

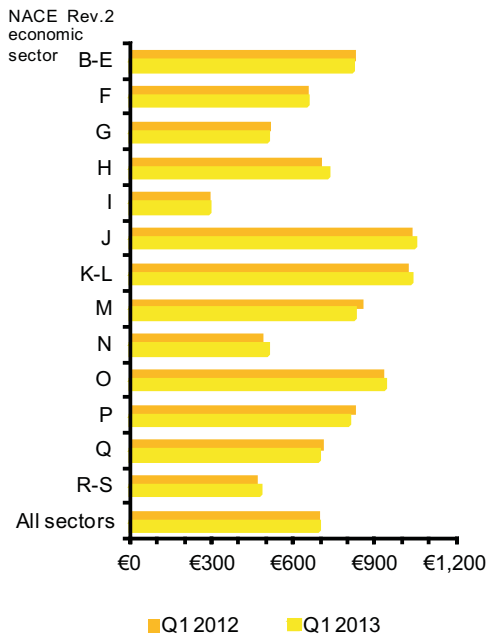


Earnings and Labour Costs

Q4 2012 (Final)

Q1 2013 (Preliminary Estimates)

Average weekly earnings by economic sector



Quarter	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	€	€	Hours
Q1 2012	696.67	22.15	31.5
Q4 2012	691.74	21.89	31.6
Q1 2013*	696.59	22.31	31.2
Quarterly change %	+0.7	+1.9	-1.3
Annual change %	-	+0.7	-1.0

*Preliminary Estimates

Average weekly earnings €697 in Q1 2013

Preliminary estimates show that average weekly earnings were €696.59 in Q1 2013, very slightly down on €696.67 in Q1 2012. Revised weekly earnings were €691.74 in Q4 2012 and showed a decrease of 0.8% over the same period in 2011. See table 1 and graph opposite.

Other features of the preliminary results for the year to Q4 2012 include:

- Average hourly earnings were €22.31 in Q1 2013 compared with €22.15 in Q1 2012, representing an increase of 0.7% over the year. See table 2.
- Average weekly paid hours fell to 31.2 in Q1 2013, a fall of 0.3 hours or 1.0%. See table 3.
- Estimated public sector numbers stood at 383,500 (including the Semi-state sector) in Q1 2013, a decrease of 5,000 (-1.3%) from Q1 2012 when the total number employed was 388,500. See Annex table A1.

This release presents a set of final earnings results up to and including Q4 2012. Preliminary results are included for Q1 2013 but caution continues to be advised in the interpretation of trends due to the low level of response in some sectors. See Annex tables A3 and A4 for information on response levels and an analysis of preliminary versus final results.

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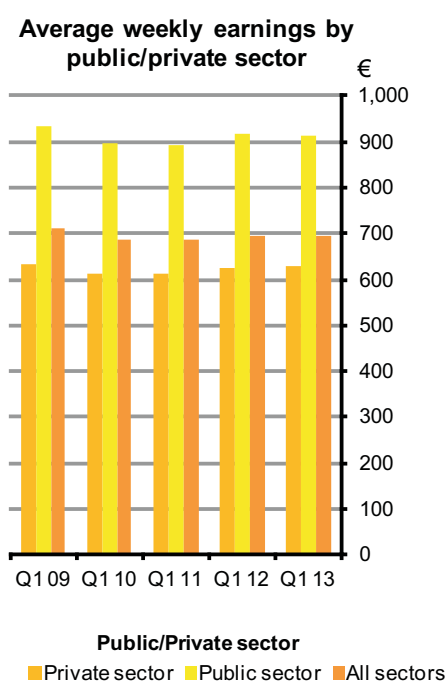
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Average weekly earnings rise in 6 of the 13 sectors in year to Q1 2013

Across the economic sectors average weekly earnings increased in 6 of the 13 sectors in the year to Q1 2013, with the largest percentage increase in the *Administrative and support services* sector (+3.3%) from €491.10 to €507.42. The largest percentage sectoral decrease in weekly earnings was recorded in the *Professional, scientific and technical* sector (-3.7%) from €856.81 to €824.81. See table 1.

In the four years to Q1 2013 average weekly earnings across individual sectors show changes ranging between -13.5% for the *Construction* sector from €753.33 to €651.98 and +10.9% for the *Information and communication* sector from €945.07 to €1,047.62. See table 1 and text table 1 below.

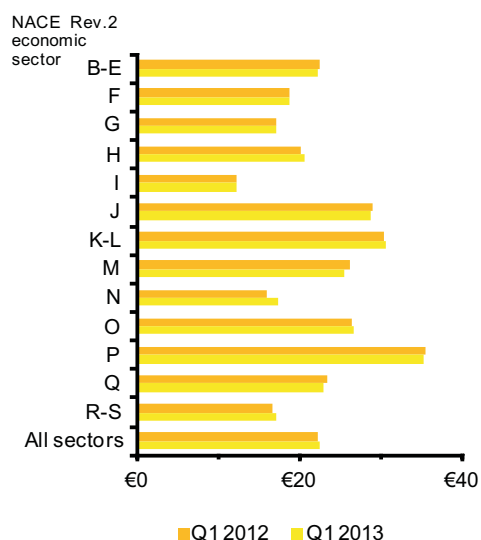


Text Table 1 Earnings by sector Q1 2009 and Q1 2013

NACE Principal Activity	Q1 2009	Q1 2013	Four-year change
	€	€	%
J	945.07	1,047.62	10.9
K-L	1,003.43	1,037.62	3.4
O	987.47	938.99	-4.9
M	849.41	824.81	-2.9
B-E	806.38	820.49	1.7
P	890.08	804.22	-9.6
H	734.01	731.59	-0.3
Q	737.89	694.76	-5.8
F	753.33	651.98	-13.5
G	498.98	508.31	1.9
N	498.17	507.42	1.9
R-S	469.82	482.78	2.8
I	332.98	290.68	-12.7
Total	709.55	696.59	-1.8

Weekly earnings in the private sector increased by 0.7% annually compared with a fall of 0.5% in the public sector (including semi-state sector) over the year, bringing average weekly earnings in Q1 2013 to €628.26 and €913.25 respectively. In the four years to Q1 2013 public sector earnings have fallen by €20.75 (-2.2%), and this compares with a decrease of €3.56 (-0.6%) in private sector average weekly earnings in the same period. See table 1 and graph opposite.

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 increase in year to Q1 2013

Average hourly earnings increased from €22.15 per hour in Q1 2012 to €22.31 in Q1 2013, representing an increase of 0.7%. This compares with a revised decrease of 0.6% in average hourly earnings in the year to Q4 2012 from €22.03 to €21.89. Overall average hourly earnings in Q1 2013 remained 0.6% below their level recorded four years earlier in Q1 2009 (€22.44). *See table 2.*

Average hourly earnings rose in 6 of the 13 economic sectors. The largest percentage increase was in *Administrative and support services sector (+8.4%) from €15.94 to €17.28, followed by the Transportation and storage and Arts, entertainment, recreation and other service activities sectors (both +2.6%) from €19.96 to €20.47 and €16.64 to €17.08 respectively.* The largest sectoral percentage decrease was recorded in the *Professional, scientific and technical sector (-3.1%) from €26.17 to €25.36.* *See table 2 and graph opposite.*

In the four years to Q1 2013 average hourly earnings have decreased by 0.6%, with the largest percentage decrease in the *Construction sector (-11.7%) from €21.00 to €18.55.* The largest percentage increase in average hourly earnings over the same period was recorded in the *Information and communication sector (+8.8%) from €26.23 to €28.55.*

Enterprises with less than 50 employees showed an annual increase of 0.6% in Q1 2013, from €17.73 to €17.84, while enterprises with greater than 250 employees recorded an increase of 1.9%, from €25.63 to €26.12 in average hourly earnings, over the same period. Enterprises with between 50 and 250 employees showed no real change over the same period from €20.52 to €20.53.

Paid hours per week at 31.2 in Q1 2013

Average weekly paid hours were 31.2 in Q1 2013, which represented a decrease of -1.0% (-0.3 hours) over the year. Revised average weekly paid hours were 31.6 in Q4 2012 and showed a decrease of 0.3% over the same period in 2011. In the four years to Q1 2013 average weekly paid hours are down 1.3% or 0.4 hours. *See table 3.*

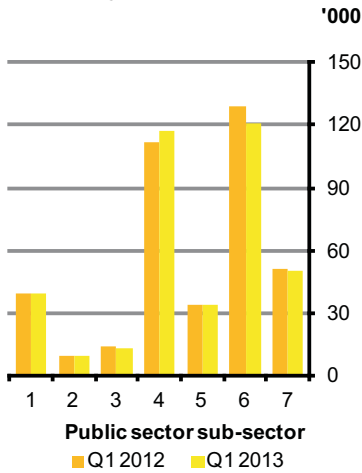
The largest annual percentage increase in average weekly paid hours in Q1 2013 was recorded in the *Information and communication sector (+1.4%), from 36.2 to 36.7 hours.* The largest percentage decrease over the same period was seen in the *Administrative and support services sector (-4.5%) from 30.8 to 29.4 hours.*

In the private sector average weekly paid hours decreased by 1.0% over the year to Q1 2013, from 31.4 hours to 31.1 hours. Public sector average weekly paid hours decreased by 0.6% from 31.7 to 31.5 over the same period. Since Q1 2009, weekly paid hours in the private sector have fallen by 0.7 hours (-2.2%), compared with a rise of 0.3 hours (+1.0%) in the public sector over the same four year period.

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.

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 the hourly pay rates were unchanged. Also, 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.

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 1.3% in public sector numbers in Q1 2013

The estimated number of persons employed in the public sector showed a decline of 1.3% over the year to Q1 2013, bringing the total to 383,500 (including Semi-state bodies). The reduction in numbers in the public sector over the four years from Q1 2009 to Q1 2013 now stands at 37,500 (-8.9%). In the year to Q1 2013 the largest decrease was in the *Health* sector (-6.3%), down from 128,800 in Q1 2012 to 120,700 in Q1 2013, while the largest increase was recorded in *Education* (+4.6%), from 111,900 to 117,000 over the same period. See *Annex table A1 and graph opposite*.

Annex table A1 contains estimates of public sector numbers by high level area within the overall public sector. Public sector employment is spread across a number of NACE economic sectors and includes Semi-state bodies in sectors such as *Transportation and storage* and *Information and communication*. 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 too.

Sectoral employment estimates in EHECS use data from the Quarterly National Household Survey (QNHS) in the derivation of sectoral weights. As the QNHS estimates of employment for Q1 2013 are not yet published sectoral employment estimates for this period are not contained in this release. See *table 5c*.

Tables

Table 1 Average weekly earnings by economic sector and other characteristics and quarter¹

NACE Principal Activity	2008	2009	2010	2011	2012		2013	Quarterly change	Annual change		
	Q1	Q1	Q1	Q1	Q1	Q4	Q1*				
	€	€	€	€	€	€	€	€	%	€	%
B-E Industry	799.98	806.38	799.64	808.26	831.18	823.56	820.49	-3.07	-0.4	-10.69	-1.3
F Construction	721.54	753.33	722.17	665.27	655.13	704.06	651.98	-52.08	-7.4	-3.15	-0.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	507.10	498.98	482.62	495.11	518.08	519.38	508.31	-11.07	-2.1	-9.77	-1.9
H Transportation and storage	751.88	734.01	683.27	713.24	708.73	718.81	731.59	+12.78	+1.8	+22.86	+3.2
I Accommodation and food services	347.52	332.98	316.07	302.92	297.22	319.67	290.68	-28.99	-9.1	-6.54	-2.2
J Information and communication	998.03	945.07	915.94	952.16	1,042.34	994.77	1,047.62	+52.85	+5.3	+5.28	+0.5
K-L Financial, insurance and real estate	1,123.31	1,003.43	1,013.75	1,031.49	1,021.97	970.62	1,037.62	+67.00	+6.9	+15.65	+1.5
M Professional, scientific and technical	811.61	849.41	856.90	740.88	856.81	790.61	824.81	+34.20	+4.3	-32.00	-3.7
N Administrative and support services	508.04	498.17	488.24	490.84	491.10	512.03	507.42	-4.61	-0.9	+16.32	+3.3
O Public administration and defence	961.47	987.47	923.22	889.48	936.40	926.43	938.99	+12.56	+1.4	+2.59	+0.3
P Education	838.72	890.08	845.59	831.49	828.10	828.13	804.22	-23.91	-2.9	-23.88	-2.9
Q Human health and social work	711.18	737.89	706.36	717.64	711.88	695.10	694.76	-0.34	-	-17.12	-2.4
R-S Arts, entertainment, recreation and other service activities	484.80	469.82	454.62	420.31	468.45	458.39	482.78	+24.39	+5.3	+14.33	+3.1
Total	704.28	709.55	686.02	686.58	696.67	691.74	696.59	+4.85	+0.7	-0.08	-
Public/Private Sector											
Private sector	642.54	631.82	612.46	610.56	623.89	622.40	628.26	+5.86	+0.9	+4.37	+0.7
Public sector	904.80	934.00	895.43	893.82	917.46	921.41	913.25	-8.16	-0.9	-4.21	-0.5
Size of Enterprise											
Less than 50 employees	561.06	553.24	530.23	519.82	535.57	542.76	533.08	-9.68	-1.8	-2.49	-0.5
50-250 employees	671.01	672.14	657.46	643.39	654.38	651.69	650.11	-1.58	-0.2	-4.27	-0.7
Greater than 250 employees	825.30	832.34	808.43	821.41	824.89	824.81	838.08	+13.27	+1.6	+13.19	+1.6

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

* Preliminary Estimates

Table 2 Average hourly earnings by economic sector and other characteristics and quarter¹

NACE Principal Activity		2008	2009	2010	2011	2012		2013	Quarterly change		Annual change	
		Q1	Q1	Q1	Q1	Q1	Q4	Q1*	€	%	€	%
		€	€	€	€	€	€	€	€	%	€	%
B-E	Industry	20.91	22.02	22.17	22.10	22.27	21.91	22.01	+0.10	+0.5	-0.26	-1.2
F	Construction	19.28	21.00	20.36	18.97	18.55	19.73	18.55	-1.18	-6.0	-	-
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	16.38	16.65	16.44	16.60	17.07	16.94	17.04	+0.10	+0.6	-0.03	-0.2
H	Transportation and storage	19.93	20.54	19.19	19.71	19.96	20.15	20.47	+0.32	+1.6	+0.51	+2.6
I	Accommodation and food services	12.51	12.85	12.69	12.37	12.10	12.48	12.18	-0.30	-2.4	+0.08	+0.7
J	Information and communication	27.40	26.23	25.87	26.93	28.82	27.62	28.55	+0.93	+3.4	-0.27	-0.9
K-L	Financial, insurance and real estate	33.28	30.07	30.57	30.92	30.17	28.41	30.49	+2.08	+7.3	+0.32	+1.1
M	Professional, scientific and technical	24.45	25.70	26.53	24.08	26.17	24.82	25.36	+0.54	+2.2	-0.81	-3.1
N	Administrative and support services	15.99	16.53	16.30	16.81	15.94	16.40	17.28	+0.88	+5.4	+1.34	+8.4
O	Public administration and defence	27.78	27.72	26.42	26.30	26.41	26.24	26.52	+0.28	+1.1	+0.11	+0.4
P	Education	33.75	36.07	35.62	35.96	35.47	35.47	35.10	-0.37	-1.0	-0.37	-1.0
Q	Human health and social work	23.10	24.58	23.46	23.56	23.31	22.91	22.93	+0.02	+0.1	-0.38	-1.6
R-S	Arts, entertainment, recreation and other service activities	16.05	16.56	16.04	15.73	16.64	16.31	17.08	+0.77	+4.7	+0.44	+2.6
Total		21.53	22.44	22.11	22.22	22.15	21.89	22.31	+0.42	+1.9	+0.16	+0.7
Public/Private Sector												
Private sector		19.44	19.88	19.78	19.76	19.88	19.69	20.17	+0.48	+2.4	+0.29	+1.5
Public sector		28.64	29.97	28.68	28.90	28.96	29.18	29.01	-0.17	-0.6	+0.05	+0.2
Size of Enterprise												
Less than 50 employees		17.38	17.79	17.74	17.53	17.73	17.97	17.84	-0.13	-0.7	+0.11	+0.6
50-250 employees		19.74	20.66	20.55	20.28	20.52	20.06	20.53	+0.47	+2.3	+0.01	-
Greater than 250 employees		25.37	26.25	25.65	26.05	25.63	25.47	26.12	+0.65	+2.6	+0.49	+1.9

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

* Preliminary Estimates

Table 3 Average weekly paid hours by economic sector and other characteristics and quarter¹

NACE Principal Activity		2008	2009	2010	2011	2012		2013	Quarterly change		Annual change	
		Q1	Q1	Q1	Q1	Q1	Q4	Q1*	hours	%	hours	%
B-E	Industry	38.3	36.6	36.1	36.6	37.3	37.6	37.3	-0.3	-0.8	-	-
F	Construction	37.4	35.9	35.5	35.1	35.3	35.7	35.2	-0.5	-1.4	-0.1	-0.3
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	31.0	30.0	29.4	29.8	30.3	30.7	29.8	-0.9	-2.9	-0.5	-1.7
H	Transportation and storage	37.7	35.7	35.6	36.2	35.5	35.7	35.7	-	-	+0.2	+0.6
I	Accommodation and food services	27.8	25.9	24.9	24.5	24.6	25.6	23.9	-1.7	-6.6	-0.7	-2.8
J	Information and communication	36.4	36.0	35.4	35.4	36.2	36.0	36.7	+0.7	+1.9	+0.5	+1.4
K-L	Financial, insurance and real estate	33.7	33.4	33.2	33.4	33.9	34.2	34.0	-0.2	-0.6	+0.1	+0.3
M	Professional, scientific and technical	33.2	33.0	32.3	30.8	32.7	31.9	32.5	+0.6	+1.9	-0.2	-0.6
N	Administrative and support services	31.8	30.1	29.9	29.2	30.8	31.2	29.4	-1.8	-5.8	-1.4	-4.5
O	Public administration and defence	34.6	35.6	34.9	33.8	35.5	35.3	35.4	+0.1	+0.3	-0.1	-0.3
P	Education	24.9	24.7	23.7	23.1	23.3	23.3	22.9	-0.4	-1.7	-0.4	-1.7
Q	Human health and social work	30.8	30.0	30.1	30.5	30.5	30.3	30.3	-	-	-0.2	-0.7
R-S	Arts, entertainment, recreation and other service activities	30.2	28.4	28.3	26.7	28.2	28.1	28.3	+0.2	+0.7	+0.1	+0.4
Total		32.7	31.6	31.0	30.9	31.5	31.6	31.2	-0.4	-1.3	-0.3	-1.0
Public/Private Sector												
Private sector		33.1	31.8	31.0	30.9	31.4	31.6	31.1	-0.5	-1.6	-0.3	-1.0
Public sector		31.6	31.2	31.2	30.9	31.7	31.6	31.5	-0.1	-0.3	-0.2	-0.6
Size of Enterprise												
Less than 50 employees		32.3	31.1	29.9	29.6	30.2	30.2	29.9	-0.3	-1.0	-0.3	-1.0
50-250 employees		34.0	32.5	32.0	31.7	31.9	32.5	31.7	-0.8	-2.5	-0.2	-0.6
Greater than 250 employees		32.5	31.7	31.5	31.5	32.2	32.4	32.1	-0.3	-0.9	-0.1	-0.3

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

* Preliminary Estimates

Table 4a Average hourly earnings excluding irregular earnings by economic sector and other characteristics and quarter^{1 2}

NACE Principal Activity	2008	2009	2010	2011	2012		2013	Quarterly change		Annual change	
	Q1	Q1	Q1	Q1	Q1	Q4	Q1*	€	%	€	%
	€	€	€	€	€	€	€	€	%	€	%
B-E Industry	19.29	20.26	20.48	20.53	20.46	20.51	20.58	+0.07	+0.3	+0.12	+0.6
F Construction	18.93	20.59	20.05	18.78	18.43	19.34	18.40	-0.94	-4.9	-0.03	-0.2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.60	15.93	15.76	15.71	16.08	16.00	16.24	+0.24	+1.5	+0.16	+1.0
H Transportation and storage	19.10	19.80	18.43	18.89	18.78	18.64	19.27	+0.63	+3.4	+0.49	+2.6
I Accommodation and food services	12.32	12.66	12.56	12.23	11.86	12.22	11.99	-0.23	-1.9	+0.13	+1.1
J Information and communication	24.85	24.56	24.22	24.26	25.25	25.70	25.29	-0.41	-1.6	+0.04	+0.2
K-L Financial, insurance and real estate	26.02	26.75	27.26	27.29	27.00	26.87	26.93	+0.06	+0.2	-0.07	-0.3
M Professional, scientific and technical	23.42	24.21	25.01	22.57	23.58	23.72	23.68	-0.04	-0.2	+0.10	+0.4
N Administrative and support services	15.28	15.67	15.63	15.41	14.90	15.45	15.84	+0.39	+2.5	+0.94	+6.3
O Public administration and defence	25.54	26.10	25.09	25.00	25.17	25.24	25.30	+0.06	+0.2	+0.13	+0.5
P Education	33.45	35.55	35.09	35.39	34.96	34.82	34.61	-0.21	-0.6	-0.35	-1.0
Q Human health and social work	22.01	23.40	22.32	22.43	22.22	21.85	21.89	+0.04	+0.2	-0.33	-1.5
R-S Arts, entertainment, recreation and other service activities	15.61	15.94	15.56	15.39	15.96	15.63	16.27	+0.64	+4.1	+0.31	+1.9
Total	20.15	21.27	20.99	20.98	20.81	20.83	21.06	+0.23	+1.1	+0.25	+1.2
Public/Private Sector											
Private sector	18.11	18.78	18.72	18.53	18.51	18.71	18.91	+0.20	+1.1	+0.40	+2.2
Public sector	27.11	28.59	27.39	27.66	27.71	27.86	27.80	-0.06	-0.2	+0.09	+0.3
Size of Enterprise											
Less than 50 employees	16.81	17.36	17.31	16.98	17.05	17.27	17.26	-0.01	-0.1	+0.21	+1.2
50-250 employees	18.58	19.35	19.18	18.98	18.96	19.13	19.22	+0.09	+0.5	+0.26	+1.4
Greater than 250 employees	23.30	24.61	24.13	24.37	23.92	24.11	24.42	+0.31	+1.3	+0.50	+2.1

¹ Average hourly earnings excluding irregular earnings plus the average hourly irregular earnings in Table 4b equal average hourly earnings as set out in Table 2.

² Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

* Preliminary Estimates

Table 4b Average hourly irregular earnings by economic sector and other characteristics and quarter^{1 2}

NACE Principal Activity		2008	2009	2010	2011	2012		2013	Quarterly change	Annual change
		Q1	Q1	Q1	Q1	Q1	Q4	Q1*		
		€	€	€	€	€	€	€	€	€
B-E	Industry	1.61	1.76	1.69	1.56	1.81	1.40	1.42	-	-0.4
F	Construction	0.36	0.41	0.32	0.19	0.12	0.40	0.15	-0.3	-
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.78	0.72	0.67	0.89	1.00	0.95	0.80	-0.2	-0.2
H	Transportation and storage	0.83	0.74	0.76	0.82	1.19	1.51	1.20	-0.3	-
I	Accommodation and food services	0.19	0.19	0.13	0.14	0.23	0.26	0.19	-0.1	-
J	Information and communication	2.55	1.68	1.65	2.67	3.56	1.92	3.25	+1.3	-0.3
K-L	Financial, insurance and real estate	7.26	3.32	3.31	3.63	3.17	1.54	3.56	+2.0	+0.4
M	Professional, scientific and technical	1.04	1.50	1.52	1.50	2.58	1.10	1.68	+0.6	-0.9
N	Administrative and support services	0.70	0.86	0.67	1.41	1.04	0.94	1.44	+0.5	+0.4
O	Public administration and defence	2.25	1.62	1.34	1.30	1.24	1.00	1.22	+0.2	-
P	Education	0.30	0.51	0.53	0.57	0.52	0.65	0.49	-0.2	-
Q	Human health and social work	1.08	1.18	1.14	1.13	1.09	1.07	1.04	-	-0.1
R-S	Arts, entertainment, recreation and other service activities	0.44	0.62	0.48	0.34	0.68	0.68	0.81	+0.1	+0.1
Total		1.37	1.17	1.12	1.24	1.34	1.05	1.25	+0.2	-0.1
Public/Private Sector										
Private sector		1.33	1.10	1.06	1.23	1.38	0.97	1.26	+0.3	-0.1
Public sector		1.53	1.38	1.29	1.24	1.24	1.31	1.21	-0.1	-
Size of Enterprise										
Less than 50 employees		0.56	0.43	0.42	0.55	0.67	0.70	0.58	-0.1	-0.1
50-250 employees		1.16	1.30	1.38	1.31	1.56	0.93	1.31	+0.4	-0.3
Greater than 250 employees		2.07	1.64	1.51	1.68	1.71	1.36	1.70	+0.3	-

¹ Average hourly irregular earnings plus the average hourly earnings excluding irregular earnings in Table 4a equal average hourly earnings as set out in Table 2.

² Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

* Preliminary Estimates

Table 5a Average hourly other labour costs by economic sector and other characteristics and quarter¹

NACE Principal Activity		2008	2009	2010	2011	2012		2013	Quarterly change		Annual change	
		Q1	Q1	Q1	Q1	Q1	Q4	Q1*	€	%	€	%
		€	€	€	€	€	€	€	€	%	€	%
B-E	Industry	4.48	4.84	4.53	4.39	5.45	4.68	4.32	-0.36	-7.7	-1.13	-20.7
F	Construction	3.35	4.29	3.57	2.46	2.24	2.45	2.35	-0.10	-4.1	+0.11	+4.9
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	2.71	2.65	2.57	2.44	2.50	2.90	2.41	-0.49	-16.9	-0.09	-3.6
H	Transportation and storage	3.61	3.82	3.37	3.51	4.43	4.45	4.17	-0.28	-6.3	-0.26	-5.9
I	Accommodation and food services	1.68	1.51	1.35	1.33	1.12	1.12	1.07	-0.05	-4.5	-0.05	-4.5
J	Information and communication	6.75	5.80	4.77	4.97	6.02	5.92	7.28	+1.36	+23.0	+1.26	+20.9
K-L	Financial, insurance and real estate	7.66	7.72	7.42	6.66	6.61	9.40	7.12	-2.28	-24.3	+0.51	+7.7
M	Professional, scientific and technical	4.66	4.52	4.50	3.92	4.04	4.21	3.98	-0.23	-5.5	-0.06	-1.5
N	Administrative and support services	2.68	2.96	2.25	2.39	2.19	2.17	2.18	+0.01	+0.5	-0.01	-0.5
O	Public administration and defence	2.25	2.00	1.83	1.92	1.99	1.99	2.05	+0.06	+3.0	+0.06	+3.0
P	Education	2.77	3.00	2.76	3.06	3.37	3.53	3.40	-0.13	-3.7	+0.03	+0.9
Q	Human health and social work	2.66	2.71	3.00	2.11	2.33	2.34	2.37	+0.03	+1.3	+0.04	+1.7
R-S	Arts, entertainment, recreation and other service activities	2.41	2.69	2.09	2.24	3.01	2.15	3.51	+1.36	+63.3	+0.50	+16.6
Total		3.50	3.59	3.33	3.11	3.37	3.54	3.36	-0.18	-5.1	-0.01	-0.3
Public/Private Sector												
Private sector		3.66	3.81	3.63	3.22	3.53	3.64	3.47	-0.17	-4.7	-0.06	-1.7
Public sector		2.97	2.95	2.50	2.79	2.91	3.19	3.04	-0.15	-4.7	+0.13	+4.5
Size of Enterprise												
Less than 50 employees		2.66	2.94	2.98	2.22	2.39	2.57	2.34	-0.23	-8.9	-0.05	-2.1
50-250 employees		3.88	3.78	3.46	3.42	4.30	3.19	3.24	+0.05	+1.6	-1.06	-24.7
Greater than 250 employees		3.98	3.98	3.54	3.60	3.71	4.38	4.14	-0.24	-5.5	+0.43	+11.6

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

* Preliminary Estimates

Table 5b Average hourly total labour costs by economic sector and other characteristics and quarter^{1 2}

NACE Principal Activity		2008	2009	2010	2011	2012		2013	Quarterly change		Annual change	
		Q1	Q1	Q1	Q1	Q1	Q4	Q1*	€	%	€	%
		€	€	€	€	€	€	€	€	%	€	%
B-E	Industry	25.39	26.86	26.70	26.49	27.72	26.59	26.33	-0.26	-1.0	-1.39	-5.0
F	Construction	22.63	25.29	23.94	21.43	20.79	22.19	20.90	-1.29	-5.8	+0.11	+0.5
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	19.08	19.30	19.01	19.04	19.57	19.84	19.46	-0.38	-1.9	-0.11	-0.6
H	Transportation and storage	23.54	24.36	22.56	23.22	24.40	24.59	24.63	+0.04	+0.2	+0.23	+0.9
I	Accommodation and food services	14.20	14.36	14.04	13.71	13.22	13.60	13.25	-0.35	-2.6	+0.03	+0.2
J	Information and communication	34.15	32.04	30.64	31.90	34.84	33.54	35.83	+2.29	+6.8	+0.99	+2.8
K-L	Financial, insurance and real estate	40.94	37.79	37.99	37.58	36.79	37.81	37.60	-0.21	-0.6	+0.81	+2.2
M	Professional, scientific and technical	29.12	30.23	31.03	27.99	30.20	29.03	29.35	+0.32	+1.1	-0.85	-2.8
N	Administrative and support services	18.67	19.49	18.55	19.20	18.13	18.57	19.46	+0.89	+4.8	+1.33	+7.3
O	Public administration and defence	30.04	29.72	28.26	28.22	28.40	28.23	28.57	+0.34	+1.2	+0.17	+0.6
P	Education	36.52	39.07	38.38	39.02	38.84	39.00	38.49	-0.51	-1.3	-0.35	-0.9
Q	Human health and social work	25.76	27.29	26.46	25.68	25.64	25.26	25.30	+0.04	+0.2	-0.34	-1.3
R-S	Arts, entertainment, recreation and other service activities	18.46	19.25	18.13	17.97	19.65	18.46	20.59	+2.13	+11.5	+0.94	+4.8
Total		25.03	26.03	25.45	25.32	25.52	25.42	25.67	+0.25	+1.0	+0.15	+0.6
Public/Private Sector												
	Private sector	23.10	23.69	23.41	22.99	23.41	23.33	23.64	+0.31	+1.3	+0.23	+1.0
	Public sector	31.61	32.92	31.18	31.69	31.86	32.37	32.05	-0.32	-1.0	+0.19	+0.6
Size of Enterprise												
	Less than 50 employees	20.04	20.73	20.71	19.75	20.12	20.54	20.18	-0.36	-1.8	+0.06	+0.3
	50-250 employees	23.62	24.44	24.01	23.71	24.83	23.25	23.77	+0.52	+2.2	-1.06	-4.3
	Greater than 250 employees	29.35	30.23	29.18	29.65	29.34	29.85	30.26	+0.41	+1.4	+0.92	+3.1

¹ Average hourly total labour costs equal the average hourly earnings in Table 2 plus the average hourly other labour costs as set out in Table 5a.

² Coillte is excluded from the results with effect from Q1 2012 as it is no longer classified under NACE B-S.

* Preliminary Estimates

Table 5c Employment by economic sector and other characteristics and quarter¹

NACE Principal Activity		2008	2009	2010	2011	2012
		Q4	Q4	Q4	Q4	Q4
		'000	'000	'000	'000	'000
B-E	Industry	221,100	203,200	202,200	202,100	195,300
F	Construction	127,700	82,000	63,300	66,500	60,700
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	318,100	278,000	278,000	276,100	280,000
H	Transportation and storage	68,800	63,400	66,900	62,700	61,600
I	Accommodation and food services	141,000	130,100	122,600	122,300	125,100
J	Information and communication	58,600	54,900	51,400	55,300	59,200
K-L	Financial, insurance and real estate	93,800	94,800	85,500	90,400	89,800
M	Professional, scientific and technical	80,000	72,800	69,000	67,000	72,700
N	Administrative and support services	86,200	74,700	72,500	77,700	74,000
O	Public administration and defence	119,600	118,700	114,900	113,900	106,300
P	Education	137,200	133,000	135,100	129,200	129,600
Q	Human health and social work	210,200	213,700	218,800	222,300	223,500
R-S	Arts, entertainment, recreation and other service activities	50,800	48,400	48,500	49,000	47,100
Total		1,713,100	1,567,800	1,528,700	1,534,600	1,525,100
Public/Private Sector						
	Private sector	1,285,800	1,158,700	1,125,400	1,143,700	1,143,900
	Public sector	427,300	409,100	403,300	390,900	381,200

¹ 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.

Note: Date for Q1 2013 is currently unavailable but public sector numbers for Q1 2013 are set out in Annex table A1.

Annex Tables

Table A1 Public sector numbers by sub-sector and quarter¹

Public Sector Sub-sector	2009	2010	2011	2012		2013	Annual change	
	Q1	Q1	Q1	Q1	Q4	Q1*	'000	%
	'000	'000	'000	'000	'000	'000	'000	%
Civil service	42.2	40.1	44.5	39.7	39.4	39.2	-0.5	-1.3
Defence	11.0	9.9	9.6	9.1	9.0	9.2	+0.1	+1.1
Garda Siochana	14.6	14.7	14.3	13.7	13.4	13.3	-0.4	-2.9
Education	120.2	113.8	117.7	111.9	111.3	117.0	+5.1	+4.6
Regional bodies	38.4	36.7	34.6	33.9	34.0	33.5	-0.4	-1.2
Health	137.7	137.4	132.9	128.8	123.2	120.7	-8.1	-6.3
Total public sector excluding semi-state bodies	364.1	352.6	353.6	337.1	330.3	332.9	-4.2	-1.2
Semi-state	56.9	53.6	55.1	51.4	50.9	50.6	-0.8	-1.6
Non Commercial Semi-State bodies	11.9	11.4	11.1	10.1	10.0	10.1	-	-
Commercial Semi-state bodies	45.0	42.2	44.0	41.3	40.9	40.5	-0.8	-1.9
Total public sector including semi-state bodies	421.0	406.2	408.7	388.5	381.2	383.5	-5.0	-1.3

¹ 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.

* Preliminary Estimates

Table A2 Estimates of average weekly earnings by broad occupational categories¹

Occupation with certain NACE groups	2010	2011	2012		Quarterly change	Annual change
	Q4	Q4	Q3	Q4		
Managers, professionals and associated professionals	€	€	€	€	%	%
B-E	1,330.04	1,404.71	1,391.65	1,362.15	-2.1	-3.0
B-N,R-S	1,175.32	1,221.42	1,197.50	1,210.67	+1.1	-0.9
O-Q	998.43	1,050.15	1,022.11	1,108.68	+8.5	+5.6
Total (B-S)	1,093.34	1,137.70	1,114.97	1,134.81	+1.8	-0.3
Clerical, sales and service employees					%	%
B-E	699.28	767.57	757.43	738.26	-2.5	-3.8
B-N,R-S	455.48	458.27	453.17	446.78	-1.4	-2.5
O-Q	566.50	561.13	532.07	546.22	+2.7	-2.7
Total (B-S)	486.34	488.48	480.91	475.96	-1.0	-2.6
Production, transport, craft and other manual workers					%	%
B-E	622.10	632.69	632.14	594.90	-5.9	-6.0
B-N,R-S	548.54	564.27	554.78	557.27	+0.4	-1.2
O-Q	487.59	447.36	443.81	446.74	+0.7	-0.1
Total (B-S)	539.26	548.26	539.47	541.84	+0.4	-1.2

¹ See background notes.

Table A3 Response rates in selected sectors by quarter¹

NACE Principal Activity		Employer Response Rate		Employee Response Rate		Total number of respondent enterprises in Q1 2013
		%		%		
		Q4 2012	Q1 2013*	Q4 2012	Q1 2013*	
B-E	Industry	59.8	51.6	79.9	71.2	577
F	Construction	33.8	32.9	50.3	46.2	97
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	59.2	50.4	83.4	70.8	666
H	Transportation and storage	60.6	44.4	92.6	74.9	112
I	Accommodation and food services	45.4	38.7	63.6	47.4	307
J	Information and communication	68.2	54.3	86.8	80.2	158
K-L	Financial, insurance and real estate	67.6	57.3	90.5	81.7	165
M	Professional, scientific and technical	63.9	54.2	76.2	54.8	224
N	Administrative and support services	59.3	46.7	72.9	61.5	171
O	Public administration and defence	94.7	87.9	89.8	91.5	138
P	Education	71.8	69.0	95.3	90.7	167
Q	Human health and social work	79.6	66.6	93.9	85.9	430
R-S	Arts, entertainment, recreation and other service activities	60.2	56.5	85.2	76.8	218
Total		60.8	52.2	85.4	76.3	3,430

¹ This table presents 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.

* Preliminary Estimates

Table A4 Preliminary data versus final data¹

NACE Principal Activity	Preliminary Q4 2012			Final Q4 2012			Percentage Change		
	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	€	€	hours	€	€	hours	%	%	%
B-E Industry	828.88	22.02	37.6	823.56	21.91	37.6	-0.6	-0.5	-
F Construction	701.65	19.84	35.4	704.06	19.73	35.7	+0.3	-0.6	+0.8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	521.79	16.95	30.8	519.38	16.94	30.7	-0.5	-0.1	-0.3
H Transportation and storage	728.17	20.16	36.1	718.81	20.15	35.7	-1.3	-	-1.1
I Accommodation and food services	325.62	12.62	25.8	319.67	12.48	25.6	-1.8	-1.1	-0.8
J Information and communication	1,000.88	27.77	36.0	994.77	27.62	36.0	-0.6	-0.5	-
K-L Financial, insurance and real estate	972.88	28.42	34.2	970.62	28.41	34.2	-0.2	-	-
M Professional, scientific and technical	772.46	24.14	32.0	790.61	24.82	31.9	+2.3	+2.8	-0.3
N Administrative and support services	511.86	16.72	30.6	512.03	16.40	31.2	-	-1.9	+2.0
O Public administration and defence	932.11	26.21	35.6	926.43	26.24	35.3	-0.6	+0.1	-0.8
P Education	845.80	36.16	23.4	828.13	35.47	23.3	-2.1	-1.9	-0.4
Q Human health and social work	713.57	23.35	30.6	695.10	22.91	30.3	-2.6	-1.9	-1.0
R-S Arts, entertainment, recreation and other service activities	458.04	16.09	28.5	458.39	16.31	28.1	+0.1	+1.4	-1.4
Total	695.80	21.96	31.7	691.74	21.89	31.6	-0.6	-0.3	-0.3
Public/Private Sector									
Private sector	623.43	19.68	31.7	622.40	19.69	31.6	-0.2	+0.1	-0.3
Public sector	921.99	29.09	31.7	921.41	29.18	31.6	-0.1	+0.3	-0.3
Size of Enterprise									
Less than 50 employees	549.75	18.02	30.5	542.76	17.97	30.2	-1.3	-0.3	-1.0
50-250 employees	643.44	19.88	32.4	651.69	20.06	32.5	+1.3	+0.9	+0.3
Greater than 250 employees	824.66	25.50	32.3	824.81	25.47	32.4	-	-0.1	+0.3

¹ See background notes for information on the annual review of preliminary and final data.

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 140 of 2013 Statistics (Labour Costs Surveys) Order 2013. 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 A1 in the Annex provides employment 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 discontinued 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”.
- 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.

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 and overtime earnings 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>
Annual Data	Annualised results for years 2008 – 2011 are available as a separate release, details of which are available on the CSO website.

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 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>

Methodology for production of broad occupational category estimates

From Q2 2010 a sub-sample of EHECS respondents has been used to generate earnings and hours estimates by three broad occupational categories.

Results are derived by utilising a matched sample of enterprises between consecutive quarters to generate quarterly changes. An estimated series is included in Annex table A2. The analysis conducted on these estimates revealed that volatility in the quarterly changes at individual NACE sectors means that it is only possible to produce reliable estimates when the sectors are grouped. Earnings for the broad occupational groups are therefore presented by the following amalgamations:-

- B-E Industry
- B-N/R-S All NACE sectors from Industry to Administrative and support service activities inclusive, plus Arts, entertainment, recreation and other service activities
- O-Q All NACE sectors from Public administration and defence to Human health and social work activities, inclusive
- B-S All NACE sectors

Review of preliminary versus final data

An annual review of preliminary estimates and final data has been undertaken to ascertain the extent of change between both sets of results. The review focused on response rates, scale of revision at NACE sectoral level and significant changes in trends. The findings of the review indicate that the preliminary figures can be accepted as a suitable indicator for quarterly trends. Analysis of the results for individual NACE sectors highlighted that the change from preliminary to final data was broadly in the range of plus or minus 5%. However, as response rates can impact on the quality of data at the sectoral level, it is advisable to be aware of this when interpreting preliminary results.

Annex table A4 contains the differences between preliminary and final data for the most recent reported quarter, while Annex table A3 highlights response rates. A review of the continued validity of preliminary estimates in this survey will be undertaken annually.

Public Sector Organisations

Public sector organisations consist of the following:

- Civil Service
- Defence
- Garda Síochána
- Education
- Regional bodies
- Health
- Semi State, both commercial and non-commercial

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 type of employee up to Q1 2010 and Industry Sector
 - Employment Hours and Earnings by Private and Public Sector
 - Employment Hours and Earnings by size of employees per enterprise and Industry Sector
 - Estimates of Earnings by type of employee and Industry Sector (from Q2 2010)
 - 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
 - Average Annual 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