

An Phríomh-Oifig Staidrimh
Central Statistics Office

National Employment Survey

2008 and 2009

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Commentary

Introduction

This publication presents results from the National Employment Survey (NES) 2008 and 2009. The NES is a sample survey of employers and employees with a particular focus on earnings data. The availability of the characteristics of the employee (sex, age, educational attainment etc.) along with the characteristics of the employer (economic sector, size etc.) allows detailed analysis of the structure of earnings.

Information on short-term trends in earnings and overall average levels of earnings are already published on a quarterly basis in the Earnings and Labour Costs release. These estimates, up to and including the first quarter of 2011 have already been published. Users interested in this information should refer to the Earnings and Labour Costs release available on www.cso.ie. That information is based on the Earnings, Hours and Employment Costs Survey (EHECS) which, unlike the NES, does not collect the personal characteristics of the different employees. As such, it cannot be used as a source of detailed analysis of the structure of earnings in the same manner as the NES.

Given the different periodicity, sampling methodology and minor differences in coverage the results from the NES and EHECS are not directly comparable. However, it can be seen that the overall level of difference is relatively low. For example in Q4 2009 the average hourly earnings for all sectors as recorded by EHECS was €22.38, while for the NES, which had a reference period of October 2009, the average was €22.05 - a difference of less than 2%. As such, while not directly comparable, estimates from the NES and EHECS should be considered as complementary.

To fully understand certain issues related to the structure of earnings, most notably the gender pay gap and the public/private pay gap, econometric analysis is the preferred approach in international literature. This approach was adopted in the NES supplementary analysis completed using the October 2007 NES data on the subject of the public/private pay gap (see www.cso.ie under: 'Releases and Publications', and 'Earnings'). Such an econometric analysis is not included in this first publication of results for the NES 2008 and 2009 but further work will be undertaken in relation to both the public/private pay gap and the gender pay gap.

It should also be noted that between years structural issues tend to move relatively slowly and are typically driven by trends in earnings rather than quick movements in the structure of earnings. As such the main findings of the 2007 report on the public/private pay gap would be expected to be largely applicable in 2008 and 2009.

This publication includes a range of tables on earnings levels by various characteristics of employees (such as gender, occupation and educational level) and the employer (such as economic sector). Estimates are presented for both 2008 and 2009. In addition to those tables presented within this publication further tables are available via the CSO website at www.cso.ie under Database/StatBank (Main Data Dissemination Service)/Labour Market & Earnings/Earnings/National Employment Survey. Requests for additional tables, not already available on the Databank, can be made directly to the CSO.

While a range of these estimates are discussed in the commentary for this publication the primary focus is on the gender pay gap and most heavily refers to 2009 estimates as they are the latest available.

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Comparability to previous results

A number of changes have been introduced in the NES from 2008 onwards which impact on comparability with previously published results and also on the timelines of the 2008 data in particular.

Firstly, for the 2008 survey new data collection methods were introduced whereby enterprises could generate their return directly through their payroll software system. Initial editing indicated that in some cases the results generated for 2008 at enterprise level were not directly comparable to those submitted by paper in the previous year. The CSO engaged with the relevant enterprises to update returns as appropriate to ensure all data used in estimation were as accurate and consistent as possible. This was a lengthy process and contributed significantly to the delay in the publication of the 2008 estimates which were initially intended to be published in mid-2010.

A second major change relates to the introduction of the NACE Rev. 2 classification of economic sector introduced from 2008 onwards in line with other CSO series. The focus of this report is on the 2008 and 2009 data and all sectoral data is presented on the basis of the new sectoral classification NACE Rev. 2. While the new classification has been applied retrospectively to allow estimates to be generated on the same basis for 2007, some caution in interpretation is required in comparing estimates by economic sector for 2008 and 2009 against those for 2007. The impact of this classification change on other series (such as estimates by sex, age etc.) is minimal. Estimates by economic sector for 2007 based on the NACE Rev. 2 classification can be obtained on request from the CSO.

Key findings

- Mean earnings per employee in October 2009 as measured by the National Employment Survey (NES) were €22.05 per hour, an increase of 2.0% on October 2008 earnings of €21.62 per hour. See table A.
- Mean hourly earnings for male employees in October 2009 were €23.63, an increase of 2.5% on October 2008. See table A.
- For female employees mean hourly earnings in October 2009 were €20.61. This was an increase of 2.0% on the estimate for October 2008. See table A.
- As a result of the relatively greater increase in mean hourly earnings for males than females over the year the unadjusted gender pay gap increased marginally from 12.4% in October 2008 to 12.8% in October 2009. See table A.

Table A Mean hourly earnings by sex and unadjusted gender pay gap¹ (%) classified by reference period

All employees	Mean hourly earnings					
	Mar-03	Mar-06	Oct-06	Oct-07	Oct-08	Oct-09
	€	€	€	€	€	€
Male	17.74	20.28	20.50	21.17	23.06	23.63
Female	14.93	17.74	17.67	18.91	20.21	20.61
Total	16.41	19.07	19.16	20.08	21.62	22.05
	%	%	%	%	%	%
Unadjusted gender pay gap¹	15.8	12.5	13.8	10.7	12.4	12.8

¹ The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Unadjusted gender pay gap

'The unadjusted gender pay gap (GPG) is an important indicator used to monitor the inequality in pay between men and women all over Europe. It is defined as the relative difference, in percentage, between the average gross hourly earnings of women and men..... The indicator has been defined as unadjusted (e.g. not adjusted according to individual characteristics that may explain part of the earnings difference) because it should give an overall picture of gender inequalities in terms of pay. The gender pay gap is the consequence of various inequalities (structural differences) in the labour market such as different working pattern, differences in institutional mechanisms and systems of wage setting. Consequently, the pay gap is linked to a number of legal, social and economic factors which go far beyond the single issue of equal pay for equal work.' European Commission Statistical Office (Eurostat).

The above explanation from Eurostat's website explains why the unadjusted gender pay gap is an important indicator but also why it is necessary to look at more than just the overall gap in considering differences in the experiences of men and women in the labour market when it comes to pay levels.

A range of issues can be considered to help in understanding the overall difference in gender pay levels. For the purposes of this publication the focus is put on four significant elements which are often used as key analytical variables in labour market and earnings statistics and differ with respect to the distribution of male and female employees. Three of these elements refer to characteristics of the employment, namely:

- Whether the employment was full-time or part-time (employment status)
- The sector of employment
- The occupation of the employee

The final element is a characteristic of the employee, namely educational attainment.

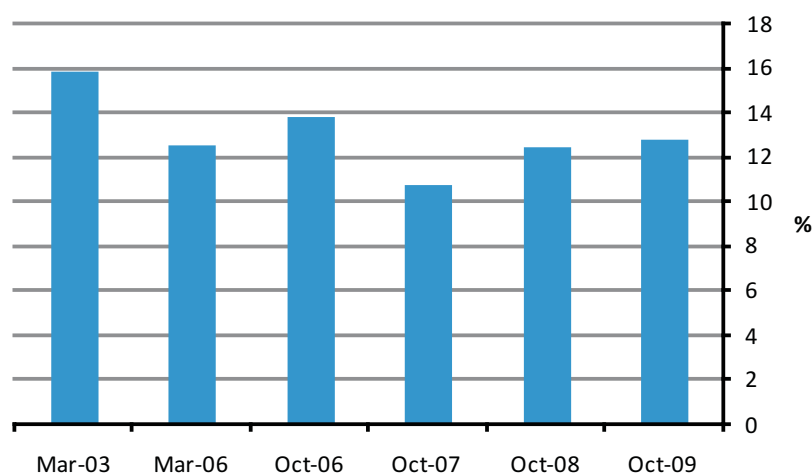
Unadjusted gender pay gap 12.8% in October 2009

The unadjusted gender pay gap in October 2009 was 12.8%, a relatively minor increase from 12.4% in October 2008. This can be interpreted as indicating that at an overall level female mean hourly earnings were 12.8% lower than male mean hourly earnings in October 2009. See table A.

The NES was first undertaken in March 2003 and has been repeated on five occasions since. In March 2003 the mean hourly earnings of females were €14.93 compared with €17.74 for males giving an unadjusted gender pay gap of 15.8%. For both males and females mean hourly earnings increased significantly over the following years. By October 2009 mean hourly earnings for males had increased by approximately one third (+33.2%) to €23.63 while for females an increase of 38% to €20.61 was recorded over the same period. As a result of the relatively greater increase in female mean hourly earnings over the period the unadjusted gender pay gap fell to a level of 12.8% as of October 2009. See table A and figure 1.

However this decrease has not been continuous and the lowest unadjusted gender pay gap was recorded in October 2007 (10.7%). The gap widened in each of the subsequent two years (12.4% in October 2008 and 12.8% in October 2009). The level of fluctuation of the unadjusted gender pay gap across the last five instances of the NES since March 2006 has been relatively low with the gap remaining in the range of 10.7% to 13.8%. See table A and figure 1.

Figure 1 Unadjusted gender pay gap (%) by reference period - National Employment Survey (NES)

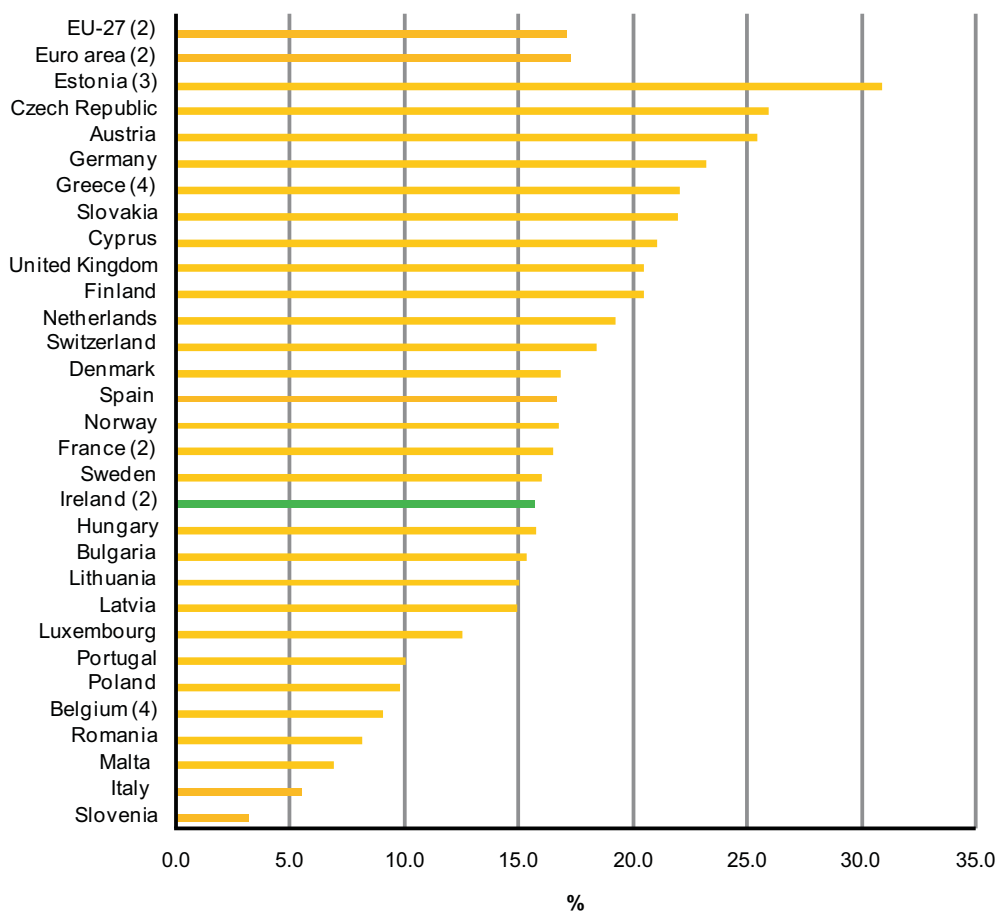


International comparison

Eurostat compiles statistics on the gender pay gap at an EU level. As not all countries undertake surveys such as the NES each year a range of sources are used across countries to provide annual updates. Given limitations in these data sources the estimates published by Eurostat are not based on all sectors of the economy. Specifically the biggest difference in coverage is the exclusion of NACE Rev. 2 sector O – *Public administration and defence*. As the gender pay gap in that sector is lower than the average this yields a higher unadjusted gender pay gap than reported in this publication for Ireland as all sectors of the economy are covered by the Irish NES. Another difference is that Eurostat estimates only cover enterprises with ten or more employees while the NES covers enterprises with three or more employees. As a result of these differences the level of the gender pay gap reported by Eurostat is not directly comparable to the level referred to in the majority of this publication.

However, while the coverage of Eurostat estimates is not complete the same coverage is applied for all member states which facilitates comparisons of the relative level of the gender pay gap across countries. This shows that at an overall level the unadjusted gender pay gap as reported by Eurostat for EU 27 countries was 17.1% in 2009. On an EU comparable basis the gender pay gap for Ireland was slightly below the average at 15.7%. See table 1 and figure 2.

Figure 2 Unadjusted Gender Pay Gap - EU comparison¹, 2009



(1) EU comparative figures are based on enterprises with 10 or more employees only and cover NACE sectors B to S excluding O (Public administration and defence).

(2) Provisional; (3) 2007 data and NACE Rev. 1.1, sections C to O (- L); (4) 2008

Source: Eurostat

For those member states who had provided estimates the lowest gender pay gap was reported for Slovenia (3.2%) followed by Italy (5.5%) and Malta (6.9%). The highest gender pay gap was reported for Estonia (30.9%) followed by Czech Republic (25.9%), Austria (25.4%) and Germany (23.2%). See table 1 and figure 2.

More information on international comparisons of the gender pay gap can be found on the Eurostat website at:

[http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Gender_pay_gap_statistics#Further Eurostat information](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Gender_pay_gap_statistics#Further_Eurostat_information)

Distribution of earnings of males and females

The overall unadjusted gender pay gap is slightly less when considered with respect to median rather than mean earnings. Median hourly earnings for females in October 2009 were €16.83, 10.8% lower than the median recorded for males. As the principle effect of looking at the median is to reduce the effect of extreme values, this indicates that the distribution of earnings of female employees was narrower than that of males. This is more clearly shown by looking at the distribution of males and females across a range of hourly earnings bands. See table B.

Table B Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by sex, October 2009

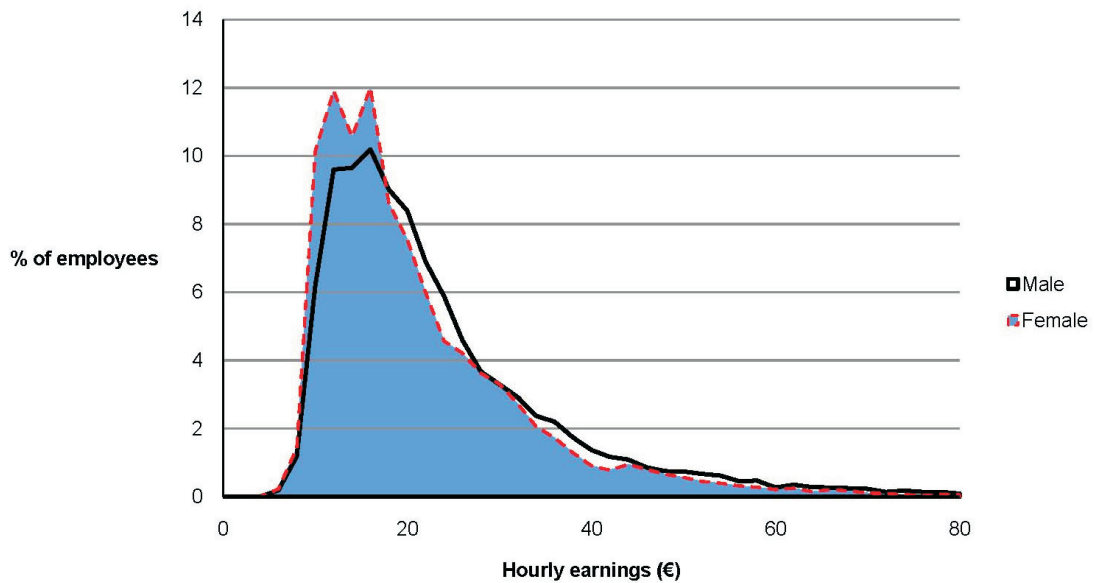
Sex	Earnings per hour						Mean hourly earnings €	Median hourly earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
Male	8	47	24	11	5	6	23.63	18.87
Female	12	51	22	9	4	3	20.61	16.83
Total	10	49	23	10	4	5	22.05	17.82

¹ The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

- For all persons this distribution shows us that close to half of all employees (49%) earned between €10 and €20 per hour in October 2009.
- Just under one quarter (23%) earned between €20 and €30 per hour.
- One in ten employees earned less than €10 per hour while the remaining group, representing close to one in five employees, earned more than €30 per hour.
- At the highest end of the distribution one in twenty employees (5%) earned more than €50 per hour.

Looking at this distribution by gender shows us that males are more significantly represented in higher earnings brackets than females. Specifically at the higher end of the range more than one in five males (22%) earned more than €30 per hour compared with 16% of females. At the lower end 12% of females earned less than €10 per hour, compared with 8% of males. A more detailed view of the distribution, as shown in figure 3, highlights these differences even more clearly, whereby females are particularly more heavily represented in the €10 to €20 an hour range, while once the earnings levels pass €20 an hour males are more heavily represented at all levels. While at any given level this difference is relatively low, the cumulative effect is quite high giving us the 12.8% unadjusted gender pay gap. See table B and figure 3.

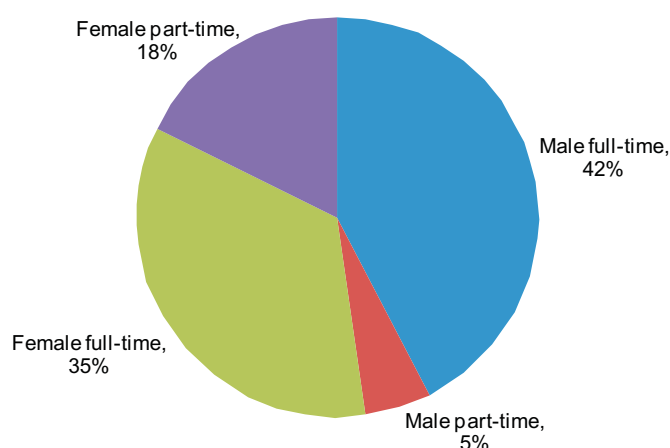
Figure 3 - Distribution of employees by hourly earnings, classified by sex, October 2009



Employment status

Figure 4 shows the breakdown of employees by gender and employment status. This shows clearly that a far higher proportion of female employees work part-time than male employees. In October 2009 the largest single group of employees in the workforce were male full-time employees (42% of all employees), followed by female full-time employees (35%), followed by female part-time employees (18%) with male part-time employees representing just 5% of all employees (i.e. among females over one third of employees were part-time while among males this was just over one in ten). See figure 4.

Figure 4 Composition of the workforce (employees only) by sex and employment status, October 2009



Tables 2a and 2b show mean hourly earnings for males and females broken down by employment status and economic sector for 2009 and 2008 respectively. Overall mean hourly earnings in 2009 were 12.8% lower for female than male employees. This figure drops to 9.1% among full-time employees with male full-time employees having mean hourly earnings of €24.59 in October 2009, compared with €22.35 for females. This level of difference was essentially unchanged from October 2008 (8.9%). See tables 2a and 2b.

Among part-time employees females earned 7.3% more than males in October 2009 (€17.24 compared with €16.07). A similar result could be seen for October 2008 when part-time female employees had earned 10.5% more on average per hour than male part-time employees. See tables 2a and 2b.

Given that the gender pay differences are lower for full-time and part-time employees than for all employees (and indeed female part-time employees had higher mean hourly earnings than males), the overall unadjusted gender pay gap is at least partially explained by the heavier representation of part-time employment among female employees than males.

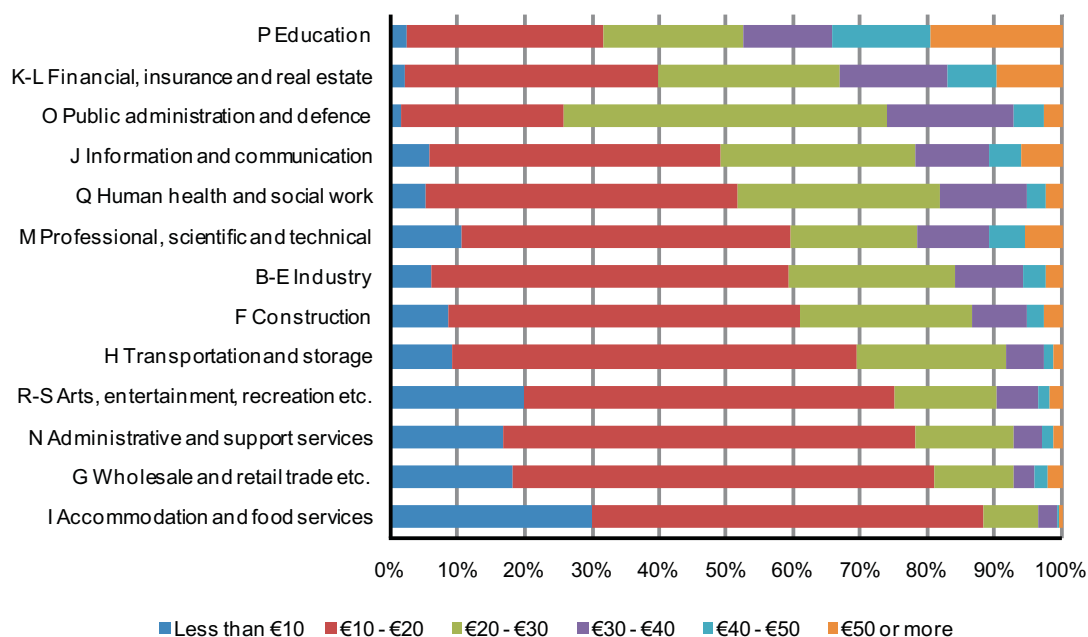
Economic sector

The level of mean hourly earnings differs significantly across sectors. As with the gender pay gap and other measures of the structure of earnings this reflects various differences such as different educational attainment levels, length of tenure and so on across different sectors.

The highest mean hourly earnings in October 2009 were recorded in the *Education* sector (€34.55), followed by *Financial, insurance and real estate activities* (€28.68) and *Public administration and defence* (€26.06). The lowest mean hourly earnings were recorded in the *Accommodation and food services* (€13.83), *Wholesale and retail trade* (€16.58) and *Administrative and support services* (€17.12) sectors. In October 2008 exactly the same sectors had the highest and lowest earnings levels. See tables 2a and 2b.

These differences are further illustrated by looking at the distribution of earnings levels across the sectors. See tables 3a and 3b and figure 5.

Figure 5 Distribution of employees by hourly earnings band, classified by economic sector, October 2009



- At the lower end of the distribution 30% of employees in the *Accommodation and food services* sector earned less than €10 per hour in October 2009. A further 58% earned between €10 and €20 per hour indicating that only approximately one in ten employees earned more than €20 per hour.
- Other sectors with employees heavily concentrated at the lower end of the earnings distribution included *Wholesale and retail trade* (81% of employees earned less than €20 per hour), *Administrative and support services* (78% of employees earned less than €20 per hour) and *Arts, entertainment, recreation and other service activities* (75% of employees earned less than €20 per hour).

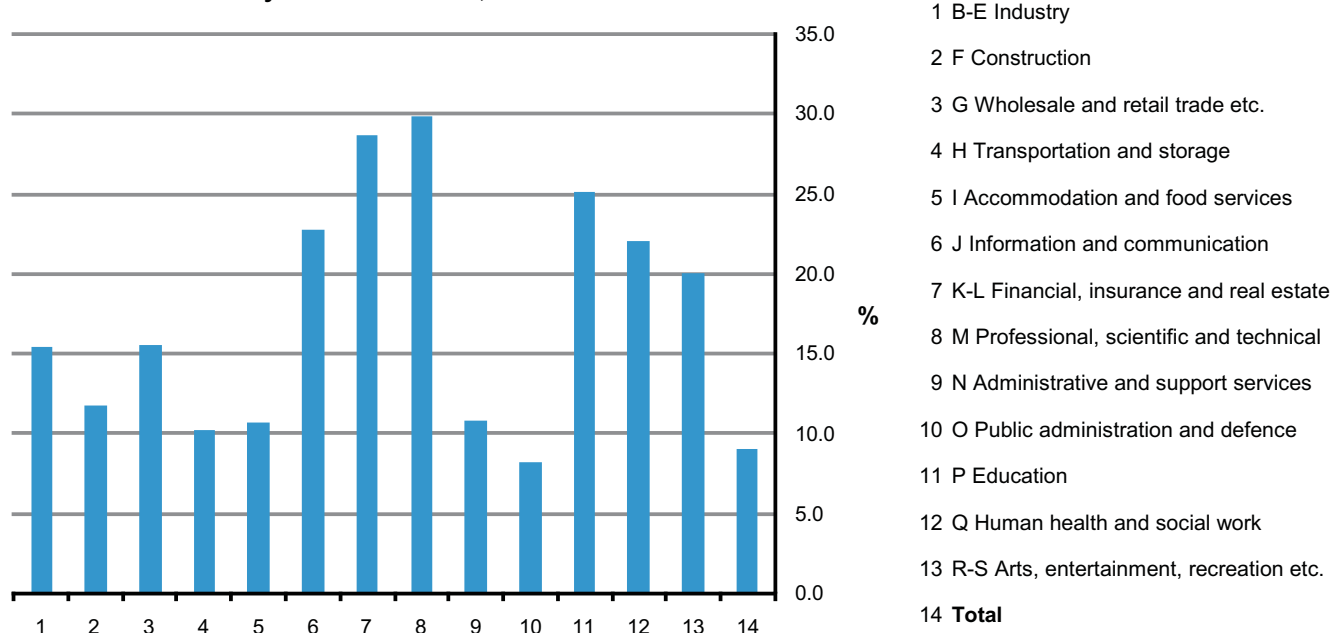
- At the higher end of the distribution 20% of employees in the *Education* sector earned €50 or more per hour with the next highest proportions recorded in *Financial, insurance and real estate activities* (10%), *Professional, scientific and technical* (6%) and *Information and communication* (6%). No other sector had more than 3% of employees with earnings in the higher earnings band.

In considering the impact of differences in employment across economic sectors on the unadjusted gender pay gap it is useful to consider full-time employment separately so as to remove the known effect of differences in the level of part-time employment for males and females.

The highest paid sectors for full-time employees were the same in October 2009 for both males and females and match those seen for all employees, namely *Education*, *Financial, insurance and real estate activities* and *Public administration and defence*. Similarly, the three lowest paid sectors for both male and female full-time employees were *Accommodation and food services*, *Administrative and support services* and *Wholesale and retail trade*.

However, by sector the level of the gender pay gap for full-time employees was in general higher than the overall average level of 9.1% and in all sectors female full-time employees earned less than male employees. See table 2a and figure 6.

Figure 6 Unadjusted gender pay gap for full-time employees by economic sector, October 2009



- In the *Professional, scientific and technical* sector female full-time employees earned on average 29.8% less per hour in October 2009 than male full-time employees. The next largest gap was recorded in the *Financial, insurance and real estate* sector (28.6%).
- The lowest level of difference was recorded in the *Public administration and defence* sector where female full-time employees earned 8.2% less than male full-time employees. This was the only sector to record a gender pay gap for full-time employees of less than the 9.1% overall average for full-time employees.

Given that the level of difference by sector was higher in all but one sector than the overall average this shows that the differential distribution of male and female full-time employees by sector actually reduced rather than increased the gender pay gap all other things held equal. Specifically the higher proportion of female full-time employees in sectors with higher hourly earnings such as *Education* caused overall mean hourly earnings for female full-time employees to be higher than they would have been if they had been distributed in the same way across the sectors as male full-time employees.

In relation to differences between the public and private sectors overall we can see that the NES recorded average hourly earnings of €29.09 and €19.53 in the public and private sectors respectively in October 2009. This equates very closely to the level of difference recorded for the quarterly Earnings, Hours and Employment Costs Survey (EHECS) in quarter 4 2009. It should be noted that the pension levy introduced for public sector employees in April 2009 is not reflected in the estimates for the public sector from either source as, while the pension levy reduced take home pay, it did not reduce gross earnings which are the basis of mean hourly earnings estimates. This also does not reflect the public sector pay cut introduced in January 2010. See *table 2a*.

Up to date EHECS estimates of the unadjusted gap in average hourly earnings between the public and private sectors show that the gap has narrowed since the end of 2009 primarily driven by the public sector pay cut with average hourly earnings of €28.60 and €19.71 being recorded in the public and private sectors respectively in Q1 2011. However, these estimates do not reflect the differences in the characteristics of the jobs or employees between the public and private sector and this should be borne in mind when considering the differences in the raw averages. This issue was discussed in more detail in the supplementary analysis on the public/private pay gap from the 2007 NES. This report can be found on the CSO website at:

http://www.cso.ie/releasespublications/pr_earnings.htm

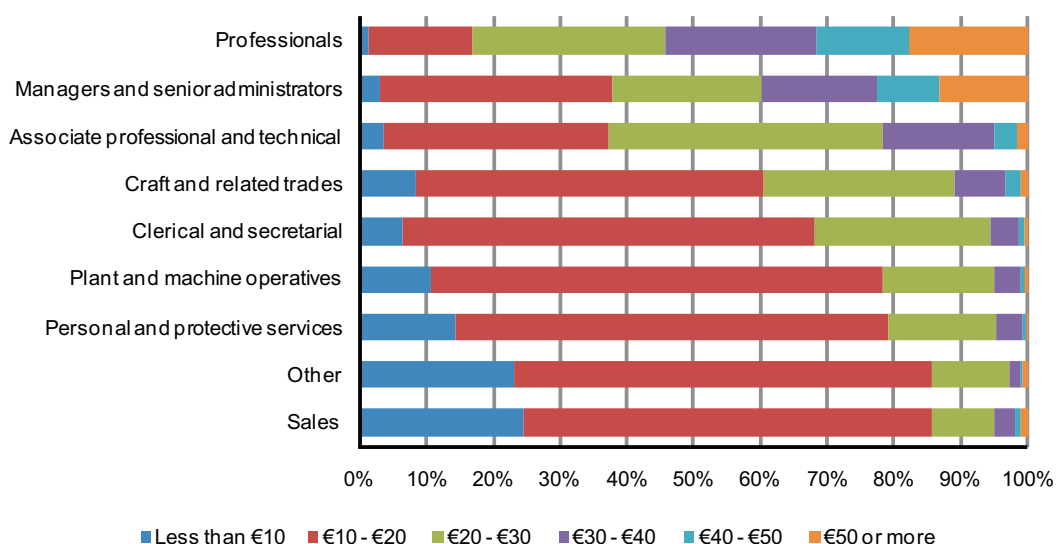
With reference to the gender pay gap and focussing on full-time employees we can see that the unadjusted gender pay gap in the public sector was lower than that recorded for the private sector in October 2009 (9.9% compared with 17.3%).

Occupation

As with other characteristics the range of mean hourly earnings by occupation group is wide. The highest mean hourly earnings in October 2009 were recorded for *Professionals* (€36.27) falling to as low as €14.77 for *Sales* and €14.85 for the *Other* occupation group. The same occupational groups were at the higher and lower range of mean hourly earnings for both males and females and for full-time and part-time employees. The same pattern was also seen in October 2008 highlighting the fact that the structure of earnings tends to change relatively slowly. See *tables 4a and 4b*.

The earnings distribution in *tables 5a and 5b* show very clearly that among the occupational groups with higher mean hourly earnings the distribution of earnings levels is much wider. See *tables 5a and 5b and figure 7*.

Figure 7 Distribution of employees by hourly earnings band, classified by occupation, October 2009



- Among the *Professionals* group a similar proportion of employees had mean hourly earnings in the second lowest earnings band as the highest earning band (16% earned between €10 and €20 per hour while 18% earned over €50 an hour).
- In the *Managers and senior administrators* group the largest single group of employees were found in the €10 to €20 earnings band (35%) while 13% earned over €50 per hour.
- However, higher earnings were far more prevalent for these occupational groups than the other seven groups with 2% or less of employees in all of the other groups earning over €50 per hour. The occupational groups with lower mean hourly earnings were predominantly distributed in the lowest two earnings bands with 85% or more of staff in the *Sales* and *Other* groups earning less than €20 per hour.

In relation to the gender pay gap the focus is again placed on full-time employees to remove the effect of differences in full-time and part-time employment between males and females. See table 4a.

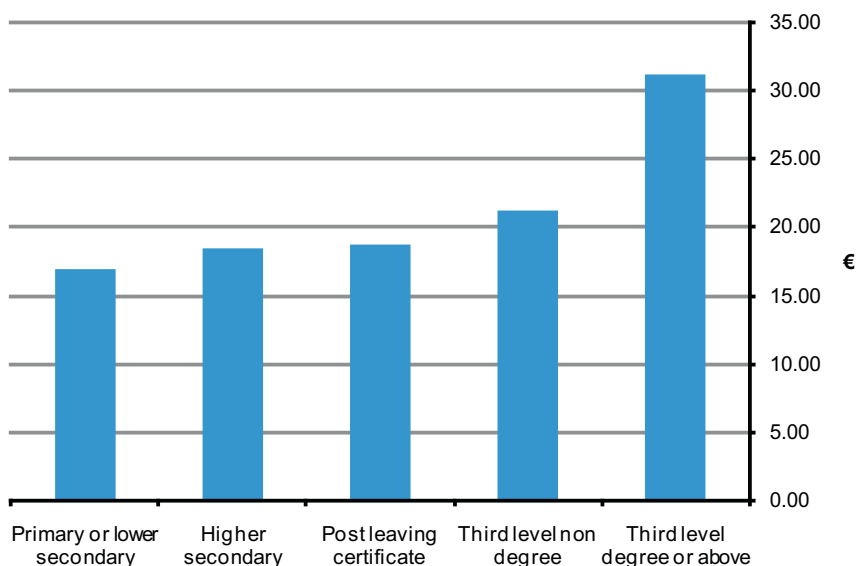
- The highest gender pay gap for full-time employees in October 2009 was recorded for the *Sales* occupation where full-time females earned 23.8% less than full-time males. The next largest gap was recorded for *Managers and administrators* (23.0%).
- This gap was lowest at 4.9% among *Clerical and secretarial* staff followed by *Professionals* (6.1%), but for all occupational groups full-time males earned more than females.

As such, correcting for the distribution of employment by occupation alone does not remove the gender pay gap among full-time employees.

Educational attainment

While earnings levels increase with the highest level of educational attainment there is a clear gap between the earnings of persons with a third level degree or above (€31.16) and all other levels. The second highest level of mean hourly earnings were nearly one third lower and were recorded for persons with third level non-degree as their highest level of education (€21.24). Persons with a highest level of education of primary or lower secondary had the lowest mean hourly earnings of €16.96 in October 2009 (46% lower than persons with a third level degree or above). See tables 6a and 6b and figure 8.

Figure 8 Mean hourly earnings by educational attainment level, October 2009



Consistent with the higher mean hourly earnings, higher proportions of employees are found in the higher earnings bands as educational attainment increases. Nearly one quarter of all persons with a third level degree or above (23%) had earnings in the top two income bands (€40 per hour or more) in October 2009 while this was the case for 6% or less of employees with lower levels of educational attainment. See *table 7a*.

Focusing on full time employees it can be seen that at all levels of education mean hourly earnings for females are lower than males, with the highest level of difference being recorded at the post-leaving certificate level (20.2%). At the highest educational attainment level of third level degree or above a gap of 16.4% was recorded. The lowest gap was recorded for persons with higher secondary education (8.1%). See *table 6a*.

Therefore, as with occupation and sector, educational attainment level alone cannot fully explain levels of difference in pay between male and female full-time employees. Further analysis by cross-tabulating these elements (e.g. sector by occupation, occupation by educational attainment level etc.) may aid a deeper understanding but this type of analysis is limited by the sample size as the number of observations used will drop as more detailed cross-classifications are applied. For this reason a typical analytical approach to adjust for such compositional factors is to use econometric analysis which does not suffer from the same limitations in the face of limited sample sizes and can consider the different factors jointly.

Research internationally has generally found that some, but not all, of the gender pay gap can be explained by available information on the characteristics of male and female employees and their employment. In the Irish case previous research by the ESRI¹ published in September 2009 and relating to data from the 2003 National Employment Survey, found that approximately two thirds of the difference in average pay levels between male and female employees in 2003 could be accounted for by available information on the differences in various characteristics such as years of work experience, length of tenure with the employer, occupation etc.

While the CSO has not completed such an analysis for this first publication of results it is intended to return to the subject in the future for both the gender and public/private pay gap.

Other estimates published

While the focus of this publication is on a high level analysis of the unadjusted gender pay gap a range of other statistics are released today from the NES for both 2008 and 2009. In addition to hourly earnings, estimates on annual and weekly earnings are also produced. These additional tables can be found on the CSO databank on www.cso.ie under Database/StatBank (Main Data Dissemination Service)/Labour Market & Earnings/Earnings/ National Employment Survey.

¹The Gender Wage Gap in Ireland - Evidence from the National Employment Survey 2003, Seamus McGuinness, Elish Kelly, Tim Callan and Philip J O'Connell, ESRI'.

The tables included in this publication are:

Table 1 Unadjusted Gender Pay Gap – EU comparison, 2009

Table 2a Mean hourly earnings by gender and unadjusted gender pay gap classified by employment status and economic sector of employment, October 2009

Table 2b Mean hourly earnings by gender and unadjusted gender pay gap classified by employment status and economic sector of employment, October 2008

Table 3a Distribution of employees (%) by hourly earnings band and mean and median hourly earnings classified by economic sector of employment, October 2009

Table 3b Distribution of employees (%) by hourly earnings band and mean and median hourly earnings classified by economic sector of employment, October 2008

Table 4a Mean hourly earnings by gender and unadjusted gender pay gap classified by employment status and occupation, October 2009

Table 4b Mean hourly earnings by gender and unadjusted gender pay gap classified by employment status and occupation, October 2008

Table 5a Distribution of employees (%) by hourly earnings band and mean and median hourly earnings classified by occupation, October 2009

Table 5b Distribution of employees (%) by hourly earnings band and mean and median hourly earnings classified by occupation, October 2008

Table 6a Mean hourly earnings by gender and unadjusted gender pay gap classified by employment status and highest level of educational attainment, October 2009

Table 6b Mean hourly earnings by gender and unadjusted gender pay gap classified by employment status and highest level of educational attainment, October 2008

Table 7a Distribution of employees (%) by hourly earnings band and mean and median hourly earnings classified by highest level of educational attainment, October 2009

Table 7b Distribution of employees (%) by hourly earnings band and mean and median hourly earnings classified by highest level of educational attainment, October 2008

The tables on the CSO databank for 2008 and 2009 are:

1. Mean hourly earnings, weekly earnings and weekly paid hours by NACE economic sector and sex
2. Mean hourly earnings by NACE economic sector, full/part-time status and sex
3. Median hourly earnings by NACE economic sector, full/part-time status and sex
4. Mean hourly earnings, weekly earnings and weekly paid hours by occupation and sex
5. Mean hourly earnings by occupation, full/part-time status and sex
6. Median hourly earnings by occupation, full/part-time status and sex
7. Mean hourly earnings, weekly earnings and weekly paid hours by educational attainment and sex
8. Mean hourly earnings by educational attainment, full/part-time status and sex
9. Median hourly earnings by educational attainment, full/part-time status and sex
10. Average number of years service in current and all employment by educational attainment and sex
11. Mean annual earnings by NACE economic sector and sex
12. Mean annual earnings by full/part-time status and sex and by private/public sector status and sex
13. Mean annual earnings by occupation and sex
14. Mean annual earnings by educational attainment and sex
15. Mean annual earnings by age group and sex
16. Mean annual earnings by residence and sex

Detailed Tables

Table 1 Unadjusted Gender Pay Gap - EU comparison¹, 2009

	%
EU-27 ²	17.1
Euro area ²	17.2
Estonia ³	30.9
Czech Republic	25.9
Austria	25.4
Germany	23.2
Greece ⁴	22.0
Slovakia	21.9
Cyprus	21.0
United Kingdom	20.4
Finland	20.4
Netherlands	19.2
Switzerland	18.4
Denmark	16.8
Spain	16.7
Norway	16.7
France ²	16.5
Sweden	16.0
Ireland ²	15.7
Hungary	15.7
Bulgaria	15.3
Lithuania	15.0
Latvia	14.9
Luxembourg	12.5
Portugal	10.0
Poland	9.8
Belgium ⁴	9.0
Romania	8.1
Malta	6.9
Italy	5.5
Slovenia	3.2

Source: Eurostat

¹EU comparative figures are based on enterprises with 10 or more employees only and cover NACE sectors B to S excluding O (Public administration and defence). The unadjusted gender pay gap presented in the other tables in this publication covers enterprises with 3 or more employees and all sectors from B to S. As such the figure for Ireland in table 1 is not directly comparable to the figure presented in other tables.

² Provisional

³ 2007 data and NACE Rev.1.1, sections C to O (- L)

⁴ 2008

Table 2a Mean hourly earnings by gender and unadjusted gender pay gap¹ classified by employment status and economic sector of employment, October 2009

NACE [†] economic sector	Male			Female			Total			Unadjusted gender pay gap ¹		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
B-E Industry	22.57	15.10	22.22	19.10	15.85	18.52	21.67	15.55	21.14	15.4	-5.0	16.7
F Construction	21.39	15.32	20.79	18.86	15.58	17.98	21.18	15.38	20.50	11.8	-1.7	13.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	19.64	13.95	18.51	16.58	13.31	15.07	18.23	13.47	16.58	15.6	4.6	18.6
H Transportation and storage	19.75	14.37	19.20	17.72	16.34	17.32	19.38	15.25	18.78	10.3	-13.7	9.8
I Accommodation and food services	15.84	11.84	14.70	14.15	11.78	13.15	14.98	11.80	13.83	10.7	0.5	10.5
J Information and communication	26.65	16.09	26.17	20.57	14.82	19.44	24.92	15.24	24.01	22.8	7.9	25.7
K-L Financial, insurance and real estate	34.55	23.35	34.31	24.68	22.24	24.22	29.50	22.33	28.68	28.6	4.8	29.4
M Professional, scientific and technical	27.53	19.68	26.81	19.33	15.36	18.12	24.24	16.46	22.75	29.8	22.0	32.4
N Administrative and support services	19.52	14.32	18.71	17.42	13.48	15.85	18.54	13.68	17.12	10.8	5.9	15.3
O Public administration and defence	27.53	21.51	27.29	25.28	23.81	24.92	26.49	23.52	26.06	8.2	-10.7	8.7
P Education	44.95	30.43	42.99	33.69	24.80	31.56	36.93	25.74	34.55	25.1	18.5	26.6
Q Human health and social work	29.76	19.59	28.19	23.20	19.66	21.72	24.68	19.66	22.81	22.0	-0.4	23.0
R-S Arts, entertainment, recreation and other activities	21.99	16.75	20.56	17.59	14.61	16.32	19.43	15.18	17.86	20.0	12.8	20.6
Total	24.59	16.07	23.63	22.35	17.24	20.61	23.59	16.97	22.05	9.1	-7.3	12.8
Of which:												
Private sector	22.59	14.83	21.61	18.69	14.83	17.26	21.03	14.83	19.53	17.3	0.0	20.1
Public sector	32.17	26.16	31.79	28.99	23.92	27.58	30.32	24.17	29.09	9.9	8.6	13.2

[†] NACE Rev. 2 classification of economic activity. See background notes for further information.

¹The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Table 2b Mean hourly earnings by gender and unadjusted gender pay gap¹ classified by employment status and economic sector of employment, October 2008

NACE [†] economic sector	Male			Female			Total			Unadjusted gender pay gap ¹		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
B-E Industry	21.66	14.66	21.40	18.13	15.95	17.80	20.75	15.46	20.38	16.3	-8.8	16.8
F Construction	20.79	14.69	20.51	21.39	15.19	19.85	20.82	14.84	20.46	-2.9	-3.4	3.2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	19.34	13.12	18.47	15.86	12.93	14.50	17.82	12.96	16.27	18.0	1.4	21.5
H Transportation and storage	20.48	16.29	20.31	17.58	16.99	17.47	19.95	16.68	19.71	14.2	-4.3	14.0
I Accommodation and food services	16.94	13.41	16.20	13.81	12.12	13.07	15.35	12.44	14.36	18.5	9.6	19.3
J Information and communication	26.97	18.04	26.67	19.94	15.89	19.32	24.81	16.54	24.20	26.1	11.9	27.6
K-L Financial, insurance and real estate	34.27	17.46	33.87	23.18	21.05	22.84	27.99	20.73	27.22	32.4	-20.6	32.6
M Professional, scientific and technical	27.82	16.19	26.54	21.04	15.55	19.55	25.06	15.76	23.35	24.4	4.0	26.3
N Administrative and support services	16.89	12.68	16.48	17.39	15.78	16.87	17.11	15.11	16.68	-3.0	-24.4	-2.4
O Public administration and defence	26.91	18.67	26.69	23.63	23.76	23.66	25.32	23.30	25.05	12.2	-27.3	11.4
P Education	46.62	28.55	44.14	33.42	26.96	31.71	36.99	27.19	34.69	28.3	5.6	28.2
Q Human health and social work	30.00	18.09	28.07	21.97	19.32	20.91	23.68	19.23	22.07	26.8	-6.8	25.5
R-S Arts, entertainment, recreation and other activities	21.65	14.51	20.50	17.03	13.41	15.66	19.21	13.66	17.59	21.3	7.6	23.6
Total	23.70	15.72	23.06	21.58	17.37	20.21	22.79	17.05	21.62	8.9	-10.5	12.4
Of which:												
Private sector	21.89	14.18	21.25	17.89	14.41	16.69	20.39	14.36	19.17	18.3	-1.6	21.5
Public sector	31.78	25.20	31.37	28.50	24.81	27.46	29.85	24.85	28.83	10.3	1.5	12.5

[†] NACE Rev. 2 classification of economic activity. See background notes for further information.

¹The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Table 3a Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by economic sector of employment, October 2009

NACE [†] economic sector	Earnings per hour						Mean hourly earnings €	Median hourly earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
B-E Industry	6	53	25	10	3	2	21.14	17.88
F Construction	8	52	26	8	2	3	20.50	17.63
G Wholesale and retail trade; repair of motor vehicles and motorcycles	18	63	12	3	2	2	16.58	13.46
H Transportation and storage	9	60	22	5	2	1	18.78	17.19
I Accommodation and food services	30	58	8	3	0	0	13.83	11.51
J Information and communication	6	43	29	11	5	6	24.01	20.31
K-L Financial, insurance and real estate	2	38	27	16	7	10	28.68	23.06
M Professional, scientific and technical	10	49	19	11	5	6	22.75	17.77
N Administrative and support services	17	61	15	4	2	1	17.12	14.19
O Public administration and defence	1	24	48	19	5	3	26.06	24.49
P Education	2	29	21	13	15	20	34.55	28.70
Q Human health and social work	5	46	30	13	3	3	22.81	19.64
R-S Arts, entertainment, recreation and other activities	20	55	15	6	2	2	17.86	14.00
Total	10	49	23	10	4	5	22.05	17.82
Of which:								
Private sector	13	55	19	7	3	3	19.53	15.59
Public sector	1	31	35	16	8	9	29.09	24.63

[†] NACE Rev. 2 classification of economic activity. See background notes for further information.

¹The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

Table 3b Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by economic sector of employment, October 2008

NACE [†] economic sector	Earnings per hour						Mean hourly earnings €	Median hourly earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
B-E Industry	7	56	23	9	3	2	20.38	17.26
F Construction	7	52	30	6	2	2	20.46	18.19
G Wholesale and retail trade; repair of motor vehicles and motorcycles	19	62	13	4	1	1	16.27	13.43
H Transportation and storage	9	55	27	6	1	2	19.71	17.81
I Accommodation and food services	27	59	9	2	1	1	14.36	11.63
J Information and communication	6	39	33	12	5	5	24.20	21.15
K-L Financial, insurance and real estate	2	43	25	13	6	9	27.22	20.89
M Professional, scientific and technical	10	46	23	10	5	6	23.35	18.44
N Administrative and support services	16	64	12	4	2	1	16.68	13.52
O Public administration and defence	1	31	43	18	4	2	25.05	23.50
P Education	2	29	19	14	16	19	34.69	29.92
Q Human health and social work	6	49	28	12	2	3	22.07	18.97
R-S Arts, entertainment, recreation and other activities	23	50	16	7	2	2	17.59	13.58
Total	10	50	23	9	4	4	21.62	17.58
Of which:								
Private sector	13	55	20	6	3	3	19.17	15.63
Public sector	1	34	33	16	8	9	28.83	24.28

[†] NACE Rev. 2 classification of economic activity. See background notes for further information.

¹The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

Table 4a Mean hourly earnings by gender and unadjusted gender pay gap¹ classified by employment status and occupation, October 2009

Occupation	Male			Female			Total			Unadjusted gender pay gap ¹		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Managers and senior administrators	35.07	25.01	34.68	27.00	22.25	26.26	31.69	22.89	30.89	23.0	11.0	24.3
Professionals	38.11	35.72	37.99	35.78	31.21	34.84	36.94	31.98	36.27	6.1	12.6	8.3
Associate professional and technical	25.47	21.37	25.21	23.49	21.82	23.03	24.37	21.76	23.86	7.8	-2.1	8.6
Clerical and secretarial	19.08	15.15	18.66	18.14	17.11	17.81	18.42	16.91	18.02	4.9	-12.9	4.6
Craft and related trades	20.33	15.10	19.86	18.08	16.31	17.43	20.23	15.36	19.71	11.1	-8.0	12.2
Personal and protective services	18.63	13.50	17.66	16.62	14.87	15.83	17.55	14.60	16.50	10.8	-10.1	10.4
Sales	18.60	13.63	17.29	14.18	12.67	13.36	16.27	12.88	14.77	23.8	7.0	22.7
Plant and machine operatives	17.40	13.97	17.07	14.31	13.72	14.20	16.89	13.90	16.55	17.8	1.8	16.8
Other	17.10	12.94	16.17	13.52	13.06	13.28	15.89	13.02	14.85	20.9	-0.9	17.9
Total	24.59	16.07	23.63	22.35	17.24	20.61	23.59	16.97	22.05	9.1	-7.3	12.8

¹ The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Table 4b Mean hourly earnings by gender and unadjusted gender pay gap¹ classified by employment status and occupation, October 2008

Occupation	Male			Female			Total			Unadjusted gender pay gap ¹		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Managers and senior administrators	36.56	31.94	36.49	27.44	23.80	26.96	32.65	24.80	32.11	24.9	25.5	26.1
Professionals	38.14	32.33	37.87	36.36	33.77	35.82	37.28	33.54	36.78	4.7	-4.5	5.4
Associate professional and technical	25.14	24.43	25.12	22.61	23.54	22.86	23.71	23.60	23.69	10.1	3.6	9.0
Clerical and secretarial	19.42	14.85	18.99	17.65	16.92	17.45	18.14	16.72	17.82	9.1	-13.9	8.1
Craft and related trades	19.29	14.98	19.02	14.60	15.68	15.13	19.16	15.18	18.81	24.3	-4.7	20.5
Personal and protective services	18.84	12.93	17.83	15.89	14.23	15.12	17.18	14.02	16.03	15.7	-10.1	15.2
Sales	17.94	12.77	16.84	14.06	12.44	13.26	15.90	12.51	14.56	21.6	2.6	21.3
Plant and machine operatives	17.87	14.24	17.71	14.13	14.53	14.19	17.26	14.37	17.08	20.9	-2.0	19.9
Other	16.25	13.09	15.87	14.08	12.70	13.46	15.59	12.81	14.88	13.4	3.0	15.2
Total	23.70	15.72	23.06	21.58	17.37	20.21	22.79	17.05	21.62	8.9	-10.5	12.4

¹ The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Table 5a Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by occupation, October 2009

Occupation	Earnings per hour						Mean Hourly Earnings €	Median Hourly Earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
Managers and senior administrators	3	35	22	17	9	13	30.89	24.82
Professionals	1	16	29	22	14	18	36.27	31.40
Associate professional and technical	4	34	41	17	3	2	23.86	23.03
Clerical and secretarial	7	61	26	4	1	1	18.02	16.53
Craft and related trades	8	52	29	8	2	1	19.71	17.79
Personal and protective services	14	65	16	4	1	0	16.50	15.55
Sales	25	61	9	3	1	1	14.77	12.42
Plant and machine operatives	11	68	17	4	1	0	16.55	14.94
Other	23	62	12	2	0	1	14.85	13.03
Total	10	49	23	10	4	5	22.05	17.82

¹The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

Table 5b Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by occupation, October 2008

Occupation	Earnings per hour						Mean Hourly Earnings €	Median Hourly Earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
Managers and senior administrators	3	31	26	15	9	15	32.11	25.07
Professionals	1	15	29	22	15	18	36.78	31.84
Associate professional and technical	4	36	37	17	4	2	23.69	22.31
Clerical and secretarial	7	63	25	4	1	0	17.82	16.37
Craft and related trades	9	54	29	6	2	1	18.81	17.44
Personal and protective services	19	62	15	4	0	0	16.03	15.10
Sales	24	61	10	2	1	1	14.56	12.33
Plant and machine operatives	9	66	20	4	1	0	17.08	15.39
Other	19	67	11	2	1	0	14.88	13.33
Total	10	50	23	9	4	4	21.62	17.58

¹The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

Table 6a Mean hourly earnings by gender and unadjusted gender pay gap¹ classified by employment status and highest level of educational attainment, October 2009

Highest level of education attained	Male			Female			Total			Unadjusted gender pay gap ¹		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Primary or lower secondary	19.05	13.93	18.28	16.42	14.40	15.35	18.23	14.28	16.96	13.8	-3.4	16.0
Higher secondary	20.41	14.55	19.54	18.75	15.71	17.54	19.65	15.43	18.46	8.1	-8.0	10.2
Post leaving certificate	21.04	15.35	20.55	16.79	15.16	16.17	19.62	15.20	18.68	20.2	1.2	21.3
Third level non degree	24.25	17.04	23.58	19.96	18.51	19.51	22.08	18.24	21.24	17.7	-8.6	17.3
Third level degree or above	35.29	22.79	34.38	29.51	25.01	28.68	32.22	24.49	31.16	16.4	-9.7	16.6
Total	24.59	16.07	23.63	22.35	17.24	20.61	23.59	16.97	22.05	9.1	-7.3	12.8

¹The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Table 6b Mean hourly earnings by gender and unadjusted gender pay gap¹ classified by employment status and highest level of educational attainment, October 2008

Highest level of education attained	Male			Female			Total			Unadjusted gender pay gap ¹		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Primary or lower secondary	18.41	14.30	18.04	16.07	13.75	14.88	17.77	13.86	16.73	12.7	3.8	17.5
Higher secondary	19.94	13.65	19.29	17.88	15.16	16.84	19.11	14.84	18.07	10.3	-11.1	12.7
Post leaving certificate	21.32	14.95	20.90	16.30	14.69	15.73	19.78	14.75	18.88	23.5	1.7	24.7
Third level non degree	25.38	16.96	24.91	19.78	19.54	19.72	22.27	19.23	21.72	22.1	-15.2	20.8
Third level degree or above	34.07	22.59	33.41	28.00	26.85	27.79	30.82	26.05	30.19	17.8	-18.9	16.8
Total	23.70	15.72	23.06	21.58	17.37	20.21	22.79	17.05	21.62	8.9	-10.5	12.4

¹The unadjusted gender pay gap is estimated as the difference between male and female average (mean) hourly earnings as a percentage of male average hourly earnings. A positive figure can be interpreted as female average hourly earnings being that percentage lower than male average hourly earnings while a negative indicates that female earnings are higher by that percentage.

Table 7a Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by highest level of educational attainment, October 2009

Level of educational attainment	Earnings per hour						Mean Hourly Earning €	Median Hourly Earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
Primary of lower secondary	14	62	18	4	1	1	16.96	15.08
Higher secondary	13	56	21	6	2	1	18.46	15.99
Post leaving certificate	12	56	22	7	2	1	18.68	16.18
Third level non degree	8	49	26	11	3	3	21.24	18.30
Third level degree or above	4	29	26	17	10	13	31.16	26.40
Total	10	49	23	10	4	5	22.05	17.82

¹The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

Table 7b Distribution of employees (%)¹ by hourly earnings band and mean and median hourly earnings classified by highest level of educational attainment, October 2008

Level of educational attainment	Earnings per hour						Mean Hourly Earning €	Median Hourly Earnings €
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more		
	%	%	%	%	%	%		
Primary of lower secondary	14	61	19	4	1	1	16.73	15.10
Higher secondary	14	57	20	6	2	2	18.07	15.74
Post leaving certificate	11	54	26	6	2	1	18.88	16.83
Third level non degree	7	49	27	10	3	3	21.72	18.51
Third level degree or above	5	32	25	16	10	12	30.19	25.34
Total	10	50	23	9	4	4	21.62	17.58

¹The % in each column indicates the percentage of employees in the relevant group who fall into the hourly earnings band in question. The columns may not sum up to 100% due to rounding.

Background Notes

The National Employment Survey (NES) is a major workplace survey conducted by the CSO. The purpose of the NES is to provide more detailed structural information than before on workplace issues, including earnings and factors influencing earnings. In addition to providing information of national interest the NES also meets an EU regulatory requirement for a Structure of Earnings Survey (SES) which is to be carried out on a four yearly cycle.

Results from the NES 2008 and 2009 surveys are presented in this report and the particular focus is on the issue of the unadjusted gender pay gap measured with respect to hourly earnings as of October of 2008 and 2009. Estimates of hourly earnings are presented classified by various characteristics of individuals and enterprises but in all cases the commentary focuses on whether these characteristics explain the level of the gap in hourly earnings between males and females. This is just one example of the structural issues NES data can be used to assess.

In addition to the tables presented in the publication a range of additional tables are being made available in conjunction with this publication on the CSO website at www.cso.ie. under Database/StatBank (Main Data Dissemination Service)/Labour Market & Earnings/Earnings/National Employment Survey.

The first NES survey conducted was the NES 2003 survey. Following the NES 2006 survey it became an annual survey. In order to bring the reference month into line with the reference year for the survey, the reference month became October in 2006 and October was maintained as the reference month for the subsequent surveys up to 2009. The table below shows the reference periods for the six NES exercises which have been undertaken since 2003.

Survey title	Reference year	Reference month
NES 2003	2002	March 2003
NES 2006	2005	March 2006
NES October 2006	2006	October 2006
NES 2007	2007	October 2007
NES 2008	2008	October 2008
NES 2009	2009	October 2009

The CSO has decided to discontinue the annual frequency of the survey as of 2010. A number of reasons have contributed to this decision including the need to reduce burden on respondent enterprises and budgetary constraints. However it is also the case that as a structural survey, as opposed to a source of short term indicators, many of the key structural issues covered (such as

the unadjusted gender pay gap) are expected to change relatively slowly. This is reflected in periodicity set in the EU regulation which requires a survey of this type once every four years. One reason the NES had a particular added value in the Irish case was that it was the only source of earnings data across all sectors of the economy and as such the only source for an overall average hourly earnings for all employees for which an annual benchmark was important. As of 2008 this information is now provided on a quarterly basis from the Earnings, Hours and Employment Costs Survey (EHECS) and the focus from the NES can be put entirely on structural issues which require less frequent measurement.

The CSO is assessing other data sources for their potential to provide indicators of the structure of earnings such as the P35 database held by the Revenue Commissioners. Based on the findings of this work a strategy will be developed for the ongoing production of such indicators and in particular the delivery of data to meet the EU requirement for a Structure of Earnings Survey in 2014.

The primary short-term indicators of hourly and weekly earnings will continue to be published on a quarterly basis from the EHECS source.

Survey strategy

The information required was divided into that most suitable to collect from employers (e.g. earnings, hours worked, etc.) and information best supplied by individual employees (age, educational attainment, etc.). A sample of employers was selected initially and then, in a second stage, a sample of employees was selected from within the selected enterprises. Employers facilitated this approach by selecting a systematic sample from their payrolls, using set criteria, and forwarding the selection to the CSO. This two-stage strategy was used for practical purposes to optimise the quality of the information collected. It also had the desirable effect of spreading the burden of response between employers and employees.

Employer questionnaire — This was distributed to a sample of employers. It requested information on earnings, hours worked and occupational details, for a sample of employees. There was also a set of questions on company training for staff and changes in employment conditions. The employer questionnaires for 2009 and 2008 are included in the back of this publication.

Employee questionnaire — This was distributed to the sample of employees chosen in the second stage of the sampling process. The employees were asked to supply information such as age, gender, educational attainment, nationality, length of time in paid employment and other job-related characteristics. There were also some questions relating to changes in employment conditions. The employee questionnaires for 2009 and 2008 are included in the back of this publication.

Coverage

Only employers with three or more employees were surveyed and the data was collected at enterprise level. Employers were required to have been trading in the reference month of October in 2009. Sampled employees were required to have been employed in the reference month of October in 2009.

Sample design

The NES sample of employers was selected from the CSO Central Business Register (CBR). The sample was selected based on the proportion of companies in each economic sector (NACE Rev. 2 two digit sector) and in each size class. The employers were asked to select a systematic sample of employees from their payrolls. The table below outlines the number of employers and employees sampled for each size group of business unit:

Size of enterprise	No. of employers sampled	No. of employees sampled
3-9	1 in 20	All
10-19	1 in 10	All
20-49	1 in 7	1 in 2
50-99	1 in 4	1 in 3
100-249	1 in 2	1 in 5
250-999	All	1 in 10
1,000+	All	1 in 20

The employer sample was also checked to make sure that there were at least five employers in each cell (if there were less than five employers in a cell then all employers were included in the sample). In addition, economic sectors had more employers included in the survey where there was a high variance for earnings and/or had known low response rates.

NACE sector A *Agriculture, forestry and fishing* was excluded as employment in this sector is predominantly self employment and out of scope of the NES which is a survey of the earnings of employees.

The responding employers returned the employer questionnaire that contained a list of the names of sampled employees to the CSO, together with the employee's PPS number. The names and a unique identifier were then printed on the employee questionnaires and posted for the attention of the employee either to the employer's address or to the employee's home address, whichever was the preferred option.

Survey Planning

The earnings-related questions to the employer and the employee questionnaire were updated from the previous NES, in light of comments and suggestions received. In addition, after a consultation process in 2009, a set of questions on changes in employment conditions in the enterprise was included. The 2009 survey was launched in February 2010.

Information leaflets were prepared for the selected employers and employees. The survey strategy involved a high degree of co-operation from both employers and employees.

Information about the survey was posted on the CSO website and all questionnaires and instructions were available electronically on www.cso.ie.

Collection of Data and Non-response

The electronic version of the employer questionnaire was in a customised spreadsheet format, and some employers availed of the facility to download, complete and return an electronic copy using a secure channel provided by the CSO. This information was transferred by the CSO

directly into a database environment. However, the majority of employer questionnaires were returned on paper and electronically scanned. In 2007, the Central Statistics Office (CSO), in conjunction with payroll software providers, developed an XML software package that enabled payroll related data to be compiled automatically for the purpose of the National Employment Survey (NES).

For the NES 2008 and 2009 surveys a significant number of private and almost all public sector enterprises returned via XML. Just over 6 % of enterprises returned the NES 2008 questionnaires via XML. This figure grew to almost 10% for the NES 2009 survey.

The employee questionnaire was available to download but could not be completed and returned electronically. It was designed as a double-sided page “tick-box” questionnaire for ease of completion and to render it suitable for data capture using scanning technology.

A vital component of the data collection from employees was the method of questionnaire return. While customised and otherwise blank questionnaires were distributed via the employer, the questionnaires were not returned via this route. Pre-paid envelopes were supplied to each employee in the sample and the questionnaires were thus returned directly to the CSO. This was to guarantee the confidentiality of information supplied by employees. Response rates for enterprises and employees are given in the tables below.

Table A1 Response Rate for National Employment Survey October 2009	
Employers Questionnaire	
Effective sample	9,108
Respondent enterprises	4,753
Non-respondent enterprises	4,355
Response Rate	52%
Employees Questionnaire	
Effective sample	102,208
Number of returns	67,907
Non-respondent employees	34,301
Response Rate	66%

The overall response for employees of 67,907 was equivalent to 4.5% of the 1,523,600 employees in the state who were within the scope of the NES. The 4,753 respondent enterprises represented approximately 5.5% of all enterprises.

Public sector return

A lot of the initial work done by the CSO in configuring, testing and going live with the XML software was done in conjunction with various public sector departments, offices and bodies. Once this was carried out, the CSO commenced meeting with private sector enterprises to assist them with the configuration and mapping of their enterprise specific payroll systems.

For NES 2009, there was virtually a full public sector response rate via XML. In comparison, a significantly smaller proportion of the large enterprises (i.e. those with 250 employees or more) in the private sector had set up and used the XML software to generate NES data.

Editing

As a result of the change in the data collection procedures for NES 2008 and NES 2009, additional editing programs were developed to analyse and ensure accuracy and consistency of the XML generated code. This work was very time consuming where year-on-year data needed to be investigated and payroll mapping/configuration checked to ensure this work was correctly implemented by enterprises. This contributed to the delay in the issuing of the 2008 estimates in particular.

Survey grossing

Survey responses to the NES were weighted to the population of employees recorded by the Quarterly National Household Survey (QNHS). The weights were calculated by calibrating the survey responses to the totals from QNHS by sector, occupation, full/part-time status, age group and sex. The weight is the product of a design-weight based on the stratification of the sample on the sampling frame and a calibration-weight based on the post-stratification resulting from the survey responses. This approach takes into account as fully as possible the characteristics of the sample observations in terms of auxiliary variables and their known totals.

The employee total and calibration totals are those as measured by the QNHS in quarter 4 of 2009 as illustrated in table A2:

Table A2 Persons aged 15 years and over in employment (ILO) classified by NACE Rev. 2 economic sector and employment type

Economic sector (NACE Rev.2)		QNHS		Employee
		Total	Employees	totals
		000	only	within
			000	scope of
				NES
				000
A	Agriculture, forestry and fishing	89.5	13.6	-
B-E	Industry	246.9	221.3	221.3
F	Construction	136.7	82.4	82.4
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	265.6	229.2	229.2
H	Transportation and storage	93.2	67.3	67.3
I	Accommodation and food service	120.4	104.0	104.0
J	Information and communication	72.5	64.2	64.2
K-L	Financial, insurance and real estate	106.4	99.6	99.6
M	Professional, scientific and technical	103.9	71.8	71.8
N	Administrative and support service	62.2	52.5	52.5
O	Public administration and defence	107.2	106.3	106.3
P	Education	148.0	141.1	141.1
Q	Human health and social work	233.7	218.6	218.6
R-U	Other NACE activities	101.4	78.7	65.3
Total persons employment		1,887.7	1,550.7	1,523.6
Total unemployed		267.4		
Total labour force		2,155.2		
Not in labour force		1,365.8		
Population 15 years or older		3,521.0		

NACE Industrial Classification

The NES sectoral estimates for 2008 and 2009 are based on the EU NACE Rev. 2 (Nomenclature generale des activites economique dans les Communautés europeennes) classification as defined in Council Regulation (EC) no 1893/2006. For NES 2007 and previous years data the NACE Rev. 1.1 classification had been in use.

The NACE Rev. 2 classification is more detailed than the NACE Rev. 1.1 classification. In particular more sections are now identified for services activities with the aim of better capturing economic activity within services. In cases where there is a direct one-to-one correspondence (e.g. sector H 'Hotels and restaurants' in NACE Rev. 1.1 directly corresponds to sector I 'Accommodation and food service activities' sector in NACE Rev. 2) then the two different series can be expected to be broadly comparable. In other cases sectors will not be comparable between the two classifications and as such caution is warranted in comparing estimates by economic sector from 2008 and 2009 to earlier periods. This does not significantly impact upon estimates by other characteristics (sex, age, educational attainment etc.).

Definitions

Average/Mean

The arithmetic mean is the most commonly used "average" or measure of central tendency. It is calculated by summing the values of an item for all observations in a category of data and then dividing the total by the number of observations in the category. There are other measures of central tendency. The tables in this report present information using the mean and the median.

Median

The median is the "middle value" in an ordered sequence of data. Approximately 50% of the observations lie above the median and 50% below. The median is unaffected by any extreme observations. For instance, the size of an extremely large value will not affect the position of the median whereas it would affect the position of the mean. In this sense, the median is a more robust measure than the mean.

Monthly earnings

Earnings represent the gross monthly amount (before deduction of tax, PRSI, superannuation) payable by the organisation to its employees. It includes normal wages, salaries and overtime, taxable allowances, regular bonuses and commissions, holiday or sick pay for the period in question. It excludes employer's PRSI, redundancy payments and back pay.

Mean hourly earnings

Estimates of average hourly earnings are derived by dividing estimates of the gross monthly earnings by estimates of the total hours paid in the month at the level of the individual employee. All the indicators presented in this publication are based on mean or median hourly earnings.

Total annual earnings

Total annual earnings represent the total gross annual amount (before deduction of tax, PRSI, superannuation) payable by the organisation to its employees. It includes bonuses and benefit-in-kind. It excludes pension payments and severance payments. While indicators of annual

earnings are not presented in this publication they are being made available via the CSO website (www.cso.ie) in conjunction with this publication.

Annual bonuses

The total amount of all bonuses **not paid at each pay period**. This includes holiday bonuses, quarterly or annual company bonuses, profit sharing, allowances for leave not taken and occasional commissions, etc.

Benefit in kind

The notional income calculation of the value of all 'payments in kind', made to the employee during the year (for example, the private use of a company car, medical insurance payments paid by the company, company products at reduced prices, housing, etc.).

Basic annual earnings

This is total annual earnings less annual bonuses and benefit-in-kind.

Exclusion of employees from the annual earnings data

Employees who worked for their employer in the reference month for less than 49 weeks in the reference year are excluded from the calculations for annual earnings (including annual bonuses and Benefit in kind). While this has reduced the sample by almost 15% for the calculation of the annual data, it will improve the comparability of data.

Public Sector Employees

Public sector employment is spread across a number of NACE economic sectors and includes semi-state organisations in sectors such as *Transportation and storage* and *Information and communications* among others. Furthermore while employment in the *Public administration and defence, Education and Human health and social work* sectors are mainly in the public sector there is some element of private sector employment also. The public sector estimates presented in tables 2a, 2b, 3a and 3b refer to all employees in the public sector specifically including:

Civil Service

Defence Forces

Garda Síochána

Local Authorities

Education (excluding private institutions)

Regional Bodies

Health (excluding private institutions)

Semi-State Bodies (excluding their subsidiary companies)

For further information on this publication please contact:

Earnings Analysis Section

Central Statistics Office

Skehard Road

Cork

Tel: +353 - 21 4535513/4535216 or LoCall: 1890 313 414

Email: earnings@cso.ie

To view the electronic version of the National Employment Survey 2008 and 2009 please use the following path:

http://www.cso.ie/releasespublications/pr_earnings.htm

Survey Forms 2009

If a box should be blank, please do not fill it with zeros or dashes.

Section A: Information on the Enterprise

A.1 Total persons engaged in the business on 31 December 2009. (Please exclude persons in receipt of a pension)

(a) No. of Employees (all persons paid a wage or salary)

Occupation (Definition of the occupations in Section D.2)	Male	Female	Total
Managers, Senior Officials	<input type="text"/>	<input type="text"/>	<input type="text"/>
Professionals	<input type="text"/>	<input type="text"/>	<input type="text"/>
Technicians & Associate Professionals	<input type="text"/>	<input type="text"/>	<input type="text"/>
Clerical Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Sales & Service Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Skilled Agricultural and Fishery Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Craft & Related Trade Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Plant and Machine Operators & Assemblers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other Manual Occupations	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>

(b) Other persons engaged (e.g. outside piece workers, unpaid volunteers, proprietors and unpaid family members working in the business)

Total persons engaged in the business { (a) + (b) }

A.2 How many employment agency staff worked in the business on 31 December 2009?

A.3 Were your employees regularly provided with information on the following topics in 2009?

(a) The level of competition faced by the business	Yes <input type="checkbox"/>	No <input type="checkbox"/>	(d) Plans to reorganise the business (mergers, joint ventures, staff reductions etc)	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>	
(b) Plans to develop new products or services	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>	(e) Plans to change work practices	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
(c) Plans to introduce new technology	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>	(f) Information on sales, profits, market shares etc.	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

Note: Answer N/A (not applicable) if the business had no such plans in 2009

Employment Regulation Orders (ERO's) & Registered Employment Agreements (REA's)

A.4 For each of the occupational categories below, give the percentage of employees covered by an ERO or REA in your enterprise and indicate if your company or representatives for your company re-negotiated any ERO/REA for those workers in 2009?

Occupational Grouping	Percentage of Employees Covered	Re-negotiated ERO/REA
Managers, Professionals & Technicians	<input type="text"/> %	<input type="checkbox"/>
Clerical Workers	<input type="text"/> %	<input type="checkbox"/>
Sales and Service Workers	<input type="text"/> %	<input type="checkbox"/>
Skilled Agricultural & Fishery Workers	<input type="text"/> %	<input type="checkbox"/>

Occupational Grouping	Percentage of Employees Covered	Re-negotiated ERO/REA
Craft & Related Trade Workers	<input type="text"/> %	<input type="checkbox"/>
Plant, Machine Operators & Assemblers	<input type="text"/> %	<input type="checkbox"/>
Other Manual Occupations	<input type="text"/> %	<input type="checkbox"/>



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Please refer to the instructions when completing this form

Section C: Changes in Employment Conditions

C.1 Did you implement a cut in pay/rates of remuneration for any of your employees in 2009? Yes No

C.2 Did you increase the standard working week for employees but not increase pay/rates of remuneration correspondingly in 2009? Yes No

C.3 Tick the boxes below, to indicate whether or not your company has introduced a cut in any of the following for your employees in 2009?

Subject	Yes, cuts were Implemented	No, cuts were not Implemented	Cancelled in 2009
Staff Numbers	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Rate of Pay / Salary	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Hours Worked	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Paid Leave	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Bonuses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allowances/Premiums	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C.4 If your enterprise implemented a change in the rate of pay/salaries for employees in 2009, please indicate the percentage change applicable for each of the following occupational groupings (where more than one change occurred, please give the average percentage cut/rise), **TICK ONE BOX ONLY**.

Occupational Grouping	Percentage <u>Cut</u> Implemented					Percentage <u>Rise</u> Implemented				
	5% or Less	5.1% - 10%	10.1% - 15%	15.1% - 20%	over 20%	5% or Less	5.1% - 10%	10.1% - 15%	15.1% - 20%	over 20%
Managers, Professionals & Technicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clerical Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sales & Service Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Skilled Agricultural & Fishery Worker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Craft & Related Trade Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plant, Machine Operators & Assemblers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Manual Occupations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Measuring Administrative Burdens on Business Minutes Taken To Complete this NES Questionnaire

As part of the effort to measure (and thus minimise) the burden on respondents of completing CSO business inquiries, you are asked to indicate in the boxes below the amount of time it took to fill out this questionnaire.

How long (i.e. how many minutes) did it take to complete this form?

Please refer to the instructions to complete this form

D1. Individual Employee Data for the Year 2009.

Please complete the following table for the employees selected in your sample, as outlined in the covering letter.

The data should refer to the year ending 31/12/2009. **Employees not working in October 2009 should be excluded. Pensioners should also be excluded.**

Same employees to be used in the D2 section overleaf		DATA FOR THE YEAR 2009							
		EARNINGS & ALLOWANCES (round to nearest €)			WEEKS	HOURS OF ABSENCE		HOURS OF ABSENCE	
Employee Name (In block capitals)	PPS No.	Total gross annual earnings including notional pay for the year 2009 (C)	Total irregular bonuses & allowances & commissions included in (C)	Notional pay included in (C)	Number of weeks to which the gross annual earnings relate (F)	Number of paid hours of annual leave entitlement for the year 2009 (G)	Number of paid hours of all other absences for the year 2009 (H)		
01.									
02.									
03.									
04.									
05.									
06.									
07.									
08.									
09.									
10.									
11.									
12.									
13.									
14.									
15.									
16.									
17.									
18.									

Please read the note on sample selection before proceeding with questions D1 and D2. In particular the sample selection should include all relevant employees.

NB The same employees selected for D1 should be entered here
A NEW SAMPLE SHOULD NOT BE SELECTED FOR D2

D2. Individual Employee Data for the Reference Period October 2009.

Please complete the following table for the employees selected in your sample on D1 overleaf. The data should refer to the month ending 31/10/2009.

	EARNINGS (round to nearest €)										HOURS	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	
PPS No. (From column B of previous page)	Employment Contract type 1 = Indefinite duration 2 = Fixed term 3 = Apprentice/trainee 4 = other	Occupational Status Code of job (see list below)	Reference Period for pay 1 = 4 weeks 2 = Month 3 = 5 weeks, 4 = 6 weeks	Total gross earnings in reference period October, 2009	Overtime earnings included in (E)	Shift allowances included in (E)	Total commission and bonuses included in (E)	Reference Period for hours 1 = 4 weeks or less, 2 = Monthly, 3 = 5 weeks, 4 = 6 weeks	Total paid contracted hours in reference period October 2009	Total paid overtime hours in reference period October 2009		
01.												
02.												
03.												
04.												
05.												
06.												
07.												
08.												
09.												
10.												
11.												
12.												
13.												
14.												
15.												
16.												
17.												
18.												

OCCUPATIONAL STATUS CODES	Clerical Workers	Craft and Related Trades Workers	83 Drivers and mobile plant operators
Managers and Senior Officials	41 Office clerks	71 Extraction and building trades workers	Other Manual Occupations
11 Legislators and senior officials	42 Customer service clerks	72 Metal, machinery and related trades workers	91 Sales & services elementary occupations
12 Corporate managers	Service and Sales Workers	73 Precision, handicraft & related trades workers	92 Agriculture, fishery & related labourers
13 Managers of small enterprises	51 Personal and protective services workers	74 Other craft & related trades workers	93 Mining, construction, manufacturing & transport labourers
Professionals	52 Models, salespersons and demonstrators	Plant and Machine Operators and Assemblers	
21 Engineering & science professionals	Skilled Agricultural & Fishery Workers	81 Stationary plant & related operators	
22 Life science & health professionals	61 Skilled agricultural and fishery workers	82 Machine operators & assemblers	



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Enquiries to:

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www.cs0.ie

National Employment Survey 2009 Employee Questionnaire

NES Section
Central Statistics Office
Skehard Road
Cork

The questions on this form relate to you and to your employer named above.

Some questions require a box to be marked with an X(☒) or a number to be entered e.g.

Questions which are not relevant to you should be left blank.

Please note that this is a STATUTORY SURVEY which you are obliged to complete.

Q.1 Gender Male Female

Q.2 Date of birth:

/ /

(DD/MM/YYYY)

Q.3 What is your nationality? (if you have dual nationality, please declare both of them)

Irish Other nationality (write in your nationality)

Q.4 Place of Residence

(a) Where in Ireland did you live in October 2009?
(state the county)

county

(b) Where did you live in October 2008?

At your current address

Elsewhere in Ireland (state the county)

Elsewhere abroad (state the country)

county

country

Q.5 In October 2009, what county was your place of work located in?(if no fixed county state 'various')

county

Q.6 (a) What was your highest level of completed education as of the end of October 2009?(please mark **one** box only)

No formal education/training

Primary education
(NFQ Levels 1 or 2 Cert. or equivalent)

Lower secondary(NFQ Levels 3, Junior/ Inter/Group Cert. or equivalent)

Upper secondary (NFQ Levels 4 or 5, Leaving Cert. (Applied and Vocational programmes or equivalent))

Technical/Vocational
(NFQ Levels 4 or 5, NCVA level 1/2, or equivalent)

Advanced Certificate/Completed Apprenticeship (NFQ Level 6, NCVA Level 3 or equivalent)

Higher Certificate (NFQ Level 6 NCEA/HETAC National Cert. or equivalent)

Ordinary Bachelor Degree or National Diploma (NFQ Level 7)

Honours Bachelor Degree (NFQ Level 8)

Both Honours Bachelor Degree & a professional qualification (NFQ level 8)

Postgraduate Diploma or Degree (NFQ Level 9, Postgraduate Diploma, Masters Degree or equivalent)

Doctorate (Ph.D) or higher (NFQ Level 10)

(b) Please give the title of your highest educational qualification

Q.7 Unpaid absence

How many work days were you on unpaid absence from your job in:
(e.g. unpaid maternity, unpaid sick, unpaid study leave etc)

October 2009

Year 2009

Official Use Only

P.T.O. →

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Q.8 Did you work on a full-time or part-time basis in October 2009?

If part-time, why did you work part-time? (please mark one box only)

 Full-time Part-time

- You were a student/pupil You had another job To attend to family commitments
- You were ill You were disabled You were financially secure, but worked because you wanted to
- You could not find a full-time job You considered that you earned enough working part-time Some other reason

Q.9 Occupation

State your occupation in October 2009:

(Describe the occupation giving the full job title)

Do NOT use general terms such as: Teacher, Manager, Engineer, Salesman, Consultant etc.

Use precise terms such as Primary Teacher, Retail Store Manager, Electrical Engineer, Car Salesman, IT Consultant etc.

Q.10 Employment History (up to the end of October 2009)

(a) Length of service with current employer:

(To nearest full year but exclude periods of unpaid leave, such as career breaks)

 years

(b) Length of time in all paid employment:

(Total of all paid periods in post full-time education employment, including current employer, to nearest full year)

Total	Of which in Ireland
<input type="text"/> <input type="text"/> years	<input type="text"/> <input type="text"/> years

Q.11 Questions about your job(Mark all that apply)

Tick the box if the following statements are correct, otherwise please leave blank.

- (a) You are required to do shift-work. (c) You are a member of a Trade Union.
- (b) You supervise staff (i.e. do staff report to you) (d) You are a member of a Professional Body. (e.g. CIMA, IEI, etc)

Q.12 Job attendance patterns (please mark one box only)

- (a) Fixed hours? (b) Flexi-time? (c) Other flexible working arrangement?

Do you work:

Q.13 Are you covered by an Employment Regulation Order (ERO) or a Registered Employment Agreement (REA)? Yes No Don't Know**Q.14 From 1st July 2007, a national minimum wage for experienced adult employees and sub-minimum rates for persons aged under 18 years and trainees over 18 years were set at the rates outlined below. Tick the appropriate box for the rate of pay you receive from your employer. If you are paid a wage rate not specifically listed below, tick the 'none of the above' option.**

National Minimum Wage Rate	Applicable
Minimum wage rate for an adult (€8.65 per hour)	<input type="checkbox"/>
Minimum wage rate for persons aged under 18 years (€6.06 per hour)	<input type="checkbox"/>
Minimum wage rate for trainees over 18 years (€6.49 - €7.79 per hour)	<input type="checkbox"/>
None of the above	<input type="checkbox"/>

Q.15 Did your employer increase, reduce or leave unchanged any of the following conditions of employment for you in 2009?

Subject Matter	Increased	Decreased	Unchanged	Subject Matter	Increased	Decreased	Unchanged
Rates of pay/salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Shift allowances & premiums	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Number of hours worked per week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Availability of overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid leave/holidays	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Unpaid leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Annual/Performance related bonuses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Benefits-in-kind	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.16 Did your salary/rate of pay increase in 2009? Yes No Don't Know If yes, please indicate the percentage pay increase received . %**Q.17 Did your salary/rate of pay decrease in 2009?** Yes No Don't Know If yes, please indicate the percentage pay decrease received . %

Please return this form to the CSO in the pre-paid envelope provided.
Thank you for your participation in this survey.

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Survey Forms 2008

If a box should be blank, please do not fill it with zeros or dashes.

Section A: Information on the Enterprise

A.1 Total persons engaged in the business on 31 December 2008.

(a) No. of Employees (all persons paid a wage or salary)

Occupation (Occupational status codes in Section D.2)	Male	Female	Total
Managers, Senior Officials	<input type="text"/>	<input type="text"/>	<input type="text"/>
Professionals	<input type="text"/>	<input type="text"/>	<input type="text"/>
Technicians & Associate Professionals	<input type="text"/>	<input type="text"/>	<input type="text"/>
Clerical Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Sales & Service Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Skilled Agricultural and Fishery Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Craft & Related Trade Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Plant and Machine Operators & Assemblers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other Manual Occupations	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total	<input type="text"/>	<input type="text"/>	<input type="text"/>

(b) Other persons engaged (e.g. outside piece workers, unpaid volunteers, proprietors and unpaid family members working in the business)

Total persons engaged in the business { (a) + (b) }

A.2 How many employment agency staff worked in the business on 31 December 2008?

A.3 Were your employees regularly provided with information on the following topics in 2008?

- | | | | | | | | |
|--|------------------------------|-----------------------------|--|---|------------------------------|------------------------------|------------------------------|
| (a) The level of competition faced by the business | Yes <input type="checkbox"/> | No <input type="checkbox"/> | (d) Plans to reorganise the business (mergers, joint ventures, staff reductions etc) | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> | |
| (b) Plans to develop new products or services | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> | (e) Plans to change work practices | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| (c) Plans to introduce new technology | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> | (f) Information on sales, profits, market shares etc. | Yes <input type="checkbox"/> | No <input type="checkbox"/> | |

Note: Answer N/A (not applicable) if the business had no such plans in 2008

A.4 Employee Relations

- (a) Does your business have a collective agreement dealing with pay and conditions with trade unions? Yes No
- (b) Does your organisation have a system in place for informing and consulting with employees and/or their representatives? Yes No
- (c) Does your organisation have an employee suggestion programme/scheme? Yes No
- (d) Please estimate the approximate total number of full-time equivalent (FTE) employees on the 31st December 2008 in your business, whose primary duties involve human resources (HR) / personnel type work? .



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Please refer to the instructions when completing this form

Section C: Organisational Change in the Business

C.1 Has your business experienced any of the following forms of change in 2008?

	Yes	No		Yes	No
(a) Greater reliance on temporary workers	<input type="checkbox"/>	<input type="checkbox"/>	(f) Greater reliance on external suppliers of products/services (outsourcing)	<input type="checkbox"/>	<input type="checkbox"/>
(b) Greater reliance on part-time workers	<input type="checkbox"/>	<input type="checkbox"/>	(g) Downsizing the operation	<input type="checkbox"/>	<input type="checkbox"/>
(c) Increase in overtime hours	<input type="checkbox"/>	<input type="checkbox"/>	(h) Increases in the level of staff absenteeism	<input type="checkbox"/>	<input type="checkbox"/>
(d) Reduction in the number of management levels	<input type="checkbox"/>	<input type="checkbox"/>	(i) Increases in the level of involuntary staff turnover	<input type="checkbox"/>	<input type="checkbox"/>
(e) Greater reliance on job-rotation & multi-tasking	<input type="checkbox"/>	<input type="checkbox"/>			

C.2 The following are a list of possible factors that may generate pressure for change in your company. Please mark (x) one box ONLY on each line to indicate how much pressure for change each of the items below caused your company as of 31st December 2008?

Levels of Pressure for Change

	High	Medium	Low	Not Applicable
(a) Competition from competitors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Difficulty recruiting suitable staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) Increasing demands from your customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) Technological advances in your line of business.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Increasing demands from your employees for change in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) Product and production regulation and legislation (e.g. environmental, safety, sustainability etc)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) Contracting market for your goods or services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) Increased labour costs and benefits for staff (e.g. childcare facilities, income protection plans for illness, healthcare checks etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) Increased labour regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(j) Increased utilities and energy costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(k) Increases in other operating costs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(l) Other (specify) 				

Comments

Please make any comments that help us interpret the data provided and avoid further queries. In particular, explanations of significant figures, i.e. high or low earnings, high paid hours etc., on any part of the form can avoid the necessity for making contact with the enterprise for explanations.

Measuring Administrative Burdens on Business

Minutes Taken To Complete Inquiry Form

As part of the effort to measure (and thus minimise) the burden on respondents of completing CSO business inquiries, you are asked to indicate in the boxes below the amount of time it took to fill out this questionnaire.

How long (i.e. how many minutes) did it take to complete this form?

--	--	--

Please refer to the instructions to complete this form



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D1. Individual Employee Data for the Year 2008.

Please complete the following table of the number of employees to be selected in your sample (Sample size stated/outlined in covering letter). The data should refer to the year ending 31/12/2008.

		DATA FOR THE YEAR 2008						HOURS OF ABSENCE	
		EARNINGS & ALLOWANCES (round to nearest €)			WEEKS	HOURS OF ABSENCE		HOURS OF ABSENCE	
		Total gross annual earnings including notional pay for the year 2008	Total irregular bonuses & allowances & commissions included in (C)	Notional pay included in (C)	Number of weeks to which the gross annual earnings relate	Number of paid hours of annual leave entitlement for the year 2008	Number of paid hours of annual leave entitlement for the year 2008	Number of paid hours of annual leave entitlement for the year 2008	Number of paid hours of annual leave entitlement for the year 2008
		(C)	(D)	(E)	(F)	(G)	(G)	(H)	(H)
Employee Name (In block capitals)		PPS No. (B)							
(A)									
1.									
2.									
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									
11.									
12.									
13.									
14.									
15.									
16.									
17.									
18.									

Please read the note on sample selection before proceeding with questions D1 and D2. In particular the sample selection should be based on all relevant employees and not include those who were not working in October 2008.

D2. Individual Employee Data for a Reference Period in October 2008

Please complete the following table for the employees selected in your sample. The data should refer to the month ending 31/10/2008

NB The same employees selected for D1 should be entered here
A NEW SAMPLE SHOULD NOT BE SELECTED FOR D2

DATA FOR REFERENCE PERIOD IN OCTOBER 2008										
PPS No. (From column B of previous page)	Employment Contract type 1 = Indefinite duration 2 = Fixed term 3 = Apprentice/trainee 4 = Other	Occupational Status Code of job (see note below)	EARNINGS (round to nearest €)				HOURS			
			Reference Period for pay 1 = 4 weeks, 2 = Monthly, 3 = 5 weeks, 4 = 6 weeks	Total gross earnings in reference period October, 2008	Overtime earnings included in (E)	Shift allowances included in (E)	Total commission and bonuses included in (E)	Reference Period for hours 1 = 4 weeks or less, 2 = Monthly, 3 = 5 weeks, 4 = 6 weeks	Total paid contracted hours in reference period October 2008	Total paid overtime hours in reference period October 2008
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
1.										
2.										
3.										
4.										
5.										
6.										
7.										
8.										
9.										
10.										
11.										
12.										
13.										
14.										
15.										
16.										
17.										
18.										

- OCCUPATIONAL STATUS CODES**
- Managers and Senior Officials**
 - 11 Legislators and senior officials
 - 12 Corporate managers
 - 13 Managers of small enterprises
 - Professionals**
 - 21 Engineering & science professionals
 - 22 Life science & health professionals
 - 23 Teaching professionals
 - 24 Other professionals
 - Technicians and Associate Professionals**
 - 31 Engineering and science assoc. professionals
 - 32 Life science & health assoc. professionals
 - 33 Teaching assoc. professionals
 - 34 Other associate professionals
 - Clerical Workers**
 - 41 Office clerks
 - 42 Customer service clerks
 - Service and Sales Workers**
 - 51 Personal and protective services workers
 - 52 Models, salespersons and demonstrators
 - Skilled Agricultural & Fishery Workers**
 - 61 Skilled agricultural and fishery worker
 - Craft and Related Trades Workers**
 - 71 Extraction and building trades workers
 - 72 Metal, machinery and related trades workers
 - 73 Precision, handicraft & related trades workers
 - 74 Other craft & related trades workers
 - Plant and Machine Operators and Assemblers**
 - 81 Stationary plant & related operators
 - 82 Machine operators & assemblers
 - Drivers and mobile plant operators**
 - Other Manual Occupations**
 - 91 Sales & services elementary occupations
 - 92 Agriculture, fishery & related labourers
 - 93 Mining, construction, manufacturing & transport labourers

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Phone enquiries to:

LoCall: 1890 313 414 (ROI)
0870 8760256 (UK/NI)

Cork (021) 4535561, 4535545

Fax No. (021) 4535115

E-mail: nes@csso.ie

www.csso.ie

NES Section
Central Statistics Office
Skehard Road
Cork

Reply to:
THE DIRECTOR GENERAL
In the free-post envelope
enclosed

National Employment Survey 2008 Employee Questionnaire

The questions on this form relate to you and to your employer named above.

Some questions require a box to be marked with an X(☒) or a number to be entered e.g.

Questions which are not relevant to you should be left blank

Please note that this is a STATUTORY SURVEY which you are obliged to complete

Q.1 Gender Male Female

Q.2 Date of birth:

 / /

(DD/MM/YYYY)

Q.3 What is your nationality? (if you have dual nationality, please declare both of them)

Irish Other nationality (write in your nationality)

Q.4 Place of Residence

(a) Where in Ireland did you live in October 2008?
(state the county)

 county

(b) Where did you live in October 2007?

At your current address

Elsewhere in Ireland (state the county)

 county

Elsewhere abroad (state the country)

 country

Q.5 In October 2008, what county was your place of work located in? (if no fixed county state 'various')

 county

Q.6 (a) What was your highest level of completed education as of the end of October 2008? (please mark **one** box only)

- | | | |
|--|--|---|
| <input type="checkbox"/> No formal education | <input type="checkbox"/> Primary education | <input type="checkbox"/> Lower secondary (Junior, Inter Cert., transition year or equivalent) |
| <input type="checkbox"/> Upper secondary (Leaving Cert., NCVA Level 1 Cert. or equivalent) | <input type="checkbox"/> Technical/Vocational qualification (Completed Apprenticeship, NCVA level 2/3 or equivalent) | <input type="checkbox"/> Both upper secondary & technical/vocational qualification |
| <input type="checkbox"/> Third Level Certificate/Diploma | <input type="checkbox"/> Third Level Primary Degree | <input type="checkbox"/> Professional qualification (Degree status at least) |
| <input type="checkbox"/> Both a Degree and professional qualification | <input type="checkbox"/> Postgraduate Certificate or Diploma | <input type="checkbox"/> Postgraduate Degree (Masters) |
| <input type="checkbox"/> Doctorate (PhD) | | |

(b) Please give the title of your highest educational qualification

Q.7 Unpaid absence

How many work days were you on unpaid absence from your job in:

(e.g. unpaid maternity, unpaid sick, unpaid study leave etc)

October 2008

Year 2008

Official Use only

P.T.O. →

The information you supply will be treated as strictly confidential under the provisions of the Statistics Act 1993



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Q.8 Did you work on a full-time or part-time basis in October 2008?If **part-time**, why did you work part-time? (please mark **one** box only) Full-time Part-time

- | | | |
|---|--|--|
| <input type="checkbox"/> You were a student/pupil | <input type="checkbox"/> You had another job | <input type="checkbox"/> To attend to family commitments |
| <input type="checkbox"/> You were ill | <input type="checkbox"/> You were disabled | <input type="checkbox"/> You were financially secure, but worked because you wanted to |
| <input type="checkbox"/> You could not find a full-time job | <input type="checkbox"/> You considered that you earned enough working part-time | <input type="checkbox"/> Some other reason |

Q.9 Occupation**State your occupation in October 2008:**

(Describe the occupation giving the full job title)

Do NOT use general terms such as: Teacher, Manager, Engineer, Salesman, Consultant etc.**Use precise terms such as:** Primary Teacher, Retail Store Manager, Electrical Engineer, Car Salesman, IT Consultant etc.**Q.10 Employment History** (up to the end of October 2008)**(a) Length of service with current employer:**

(To nearest full year but exclude periods of unpaid leave, such as career breaks)

 years**(b) Length of time in all paid employment:**

(Total of all paid periods in post full-time education employment, including current employer, to nearest full year)

Total
 years

Of which

in Ireland
 years**Q.11 Questions about your job** (Mark all that apply)

- | | |
|---|--|
| <input type="checkbox"/> (a) Are you required to do shift-work? | <input type="checkbox"/> (c) Are you a member of a Trade Union? |
| <input type="checkbox"/> (b) Do you supervise staff?
(i.e. do staff report to you) | <input type="checkbox"/> (d) Are you a member of a Professional Body?
(e.g. CIMA, IEI, MPSI, IAVI, etc) |

Q.12 Job attendance patterns (please mark **one** box only). **Do you work:**

- | | | |
|---|--|--|
| <input type="checkbox"/> (a) Fixed hours? | <input type="checkbox"/> (b) Flexi-time? | <input type="checkbox"/> (c) Other flexible working arrangement? |
|---|--|--|

Q.13 Please mark (x) ONE BOX ONLY on each line to indicate if the following changes were to be introduced in your workplace over the next 2 years, how acceptable you would find:

	Acceptable	Unacceptable	No Opinion
(a) An increase in your level of responsibilities for your workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) An increase in the level of technology involved in your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) An increase in the level of supervision of your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) An increase in the level of skills necessary to carry out your job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Having to work more unsociable hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) An increase in your authority to make decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) Changes to the terms and conditions of your employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q.14 Work Practices and Performance Review in 2008

	Yes	No
(a) Did your organisation have a specific arrangement for workplace partnership between management and employees and/or employee representatives?	<input type="checkbox"/>	<input type="checkbox"/>
(b) Did you ever personally participate in any partnership initiative in your workplace?	<input type="checkbox"/>	<input type="checkbox"/>
(c) In general, were you consulted about decisions which affected your work, for example the introduction of new working practices and new technologies?	<input type="checkbox"/>	<input type="checkbox"/>
(d) Have you ever contributed to or participated in performance reviews on your performance as an individual?	<input type="checkbox"/>	<input type="checkbox"/>
(e) Have you ever contributed to or participated in performance reviews on your performance as part of a team?	<input type="checkbox"/>	<input type="checkbox"/>
(f) Have you ever contributed to or participated in improving existing goods/services or developing new goods/services?	<input type="checkbox"/>	<input type="checkbox"/>

Q.15 Does your employer offer you:

	Yes	No	Yes	No
(a) Childcare facilities?	<input type="checkbox"/>	<input type="checkbox"/>	(d) Pension schemes?	<input type="checkbox"/>
(b) Health assurance?	<input type="checkbox"/>	<input type="checkbox"/>	(e) Life insurance?	<input type="checkbox"/>
(c) Employee support/counselling services?	<input type="checkbox"/>	<input type="checkbox"/>	(f) Income protection plan for illness?	<input type="checkbox"/>

**Please return this form to the CSO in the pre-paid envelope provided.
Thank you for your participation in this survey.**

