

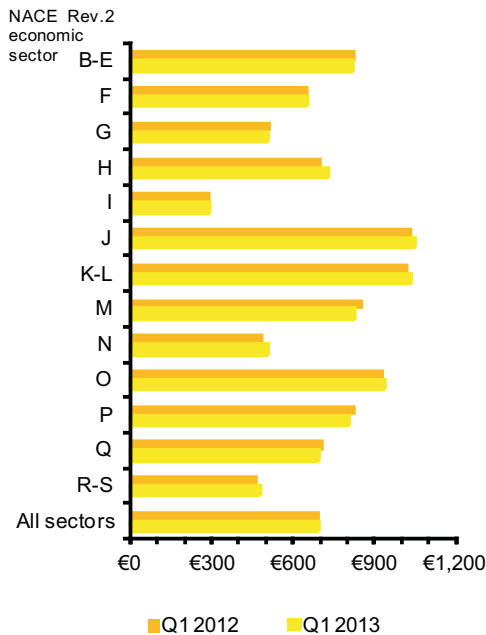


Earnings and Labour Costs

Q1 2013 (Final)

Q2 2013 (Preliminary Estimates)

Average weekly earnings by economic sector



Quarter	Average Weekly Earnings €	Average Hourly Earnings €	Average Weekly Hours
Q2 2012	692.75	21.97	31.5
Q1 2013	692.54	22.20	31.2
Q2 2013*	695.78	22.02	31.6
Quarterly change %	+0.5	-0.8	+1.3
Annual change %	+0.4	+0.2	+0.3

*Preliminary Estimates

Average weekly earnings €696 in Q2 2013

Preliminary estimates show that average weekly earnings were €695.78 in Q2 2013, up 0.4% from €692.75 a year earlier. Revised weekly earnings were €692.54 in Q1 2013 and showed a decrease of 0.6% over the same period in 2012. *See table 1 and graph opposite.*

Other features of the preliminary results for Q2 2013 include:

- Average hourly earnings were €22.02 in Q2 2013 compared with €21.97 in Q2 2012, representing an increase of 0.2% over the year. *See table 2.*
- Average weekly paid hours rose to 31.6 in Q2 2013, an increase of 0.1 hours or 0.3%. *See table 3.*
- Estimated public sector numbers stood at 377,300 in Q2 2013, a decrease of 5,400 (-1.4%) from Q2 2012 when the total number employed was 382,700. *See Annex table A1.*

This release presents a set of final earnings results up to and including Q1 2013. Preliminary results are included for Q2 2013 but caution continues to be advised in the interpretation of trends due to the low level of response in some sectors. *See Annex tables A3 and A4 for information on response levels and an analysis of preliminary versus final results.*

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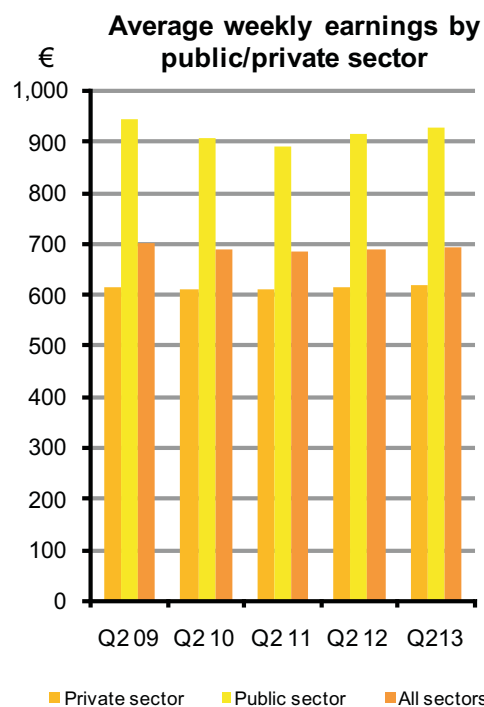
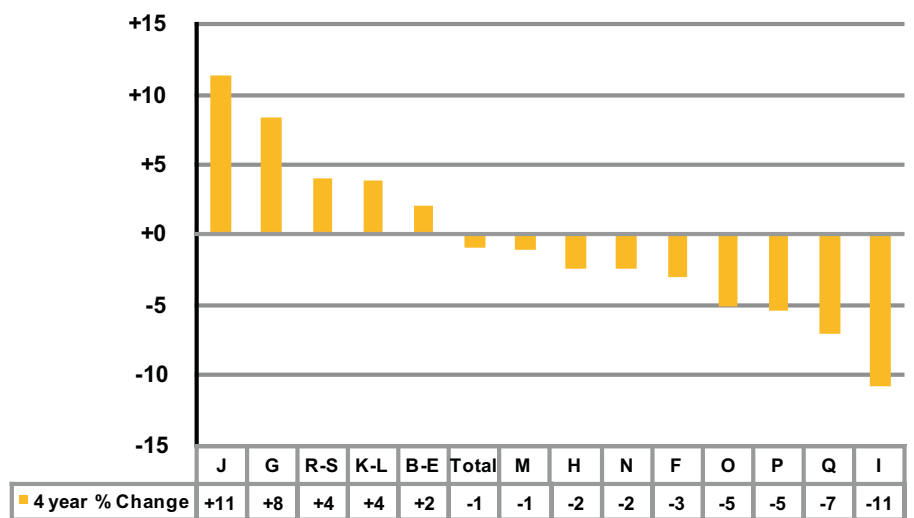
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Average weekly earnings rise in 6 of the 13 sectors in year to Q2 2013

Across the economic sectors average weekly earnings increased in 6 of the 13 sectors in the year to Q2 2013, with the largest percentage increase in the *Construction* sector (+9.5%) from €655.99 to €718.18. The largest percentage sectoral decrease in weekly earnings was recorded in the *Accommodation and food services* sector (-2.2%) from €312.35 to €305.57. See table 1.

In the four years to Q2 2013 average weekly earnings across individual sectors show changes ranging between -10.9% for the *Accommodation and food services* sector from €342.78 to €305.57 and +11.3% for the *Information and communication* sector from €917.83 to €1,021.98. See table 1 and graph below.

Average weekly earnings by sector Q2 2009 and Q2 2013

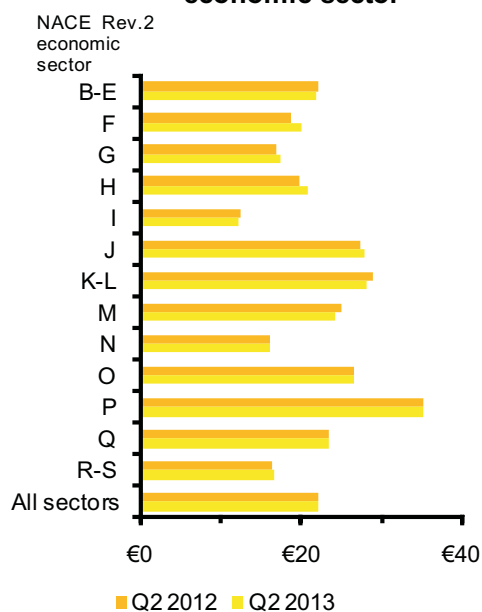


Key to NACE sectors

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

Weekly earnings in the private sector increased by 1.0% in the year to Q2 2013 compared with an increase of 1.3% in the public sector (including semi-state sector) over the same period, bringing average weekly earnings in Q2 2013 to €623.17 and €928.76 respectively. In the four years to Q2 2013 public sector earnings have fallen by €17.30 (-1.8%), and this compares with an increase of €5.10 (+0.8%) in private sector average weekly earnings in the same period. See table 1 graph opposite.

Average hourly earnings by economic sector



Hourly earnings increase in year to Q2 2013

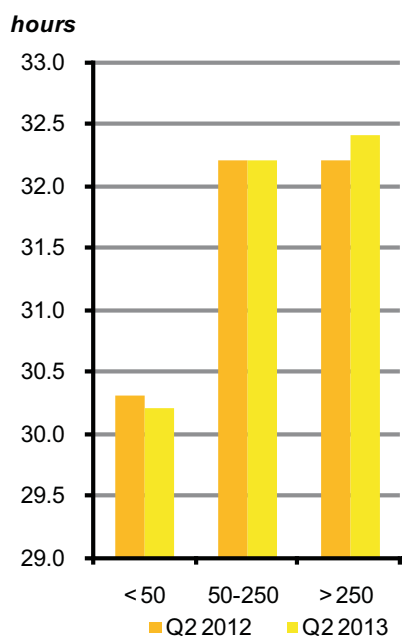
Average hourly earnings increased from €21.97 per hour in Q2 2012 to €22.02 in Q2 2013, representing an increase of 0.2%. This compares with a revised increase of 0.2% in average hourly earnings in the year to Q1 2013 from €22.15 to €22.20. Overall average hourly earnings in Q2 2013 are at the same level as that recorded four years earlier in Q2 2009 (€22.02). See table 2.

Average hourly earnings rose in 8 of the 13 economic sectors. The largest percentage increase was in *Construction* sector (+6.7%) from €18.70 to €19.95, followed by the *Transportation and storage* sector (+5.4%) from €19.79 to €20.85. The largest sectoral percentage decrease was recorded in the *Professional, scientific and technical* sector (-3.4%) from €24.95 to €24.10. See table 2 and graph opposite.

In the four years to Q2 2013 overall average hourly earnings have remained the same. However, across the sectors hourly earnings have decreased in 7 of the 13 sectors with the largest percentage decrease recorded in the *Human health and social work* sector (-6.5%) from €24.91 to €23.29. The largest percentage increase in average hourly earnings over the same period was recorded in the *Information and communication* sector (+7.4%) from €25.91 to €27.83.

Enterprises with less than 50 employees showed an annual increase of 2.7% in Q2 2013, from €17.63 to €18.10, while enterprises with between 50 and 250 employees recorded a decrease of 0.9%, from €19.92 to €19.74 in average hourly earnings, over the same period. Enterprises with greater than 250 employees showed no real change over the same period with values of €25.60 and €25.59 respectively.

Average weekly hours worked by employee size



Paid hours per week at 31.6 in Q2 2013

Average weekly paid hours were 31.6 in Q2 2013, which represented an increase of 0.3% (+0.1 hours) over the year. Average weekly paid hours were 31.2 in Q1 2013 and showed a decrease of 1.0% over the same period in 2012. In the four years to Q2 2013 average weekly paid hours are down 0.9% or 0.3 hours. See table 3.

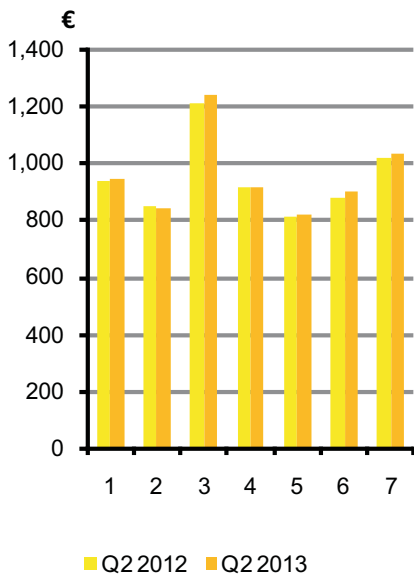
The largest annual percentage increase in average weekly paid hours in Q2 2013 was recorded in the *Arts, entertainment, recreation and other service activities* sector (+2.8%), from 28.7 to 29.5 hours. The largest percentage decrease over the same period was seen in the *Human health and social work* sector (-1.3%) from 30.5 to 30.1 hours.

Enterprises with less than 50 employees showed an annual decrease of 0.3% in Q2 2013, from 30.3 to 30.2 hours, while enterprises with greater than 250 employees recorded an increase of 0.6%, from 32.2 to 32.4 hours, over the same period. Enterprises with between 50 and 250 employees remained unchanged at 32.2 hours between Q2 2012 and Q2 2013. See table 3 and graph opposite.

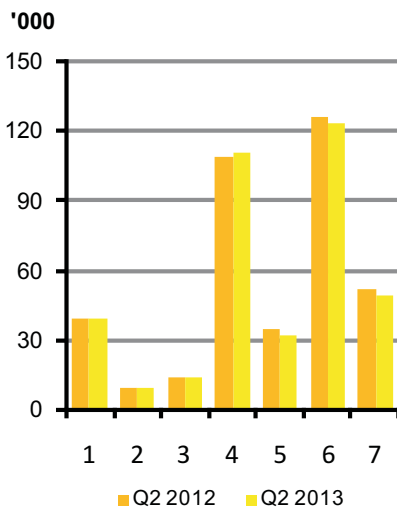
Overall decrease of 1.4% in average hourly total labour costs over the four years to Q2 2013

Average hourly total labour costs decreased by 1.4% over the four years to Q2 2013 from €25.66 per hour to €25.29 per hour. The percentage changes across the sectors ranged from -10.0% in the *Construction* sector (from €24.83 to €22.35 per hour) to +5.5% in the *Wholesale and retail trade; repair of motor vehicles and motorcycles* sector (from €19.11 to €20.16 per hour). See table 5b.

Average weekly earnings by public sector sub-sector



Public sector employment by sub-sector



Key

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

Public sector sub-sector earnings and hours worked¹

New to this release is the addition of tables 6a-6d inclusive which provide details for average weekly earnings, average hourly earnings, average paid hours and average hourly earnings excluding irregular earnings for the sub-sectors within the public sector.

Average weekly earnings increased in 6 of the 7 sub-sectors in the year to Q2 2013. The largest percentage increase was in the *Garda Síochána* (+2.3%) from €1,209.68 to €1,237.87 per week. Earnings fell by 1.4% in the *Defence* sector from €850.05 to €837.73 in the same period. Average weekly paid hours for the *Garda Síochána* were up 0.4 hours (+1.0%) from 40.4 hours in Q2 2012 to 40.8 hours in Q2 2013. See tables 6a and 6b.

¹ Public sector sub-sector earnings and hours worked data from Q1 2008 onwards can be found on the CSO statbank.

Annual decrease of 1.4% in public sector numbers in Q2 2013

The estimated number of persons employed in the public sector showed a decrease of 1.4% over the year to Q2 2013 to 377,300. In the year to Q2 2013 the largest percentage decrease was recorded in the *Regional bodies* sector (-6.2%), a fall of 2,100 over the Q2 2012 number, while the largest percentage increase was recorded in the *Defence* sector (+3.4%), from 8,800 to 9,100 over the same period. Over the four years from Q2 2009 to Q2 2013 employment numbers in the public sector show a decrease of 40,300 (-9.7%) from 417,600 to 377,300. See Annex table A1 and graph opposite.

Annex table A1 contains estimates of public sector numbers by high level area within the overall public sector. Public sector employment is spread across a number of NACE economic sectors and includes Semi-state bodies in sectors such as *Transportation and storage* and *Information and communication*. Furthermore, while employment in the *Public administration and defence, Education and Human health and social work* sectors is mainly in public sector organisations, there is some element of private sector employment too.

Sectoral employment estimates in EHECS use data from the Quarterly National Household Survey (QNHS) in the derivation of sectoral weights. As the QNHS estimates of employment for Q2 2013 are not yet published sectoral employment estimates for this period are not contained in this release. See table 5c.

It should be noted that all earnings are gross amounts before deductions for PRSI, tax and other levies. This is particularly relevant to the public sector since March 2009 when the pension levy was introduced.

Changes in the composition of employees in a given sector or group has an effect on the average levels of earnings and paid hours over time. For example, if the proportion of part-time employees increases within a sector then it would be expected that the average weekly earnings and paid hours would fall in that sector even if the hourly pay rates were unchanged. Also, estimated averages do not reflect differences in characteristics of the job or the employees, and since EHECS collects aggregate data from each enterprise it is not possible to correct for such differences using EHECS data.

Many public sector employees are paid on the basis of incremental scales. Recruitment, particularly at lower levels, to these sectors would generally result in a depression to average earnings. The absence of recruitment has the opposite effect. Earnings are inclusive of overtime and irregular earnings. The variability of these components can impact on trends over time. The reduction in employee numbers across the public sector will also impact on average earnings. Consideration to these factors should be given when interpreting results.

Tables

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

NACE Principal Activity	2009		2010		2011		2012		2013		Quarterly change		Annual change	
	€	%	€	%	€	%	€	%	€	%	€	%	€	%
	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q1	Q2*	€	%	€	%
B-E Industry	795.04		812.67		803.29		817.86		823.54	811.17	-12.37	-1.5	-6.69	-0.8
F Construction	740.08		699.37		695.72		655.99		639.35	718.18	+78.83	+12.3	+62.19	+9.5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	496.53		504.68		505.57		521.03		518.22	538.54	+20.32	+3.9	+17.51	+3.4
H Transportation and storage	760.99		705.22		708.50		709.09		722.58	742.30	+19.72	+2.7	+33.21	+4.7
I Accommodation and food services	342.78		328.96		329.10		312.35		292.89	305.57	+12.68	+4.3	-6.78	-2.2
J Information and communication	917.83		915.25		937.31		979.05		1,038.70	1,021.98	-16.72	-1.6	+42.93	+4.4
K-L Financial, insurance and real estate	932.11		963.63		970.31		982.02		1,044.81	968.61	-76.20	-7.3	-13.41	-1.4
M Professional, scientific and technical	807.24		813.45		756.32		812.79		826.32	798.90	-27.42	-3.3	-13.89	-1.7
N Administrative and support services	493.81		488.55		473.28		484.18		506.19	481.60	-24.59	-4.9	-2.58	-0.5
O Public administration and defence	991.81		953.02		902.54		928.85		940.81	940.62	-0.19	-	+11.77	+1.3
P Education	862.29		800.10		830.84		819.31		814.12	815.85	+1.73	+0.2	-3.46	-0.4
Q Human health and social work	753.63		727.17		718.21		713.16		688.90	701.05	+12.15	+1.8	-12.11	-1.7
R-S Arts, entertainment, recreation and other service activities	473.52		471.77		473.79		469.27		483.24	492.90	+9.66	+2.0	+23.63	+5.0
Total	701.73		693.08		688.11		692.75		692.54	695.78	+3.24	+0.5	+3.03	+0.4
Public/Private Sector														
Private sector	618.08		614.87		614.67		616.93		623.65	623.17	-0.48	-0.1	+6.24	+1.0
Public sector ²	946.09		907.84		893.70		916.95		915.61	928.76	+13.15	+1.4	+11.81	+1.3
Size of Enterprise														
Less than 50 employees	542.43		538.49		535.02		534.06		533.31	546.94	+13.63	+2.6	+12.88	+2.4
50-250 employees	654.23		640.03		639.76		640.67		651.57	635.32	-16.25	-2.5	-5.35	-0.8
Greater than 250 employees	833.31		828.21		816.76		824.35		827.98	829.00	+1.02	+0.1	+4.65	+0.6

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

² Average weekly earnings by Public sector sub-sector are set out in Table 6a.

* Preliminary Estimates

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

NACE Principal Activity	2009		2010		2011		2012		2013		Quarterly change		Annual change		
	Q2		Q2		Q2		Q2		Q2*		€		%		
	€	%	€	%	€	%	€	%	€	%	€	%	€	%	
B-E Industry	21.38		21.84		21.39		21.95		22.06		21.76	-0.30	-1.4	-0.19	-0.9
F Construction	20.83		20.25		19.46		18.70		18.32		19.95	+1.63	+8.9	+1.25	+6.7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.39		16.64		16.66		16.88		17.33		17.42	+0.09	+0.5	+0.54	+3.2
H Transportation and storage	20.34		19.48		19.87		19.79		20.25		20.85	+0.60	+3.0	+1.06	+5.4
I Accommodation and food services	12.49		12.40		12.52		12.38		12.06		12.15	+0.09	+0.7	-0.23	-1.9
J Information and communication	25.91		25.59		26.37		27.33		28.39		27.83	-0.56	-2.0	+0.50	+1.8
K-L Financial, insurance and real estate	27.87		28.72		29.05		28.93		30.70		27.98	-2.72	-8.9	-0.95	-3.3
M Professional, scientific and technical	24.63		25.19		23.61		24.95		25.33		24.10	-1.23	-4.9	-0.85	-3.4
N Administrative and support services	16.39		15.99		16.30		16.01		16.94		16.06	-0.88	-5.2	+0.05	+0.3
O Public administration and defence	28.15		26.55		26.52		26.45		26.51		26.52	+0.01	-	+0.07	+0.3
P Education	35.24		34.33		35.90		35.11		35.25		35.16	-0.09	-0.3	+0.05	+0.1
Q Human health and social work	24.91		23.81		23.57		23.38		22.84		23.29	+0.45	+2.0	-0.09	-0.4
R-S Arts, entertainment, recreation and other service activities	16.14		16.24		16.09		16.38		17.22		16.74	-0.48	-2.8	+0.36	+2.2
Total	22.02		21.95		21.90		21.97		22.20		22.02	-0.18	-0.8	+0.05	+0.2
Public/Private Sector															
Private sector	19.31		19.42		19.42		19.53		20.06		19.73	-0.33	-1.6	+0.20	+1.0
Public sector ²	30.07		28.97		29.07		29.20		29.04		29.35	+0.31	+1.1	+0.15	+0.5
Size of Enterprise															
Less than 50 employees	17.54		17.66		17.50		17.63		17.89		18.10	+0.21	+1.2	+0.47	+2.7
50-250 employees	19.81		19.79		19.73		19.92		20.58		19.74	-0.84	-4.1	-0.18	-0.9
Greater than 250 employees	25.90		25.76		25.77		25.60		25.82		25.59	-0.23	-0.9	-0.01	-

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

² Average hourly earnings by Public sector sub-sector are set out in Table 6b.

* Preliminary Estimates

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

NACE Principal Activity	2009		2010		2011		2012		2013		Quarterly change		Annual change	
	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q1	Q2*	hours	%	hours	%
	hours	hours	hours	hours	hours	hours	hours	hours	hours	hours	hours	%	hours	%
B-E Industry	37.2	37.2	37.6	37.3	37.3	37.3	37.3	37.3	37.3	37.3	-	-	-	-
F Construction	35.5	34.5	35.8	35.1	34.9	34.9	36.0	36.0	36.0	36.0	+1.1	+3.2	+0.9	+2.6
G Wholesale and retail trade; repair of motor vehicles and motorcycles	30.3	30.3	30.3	30.9	29.9	29.9	30.9	30.9	30.9	30.9	+1.0	+3.3	-	-
H Transportation and storage	37.4	36.2	35.7	35.8	35.7	35.7	35.6	35.6	35.6	35.6	-0.1	-0.3	-0.2	-0.6
I Accommodation and food services	27.4	26.5	26.3	25.2	24.3	24.3	25.1	25.1	25.1	25.1	+0.8	+3.3	-0.1	-0.4
J Information and communication	35.4	35.8	35.5	35.8	36.6	36.6	36.7	36.7	36.7	36.7	+0.1	+0.3	+0.9	+2.5
K-L Financial, insurance and real estate	33.4	33.6	33.4	33.9	34.0	34.0	34.6	34.6	34.6	34.6	+0.6	+1.8	+0.7	+2.1
M Professional, scientific and technical	32.8	32.3	32.0	32.6	32.6	32.6	33.1	33.1	33.1	33.1	+0.5	+1.5	+0.5	+1.5
N Administrative and support services	30.1	30.6	29.0	30.2	29.9	29.9	30.0	30.0	30.0	30.0	+0.1	+0.3	-0.2	-0.7
O Public administration and defence	35.2	35.9	34.0	35.1	35.5	35.5	35.5	35.5	35.5	35.5	-	-	+0.4	+1.1
P Education	24.5	23.3	23.1	23.3	23.1	23.1	23.2	23.2	23.2	23.2	+0.1	+0.4	-0.1	-0.4
Q Human health and social work	30.3	30.5	30.5	30.5	30.2	30.2	30.1	30.1	30.1	30.1	-0.1	-0.3	-0.4	-1.3
R-S Arts, entertainment, recreation and other service activities	29.3	29.0	29.5	28.7	28.1	28.1	29.5	29.5	29.5	29.5	+1.4	+5.0	+0.8	+2.8
Total	31.9	31.6	31.4	31.5	31.2	31.2	31.6	31.6	31.6	31.6	+0.4	+1.3	+0.1	+0.3
Public/Private Sector														
Private sector	32.0	31.7	31.7	31.6	31.1	31.1	31.6	31.6	31.6	31.6	+0.5	+1.6	-	-
Public sector ²	31.5	31.3	30.7	31.4	31.5	31.5	31.6	31.6	31.6	31.6	+0.1	+0.3	+0.2	+0.6
Size of Enterprise														
Less than 50 employees	30.9	30.5	30.6	30.3	29.8	29.8	30.2	30.2	30.2	30.2	+0.4	+1.3	-0.1	-0.3
50-250 employees	33.0	32.3	32.4	32.2	31.7	31.7	32.2	32.2	32.2	32.2	+0.5	+1.6	-	-
Greater than 250 employees	32.2	32.2	31.7	32.2	32.1	32.1	32.4	32.4	32.4	32.4	+0.3	+0.9	+0.2	+0.6

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

² Average weekly paid hours by Public sector sub-sector are set out in Table 6c.

* Preliminary Estimates

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

NACE Principal Activity	2009		2010		2011		2012		2013		Quarterly change		Annual change	
	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q1	Q2*	€	%	€	%
	€	€	€	€	€	€	€	€	€	€	€	%	€	%
B-E Industry	20.41	20.66	20.42	20.77	20.44	20.62	20.44	20.62	20.44	20.62	+0.18	+0.9	-0.15	-0.7
F Construction	20.58	19.91	19.20	18.45	18.18	19.37	18.18	19.37	18.18	19.37	+1.19	+6.5	+0.92	+5.0
G Wholesale and retail trade; repair of motor vehicles and motorcycles	15.81	15.91	15.95	16.09	16.39	16.52	16.39	16.52	16.39	16.52	+0.13	+0.8	+0.43	+2.7
H Transportation and storage	19.30	18.55	18.63	18.60	19.10	19.34	19.10	19.34	19.10	19.34	+0.24	+1.3	+0.74	+4.0
I Accommodation and food services	12.35	12.26	12.37	12.23	11.87	11.99	11.87	11.99	11.87	11.99	+0.12	+1.0	-0.24	-2.0
J Information and communication	24.41	24.16	24.76	25.28	25.04	25.58	25.04	25.58	25.04	25.58	+0.54	+2.2	+0.30	+1.2
K-L Financial, insurance and real estate	25.99	26.69	27.00	27.19	26.71	26.61	26.71	26.61	26.71	26.61	-0.10	-0.4	-0.58	-2.1
M Professional, scientific and technical	23.98	23.89	22.72	23.88	23.69	23.44	23.69	23.44	23.69	23.44	-0.25	-1.1	-0.44	-1.8
N Administrative and support services	15.99	15.42	15.52	15.41	15.24	15.41	15.24	15.41	15.24	15.41	+0.17	+1.1	-	-
O Public administration and defence	26.58	25.18	24.95	25.14	25.29	25.20	25.29	25.20	25.29	25.20	-0.09	-0.4	+0.06	+0.2
P Education	34.98	34.03	35.56	34.77	34.66	34.81	34.66	34.81	34.66	34.81	+0.15	+0.4	+0.04	+0.1
Q Human health and social work	23.53	22.56	22.35	22.19	21.80	22.11	21.80	22.11	21.80	22.11	+0.31	+1.4	-0.08	-0.4
R-S Arts, entertainment, recreation and other service activities	15.68	15.95	15.77	16.06	16.41	16.30	16.41	16.30	16.41	16.30	-0.11	-0.7	+0.24	+1.5
Total	21.14	20.99	20.95	20.99	20.86	21.03	20.86	21.03	20.86	21.03	+0.17	+0.8	+0.04	+0.2
Public/Private Sector														
Private sector	18.64	18.62	18.60	18.70	18.68	18.89	18.68	18.89	18.68	18.89	+0.21	+1.1	+0.19	+1.0
Public sector ³	28.59	27.57	27.72	27.80	27.81	27.90	27.81	27.90	27.81	27.90	+0.09	+0.3	+0.10	+0.4
Size of Enterprise														
Less than 50 employees	17.25	17.20	17.09	17.17	17.21	17.58	17.21	17.58	17.21	17.58	+0.37	+2.1	+0.41	+2.4
50-250 employees	19.06	19.09	18.91	19.03	19.10	18.91	19.10	18.91	19.10	18.91	-0.19	-1.0	-0.12	-0.6
Greater than 250 employees	24.58	24.35	24.38	24.24	24.05	24.21	24.05	24.21	24.05	24.21	+0.16	+0.7	-0.03	-0.1

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

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

³ Average hourly earnings excluding irregular earnings by Public sector sub-sector are set out in Table 6d.

* Preliminary Estimates

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

NACE Principal Activity	2009		2010		2011		2012		2013		Quarterly change	Annual change
	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q1	Q2*		
B-E Industry	0.97	1.17	0.97	1.18	1.18	1.63	1.14	1.63	1.14	1.14	-0.49	-0.04
F Construction	0.25	0.34	0.26	0.24	0.24	0.14	0.58	0.14	0.58	0.58	+0.44	+0.34
G Wholesale and retail trade; repair of motor vehicles and motorcycles	0.58	0.73	0.71	0.79	0.79	0.94	0.90	0.94	0.90	0.90	-0.04	+0.11
H Transportation and storage	1.03	0.94	1.24	1.19	1.19	1.14	1.51	1.14	1.51	1.51	+0.37	+0.32
I Accommodation and food services	0.14	0.14	0.15	0.15	0.15	0.19	0.16	0.19	0.16	0.16	-0.03	+0.01
J Information and communication	1.50	1.43	1.61	2.05	2.05	3.35	2.25	3.35	2.25	2.25	-1.10	+0.20
K-L Financial, insurance and real estate	1.88	2.02	2.05	1.74	1.74	3.99	1.37	3.99	1.37	1.37	-2.62	-0.37
M Professional, scientific and technical	0.65	1.30	0.89	1.07	1.07	1.64	0.66	1.64	0.66	0.66	-0.98	-0.41
N Administrative and support services	0.41	0.56	0.78	0.60	0.60	1.70	0.64	1.70	0.64	0.64	-1.06	+0.04
O Public administration and defence	1.56	1.37	1.58	1.32	1.32	1.22	1.32	1.22	1.32	1.32	+0.10	-
P Education	0.26	0.31	0.34	0.34	0.34	0.59	0.35	0.59	0.35	0.35	-0.24	+0.01
Q Human health and social work	1.38	1.25	1.22	1.19	1.19	1.04	1.18	1.04	1.18	1.18	+0.14	-0.01
R-S Arts, entertainment, recreation and other service activities	0.46	0.29	0.32	0.32	0.32	0.80	0.43	0.80	0.43	0.43	-0.37	+0.11
Total	0.87	0.96	0.96	0.98	0.98	1.35	0.99	1.35	0.99	0.99	-0.36	+0.01
Public/Private Sector												
Private sector	0.66	0.80	0.82	0.83	0.83	1.38	0.84	1.38	0.84	0.84	-0.54	+0.01
Public sector	1.49	1.40	1.35	1.40	1.40	1.23	1.45	1.23	1.45	1.45	+0.22	+0.05
Size of Enterprise												
Less than 50 employees	0.29	0.47	0.41	0.46	0.46	0.68	0.52	0.68	0.52	0.52	-0.16	+0.06
50-250 employees	0.75	0.70	0.82	0.88	0.88	1.49	0.82	1.49	0.82	0.82	-0.67	-0.06
Greater than 250 employees	1.32	1.40	1.39	1.35	1.35	1.77	1.38	1.77	1.38	1.38	-0.39	+0.03

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

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

* Preliminary Estimates

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

NACE Principal Activity	2009		2010		2011		2012		2013		Quarterly change		Annual change	
	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q1	Q2*	€	%	€	%
	€	€	€	€	€	€	€	€	€	€	€	%	€	%
B-E Industry	5.63	4.64	4.26	4.56	4.88	4.66	-0.22	-4.5	+0.10	+2.2				
F Construction	4.00	3.12	2.69	2.19	2.27	2.40	+0.13	+5.7	+0.21	+9.6				
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2.72	2.61	2.49	2.76	2.50	2.74	+0.24	+9.6	-0.02	-0.7				
H Transportation and storage	4.22	3.36	3.52	3.84	3.56	3.72	+0.16	+4.5	-0.12	-3.1				
I Accommodation and food services	1.41	1.34	1.36	1.12	1.07	1.12	+0.05	+4.7	-	-				
J Information and communication	6.26	6.38	4.85	5.39	7.24	5.65	-1.59	-22.0	+0.26	+4.8				
K-L Financial, insurance and real estate	7.46	7.54	6.62	6.89	7.39	6.59	-0.80	-10.8	-0.30	-4.4				
M Professional, scientific and technical	4.73	3.76	3.77	4.06	4.00	3.80	-0.20	-5.0	-0.26	-6.4				
N Administrative and support services	2.30	2.15	1.88	2.29	2.29	2.16	-0.13	-5.7	-0.13	-5.7				
O Public administration and defence	1.99	1.87	1.99	1.98	2.06	2.06	-	-	+0.08	+4.0				
P Education	2.75	2.88	3.13	3.38	3.49	3.50	+0.01	+0.3	+0.12	+3.6				
Q Human health and social work	2.61	2.07	2.26	2.42	2.35	2.34	-0.01	-0.4	-0.08	-3.3				
R-S Arts, entertainment, recreation and other service activities	2.29	1.98	2.49	2.08	3.51	2.26	-1.25	-35.6	+0.18	+8.7				
Total	3.65	3.24	3.11	3.26	3.41	3.27	-0.14	-4.1	+0.01	+0.3				
Public/Private Sector														
Private sector	3.88	3.45	3.20	3.34	3.56	3.36	-0.20	-5.6	+0.02	+0.6				
Public sector	2.95	2.64	2.85	3.00	2.95	3.00	+0.05	+1.7	-	-				
Size of Enterprise														
Less than 50 employees	2.85	2.40	2.27	2.36	2.55	2.40	-0.15	-5.9	+0.04	+1.7				
50-250 employees	3.61	3.13	3.24	3.20	3.30	3.19	-0.11	-3.3	-0.01	-0.3				
Greater than 250 employees	4.21	3.88	3.66	3.89	4.06	3.90	-0.16	-3.9	+0.01	+0.3				

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

* Preliminary Estimates

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

NACE Principal Activity	2009		2010		2011		2012		2013		Annual change
	Q2	Q2	Q2	Q2	Q2	Q2	Q2	Q2*	Q2*		
	€	€	€	€	€	€	€	€	€		
B-E Industry	27.02	26.48	25.64	26.51	26.94	26.42	-0.52	-1.9	-0.09	-0.3	
F Construction	24.83	23.37	22.15	20.88	20.60	22.35	+1.75	+8.5	+1.47	+7.0	
G Wholesale and retail trade; repair of motor vehicles and motorcycles	19.11	19.26	19.15	19.64	19.83	20.16	+0.33	+1.7	+0.52	+2.6	
H Transportation and storage	24.56	22.84	23.39	23.63	23.80	24.57	+0.77	+3.2	+0.94	+4.0	
I Accommodation and food services	13.90	13.74	13.88	13.50	13.13	13.27	+0.14	+1.1	-0.23	-1.7	
J Information and communication	32.17	31.97	31.22	32.71	35.63	33.48	-2.15	-6.0	+0.77	+2.4	
K-L Financial, insurance and real estate	35.33	36.25	35.68	35.82	38.09	34.57	-3.52	-9.2	-1.25	-3.5	
M Professional, scientific and technical	29.36	28.95	27.38	29.01	29.33	27.91	-1.42	-4.8	-1.10	-3.8	
N Administrative and support services	18.69	18.14	18.18	18.31	19.23	18.21	-1.02	-5.3	-0.10	-0.5	
O Public administration and defence	30.14	28.42	28.51	28.43	28.57	28.58	+0.01	-	+0.15	+0.5	
P Education	37.98	37.21	39.03	38.49	38.74	38.66	-0.08	-0.2	+0.17	+0.4	
Q Human health and social work	27.51	25.89	25.83	25.80	25.19	25.63	+0.44	+1.7	-0.17	-0.7	
R-S Arts, entertainment, recreation and other service activities	18.44	18.22	18.58	18.45	20.73	18.99	-1.74	-8.4	+0.54	+2.9	
Total	25.66	25.19	25.01	25.23	25.62	25.29	-0.33	-1.3	+0.06	+0.2	
Public/Private Sector											
Private sector	23.19	22.87	22.62	22.88	23.62	23.09	-0.53	-2.2	+0.21	+0.9	
Public sector	33.02	31.61	31.92	32.20	31.99	32.35	+0.36	+1.1	+0.15	+0.5	
Size of Enterprise											
Less than 50 employees	20.39	20.07	19.78	19.99	20.44	20.50	+0.06	+0.3	+0.51	+2.6	
50-250 employees	23.42	22.92	22.97	23.12	23.88	22.93	-0.95	-4.0	-0.19	-0.8	
Greater than 250 employees	30.11	29.63	29.42	29.48	29.88	29.49	-0.39	-1.3	+0.01	-	

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

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

* Preliminary Estimates

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

NACE Principal Activity		2009	2010	2011	2012	2013
		Q1	Q1	Q1	Q1	Q1
B-E	Industry	215,200	200,100	197,900	192,700	194,400
F	Construction	113,600	77,500	64,300	62,700	54,400
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	297,000	277,900	273,000	276,400	278,400
H	Transportation and storage	64,500	63,200	64,500	61,000	61,600
I	Accommodation and food services	128,800	134,000	112,600	120,200	126,600
J	Information and communication	54,700	55,600	51,800	55,900	55,500
K-L	Financial, insurance and real estate	92,200	92,200	86,400	87,200	86,700
M	Professional, scientific and technical	75,800	74,100	73,900	69,200	72,200
N	Administrative and support services	81,300	72,700	76,900	72,800	69,300
O	Public administration and defence	117,800	116,900	116,300	110,700	105,100
P	Education	135,200	132,000	131,800	131,700	130,900
Q	Human health and social work	205,400	212,900	215,200	216,600	224,900
R-S	Arts, entertainment, recreation and other service activities	48,800	45,700	50,500	48,700	47,000
Total		1,630,000	1,554,700	1,515,100	1,506,000	1,507,100
Public/Private Sector						
Private sector		1,209,000	1,148,500	1,106,400	1,117,500	1,129,700
Public sector		421,000	406,200	408,700	388,500	377,400

¹ It should be noted that the Quarterly National Household Survey (QNHS) is the official source of estimates of employment. The estimated trend in the number of employees refers to QHNS employee estimates, but differs in coverage in certain ways, such as the fact that a person with two jobs could be counted twice in the table and the exclusion of the Agriculture, forestry and fishing sector which is covered by the QNHS.

Note: Data for Q2 2013 is currently unavailable but public sector numbers for Q2 2013 are set out in Annex table A1.

Table 6a Average weekly earnings by public sector sub-sector and quarter

Public sector sub-sector	2009		2010		2011		2012		2013		Annual change	
	Q2		Q2		Q2		Q2		Q1		Q2*	
	€	€	€	€	€	€	€	€	€	€	€	%
Civil service	959.05	943.35	853.11	932.35	936.86	943.85	936.86	943.85	936.86	943.85	+11.50	+1.2
Defence	915.59	860.43	832.76	850.05	825.97	837.73	825.97	837.73	825.97	837.73	-12.32	-1.4
Garda Síochána	1,222.69	1,212.16	1,345.96	1,209.68	1,245.62	1,237.87	1,209.68	1,245.62	1,245.62	1,237.87	+28.19	+2.3
Education	922.78	884.27	887.98	911.19	917.23	916.32	911.19	917.23	917.23	916.32	+5.13	+0.6
Regional bodies	943.19	867.90	789.79	808.74	829.38	816.29	808.74	829.38	829.38	816.29	+7.55	+0.9
Health	900.09	859.31	867.71	880.47	874.48	898.22	880.47	874.48	874.48	898.22	+17.75	+2.0
Semi-state	1,026.23	999.87	964.90	1,013.96	977.90	1,028.05	1,013.96	977.90	977.90	1,028.05	+14.09	+1.4
Total public sector	946.09	907.84	893.70	916.95	915.61	928.76	916.95	915.61	915.61	928.76	+11.81	+1.3
Total public sector excluding semi-state bodies	933.86	894.69	879.59	902.35	906.19	913.99	902.35	906.19	906.19	913.99	+11.64	+1.3
Semi-state by sub-sector												
Non Commercial Semi-state bodies	1,055.86	1,019.23	988.60	1,023.75	1,021.26	1,051.09	1,023.75	1,021.26	1,021.26	1,051.09	+27.34	+2.7
Commercial Semi-state bodies	1,016.18	993.87	958.74	1,011.18	965.81	1,021.83	1,011.18	965.81	965.81	1,021.83	+10.65	+1.1

* Preliminary Estimates

Table 6b Average hourly earnings by public sector sub-sector and quarter

Public sector sub-sector	2009		2010		2011		2012		2013		Annual change		
	Q2		Q2		Q2		Q2		Q1		Q2*		
	€	€	€	€	€	€	€	€	€	€	€	%	
Civil service	28.60	26.30	26.94	26.69	26.96	26.96	26.96	26.96	26.96	26.96	26.96	+0.27	+1.0
Defence	25.27	23.66	23.17	23.77	23.13	23.13	23.13	23.49	23.49	23.49	23.49	-0.28	-1.2
Garda Síochána	29.47	28.93	29.84	29.93	29.97	29.97	29.97	30.37	30.37	30.37	30.37	+0.44	+1.5
Education	37.43	37.61	38.06	38.76	38.93	38.93	38.93	38.97	38.97	38.97	38.97	+0.21	+0.5
Regional bodies	27.16	25.44	24.36	23.76	23.90	23.90	23.90	23.74	23.74	23.74	23.74	-0.02	-0.1
Health	28.11	26.51	26.57	26.65	26.54	26.54	26.54	26.91	26.91	26.91	26.91	+0.26	+1.0
Semi-state	27.87	27.74	26.57	28.17	26.98	26.98	26.98	28.05	28.05	28.05	28.05	-0.12	-0.4
Total public sector	30.07	28.97	29.07	29.20	29.04	29.04	29.04	29.35	29.35	29.35	29.35	+0.15	+0.5
Total public sector excluding semi-state bodies	30.48	29.18	29.35	29.38	29.41	29.41	29.41	29.58	29.58	29.58	29.58	+0.20	+0.7
Semi-state by sub-sector													
Non Commercial Semi-state bodies	30.59	29.78	29.50	30.10	30.47	30.47	30.47	30.46	30.46	30.46	30.46	+0.36	+1.2
Commercial Semi-state bodies	27.12	27.13	25.88	27.67	26.10	26.10	26.10	27.45	27.45	27.45	27.45	-0.22	-0.8

* Preliminary Estimates

Table 6c Average weekly paid hours by public sector sub-sector and quarter

Public sector sub-sector	2009		2010		2011		2012		2013		Annual change			
	hours	Q2	hours	Q2	hours	Q2	hours	Q2	hours	Q1	hours	Q2*	hours	%
Civil service	33.5		35.9		31.7		34.9		34.7		35.0		+0.1	+0.3
Defence	36.2		36.4		35.9		35.8		35.7		35.7		-0.1	-0.3
Garda Síochána	41.5		41.9		45.1		40.4		41.6		40.8		+0.4	+1.0
Education	24.7		23.5		23.3		23.5		23.6		23.5		-	-
Regional bodies	34.7		34.1		32.4		34.0		34.7		34.4		+0.4	+1.2
Health	32.0		32.4		32.7		33.0		33.0		33.4		+0.4	+1.2
Semi-state	36.8		36.1		36.3		36.0		36.2		36.6		+0.6	+1.7
Total public sector	31.5		31.3		30.7		31.4		31.5		31.6		+0.2	+0.6
Total public sector excluding semi-state bodies	30.6		30.7		30.0		30.7		30.8		30.9		+0.2	+0.7
Semi-state by sub-sector														
Non Commercial Semi-state bodies	34.5		34.2		33.5		34.0		33.5		34.5		+0.5	+1.5
Commercial Semi-state bodies	37.5		36.6		37.0		36.6		37.0		37.2		+0.6	+1.6

* Preliminary Estimates

Table 6d Average hourly earnings excluding irregular earnings by public sector sub-sector and quarter¹

Public sector sub-sector	2009		2010		2011		2012		2013		Annual change	
	Q2		Q2		Q2		Q2		Q1		Q2*	
	€	€	€	€	€	€	€	€	€	€	€	%
Civil service	27.90	25.80	25.82	26.14	26.47	26.42	26.47	26.14	26.47	26.42	+0.28	+1.1
Defence	24.08	22.57	22.18	22.83	22.20	22.50	22.20	22.83	22.20	22.50	-0.33	-1.4
Garda Síochána	24.37	23.86	24.86	24.48	25.00	24.94	25.00	24.48	25.00	24.94	+0.46	+1.9
Education	37.16	37.29	37.71	38.40	38.37	38.62	38.37	38.40	38.37	38.62	+0.22	+0.6
Regional bodies	25.89	24.43	23.56	23.08	23.25	23.00	23.25	23.08	23.25	23.00	-0.08	-0.3
Health	26.21	24.80	24.84	24.93	24.92	25.08	24.92	24.93	24.92	25.08	+0.15	+0.6
Semi-state	25.91	25.64	25.23	26.08	25.88	25.87	25.88	26.08	25.88	25.87	-0.21	-0.8
Total public sector	28.59	27.57	27.72	27.80	27.81	27.90	27.81	27.80	28.16	28.26	+0.10	+0.4
Total public sector excluding semi-state bodies	29.08	27.90	28.09	28.00	28.16	28.26	28.16	28.00	28.16	28.26	+0.26	+0.9
Semi-state by sub-sector												
Non Commercial Semi-state bodies	30.43	29.68	29.37	30.00	30.28	30.33	30.28	30.00	30.28	30.33	+0.33	+1.1
Commercial Semi-state bodies	24.71	24.46	24.26	25.05	24.77	24.76	24.77	25.05	24.77	24.76	-0.29	-1.2

¹ To calculate average hourly irregular earnings subtract values in Table 6d from Table 6b.

* Preliminary Estimates

Annex Tables

Table A1 Public sector numbers by sub-sector and quarter¹

Public sector sub-sector	2009		2010		2011		2012		2013		Annual change
	Q2	'000	Q2	'000	Q2	'000	Q2	'000	Q1 ²	Q2*	
Civil service	42.1	40.1	45.0	39.3	39.2	39.4	+0.1	+0.3			
Defence	10.9	9.9	9.6	8.8	9.2	9.1	+0.3	+3.4			
Garda Siochana	14.7	14.6	14.2	13.5	13.3	13.2	-0.3	-2.2			
Education	118.3	115.8	117.5	109.4	110.3	111.0	+1.6	+1.5			
Regional bodies	38.4	36.5	34.8	34.1	32.1	32.0	-2.1	-6.2			
Health	137.1	136.9	132.0	126.1	123.6	123.5	-2.6	-2.1			
Semi-state	56.1	55.1	53.5	51.5	49.7	49.1	-2.4	-4.7			
Total public sector	417.6	408.9	406.6	382.7	377.4	377.3	-5.4	-1.4			
Total public sector excluding semi-state bodies	361.5	353.8	353.1	331.2	327.7	328.2	-3.0	-0.9			
Semi-state by sub-sector											
Non Commercial Semi-state bodies	11.6	11.8	11.1	10.2	9.8	9.8	-0.4	-3.9			
Commercial Semi-state bodies	44.5	43.3	42.4	41.3	39.9	39.4	-1.9	-4.6			

¹ Source: Earnings, Hours and Employment Costs Survey. Public Sector numbers include all those who received a payment which would include both full-time and part-time employees as well as contract workers. Total public sector numbers are also published by the Department of Public Expenditure and Reform on a quarterly basis. Those differ in coverage from the estimates in Table A1 as Department of Public Expenditure and Reform estimates are based on full-time equivalents which will change over time based on both changes in working hours and number of persons employed.

² Data amended since last publication.

* Preliminary Estimates

Table A2 Estimates of average weekly earnings by broad occupational categories¹

Occupation with certain NACE groups	2011	2012		2013	Quarterly change	Annual change
	Q1	Q1	Q4	Q1		
Managers, professionals and associated professionals	€	€	€	€	%	%
B-E	1,338.15	1,430.55	1,362.15	1,409.27	+3.5	-1.5
B-N, R-S	1,143.71	1,208.11	1,210.67	1,198.86	-1.0	-0.8
O-Q	967.88	1,034.71	1,108.68	1,083.14	-2.3	+4.7
Total (B-S)	1,063.39	1,124.84	1,134.81	1,121.68	-1.2	-0.3
Clerical, sales and service employees					%	%
B-E	680.33	752.91	738.26	750.76	+1.7	-0.3
B-N, R-S	432.61	444.25	446.78	445.96	-0.2	+0.4
O-Q	537.33	538.24	546.22	537.86	-1.5	-0.1
Total (B-S)	461.78	473.04	475.96	474.31	-0.3	+0.3
Production, transport, craft and other manual workers					%	%
B-E	564.37	613.71	594.90	646.61	+8.7	+5.4
B-N, R-S	489.68	528.94	557.27	551.17	-1.1	+4.2
O-Q	470.09	459.80	446.74	450.38	+0.8	-2.0
Total (B-S)	485.55	519.80	541.84	537.03	-0.9	+3.3

¹ See background notes.

Table A3 Response rates in selected sectors by quarter¹

NACE Principal Activity	Employer Response Rate %				Employee Response Rate %				Total number of respondent enterprises in Q2 2013
	Preliminary Q1 2013		Final Q1 2013		Preliminary Q1 2013		Final Q1 2013		
	Preliminary Q2 2013		Final Q2 2013		Preliminary Q2 2013		Final Q2 2013		
B-E Industry	51.6	64.1	52.4	71.2	86.1	74.0	80.7	609	
F Construction	32.9	42.3	34.6	46.2	55.6	55.6	53.8	100	
G Wholesale and retail trade; repair of motor vehicles and motorcycles	50.4	59.8	51.0	70.8	80.2	73.3	84.0	689	
H Transportation and storage	44.4	56.4	49.4	74.9	89.4	80.7	80.7	130	
I Accommodation and food services	38.7	46.1	40.9	47.4	61.5	53.8	53.8	332	
J Information and communication	54.3	68.7	58.1	80.2	86.9	84.0	84.0	175	
K-L Financial, insurance and real estate	57.3	67.4	59.1	81.7	90.8	83.6	83.6	176	
M Professional, scientific and technical	54.2	64.1	53.8	54.8	81.2	55.4	55.4	228	
N Administrative and support services	46.7	60.3	52.6	61.5	81.2	74.7	74.7	192	
O Public administration and defence	87.9	91.7	90.5	91.5	91.8	91.8	91.8	143	
P Education	69.0	77.9	61.0	90.7	97.5	90.0	90.0	155	
Q Human health and social work	66.6	76.8	69.9	85.9	94.0	89.2	89.2	465	
R-S Arts, entertainment, recreation and other service activities	56.5	66.5	55.7	76.8	86.3	76.8	76.8	221	
Total	52.2	62.5	53.6	76.3	86.6	79.4	79.4	3,615	

¹ This table presents the response rates achieved by sector. Greater caution should be taken in the interpretation of estimates for sectors with lower response rates as these sectors could be subject to greater revisions if response levels are increased for final estimates.

Table A4 Preliminary data versus final data¹

NACE Principal Activity	Preliminary Q1 2013			Final Q1 2013			Percentage Change		
	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours	Average Weekly Earnings	Average Hourly Earnings	Average Weekly Hours
	€	€	hours	€	€	hours	€	%	%
B-E Industry	820.49	22.01	37.3	823.54	22.06	37.3	823.54	+0.4	+0.2
F Construction	651.98	18.55	35.2	639.35	18.32	34.9	639.35	-1.9	-1.2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	508.31	17.04	29.8	518.22	17.33	29.9	518.22	+1.9	+1.7
H Transportation and storage	731.59	20.47	35.7	722.58	20.25	35.7	722.58	-1.2	-1.1
I Accommodation and food services	290.68	12.18	23.9	292.89	12.06	24.3	292.89	+0.8	-1.0
J Information and communication	1,047.62	28.55	36.7	1,038.70	28.39	36.6	1,038.70	-0.9	-0.6
K-L Financial, insurance and real estate	1,037.62	30.49	34.0	1,044.81	30.70	34.0	1,044.81	+0.7	+0.7
M Professional, scientific and technical	824.81	25.36	32.5	826.32	25.33	32.6	826.32	+0.2	-0.1
N Administrative and support services	507.42	17.28	29.4	506.19	16.94	29.9	506.19	-0.2	-2.0
O Public administration and defence	938.99	26.52	35.4	940.81	26.51	35.5	940.81	+0.2	-
P Education	804.22	35.10	22.9	814.12	35.25	23.1	814.12	+1.2	+0.4
Q Human health and social work	694.76	22.93	30.3	688.90	22.84	30.2	688.90	-0.8	-0.4
R-S Arts, entertainment, recreation and other service activities	482.78	17.08	28.3	483.24	17.22	28.1	483.24	+0.1	+0.8
Total	696.59	22.31	31.2	692.54	22.20	31.2	692.54	-0.6	-0.5
Public/Private Sector									
Private sector	628.26	20.17	31.1	623.65	20.06	31.1	623.65	-0.7	-0.5
Public sector	913.25	29.01	31.5	915.61	29.04	31.5	915.61	+0.3	+0.1
Size of Enterprise									
Less than 50 employees	533.08	17.84	29.9	533.31	17.89	29.8	533.31	-	+0.3
50-250 employees	650.11	20.53	31.7	651.57	20.58	31.7	651.57	+0.2	+0.2
Greater than 250 employees	838.08	26.12	32.1	827.98	25.82	32.1	827.98	-1.2	-1.1

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

Background Notes

Introduction	The Earnings, Hours and Employment Costs Survey (EHECS) replaced the four-yearly Labour Cost Survey, and also replaced all other CSO short-term earnings inquiries. The EHECS results are comparable across sectors and include more detail on components of earnings and labour costs than was previously available.
Legislation	The survey information was collected by the Central Statistics Office (CSO) under the S.I. No 140 of 2013 Statistics (Labour Costs Surveys) Order 2013. The information collected is treated as strictly confidential in accordance with the Statistics Act 1993. The survey results meet the requirements for Labour Costs statistics set out in Council Regulation (EC) 530/1999.
Business Register	The CSO's Business Register provides the register of relevant enterprises for the survey. An enterprise is defined as the smallest legally independent unit.
Business Classification	The business classification used for the EHECS is based on the Statistical Classification of Economic Activities in the European Community (NACE Rev.2). The NACE code of each enterprise included in the survey was determined from the predominant activity of the enterprise, based on information provided in this or other CSO inquiries.
Nace Classification	NACE Rev.2 is the latest classification system for economic activities, updated from NACE Rev 1.1. A major revision of NACE was conducted between 2000 and 2007, in order to ensure that the NACE classification system remained relevant for the economy. The main changes that affected the release was the reclassification of some industrial enterprises from industry to services (principally in the software and publishing sectors) and the inclusion of air conditioning supply, sewerage, water management and remediation activities in industry.
Coverage	<p>The survey results relate to enterprises in the Nace Rev 2 Sections B – E (Industry), F (Construction), G (Wholesale & retail trade: repair of motor vehicles & motorcycles), H (Transportation & storage), I (Accommodation & food services activities), J (Information & communication), K-L (Financial, insurance & real estate activities), M (Professional, scientific & technical activities), N (Administrative & support services activities), O (Public administration & defence), P (Education), Q (Human health & social work activities) and R-S (Arts, entertainment, recreation & other service activities) with 3 or more employees. The data was collected at the enterprise level.</p> <p>All enterprises with 50 or more employees and a sample of those with 3 to 49 employees are surveyed each quarter. The sample is based on the proportion of companies in each NACE 2 digit economic sectors in the 3 to 49 size classes (3 to 9, 10 to 19 and 20 to 49).</p> <p>Earnings in the public sector are calculated before the deduction of the pension levy that was introduced in March 2009.</p> <p>For Q1 and Q2 2011 temporary census field staff are included in all tables due to the large numbers involved. Table A1 in the Annex provides employment details exclusive of these staff.</p>
Data Collection	The survey is conducted by post and questionnaires are issued in the last week of the relevant quarter. Some returns are received electronically. All returns are scrutinised for accuracy. Where appropriate, firms are queried by post or telephone regarding incompleteness, apparent inconsistencies, etc. Information about the survey is on the CSO website and all questionnaires and instructions are available electronically there.
Differences with discontinued sources	The EHECS is not directly comparable with other discontinued short-term earnings surveys such as the Quarterly Industrial Inquiry (QII), the Quarterly Services Inquiry (QSI) and the Quarterly Earnings and Hours worked in Construction (QEC). The main differences are:

The EHECS collects data on the entire reference quarter while the QII, QSI and QEC only collected data for a reference week in the quarter.

- Data on earnings and labour costs per hour is generally presented on the basis of hours paid and worked in the EHECS. Data on earnings per hour was presented on the basis of hours paid (including paid leave) in the QII.
- The EHECS uses a standardised form for all NACE sectors with a standard occupational classification for all enterprises while the QII, QSI and QEC surveys had their own occupational classifications. However the EHECS category “Production, Craft and other Manual workers” corresponds broadly to the “Industrial” category in the QII; the EHECS category “Clerical, Sales and Service Workers” also corresponds broadly to the QII category “Clerical and other office staff”; the QII category “Managerial and technical staff” is largely equivalent to the EHECS category “Managers, Professional and Associated Professionals”.
- The EHECS collects data for enterprises while the QII collected data for local units.
- Data on hours is collected for all categories of employees in the EHECS, while such data was limited to the industrial workers in the QII, non-managerial employees in the QEC and not collected at all in the QSI.
- The earnings data collected for the EHECS includes irregular earnings, irregular bonuses etc while these items were excluded from the QII, QSI and QEC which only collected data on regular earnings (including regular bonuses) and overtime.
- Non-labour costs such as employers PRSI, other social costs, benefit in kind etc., are collected for the EHECS but were not collected for the QII, QSI and QEC surveys.
- Data on employees in the QII, QSI and QEC was collected with regard to the reference week. In the EHECS employment data is collected with regard to the first and last day of the quarter.

Definitions

Employees:

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

Part-time Employees:

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

Apprentices

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

Category of employees by occupation

For some enterprises information was collected separately for three occupational groups. The three groups are:

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

Wages and Salaries

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

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

Hours	– Weekly paid hours include total contracted hours plus overtime hours.
Other Costs	<p>The following are the other categories of labour costs:</p> <ul style="list-style-type: none"> – Statutory employers’ PRSI including the social security contributions for apprentices. – Other social costs; which encompass pension fund contributions, life assurance premiums, income continuance insurance as well as other employee-related payments paid by the employer. – Benefits in kind; which include private use of company cars, stock options & share purchase schemes, voluntary sickness insurance, staff housing and other free or subsidised benefits (e.g. canteen facilities, childcare provision, health costs). – Other labour costs. – Redundancy payments.
Subsidies and Refunds	These are amounts received by firms under the various state schemes (IDA employment incentive scheme, grants etc.) as well as refunds from the Department of Social Protection (DSP) for sick and maternity leave. These are deducted from the firms’ labour costs in the analysis.
National Minimum Wage (NMW)	The National Minimum Wage Act 2000 became law on the 1 st April 2000. Enterprises are asked to indicate the number of employees in receipt of the NMW at the end of each quarter. A detailed guide to the Act is available from the Department of Jobs, Enterprise and Innovation at www.djei.ie . Employees earning less than the minimum wage due to age or training status are also included. These rates do not apply to close relatives of the employer or apprentices other than apprentice hairdressers.
Derived Variables	<p>Persons Employed The sum of full-time employees and part-time employees on the last day of the quarter plus the average number of apprentices engaged during the quarter.</p> <p>Average Hourly Earnings The sum of regular earnings, irregular earnings and overtime earnings for the quarter divided by total paid hours for the quarter.</p> <p>Average Irregular Earnings Total irregular earnings in the quarter divided by total paid hours for the quarter.</p> <p>Average Weekly Paid Hours Total paid hours for the quarter divided by the average number of persons employed during the quarter divided by 13 (number of weeks in a quarter). Unpaid hours worked (including unpaid overtime) and unpaid leave are excluded.</p> <p>Other Labour Costs The sum of other labour costs divided by total paid hours for the quarter. Other labour costs include redundancy payments, employers’ contributions to social security, other social costs, benefit in kind and other labour costs. Subsidies and refunds received were deducted.</p> <p>Hourly Labour Costs Hourly labour costs are total labour costs divided by the total number of hours paid during the quarter.</p> <p>Earnings Per Week Total earnings for the quarter divided by the average number of persons employed during the quarter divided by 13 (number of weeks in a quarter).</p>
Annual Data	Annualised results for years 2008 – 2011 are available as a separate release, details of which are available on the CSO website.

Methodology for production of final results	All enterprises with 50 or more employees are surveyed as well as a sample of enterprises which have between 3 and 49 employees inclusive. The classifications by size of enterprise are based on total persons engaged on the first day of the quarter.
Weighting	For enterprises with 3 to 49 employees inclusive, a weighting factor (the reciprocal of the sampling fraction) is used to weight the estimates to the total population for both employees and enterprises. The CSO Business Register forms the basis of the sampling frame used for weighting the sample data to the population. Decay factors are calculated for each size class and sector to adjust the non-sampled element of the register for the respondent non-relevant enterprises.
Imputation	Imputation is carried out for non-respondents in the greater than 50 employees' categories. Where an enterprise responded in the previous quarter ratio-imputation is used to estimate figures for the current quarter while for enterprises that did not respond in the previous quarter a stratum average imputation method is used to estimate the missing variables. These estimates are based on respondent enterprises of a similar size and activity.
Final Estimates	After imputation, all enterprises with 50 or more employees are accounted for and included in the final dataset. For those cells where a sample survey of enterprises is used (enterprises employing between 3 and 49 employees), the results are expanded using the grossing factors to cover the entire population for the relevant industries in the quarter. Macro edits are carried out at this stage and any outliers are investigated and corrected. Coherence of the data is ensured by scrutinising quarter on quarter changes.
Interpretation of results	<p>The series presented in this release and all estimates deriving from the EHECS survey are primarily of use as an indicator of trends in average earnings and paid hours of employees across different classifications. However, in interpreting the trends and in undertaking direct comparison of the average level of earnings of different groups of employees or sectors some caution in interpretation is warranted.</p> <p>In the case of trends, changes in the composition of employees in a given sector or group has an effect on the average levels of earnings and paid hours over time. For example if the proportion of part time employees increases within a sector then it would be expected that the average weekly earnings and paid hours would fall in that sector even if hourly pay rates were unchanged.</p> <p>In the case of direct comparison of earnings levels estimates are based on raw earnings levels. To get a true picture of differences in earnings levels of different employees comparisons should take account of differences in the characteristics of employees such as length of service, educational attainment level, nature of work etc., none of which are available via EHECS. The additional information available from the annual National Employment Survey (NES) allows for a more detailed analysis of differences in earnings levels and should be referred to by users seeking more detailed information on earnings determinants than is available from EHECS.</p>
Public Sector Employment	<p>There are two CSO surveys which can potentially provide information on public sector employment. The Quarterly National Household Survey (QNHS) can provide estimates based on all respondents who are in employment being asked whether they work in the public sector or not. The EHECS, which is the source of the quarterly Earnings and Labour Costs data, provides estimates based on responses from the employer. Specifically in the case of EHECS there is a response level of close to 80% for public sector employers over time.</p> <p>Based on the higher response levels and lower levels of subjectivity associated with EHECS the CSO believes it offers a more reliable source for public sector number estimates over time and the CSO publishes data from EHECS as the primary series on public sector numbers. Annex table A1 contains the estimates of public sector numbers broken down by the different high level areas within the public sector.</p>

Methodology for production of broad occupational category estimates

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

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

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

Review of preliminary versus final data

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

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

Public Sector Organisations

Public sector organisations consist of the following:

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

CSO Statbank Updated earnings and hours worked tables are available on the CSO Statbank. To access the CSO website go to:

<http://www.cso.ie>

- ⇒ Database
- ⇒ Statbank (CSO Main Dissemination Service)
- ⇒ Labour Market and Earnings
- ⇒ Earnings
- ⇒ EHECS Earnings Hours and Employment Costs Survey (All NACE Rev2 unless otherwise stated)
 - **EHECS Earnings Hours and Employment Costs Survey- Quarterly Tables**
 - Earnings and Indices excluding irregular bonuses by Industry
 - Employment Hours and Earnings by type of employee up to Q1 2010 and Industry Sector
 - Employment Hours and Earnings by Private and Public Sector
 - Employment Hours and Earnings by size of employees per enterprise and Industry Sector
 - Estimates of Earnings by type of employee and Industry Sector (from Q2 2010)
 - Public Sector Employment by Subsector
 - Updated Weekly Indices excluding irregular bonuses for enterprises with greater than 10 employees
 - **EHECS Earnings Hours and Employment Costs Survey- Annual Tables**
 - Annual Earnings and other Labour Costs by Type of Employee and Industry Sector
 - Average Annual Earnings and other Labour Costs by Type of Employee and Industry Sector
 - **EHECS Earnings Hours and Employment Costs Survey- Historical Tables**
 - Earnings and Indices excluding irregular bonuses by type of employee, Industry, NACE Rev 1

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