26.46	211.7	2.12	25.67	211.9
R-S Arts, entertainment, recreation and other service activities	2.41	18.46	53.8	2.69	19.25	48.8	2.09	18.13	47.0	2.24	17.97	50.2
<b>Total</b>	<b>3.50</b>	<b>25.03</b>	<b>1,767.3</b>	<b>3.59</b>	<b>26.03</b>	<b>1,630.0</b>	<b>3.33</b>	<b>25.45</b>	<b>1,551.8</b>	<b>3.11</b>	<b>25.32</b>	<b>1,504.7</b>
<b>Public/Private Sector</b>												
Private sector	3.66	23.10	1,350.3	3.81	23.69	1,209.0	3.63	23.41	1,145.6	3.23	22.99	1,096.0
Public sector	2.97	31.61	417.0	2.95	32.92	421.0	2.50	31.18	406.2	2.79	31.65	408.7
<b>Size of Enterprise</b>												
Less than 50 employees	2.66	20.04	624.0	2.94	20.73	577.1	2.98	20.71	562.0	2.22	19.75	529.2
50-250 employees	3.88	23.62	324.9	3.78	24.44	263.5	3.46	24.01	256.4	3.42	23.71	247.5
Greater than 250 employees	3.98	29.35	818.4	3.98	30.23	789.5	3.54	29.18	733.4	3.6	29.63	728.0

NACE Principal Activity	Q4 2011			Q1 2012*			Annual % Change labour costs	Annual % Change Average hourly labour costs <sup>4</sup>	Annual % Change Employment
	Other labour costs	Average hourly labour costs	Employment	Other labour costs	Average hourly labour costs	Employment			
	€	€	'000	€	€	'000			
B-E Industry	4.59	26.18	201.2	5.45	27.67	192.7	+24.1	+4.4	-0.8
F Construction	2.37	20.96	67.6	2.08	20.08	63.5	-15.4	-6.3	-1.7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2.49	19.53	274.8	2.47	19.57	275.8	+1.2	+2.8	+2.0
H Transportation and storage	3.73	23.68	62.7	3.60	23.34	61.0	+2.6	+0.5	-6.3
I Accommodation and food services	1.17	13.60	120.8	1.13	13.32	119.2	-15.0	-2.8	+9.8
J Information and communication	5.44	32.57	53.7	5.38	32.77	54.1	+8.2	+2.8	+6.5
K-L Financial, insurance and real estate	7.48	36.55	89.9	6.49	36.49	86.5	-2.6	-2.9	-1.3
M Professional, scientific and technical	4.38	29.51	65.8	3.81	29.66	67.7	-2.8	+6.0	-8.4
N Administrative and support services	2.03	18.82	76.9	2.10	18.36	72.2	-12.1	-4.4	-4.1
O Public administration and defence	1.86	27.80	114.8	1.97	27.76	111.4	+2.6	-1.4	-6.3
P Education	3.29	39.55	128.9	3.45	40.89	131.6	+12.7	+4.7	-1.1
Q Human health and social work	2.29	25.83	219.1	2.30	25.50	213.0	+8.5	-0.7	+0.5
R-S Arts, entertainment, recreation and other service activities	2.34	18.64	47.1	2.98	19.20	47.4	+33.0	+6.8	-5.6
<b>Total</b>	<b>3.25</b>	<b>25.25</b>	<b>1,523.2</b>	<b>3.32</b>	<b>25.48</b>	<b>1,496.3</b>	<b>+6.8</b>	<b>+0.6</b>	<b>-0.6</b>
<b>Public/Private Sector</b>									
Private sector	3.38	23.00	1,132.3	3.43	23.27	1,110.0	+6.2	+1.2	+1.3
Public sector	2.85	31.87	390.9	2.96	32.32	386.3	+6.1	+2.1	-5.5
<b>Size of Enterprise</b>									
Less than 50 employees	2.21	20.00	544.7	2.12	19.57	530.5	-4.5	-0.9	+0.2
50-250 employees	3.42	23.64	244.7	4.20	24.47	258.2	+22.8	+3.2	+4.3
Greater than 250 employees	3.90	29.46	733.8	3.82	29.96	707.7	+6.1	+1.1	-2.8

<sup>1</sup> Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

<sup>2</sup> Average hourly labour costs is a sum of other labour costs and average hourly earnings as set out in Table 2.

<sup>3</sup> The effect of temporary Census field staff in Q1 2011 should be considered when analysing the annual % change in the Public Sector.

<sup>4</sup> It should be noted that the Quarterly National Household Survey (QNHS) is the official source of estimates of employment. The estimated trend in the number of employees refers to QHNS employee estimates, but differs in coverage in certain ways, such as the fact that a person with two jobs could be counted twice in the table and the exclusion of the Agriculture, forestry and fishing sector which is covered by the QNHS.

\* Preliminary Estimates

**Table A1 - Public sector numbers by sub-sector and quarter<sup>1,2,3</sup>**

'000

	2008		2009		2010		2011		2012		Annual % absolute Change
	Q1	Q1	Q1	Q1	Q1	Q1	Q1	Q1	Q1*		
<b>Including Census 2011 Temporary Field staff</b>											
Civil service	41.7	42.2	40.1	44.5	39.7	39.8	-4.7	-10.6			
Defence	11.2	11.0	9.9	9.6	9.4	9.1	-0.5	-5.2			
Garda Síochána	14.9	14.6	14.7	14.3	13.9	13.7	-0.6	-4.2			
Education	116.1	120.2	113.8	117.7	111.3	111.5	-6.2	-5.3			
Regional bodies	38.9	38.4	36.7	34.6	35.0	33.5	-1.1	-3.2			
Health	137.8	137.7	137.4	132.9	128.3	127.2	-5.7	-4.3			
<b>Total public sector excluding semi-state bodies</b>	<b>360.6</b>	<b>364.1</b>	<b>352.6</b>	<b>353.6</b>	<b>337.6</b>	<b>334.8</b>	<b>-18.8</b>	<b>-5.3</b>			
Semi-state	56.4	56.9	53.6	55.1	53.3	51.5	-3.6	-6.5			
<b>Total public sector including semi-state bodies</b>	<b>417.0</b>	<b>421.0</b>	<b>406.2</b>	<b>408.7</b>	<b>390.9</b>	<b>386.3</b>	<b>-22.4</b>	<b>-5.5</b>			
<b>Excluding Census 2011 Temporary Field staff</b>											
Civil Service	41.7	42.2	40.1	39.3	39.7	39.8	+0.5	+1.3			
<b>Total Public Sector excluding Semi-state bodies</b>	<b>360.6</b>	<b>364.1</b>	<b>352.6</b>	<b>348.4</b>	<b>337.6</b>	<b>334.8</b>	<b>-13.6</b>	<b>-3.9</b>			
<b>Total Public Sector including Semi-state bodies</b>	<b>417.0</b>	<b>421.0</b>	<b>406.2</b>	<b>403.5</b>	<b>390.9</b>	<b>386.3</b>	<b>-17.2</b>	<b>-4.3</b>			

<sup>1</sup> Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

<sup>2</sup> The effect of temporary Census field staff in Q1 2011 should be considered when analysing the annual % change in the Public Sector.

<sup>3</sup> Source: Earnings, Hours and Employment Costs Survey. Public Sector numbers include all those who received a payment which would include both full-time and part-time employees as well as contract workers. 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 A1 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.

**Table A2 - Estimates of earnings for Broad Occupational Categories by NACE classification****Table A2 a - Estimates of earnings for Managers, professional and associated professionals**

NACE Principal Activity		2009	2010	2011		2012	Quarterly % change	Annual % change
		Q1	Q1	Q1	Q4	Q1*		
		€	€	€	€	€	%	%
B-E	Industry	1,316.10	1,288.26	1,338.29	1,405.78	1,427.99	+1.6	+6.7
F	Construction	1,190.79	1,036.40	1,022.44	1,110.85	1,007.99	-9.3	-1.4
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	1,014.06	981.22	1,057.23	1,140.25	1,110.72	-2.6	+5.1
H	Transportation and storage	1,356.43	1,240.83	1,466.93	1,560.36	1,627.30	+4.3	+10.9
I	Accommodation and food services	667.63	656.35	669.85	724.49	697.61	-3.7	+4.1
J	Information and communication	1,218.58	1,172.50	1,179.61	1,304.63	1,228.96	-5.8	+4.2
K-L	Financial, insurance and real estate	1,419.11	1,449.24	1,550.87	1,426.47	1,494.79	+4.8	-3.6
M	Professional, scientific and technical	1,117.63	1,195.06	911.76	912.43	919.19	+0.7	+0.8
N	Administrative and support services	1,086.88	1,156.73	1,130.87	1,209.88	1,190.04	-1.6	+5.2
O	Public administration and defence	..	..	..	..	..		
P	Education	1,010.26	981.31	751.46	709.87	713.70	+0.5	-5.0
Q	Human health and social work	1,011.16	963.84	1,033.90	1,142.20	1,132.95	-0.8	+9.6
R-S	Arts, entertainment, recreation and other service activities	930.21	881.29	776.71	924.75	963.78	+4.2	+24.1
<b>Total</b>		<b>1,111.31</b>	<b>1,080.86</b>	<b>1,063.06</b>	<b>1,135.26</b>	<b>1,123.68</b>	<b>-1.0</b>	<b>+5.7</b>

\*Preliminary estimate

.. Data to be finalised

**Table A2 b - Estimates of earnings for clerical, sales and service employees**

NACE Principal Activity		2009	2010	2011		2012	Quarterly % change	Annual % change
		Q1	Q1	Q1	Q4	Q1*		
		€	€	€	€	€	%	%
B-E	Industry	741.40	724.86	680.33	767.41	742.93	-3.2	+9.2
F	Construction	552.18	528.81	502.25	399.99	399.67	-0.1	-20.4
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	382.79	362.11	346.58	364.74	362.26	-0.7	+4.5
H	Transportation and storage	657.38	604.25	535.12	561.26	536.95	-4.3	+0.3
I	Accommodation and food services	287.91	268.56	268.80	295.00	270.31	-8.4	+0.6
J	Information and communication	689.81	638.53	809.41	1002.31	914.01	-8.8	+12.9
K-L	Financial, insurance and real estate	629.82	617.00	651.02	612.63	598.36	-2.3	-8.1
M	Professional, scientific and technical	538.40	492.59	483.00	482.51	476.19	-1.3	-1.4
N	Administrative and support services	439.07	420.73	426.43	534.98	535.35	+0.1	+25.5
O	Public administration and defence	881.75	820.39	792.64	753.36	702.81	-6.7	-11.3
P	Education	511.65	464.10	444.30	450.84	446.87	-0.9	+0.6
Q	Human health and social work	488.51	469.00	420.59	451.52	427.95	-5.2	+1.7
R-S	Arts, entertainment, recreation and other service activities	380.39	374.41	319.76	326.13	294.04	-9.8	-8.0
<b>Total</b>		<b>498.99</b>	<b>680.21</b>	<b>669.45</b>	<b>708.16</b>	<b>685.57</b>	<b>-3.2</b>	<b>+2.4</b>

\*Preliminary estimate

**Table A2 c - Estimates of earnings for production, transport, craft and other manual workers**

NACE Principal Activity		2009	2010	2011		2012	Quarterly % change	Annual % change
		Q1	Q1	Q1	Q4	Q1*		
		€	€	€	€	€	%	%
B-E	Industry	620.35	616.45	560.57	628.55	605.49	-3.7	+8.0
F	Construction	657.40	657.35	597.54	747.04	654.18	-12.4	+9.5
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	441.05	442.15	406.92	429.08	407.19	-5.1	+0.1
H	Transportation and storage	646.29	610.29	543.21	648.11	602.94	-7.0	+11.0
I	Accommodation and food services	282.08	271.29	287.03	354.67	324.80	-8.4	+13.2
J	Information and communication	657.73	667.17	705.97	731.63	699.36	-4.4	-0.9
K-L	Financial, insurance and real estate	528.63	443.36	512.19	742.13	811.45	+9.3	+58.4
M	Professional, scientific and technical	579.77	502.24	430.82	468.66	497.96	+6.3	+15.6
N	Administrative and support services	386.68	356.71	337.25	335.88	427.94	+27.4	+26.9
O	Public administration and defence	697.74	640.08	614.14	620.40	610.72	-1.6	-0.6
P	Education	456.95	400.29	370.74	245.37	284.19	+15.8	-23.3
Q	Human health and social work	451.83	431.20	378.12	457.32	448.86	-1.9	+18.7
R-S	Arts, entertainment, recreation and other service activities	344.10	332.74	306.48	335.76	281.10	-16.3	-8.3
<b>Total</b>		<b>537.53</b>	<b>516.47</b>	<b>504.59</b>	<b>568.66</b>	<b>541.48</b>	<b>-4.8</b>	<b>+7.3</b>

\*Preliminary estimate

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

NACE Principal Activity	Employer Response Rate		Employee Response Rate		Total number of respondent enterprises in Q1 2012
	%		%		
	Q4 2011	Q1 2012*	Q4 2011	Q1 2012*	
B-E Industry	59.7	57.2	80.5	74.8	639
F Construction	35.6	32.6	54.4	48.0	127
G Wholesale and retail trade; repair of motor vehicles and motorcycles	58.1	55.1	81.9	75.0	775
H Transportation and storage	56.9	50.9	91.3	86.7	141
I Accommodation and food services	46.7	43.0	68.7	58.2	350
J Information and communication	67.0	61.1	81.3	78.8	176
K-L Financial, insurance and real estate	66.3	67.2	92.7	90.4	199
M Professional, scientific and technical	65.3	66.6	77.1	74.5	287
N Administrative and support services	55.4	54.1	80.0	68.6	196
O Public administration and defence	91.5	92.5	89.9	90.3	147
P Education	75.9	75.2	89.9	94.8	170
Q Human health and social work	79.2	71.7	92.9	87.2	446
R-S Arts, entertainment, recreation and other service activities	60.0	59.9	80.0	80.4	245
<b>Total</b>	<b>59.6</b>	<b>57.4</b>	<b>85.0</b>	<b>80.9</b>	<b>3,898</b>

\* Preliminary Estimates

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

## Background Notes

<b>Introduction</b>	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.
<b>Legislation</b>	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.
<b>Business Register</b>	The CSO's Business Register provides the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.
<b>Business Classification</b>	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.
<b>Nace Classification</b>	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.
<b>Coverage</b>	<p>The survey results relate to enterprises in the Nace Rev 2 Sections B – E (Industry), F (Construction), G (Wholesale &amp; retail trade: repair of motor vehicles &amp; motorcycles), H (Transportation &amp; storage), I (Accommodation &amp; food services activities), J (Information &amp; communication), K-L (Financial, insurance &amp; real estate activities), M (Professional, scientific &amp; technical activities), N (Administrative &amp; support services activities), O (Public administration &amp; defence), P (Education), Q (Human health &amp; social work activities) and R-S (Arts, entertainment, recreation &amp; other service activities) with 3 or more employees. The data was collected at the enterprise level.</p> <p>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 1 in the Annex provides employment details exclusive of these staff.</p>
<b>Data Collection</b>	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.
<b>Differences with existing sources</b>	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**

For some enterprises 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 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 <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 (number of 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 (number of 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 number estimates over time and the CSO publishes data from EHECS as the primary series on public sector numbers. Annex table A1 contains the estimates of public sector numbers 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](mailto:earnings@cso.ie)