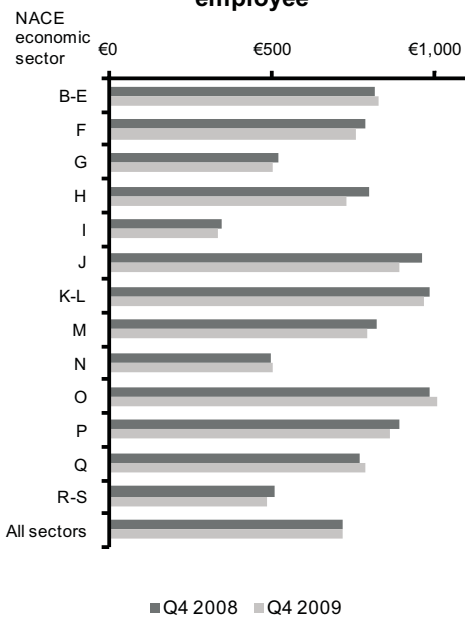




Figure 1
Average weekly earnings per employee



Earnings and Labour Costs

Q4 2008 - Q2 2009 (Final)
Q3 2009 - Q4 2009 (Preliminary Estimates)

Quarter	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	€	€	Hours
Q4 2008	720.57	22.17	32.5
Q3 2009*	694.69	21.74	32.0
Q4 2009*	716.09	22.36	32.0
Quarterly change %	3.1	2.9	0.0
Annual change %	-0.6	0.9	-1.5

*Preliminary Estimates

Weekly earnings down by 0.6% in year to Q4 2009

Average weekly earnings fell to €716.09 in Q4 2009, down from €720.57 a year earlier representing a fall of 0.6% over the year. This compares with a revised estimated decrease of 0.3% in the year to Q3 2009. See tables 1 and 2.

The fall in weekly earnings reflects the decrease in paid hours (-1.5% over the year to Q4 2009) while average hourly earnings increased by 0.9% year on year.

- Across the economic sectors average weekly earnings fell in 9 of the 13 sectors with the largest decreases in the *Transportation and storage* (-8.7%) and *Information and communication* (-7.1%) sectors. See figure 1.
- Weekly earnings in the private sector fell by 2.1% compared with a rise of 0.6% in the public sector. Earnings in the latter are, however calculated before deduction of the pension levy that was introduced in March 2009.
- The weekly earnings of *Production, transport, craft and other manual workers* fell by 4.1% in the year to Q4 2009. Relatively lower decreases were recorded for the *Clerical, sales and service employees* and *Managers, professionals and associated professionals* occupational groups (-0.7% and -0.8% respectively).
- Greater levels of decrease were recorded in smaller enterprises with a fall of 5.2% over the year for enterprises with less than 50 employees compared with a fall of 1.1% for enterprises with between 50 and 250 employees while an increase of 1.4% was recorded for enterprises with more than 250 employees.

Earnings figures are gross amounts before deductions for PRSI, tax and other levies such as the pension levy. In addition to underlying trends in pay rates and working patterns, changes in average earnings and paid hours are influenced by changes in the composition of the workforce. See background notes for more details.

Published by the Central Statistics Office, Ireland.

Ardee Road Skehard Road
Dublin 6 Cork
Ireland Ireland

LoCall: 1890 313 414 (ROI)
0870 8760256 (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
and go to
Labour Market and Earnings: Earnings

Director General: Gerard O'Hanlon

Enquiries:

EHECS Statistics Direct Dial (021) 453 5513
Email: ehecs@cso.ie
Queries and Sales Information Section, ext 5021
information@cso.ie

© Central Statistics Office
The contents of this release may be quoted provided the source is given clearly and accurately. Reproduction for own or internal use is permitted.

Paid hours per week fall by 1.5% to Q4 2009

Average weekly paid hours fell to 32.0 in Q4 2009, a fall of 0.5 hours or 1.5% over the year. Decreases in average weekly paid hours were recorded in 11 of the 13 economic sectors with the greatest proportional decreases being recorded in *Construction* (-4.6%) and *Information and communication* (-4.2%). See table 2.

In the private sector average weekly paid hours fell by 2.4% over the year from 32.7 hours to 31.9 hours, while an increase of 1.0% was recorded in average weekly paid hours in the public sector.

Hourly earnings up by 0.9% in year to Q4 2009

Average hourly earnings rose from €22.17 per hour in Q4 2008 to €22.36 in Q4 2009, a rise of 0.9%. Increases in hourly earnings were recorded in 5 of the 13 economic sectors while decreases were recorded in the other 8 sectors. The largest increase in hourly earnings was recorded in *Industry* (+3.3%) while the largest decrease was recorded in the *Transport and storage* (-6.3%). See tables 1 and 2 and figure 2.

In the private sector hourly earnings increased slightly from €19.72 to €19.74, a rise of 0.1% while the public sector saw a decrease of 0.3% from €29.92 to €29.83. In the year to Q3 2009 increases of 1.2% and 1.9% were recorded in the private and public sectors respectively. Estimated averages do not reflect differences in characteristics of the job or the employees. EHECS collects aggregate data from each enterprise so it is not possible to correct for such differences using EHECS data. For a more detailed analysis of the difference in public and private sector pay please refer to supplementary analysis of the National Employment Survey 2007. See tables 1 and 2.

The occupational groups *Managers, professionals and associated professions* and *Production, transport, craft and other manual workers* both saw a decline in hourly earnings of 0.2% and 1.4% respectively while the hourly earnings of *Clerical, sales and service employees* showed a marginal increase of 0.1% over the year.

Irregular earnings decreased in 9 of the 13 economic sectors and fell in the year from €1.12 to €1.04 overall. When irregular earnings are excluded hourly earnings increased in 6 of the 13 sectors and increased overall from €21.05 to €21.32 over the year (+1.3%). See table 3.

Irregular earnings of employees in the *Managers, professionals and associated professionals* occupational group fell by 13.2% over the year from €1.90 per hour on average to €1.65. Irregular earnings fell by 11.0% for *Clerical, sales and service employees* while they increased by 13.5% for workers in the *Production, transport, craft and other manual workers* occupational group. However, irregular earnings remained the highest for the *Managers, professionals and associated professionals* group, both as an absolute amount (€1.65 per hour) and as a proportion of overall average hourly earnings (5.0%).

Hourly labour costs increase by 0.3% over the year

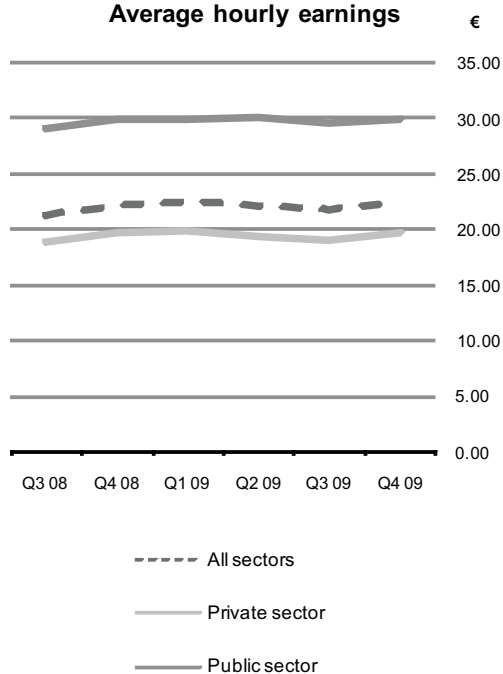
Other labour costs decreased from €3.60 per hour to €3.48 per hour in the year to Q4 2009 (-3.3%). The most notable decrease was seen in the *Wholesale and Retail sector* where other labour costs decreased from €3.34 to €2.62 per hour (-21.6%). See table 4.

When other labour costs are added to earnings overall average labour costs increased by 0.3% from €25.77 per hour in Q4 2008 to €25.84 per hour in Q4 2009. See table 4.

Greatest decrease in employment for production workers

The number of employees in the *Production, transport, craft and other manual workers* occupational category fell by 15.1% over the year to Q4 2009. Relatively lesser decreases of 6.0% and 6.5% were recorded for the *Managers, professionals and associated professionals* and *Clerical, sales and service employees* occupational groups respectively. See annex table A1.

Figure 2
Average hourly earnings



Supplementary analysis of EHECS data – Wage bill changes in enterprises

In addition to this quarterly release on core earnings and labour costs a supplementary analysis using EHECS data is also being released today. The supplementary analysis focuses on the changes recorded in the wage bill of enterprises who responded to the EHECS in both quarter 3 2008 and quarter 3 2009. Details are provided at a sectoral level on the overall level of change in the wage bill among the matched enterprises.

The analysis then looks at how this change was implemented with regards to the 3 main components of the wage bill namely, number of employees, average weekly paid hours and average hourly earnings. The report also includes a note on compositional effect on earnings with the conclusion that such as a compositional effect on earnings can be estimated with available data it is of a low order of magnitude. The analysis can be found on the cso website, www.cso.ie by clicking on 'Releases and Publications' and then 'Earnings'.

Table 1 Annual changes in employment and earnings Q3 2008 to Q4 2009

NACE Principal Activity	Q3 2008-Q3 2009*			Q4 2008-Q4 2009*		
	Employment	Average Weekly Earnings	Average Hourly Earnings	Employment	Average Weekly Earnings	Average Hourly Earnings
	%	%	%	%	%	%
B-E Industry	-10.0	0.0	5.1	-8.7	1.5	3.3
F Construction	-31.4	-1.8	3.0	-36.0	-4.0	0.6
G Wholesale and retail trade; repair of motor vehicles and motorcycles	-9.4	-2.7	-0.6	-12.8	-2.4	-2.0
H Transportation and storage	-6.2	-7.0	-2.6	-8.1	-8.7	-6.3
I Accommodation and food services	-12.6	-3.1	0.2	-9.1	-2.8	0.2
J Information and communication	-9.2	-6.6	-6.1	-6.8	-7.1	-3.2
K-L Financial, insurance and real estate	1.8	-1.4	-0.9	1.7	-1.9	-0.8
M Professional, scientific and technical	-11.6	-0.3	0.2	-8.9	-3.6	-3.0
N Administrative and support services	-11.7	-0.1	4.5	-14.2	1.1	2.9
O Public administration and defence	-2.4	3.0	3.7	-0.2	2.2	-0.4
P Education	-2.0	-1.6	-2.8	-2.8	-3.3	0.9
Q Human health and social work	2.5	4.5	4.5	1.3	2.0	-0.2
R-S Arts, entertainment, recreation and other service activities	-6.4	-9.5	-3.8	-3.9	-4.5	-2.8
Total	-8.4	-0.3	2.5	-8.7	-0.6	0.9
All sectors						
Private sector	-10.4	-2.3	1.2	-10.7	-2.1	0.1
Public sector	-1.9	1.7	1.9	-2.9	0.6	-0.3
Broad Occupational Categories						
Managers, professionals and associated professionals	-3.8	-0.1	-0.2	-6.0	-0.8	-0.2
Clerical, sales and service employees	-4.0	-2.7	0.2	-6.5	-0.7	0.1
Production, transport, craft and other manual workers	-19.2	-2.8	2.0	-15.1	-4.1	-1.4
Size of Enterprise						
Less than 50 employees	-5.3	-4.0	0.1	-8.5	-5.2	-1.3
50-250 employees	-13.7	-1.0	2.8	-8.3	-1.1	0.7
Greater than 250 employees	-8.7	1.7	3.0	-9.0	1.4	1.1

Q3 2008 data available on the CSO databank

* Preliminary Estimates

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

NACE Principal Activity	Q4 2008			Q1 2009		
	Average Weekly Earnings	Average Hourly Earnings	Average weekly paid hours	Average Weekly Earnings	Average Hourly Earnings	Average weekly paid hours
	€	€	hours	€	€	hours
B-E Industry	818.55	21.37	38.3	806.38	22.02	36.6
F Construction	789.17	21.16	37.3	753.33	21.00	35.9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	518.78	16.87	30.8	498.98	16.65	30.0
H Transportation and storage	796.67	21.34	37.3	734.01	20.54	35.7
I Accommodation and food services	348.21	12.78	27.3	332.98	12.85	25.9
J Information and communication	959.86	26.66	36.0	945.07	26.23	36.0
K-L Financial, insurance and real estate	986.39	29.26	33.7	1,003.43	30.07	33.4
M Professional, scientific and technical	822.84	25.06	32.8	849.41	25.70	33.0
N Administrative and support services	496.64	16.27	30.5	498.17	16.53	30.1
O Public administration and defence	982.83	27.71	35.5	987.47	27.72	35.6
P Education	890.34	35.32	25.2	890.08	36.07	24.7
Q Human health and social work	772.12	25.04	30.8	737.89	24.58	30.0
R-S Arts, entertainment, recreation and other service activities	507.98	17.03	29.8	469.82	16.56	28.4
Total	720.57	22.17	32.5	709.55	22.44	31.6
All sectors						
Private sector	644.20	19.72	32.7	631.82	19.88	31.8
Public sector	956.71	29.92	32.0	934.00	29.97	31.2
Broad Occupational Categories						
Managers, professionals and associated professionals	1,115.23	33.12	33.7	1,111.31	33.53	33.1
Clerical, sales and service employees	510.21	16.99	30.0	498.99	16.99	29.4
Production, transport, craft and other manual workers	574.35	16.55	34.7	537.53	16.24	33.1
Size of Enterprise						
Less than 50 employees	580.92	18.23	31.9	553.24	17.79	31.1
50-250 employees	666.33	20.02	33.3	672.14	20.66	32.5
Greater than 250 employees	845.32	25.85	32.7	832.34	26.25	31.7

* Preliminary Estimates

for Q4 2008 - Q4 2009

Q2 2009			Q3 2009*			Q4 2009*		
Average Weekly Earnings	Average Hourly Earnings	Average weekly paid hours	Average Weekly Earnings	Average Hourly Earnings	Average weekly paid hours	Average Weekly Earnings	Average Hourly Earnings	Average weekly paid hours
€	€	hours	€	€	hours	€	€	hours
795.04	21.38	37.2	777.19	21.21	36.6	830.56	22.07	37.6
740.08	20.83	35.5	740.81	20.76	35.7	757.94	21.29	35.6
496.53	16.39	30.3	494.27	16.04	30.8	506.37	16.53	30.6
760.99	20.34	37.4	706.89	19.67	35.9	727.49	19.99	36.4
342.78	12.49	27.4	339.70	12.47	27.2	338.54	12.81	26.4
917.83	25.91	35.4	912.34	25.15	36.3	891.86	25.82	34.5
932.11	27.87	33.4	909.42	27.03	33.6	968.10	29.04	33.3
807.24	24.63	32.8	796.31	24.51	32.5	793.35	24.30	32.7
493.81	16.39	30.1	484.64	16.37	29.6	502.06	16.74	30.0
991.81	28.15	35.2	981.96	27.55	35.6	1,004.62	27.60	36.4
862.29	35.24	24.5	878.55	35.35	24.9	860.63	35.63	24.2
753.63	24.91	30.3	759.34	24.89	30.5	787.84	25.00	31.5
473.52	16.14	29.3	459.68	15.59	29.5	485.01	16.56	29.3
701.73	22.02	31.9	694.69	21.74	32.0	716.09	22.36	32.0
618.08	19.31	32.0	609.61	19.07	32.0	630.66	19.74	31.9
946.09	30.07	31.5	945.50	29.64	31.9	962.14	29.83	32.3
1,079.07	32.56	33.1	1,079.52	32.20	33.5	1,106.31	33.05	33.5
499.36	16.71	29.9	487.69	16.38	29.8	506.67	17.01	29.8
543.20	16.29	33.3	538.06	16.09	33.4	550.77	16.32	33.7
542.43	17.54	30.9	537.77	17.35	31.0	551.00	18.00	30.6
654.23	19.81	33.0	648.09	19.73	32.9	659.29	20.16	32.7
833.31	25.90	32.2	830.16	25.64	32.4	856.97	26.13	32.8

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

NACE Principal Activity	Q4 2008			Q1 2009		
	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings
	€	€	€	€	€	€
B-E Industry	20.08	1.28	21.37	20.26	1.76	22.02
F Construction	20.72	0.44	21.16	20.59	0.41	21.00
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.93	0.94	16.87	15.93	0.72	16.65
H Transportation and storage	19.88	1.46	21.34	19.80	0.74	20.54
I Accommodation and food services	12.56	0.22	12.78	12.66	0.19	12.85
J Information and communication	25.09	1.57	26.66	24.56	1.68	26.23
K-L Financial, insurance and real estate	26.60	2.66	29.26	26.75	3.32	30.07
M Professional, scientific and technical	24.09	0.97	25.06	24.21	1.50	25.70
N Administrative and support services	15.66	0.61	16.27	15.67	0.86	16.53
O Public administration and defence	26.04	1.68	27.71	26.10	1.62	27.72
P Education	34.59	0.73	35.32	35.55	0.51	36.07
Q Human health and social work	23.65	1.39	25.04	23.40	1.18	24.58
R-S Arts, entertainment, recreation and other service activities	16.20	0.83	17.03	15.94	0.62	16.56
Total	21.05	1.12	22.17	21.27	1.17	22.44
All sectors						
Private sector	18.74	0.97	19.72	18.78	1.10	19.88
Public sector	28.34	1.58	29.92	28.59	1.38	29.97
Broad Occupational Categories						
Managers, professionals and associated professionals	31.22	1.90	33.12	31.30	2.23	33.53
Clerical, sales and service employees	16.09	0.91	16.99	16.19	0.80	16.99
Production, transport, craft and other manual workers	16.03	0.52	16.55	15.86	0.38	16.24
Size of Enterprise						
Less than 50 employees	17.67	0.56	18.23	17.36	0.43	17.79
50-250 employees	19.02	1.00	20.02	19.35	1.30	20.66
Greater than 250 employees	24.28	1.57	25.85	24.61	1.64	26.25

* Preliminary Estimates

for Q4 2008 - Q4 2009

Q2 2009			Q3 2009*			Q4 2009*		
Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings	Hourly earnings excl irregular earnings	Irregular earnings	Average Hourly earnings
€	€	€	€	€	€	€	€	€
20.41	0.97	21.38	20.43	0.78	21.21	20.62	1.45	22.07
20.58	0.25	20.83	20.27	0.48	20.76	20.61	0.68	21.29
15.81	0.58	16.39	15.66	0.38	16.04	15.81	0.72	16.53
19.30	1.03	20.34	18.88	0.79	19.67	18.89	1.10	19.99
12.35	0.14	12.49	12.33	0.14	12.47	12.64	0.17	12.81
24.41	1.50	25.91	23.61	1.54	25.15	23.76	2.06	25.82
25.99	1.88	27.87	26.15	0.88	27.03	26.60	2.44	29.04
23.98	0.65	24.63	23.94	0.57	24.51	23.34	0.96	24.30
15.99	0.41	16.39	15.91	0.46	16.37	15.98	0.76	16.74
26.58	1.56	28.15	26.41	1.14	27.55	26.46	1.14	27.60
34.98	0.26	35.24	34.97	0.37	35.35	35.40	0.22	35.63
23.53	1.38	24.91	23.63	1.26	24.89	23.82	1.19	25.00
15.68	0.46	16.14	15.33	0.25	15.59	16.07	0.48	16.56
21.14	0.87	22.02	21.03	0.71	21.74	21.32	1.04	22.36
18.64	0.66	19.31	18.56	0.51	19.07	18.76	0.98	19.74
28.59	1.49	30.07	28.35	1.29	29.64	28.63	1.20	29.83
31.17	1.39	32.56	31.06	1.14	32.20	31.41	1.65	33.05
16.01	0.70	16.71	15.83	0.54	16.38	16.20	0.81	17.01
15.82	0.48	16.29	15.69	0.40	16.09	15.74	0.59	16.32
17.25	0.29	17.54	17.07	0.28	17.35	17.37	0.63	18.00
19.06	0.75	19.81	19.23	0.50	19.73	19.27	0.89	20.16
24.58	1.32	25.90	24.55	1.10	25.64	24.76	1.37	26.13

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

NACE Principal Activity	Q4 2008			Q1 2009		
	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs	Average Hourly Earnings	Other Labour Costs	Average Hourly Labour Costs
	€	€	€	€	€	€
B-E Industry	21.37	4.51	25.87	22.02	4.84	26.86
F Construction	21.16	4.14	25.29	21.00	4.29	25.29
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.87	3.34	20.21	16.65	2.65	19.30
H Transportation and storage	21.34	4.03	25.36	20.54	3.82	24.36
I Accommodation and food services	12.78	1.61	14.39	12.85	1.51	14.36
J Information and communication	26.66	5.09	31.76	26.23	5.80	32.04
K-L Financial, insurance and real estate	29.26	8.05	37.31	30.07	7.72	37.79
M Professional, scientific and technical	25.06	4.34	29.39	25.70	4.52	30.23
N Administrative and support services	16.27	2.36	18.62	16.53	2.96	19.49
O Public administration and defence	27.71	2.14	29.85	27.72	2.00	29.72
P Education	35.32	2.98	38.30	36.07	3.00	39.07
Q Human health and social work	25.04	2.60	27.64	24.58	2.71	27.29
R-S Arts, entertainment, recreation and other service activities	17.03	2.35	19.38	16.56	2.69	19.25
Total	22.17	3.60	25.77	22.44	3.59	26.03
All sectors						
Private sector	19.72	3.79	23.51	19.88	3.81	23.69
Public sector	29.92	3.02	32.94	29.97	2.95	32.92
Broad Occupational Categories						
Managers, professionals and associated professionals	33.12	5.20	38.32	33.53	5.10	38.63
Clerical, sales and service employees	16.99	2.75	19.74	16.99	2.67	19.66
Production, transport, craft and other manual workers	16.55	2.91	19.46	16.24	2.98	19.22
Size of Enterprise						
Less than 50 employees	18.23	2.79	21.02	17.79	2.94	20.73
50-250 employees	20.02	3.65	23.67	20.66	3.78	24.44
Greater than 250 employees	25.85	4.19	30.04	26.25	3.98	30.23
* Preliminary Estimates						

for Q4 2008 to Q4 2009

Average Hourly Earnings	Q2 2009		Average Hourly Earnings	Q3 2009*		Average Hourly Labour Costs	Q4 2009*		Average Hourly Labour Costs
	Other Labour Costs	Average Hourly Labour Costs		Other Labour Costs	Average Hourly Labour Costs		Average Hourly Earnings	Other Labour Costs	
€	€	€	€	€	€	€	€	€	
21.38	5.63	27.02	21.21	4.83	26.04	22.07	5.07	27.14	
20.83	4.00	24.83	20.76	3.36	24.12	21.29	3.36	24.65	
16.39	2.72	19.11	16.04	2.51	18.56	16.53	2.62	19.15	
20.34	4.22	24.56	19.67	3.73	23.40	19.99	4.02	24.01	
12.49	1.41	13.90	12.47	1.48	13.95	12.81	1.50	14.30	
25.91	6.26	32.17	25.15	5.01	30.15	25.82	4.79	30.61	
27.87	7.46	35.33	27.03	8.44	35.48	29.04	9.29	38.33	
24.63	4.73	29.36	24.51	4.17	28.69	24.30	4.46	28.76	
16.39	2.30	18.69	16.37	2.21	18.58	16.74	2.17	18.91	
28.15	1.99	30.14	27.55	2.10	29.64	27.60	2.06	29.65	
35.24	2.75	37.98	35.35	2.73	38.07	35.63	2.76	38.38	
24.91	2.61	27.51	24.89	2.79	27.68	25.00	2.20	27.20	
16.14	2.29	18.44	15.59	2.43	18.01	16.56	2.32	18.88	
22.02	3.65	25.66	21.74	3.45	25.19	22.36	3.48	25.84	
19.31	3.88	23.19	19.07	3.61	22.68	19.74	3.75	23.49	
30.07	2.95	33.02	29.64	2.98	32.62	29.83	2.72	32.55	
32.56	5.20	37.76	32.20	5.04	37.24	33.05	5.15	38.20	
16.71	2.63	19.34	16.38	2.53	18.90	17.01	2.48	19.49	
16.29	3.12	19.41	16.09	2.74	18.83	16.32	2.77	19.09	
17.54	2.85	20.39	17.35	2.51	19.86	18.00	2.62	20.61	
19.81	3.61	23.42	19.73	4.26	23.99	20.16	3.75	23.91	
25.90	4.21	30.11	25.64	3.85	29.50	26.13	3.97	30.10	

Annex

Table A1 Employment by Nace sector and occupation

NACE Principal Activity		Q3 2008	Q4 2008	Q1 2009	Q2 2009	Q3 2009*	Q4 2009*
B-E	Industry	229,100	221,100	215,200	211,700	206,200	201,900
F	Construction	135,100	127,700	113,600	96,200	92,700	81,700
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	313,300	318,100	297,000	289,500	283,900	277,300
H	Transportation and storage	69,200	68,800	64,500	64,000	64,900	63,200
I	Accommodation and food services	149,600	141,000	128,800	130,500	130,800	128,200
J	Information and communication	59,600	58,600	54,700	54,900	54,100	54,600
K-L	Financial, insurance and real estate	95,800	93,800	92,200	96,400	97,500	95,400
M	Professional, scientific and technical	82,800	80,000	75,800	74,000	73,200	72,900
N	Administrative and support services	90,000	86,200	81,300	79,400	79,500	74,000
O	Public administration and defence	120,500	119,600	117,800	120,100	117,600	119,400
P	Education	128,900	137,200	135,200	135,000	126,300	133,400
Q	Human health and social work	208,100	210,200	205,400	208,700	213,400	212,900
R-S	Arts, entertainment, recreation and other service activities	53,200	50,800	48,800	47,700	49,800	48,800
Total		1,735,300	1,713,100	1,630,000	1,608,000	1,589,900	1,563,700
All sectors							
Private sector		1,322,300	1,287,800	1,212,200	1,191,000	1,184,900	1,150,600
Public sector		413,000	425,300	417,800	417,000	405,100	413,100
Broad Occupational Categories							
Managers, professionals and associated professionals		541,700	549,400	533,100	529,100	521,200	516,400
Clerical, sales and service employees		685,500	687,700	653,600	652,500	658,300	643,200
Production, transport, craft and other manual workers		508,100	476,000	445,100	426,400	410,500	404,200
Size of Enterprise							
Less than 50 employees		614,900	600,400	577,100	568,000	582,300	549,500
50-250 employees		306,000	292,700	263,500	263,900	264,200	268,300
Greater than 250 employees		814,400	820,000	789,500	776,100	743,400	745,900

*** Preliminary Estimates**

Table A1 shows the estimated trend in the number of employees over time broken down by the different classifications used in this release. It should be noted that the Quarterly National Household Survey (QNHS) is the official source of estimates of employment. The figures presented above refer most closely to the number of employees as estimated by the QNHS but differ in coverage in certain ways, such as the fact that a person with 2 jobs could be counted twice in the table and the exclusion of the *Agriculture, forestry and fishing sector* which is covered by the QNHS. The estimates presented above are particularly useful in assessing the impact of employment changes on overall average earnings and hours paid. For example if the proportion of *Managers, professionals and associated professionals* increases over time this would, all other things being equal, increase average earnings levels as this occupational group has higher than average earnings.

Table A2 Response rates in selected sectors by quarter

NACE Principal Activity	Employer Response Rate				Total number of respondent enterprises in Q409
	%		Employee Response Rate %		
	Q3 2009*	Q4 2009*	Q3 2009*	Q4 2009*	
B-E Industry	66	61	80	75	692
F Construction	57	54	68	67	299
G Wholesale and retail trade; repair of motor vehicles and motorcycles	65	63	82	78	947
H Transportation and storage	66	65	86	86	172
I Accommodation and food services	56	55	64	62	506
J Information and communication	66	62	78	78	174
K-L Financial, insurance and real estate	67	66	93	93	211
M Professional, scientific and technical	67	65	81	80	301
N Administrative and support services	61	59	73	75	219
O Public administration and defence	63	64	76	77	89
P Education	70	70	35	33	129
Q Human health and social work	79	74	80	78	364
R-S Arts, entertainment, recreation and other service activities	63	57	79	71	237
Total	64	61	74	72	4,340

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

Background Notes

Introduction	<p>The Earnings, Hours and Employment Costs Survey (EHECS) has replaced the four-yearly Labour Cost Survey, and also replaces all other existing CSO short-term earnings inquiries. The EHECS results are comparable across sectors and include more detail on components of earnings and labour costs than is currently available.</p> <p>This development is part of the CSO strategy to improve earnings statistics, the other element being the annual National Employment Survey (NES). Both these surveys will provide better coverage of earnings and employment costs and other workplace-related issues.</p>
Legislation	<p>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.</p>
Business Register	<p>The CSO's Business Register provided the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.</p>
Business Classification	<p>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.</p>
New Nace Classification	<p>NACE Rev 2 is the new 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 steam, air conditioning supply, sewerage, water management and remediation activities in industry.</p>
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>From 2008 Q1 onwards all enterprises with 50 or more employees and a sample of the 3 to 49 employees were surveyed. The sample was based on the proportion of companies in each NACE 2 digit economic sectors in the 3 to 49 size classes (3 to 9, 10 to 19 and 20 to 49). In previous quarters, all enterprises in the size class 20 to 49 were included in the survey.</p>
Data Collection	<p>The survey was conducted by post and questionnaires were issued in the last week of the relevant quarter. Some returns were received electronically. All returns were scrutinised for accuracy. Where appropriate, firms were queried by post or telephone regarding incompleteness, apparent inconsistencies, etc. Information about the survey was posted on the CSO website and all questionnaires and instructions were available electronically there.</p>
Differences with existing sources	<p>The EHECS is a new survey and is not directly comparable with current 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:</p> <ul style="list-style-type: none"> – The EHECS collects data on the entire reference quarter while the QII, QSI and QEC only collect 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 is presented on the basis of hours paid (including paid leave) in the QII..
- The EHECS uses a standardised form for all NACE sectors with a standard occupational classification for all enterprises while the QII, QSI and QEC surveys had their own occupational classifications. However the EHECS category “Production, Craft and other Manual workers” corresponds broadly to the “Industrial” category in the QII; the EHECS category “Clerical, Sales and Service Workers” also corresponds broadly to the QII category “Clerical and other office staff”; the QII category “Managerial and technical staff” is largely equivalent to the EHECS category “Managers, Professional and Associated Professionals”.
- There is an occupational breakdown for full-time and part-time staff in the EHECS that did not exist at all for the QII or QEC and was only used by some of the enterprises in the QSI.
- The EHECS collects data for enterprises while the QII collected data for local units.
- Data on hours is collected for all categories of employees in the EHECS, while such data was limited to the industrial workers in the QII, non-managerial employees in the QEC and not collected at all in the QSI.
- The earnings data collected for the EHECS includes irregular earnings, irregular bonuses etc while these items were excluded from the QII, QSI and QEC which only collected data on regular earnings (including regular bonuses) and overtime.
- Non-labour costs such as employers PRSI, other social costs, benefit in kind etc., are collected for the EHECS but were not collected for the QII, QSI and QEC surveys.
- Data on employees in the QII, QSI and QEC was collected with regard to the reference week. In the EHECS employment data is collected with regard to the first and last day of the quarter.

Definitions**Employees:**

All full-time or part-time workers paid a specific wage or salary or who had a contract of employment were defined as employees. Persons not working for salary e.g. family members, directors, partners, outside pieceworker’s etc., are not considered employees but other persons engaged. These workers are included separately but not used in the calculation of derived variables. All employment figures are rounded to the nearest hundred.

Part-time Employees:

Part-time employees were defined as those who normally worked less than around 30 hours per week. These included persons who worked for some whole days per week as well as those who worked for part of the day each day.

Apprentices

Apprentices are defined as those whose wages/salaries are governed by the fact that they work either under an apprenticeship contract or as part of a training program. They are included in the calculation of earnings and hours data. They were also combined with full-time and part-time employees in determining the size group to which enterprises were classified.

Category of employees by occupation

Information was collected separately for three occupational groups. The three groups are:

1. Managers, Administrators, Professionals and Associate Professionals.
2. Clerical, Sales and Service workers.
3. Production, Transport workers, Craft & Tradespersons and other Manual workers.

Wages and Salaries

All wages and salaries payments are gross (i.e. before deduction of income tax and employees’ PRSI contributions and levies such as the public sector pension levy). In the analysis, the total wages and salaries are divided into:

- Regular earnings i.e. pay and allowances paid at each pay period, even if the amount may vary.
- Overtime, i.e. payments for working in excess of normal hours, usually paid at a premium.
- Irregular bonuses and premiums, pay and allowances not paid at each pay period, i.e. annual or quarterly bonuses etc.

Hours	– Weekly paid hours include total contracted hours plus overtime hours.
Other Costs	<p>The following are the other categories of labour costs:</p> <ul style="list-style-type: none"> – Statutory employers’ PRSI. – 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; which include the social security contributions for apprentices, training costs, as well as other expenditure such as recruitment costs and employers’ liability insurance. – Redundancy payments
Subsidies and Refund	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 and Family Affairs (DFSAs) for sick and maternity leave. These are deducted from the firms’ labour costs in the analysis.
National Minimum Wage	The National Minimum Wage Act 2000 became law on the 1 st April 2000. Enterprises were asked to indicate the number of employees in receipt of €8.65 per hour or less at the end of each quarter. A detailed guide to the Act is available from the Department of Enterprise, Trade and Employment at www.entemp.ie . Employees earning less than the minimum wage due to age or training status are also included. These rates do not apply to close relatives of the employer or apprentices other than apprentice hairdressers.
Derived Variables	<p>Persons Employed The sum of full-time employees and part-time employees on the last day of the quarter plus the average number of apprentices engaged during the quarter.</p> <p>Average Hourly Earnings The sum of regular earnings, irregular earnings, overtime earnings and payment for days not worked for the quarter divided by total paid hours for the quarter.</p> <p>Average Irregular Earnings Total irregular earnings in the quarter divided by total paid hours for the quarter.</p> <p>Average Weekly Paid Hours Total paid hours for the quarter divided by the average number of persons employed during the quarter divided by 13 (13 weeks in a quarter). Unpaid hours worked (including unpaid overtime) and unpaid leave are excluded.</p> <p>Other Labour Costs The sum of other labour costs divided by total paid hours for the quarter. Other labour costs include redundancy payments, employers’ contributions to social security, other social costs, benefit in kind, training costs and other labour costs. Subsidies and refunds received were deducted.</p> <p>Hourly Labour Costs Hourly labour costs are total labour costs divided by the total number of hours paid during the quarter.</p> <p>Earnings Per Week Total earnings for the quarter divided by the average number of persons employed during the quarter divided by 13 (13 weeks in a quarter).</p>

Methodology for production of final results	All enterprises with 50 or more employees are surveyed as well as a sample of enterprises which had 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>