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Commentary

Summary of Results

This report contains the results of the National Employment Survey, 2003. This is a new survey designed to provide integrated information on a range of workplace questions. This report provides more detailed comparisons than previously available of the factors that influence individual employee earnings. The results relate to March 2003. The results have been compiled using a new survey methodology, on the basis of earnings data provided by employers and individual data collected directly from a sub-sample of employees. Further details are given in the Background Notes. This survey provides a more detailed analysis of earnings than the CSO's quarterly releases on individual sectors and the two sets of results are not directly comparable.

Main Results by Sector and Gender

Across all sectors of the economy, employees earned an average of €16.41 per hour in March 2003. Men earned €17.74 and women earned €14.93. The survey results show that the median earnings figure was €13.08 per hour – i.e. half of all employees earned less than €13.08. For men, the median earnings figure was €14.45; and, for women, it was €11.62. See *Table 1*.

Average hourly earnings were highest in the Education sector, at €27.24 per hour. This was followed by the Financial sector, at €24.50; and Electricity, Gas and Water at €22.88. The lowest average hourly earnings were in Hotels and Restaurants, at €10.30 per hour. The average in the Wholesale and Retail sector was €12.29 per hour. See *Table 1*.

In all sectors, men earned more than women. The greatest percentage differences were in Financial Intermediation (€30.63 for men compared with €20.32 for women). There was also a large difference in the Education Sector (€34.00 for men and €24.37 for women). The smallest difference between male and female hourly earnings was in Hotels and Restaurants (€10.95 for men and €9.86 for women). See *Tables 1 and 5*.

Half of all employees earn between €10 and €20 per hour

Table A below gives information on the distribution of earnings. It shows that over three-quarters of employees earned less than €20 per hour: 28% earned less than €10 and 49% earned between €10 and €20. The median hourly earnings figure was €13.08. (See *Table 1*.) About one in every eight workers (13.4%) was paid between €20 and €30 per hour; while one in twenty (5.1%) were paid between €30 and €40 per hour. In the two highest categories, just 2.3% received between €40 and €50 per hour and 1.9% were paid €50 or more per hour.

In the two sectors with the lowest average earnings, upward of 90% of workers earned less than €20 per hour. In the Hotels and Restaurants sector, 61% of workers earned less than €10 per hour while another 35% earned between €10 and €20 per hour. The median figure for this sector was €8.75 per hour. (See *Table 1*.) In the Wholesale and Retail sector, 47% earned less than €10 per hour and 44% earned between €10 and €20 per hour.

Hourly earnings in the Education sector were more evenly distributed. About 50% of employees in the Education sector earned between €10 and €30 per hour; these were evenly split between the €10 to €20 and the €20 to €30 bands. Another 20% earned between €30 and €40 per hour; while 12.7% earned between €40 and €50 per hour. In the highest category, 5.4% of employees in Education earned €50 or more per hour. The mean earnings figure in the Education sector was €27.24 and the median was €26.77.

¹The National Employment Survey is being repeated in 2006, with a special focus on vocational training.

²The quarterly releases on earnings in a range of sectors are currently being replaced by a new economy-wide quarterly survey – the Earnings, Hours and Employment Costs Survey (EHECS).

In Financial Services, 11% of employees earned less than €10 per hour and 44% were in the €10 to €20 per hour earnings band. The median in this sector was €18.53 per hour but mean earnings were higher, at €24.50 per hour. (See *Table 1.*) This is explained by the percentages of employees in the higher earnings categories: 21% earning between €20 and €30 per hour; 11% between €30 and €40 per hour; 2.1% between €40 and €50 per hour; and 1.8% in the top category earning €50 or more per hour.

Table A Distribution of Employees by Hourly Earnings in each NACE Economic Sector (%)

NACE Economic Sector	Earnings per hour					
	Less than €10	€10 -< €20	€20 -< €30	€30 -< €40	€40 -< €50	€50 or more
	%	%	%	%	%	%
C - D Manufacturing, mining and quarrying	28.4	53.1	11.9	3.6	1.5	1.6
E Electricity, gas and water supply	3.1	39.2	41.3	9.8	4.6	*
F Construction	19.2	60.8	14.8	3.0	1.1	1.2
G Wholesale and retail trade	47.0	43.5	6.0	2.1	0.6	0.8
H Hotels and restaurants	60.9	35.3	3.2	*	*	*
I Transport, storage and communication	15.9	61.3	16.8	4.0	1.2	0.9
J Financial intermediation	10.8	44.3	21.2	10.8	5.4	7.6
K Business services	26.8	47.6	15.8	6.0	2.1	1.8
L Public administration and defence	14.6	66.8	13.2	3.9	1.1	0.4
M Education	10.5	25.2	25.9	20.4	12.7	5.4
N Health	24.0	54.7	14.8	3.3	1.5	1.7
O Other services	43.8	37.8	8.6	5.5	1.5	2.8
Total	28.4	48.9	13.4	5.1	2.3	1.9

* Sample occurrence too small for estimation

Full-time workers earn more per hour

Full-time workers earned more than part-time workers in almost all sectors. The overall average for full-time workers was €17.53 per hour, compared with €11.32 for part-time workers. The largest gap between full-time and part-time hourly rates was in the Financial sector (€25.65 for full-time and €13.60 for part-time). In all sectors, full-time male workers had higher hourly earnings than full-time female workers. However, female part-time workers had higher average hourly earnings than males in the two lowest-paid sectors – the Wholesale and Retail Trade, and Hotels and Restaurants. Female part-time workers also earned more than males in the Business Services and Other Services sectors. See *Tables 2 and 5.*

Average working week of 33 hours

On a weekly basis, the survey shows an average working week of 33 hours across all employees, with men working an average of 36.2 hours and women 29.4 hours. The highest hours were in the Electricity, Gas and Water sector (38.6 hours), Public Administration and Defence (38.5 hours) and Construction (37.9 hours). The lowest weekly average hours were in Education (24.8 hours), Health (28.1 hours), and Hotels and Restaurants (28.6 hours). See Table 4.

Weekly earnings averaged €566.51 for all employees, with men earning €665.05 per week and women earning €456.49 per week. See Table 4.

Largest enterprises pay almost 50% more per hour than small businesses

Workers in large enterprises receive higher hourly earnings compared to those in smaller companies. Private sector companies with 500 or more employees paid an average of over €18 per hour. This compares with €12.65 per hour in enterprises with less than 10 employees and €13.53 in enterprises with between 10 and 49 employees. See Table 34.

Public Sector hourly earnings 40% higher than private sector

Public sector hourly earnings exceeded the private sector by about 40%. Hourly earnings in the public sector were €21.04, compared with €15.03 for private sector jobs. The difference between public and private sector hourly earnings was broadly similar for men and women. While men in the public and private sectors each worked an average of about 36 hours per week, women worked shorter hours, on average, in both the public and private sectors. The gap in working time was greater in the public sector, where women worked an average of 27.7 hours per week. This compares with 30.0 hours per week for women in the private sector. See Table 4.

About one third of the public sector workforce is in the professional occupations and another 20% work are in the associate professional or technical occupation categories. Overall, these occupations represent about half of the public sector workforce compared with about one-eighth in the private sector. This is also reflected in the profile of educational qualifications in the two sectors. About half of public sector workers have third-level qualifications, compared with a quarter in the private sector. The mix of jobs in the private sector is fairly evenly distributed across a range of categories: clerical and secretarial, craft occupations, plant and machine operatives, sales, personal services and managers. See Figures 1 and 2.

Professional jobs have lowest gender pay gap

The highest earning occupational groupings are Professional employees, with mean earnings of €26.31 per hour; and Managers and Administrators, on €26.17 per hour. Women in professional occupations earned €25.57 per hour on average. This was 94.6% of the corresponding hourly earnings figure for men, of €27.04 per hour, and represented the lowest gender pay gap in any of the occupational groupings. See Tables 6 and 12.

Sales workers had the lowest hourly earnings, at €10.83. Half of all Sales workers earned less than €9.11 per hour. Workers in Personal and Protective Service occupations earned €11.57 per hour and workers in Other occupations (mainly manual labour) earned €11.70 per hour. Plant and Machine Operatives earned €12.71 per hour. See Table 6.

In Craft occupations, women's hourly earnings were two thirds of those for men (€10.04 per hour compared with €14.91). For Sales occupations, Plant and Machine Operatives, and Associate Professional and Technical jobs, women earned about three-quarters of the amount earned per hour by men. Hourly

Figure 1 Distribution of employees by occupation (%)

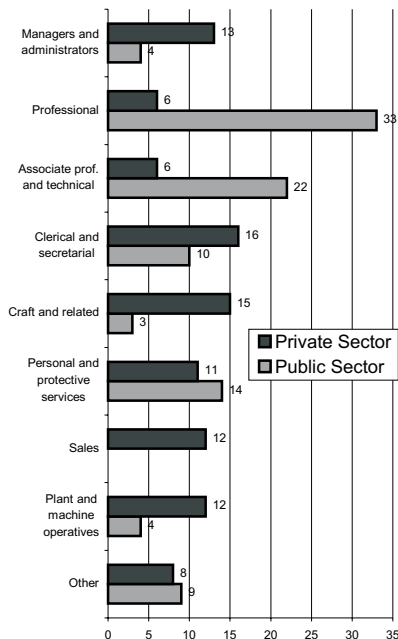
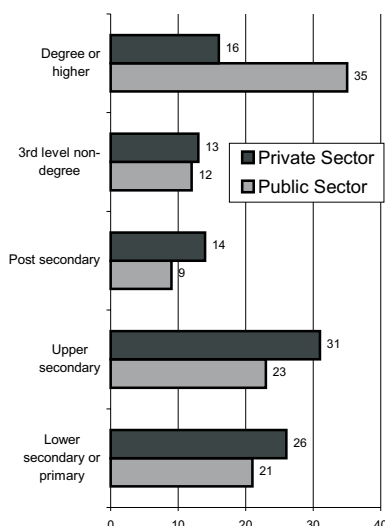


Figure 2 Distribution of employees by level of education (%)



earnings for women Managers and Administrators were 78.3% of the corresponding figure for men. See *Tables 6 and 12*.

Gender pay gap is lower for younger workers

The survey shows higher average earnings as age increases, up to 60. Employees under 25 had mean hourly earnings of €10.44. This rose to €14.85 for those aged 25 to 29 and to €17.99 per hour for workers in their thirties. Those in their forties or fifties had the highest earnings, at slightly over €19 per hour. Workers over 60 earned €17.13 per hour. See *Table 13*.

There is evidence that the gender pay gap is narrower for younger workers. For those aged under 24, males earned €10.56; earnings for females were 2.5% lower at €10.30 per hour. For those aged 25 to 29, the difference was 6%, with men earning €15.31 per hour and women earning €14.39 per hour. The difference between male and female earnings was 16% for employees in their thirties, and over 20% for older employees. See *Tables 13 and 19*.

In the public sector, earnings were higher for female workers aged under 30 than for men. For public sector workers aged 30 or over, men earned more than women. The difference was 5% for those in their thirties and 7.5% for those in their forties. However, there was a 20% difference between mean hourly earnings for women and men in their fifties working in the public sector. See *table 19*.

Graduates' earnings twice those of early school leavers

Educational qualifications have a strong influence on earnings potential, with graduates earning twice as much per hour as those with primary or lower secondary education. Third level graduates earned an average of €25.61 per hour, compared with about €12.61 for persons with primary or lower secondary education. Those with higher secondary (Leaving Certificate or equivalent) education earned an average of €13.72 per hour, while persons with a third level non-degree qualification earned an average of €16.69 per hour. See *Table 20*.

Earnings also increase with greater experience

The survey confirms that workers with more experience generally have higher earnings. In terms of total years in employment, those who had been working over 20 years earned an average of about €20 per hour. This contrasts with the figure of €10.86 for employees with less than 5 years of work experience. Those working for between five and nine years had earnings of €14.14 per hour, increasing to €17.59 for those at work for between 10 and 19 years. See *Table 27*.

The gender pay gap was just 1.8% for workers who were less than five years in employment. For those working between 5 and 9 years, the difference between women's and men's earnings was 8.6%. This is similar to the findings for younger workers reported in *Table 19*. Hourly earnings for women with between 10 and 19 years of job experience were 81.4% of those for men; while women working between 20 and 29 years earned 85.9% of the corresponding average figure for men. The gap was narrower than this for workers with 30 or more years of job experience: in this category women earned 10.3% less than men. See *Table 33*.

Average of 8½ years in current employment

The average employee has been at work for slightly over 15 years and has spent an average of 8½ years in their current employment. On average, male employees have spent a total of 17 years at work while women have spent 13.4 years in employment. Public sector workers have spent an average of 12.6 years in their current employment and 18.8 years in all jobs. In the private sector, employees have spent an average of 7.3 years in their current job and have been at work, in total, for just over 14 years. See *Tables 35 and 36*.

Detailed Tables

Table 1 Mean and Median¹ Hourly Earnings classified by NACE Economic Sector and sex

NACE	Economic Activity	Male			Female			Total		
		Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees
C - D	Manufacturing, mining and quarrying	16.45	13.46	186,000	13.38	10.58	83,100	15.50	12.50	269,100
E	Electricity, gas and water supply	23.70	22.57	10,500	18.07	16.33	1,800	22.88	21.57	12,300
F	Construction	16.29	15.00	129,100	13.93	11.73	7,700	16.15	14.89	136,800
G	Wholesale and retail trade	14.17	11.25	96,500	10.72	9.52	114,800	12.29	10.17	211,300
H	Hotels and restaurants	10.95	9.00	40,000	9.86	8.54	59,100	10.30	8.75	99,100
I	Transport, storage and communication	17.56	15.67	65,700	14.52	13.31	24,900	16.72	14.98	90,600
J	Financial intermediation	30.63	23.32	28,400	20.32	16.68	41,700	24.50	18.53	70,000
K	Business services	19.08	15.43	63,100	14.88	12.53	61,700	17.00	13.55	124,700
L	Public administration and defence	17.24	15.47	51,200	14.79	13.35	40,900	16.15	14.70	92,200
M	Education	34.00	33.10	33,300	24.37	23.66	78,400	27.24	26.77	111,700
N	Health	19.20	15.75	29,400	15.13	12.43	131,500	15.88	12.98	160,800
O	Other services	17.06	12.22	26,700	13.21	9.49	35,000	14.88	10.83	61,700
Total		17.74	14.45	759,800	14.93	11.62	680,600	16.41	13.08	1,440,400

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 2 Mean Hourly Earnings classified by NACE Economic Sector, full/part-time status and sex

NACE Economic Activity	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
C - D Manufacturing, mining and quarrying	16.61	10.01	16.45	13.95	9.84	13.38	15.86	9.89	15.50
E Electricity, gas and water supply	23.78	*	23.70	19.21	*	18.07	23.25	*	22.88
F Construction	16.26	18.41	16.29	14.58	11.75	13.93	16.18	15.11	16.15
G Wholesale and retail trade	15.26	8.22	14.17	11.96	9.07	10.72	13.79	8.88	12.29
H Hotels and restaurants	12.10	7.64	10.95	11.06	8.13	9.86	11.54	7.98	10.30
I Transport, storage and communication	17.76	13.32	17.56	14.82	13.20	14.52	17.04	13.25	16.72
J Financial intermediation	31.01	*	30.63	21.47	13.55	20.32	25.65	13.60	24.50
K Business services	19.49	9.84	19.08	15.77	11.93	14.88	17.85	11.60	17.00
L Public administration and defence	17.29	15.65	17.24	15.21	13.30	14.79	16.48	13.63	16.15
M Education	34.79	25.41	34.00	26.72	16.58	24.37	29.43	17.77	27.24
N Health	19.84	14.83	19.20	17.13	12.58	15.13	17.83	12.72	15.88
O Other services	18.29	11.01	17.06	14.05	11.51	13.21	16.11	11.37	14.88
Total	18.22	11.03	17.74	16.49	11.39	14.93	17.53	11.32	16.41

* Sample occurrence too small for estimation.

Table 3 Median¹ Hourly Earnings classified by NACE Economic Sector, full/part-time status and sex

NACE Economic Activity	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
C - D Manufacturing, mining and quarrying	13.51	8.95	13.46	10.87	9.19	10.58	12.75	9.17	12.50
E Electricity, gas and water supply	22.65	*	22.57	16.68	*	16.33	21.88	*	21.57
F Construction	15.06	9.74	15.00	12.20	10.73	11.73	14.93	10.15	14.89
G Wholesale and retail trade	11.98	7.53	11.25	10.34	8.47	9.52	11.07	8.15	10.17
H Hotels and restaurants	10.64	7.00	9.00	9.98	7.51	8.54	10.28	7.50	8.75
I Transport, storage and communication	15.90	11.50	15.67	13.43	12.46	13.31	15.34	12.02	14.98
J Financial intermediation	23.45	*	23.32	17.43	12.22	16.68	19.39	11.99	18.53
K Business services	15.87	8.86	15.43	13.19	9.39	12.53	14.49	9.21	13.55
L Public administration and defence	15.47	12.64	15.47	13.64	12.75	13.35	14.93	12.75	14.70
M Education	33.99	26.39	33.10	26.51	12.62	23.66	28.55	13.32	26.77
N Health	16.62	10.92	15.75	14.55	10.26	12.43	15.26	10.32	12.98
O Other services	13.18	7.42	12.22	11.11	8.41	9.49	12.28	8.00	10.83
Total	14.88	8.36	14.45	12.96	9.53	11.62	14.17	9.38	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

* Sample occurrence too small for estimation.

Table 4 Mean Hourly Earnings, Weekly Earnings and Weekly Paid Hours classified by NACE Economic Sector and sex

NACE Economic Activity	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours
	€	€		€	€		€	€	
C - D Manufacturing, mining and quarrying	16.45	648.52	37.6	13.38	481.23	34.0	15.50	596.86	36.5
E Electricity, gas and water supply	23.70	988.74	40.0	18.07	592.95	30.6	22.88	931.01	38.6
F Construction	16.29	665.50	38.2	13.93	484.93	32.7	16.15	655.31	37.9
G Wholesale and retail trade	14.17	520.05	33.9	10.72	331.80	28.1	12.29	417.79	30.7
H Hotels and restaurants	10.95	377.36	30.7	9.86	300.25	27.2	10.30	331.37	28.6
I Transport, storage and communication	17.56	704.60	38.5	14.52	506.68	33.7	16.72	650.27	37.2
J Financial intermediation	30.63	1,063.00	34.6	20.32	682.82	33.2	24.50	836.84	33.8
K Business services	19.08	725.47	37.2	14.88	497.33	31.6	17.00	612.69	34.4
L Public administration and defence	17.24	761.78	42.2	14.79	532.14	33.9	16.15	659.82	38.5
M Education	34.00	824.20	24.4	24.37	619.38	25.0	27.24	680.46	24.8
N Health	19.20	642.86	32.9	15.13	419.69	27.1	15.88	460.41	28.1
O Other services	17.06	583.12	33.0	13.21	365.20	28.2	14.88	459.35	30.2
Total	17.74	665.05	36.2	14.93	456.49	29.4	16.41	566.51	33.0
Of which:									
Private Sector	16.61	634.46	36.2	13.08	419.93	30.0	15.03	538.52	33.4
Public Sector ¹	22.46	793.87	36.4	19.92	555.30	27.7	21.04	660.82	31.6

¹ Public Sector including semi-State companies. See background notes for further information.

Table 5 Female Hourly Earnings as a percentage of Male Hourly Earnings, classified by NACE Economic Sector and full-time/part-time status

NACE Economic Activity	Full-time		Part-time		Total	
	Mean %	Median %	Mean %	Median %	Mean %	Median %
C - D Manufacturing, mining and quarrying	84.0	80.5	98.3	102.7	81.3	78.6
E Electricity, gas and water supply	80.8	73.6	*	*	76.2	72.4
F Construction	89.7	81.0	63.8	110.2	85.5	78.2
G Wholesale and retail trade	78.4	86.3	110.3	112.5	75.7	84.6
H Hotels and restaurants	91.4	93.8	106.4	107.3	90.0	94.9
I Transport, storage and communication	83.4	84.5	99.1	108.3	82.7	84.9
J Financial intermediation	69.2	74.3	*	*	66.3	71.5
K Business services	80.9	83.1	121.2	106.0	78.0	81.2
L Public administration and defence	88.0	88.2	85.0	100.9	85.8	86.3
M Education	76.8	78.0	65.2	47.8	71.7	71.5
N Health	86.3	87.5	84.8	94.0	78.8	78.9
O Other services	76.8	84.3	104.5	113.3	77.4	77.7
Total	90.5	87.1	103.3	114.0	84.2	80.4

* Sample occurrence too small for estimation.

Table 6 Mean and Median¹ Hourly Earnings classified by occupation and sex

Occupation	Male			Female			Total		
	Mean	Median ¹	Employees	Mean	Median ¹	Employees	Mean	Median ¹	Employees
	Hourly Earnings €	Hourly Earnings €		Hourly Earnings €	Hourly Earnings €		Hourly Earnings €	Hourly Earnings €	
1 Managers and administrators	28.82	23.53	91,300	22.58	18.12	67,300	26.17	20.92	158,600
2 Professional	27.04	23.98	86,600	25.57	24.09	85,900	26.31	24.05	172,500
3 Associate professional and technical	21.36	18.75	57,200	16.40	14.38	86,800	18.37	16.09	144,000
4 Clerical and secretarial	15.75	13.78	49,600	13.48	11.85	159,200	14.02	12.17	208,800
5 Craft and related	14.91	13.55	166,400	10.04	9.07	11,800	14.58	13.25	178,200
6 Personal and protective services	12.89	12.69	69,900	10.63	9.49	98,200	11.57	10.19	168,100
7 Sales	12.95	10.46	48,000	9.68	8.77	89,000	10.83	9.11	137,000
8 Plant and machine operatives	13.45	12.11	116,400	10.16	9.45	34,300	12.71	11.41	150,700
9 Other	12.52	11.11	74,400	10.42	8.50	48,200	11.70	10.14	122,700
Total	17.74	14.45	759,800	14.93	11.62	680,600	16.41	13.08	1,440,400

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 7 Mean Hourly Earnings classified by occupation, full/part-time status and sex

Occupation	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
1 Managers and administrators	28.83	*	28.82	23.50	14.07	22.58	26.69	15.44	26.17
2 Professional	27.10	25.27	27.04	26.51	20.82	25.57	26.83	21.61	26.31
3 Associate professional and technical	21.35	21.68	21.36	17.17	14.61	16.40	19.16	15.01	18.37
4 Clerical and secretarial	16.19	10.48	15.75	13.79	12.51	13.48	14.46	12.33	14.02
5 Craft and related	14.98	11.25	14.91	10.14	9.56	10.04	14.71	10.64	14.58
6 Personal and protective services	13.81	8.71	12.89	11.44	9.58	10.63	12.65	9.38	11.57
7 Sales	14.57	8.41	12.95	10.78	8.60	9.68	12.47	8.55	10.83
8 Plant and machine operatives	13.53	11.78	13.45	10.37	8.94	10.16	12.87	10.32	12.71
9 Other	12.90	9.32	12.52	11.96	9.33	10.42	12.68	9.32	11.70
Total	18.22	11.03	17.74	16.49	11.39	14.93	17.53	11.32	16.41

* Sample occurrence too small for estimation.

Table 8 Median¹ Hourly Earnings classified by occupation, full/part-time status and sex

Occupation	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
1 Managers and administrators	23.67	*	23.53	18.66	13.00	18.12	21.62	12.68	20.92
2 Professional	23.92	26.25	23.98	25.34	17.80	24.09	24.56	19.30	24.05
3 Associate professional and technical	18.79	13.71	18.75	15.27	12.63	14.38	17.01	12.72	16.09
4 Clerical and secretarial	14.18	8.60	13.78	12.17	11.00	11.85	12.59	10.90	12.17
5 Craft and related	13.74	9.70	13.55	8.80	9.51	9.07	13.44	9.70	13.25
6 Personal and protective services	13.76	7.73	12.69	10.43	8.78	9.49	12.01	8.56	10.19
7 Sales	12.00	7.50	10.46	9.53	8.00	8.77	10.49	7.83	9.11
8 Plant and machine operatives	12.18	10.92	12.11	9.49	9.08	9.45	11.57	9.52	11.41
9 Other	11.45	7.68	11.11	9.95	7.36	8.50	11.11	7.49	10.14
Total	14.88	8.36	14.45	12.96	9.53	11.62	14.17	9.38	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

* Sample occurrence too small for estimation.

Table 9 Mean Hourly Earnings, Weekly Earnings and Weekly Paid Hours classified by occupation and sex

Occupation	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours
	€	€		€	€		€	€	
1 Managers and administrators	28.82	*	36.4	22.58	783.73	34.0	26.17	944.35	35.4
2 Professional	27.04	855.68	32.3	25.57	698.77	27.3	26.31	777.55	29.8
3 Associate professional and technical	21.36	767.62	35.7	16.40	499.34	29.8	18.37	605.85	32.1
4 Clerical and secretarial	15.75	573.76	34.8	13.48	428.37	31.2	14.02	462.92	32.1
5 Craft and related	14.91	602.57	37.5	10.04	356.18	33.4	14.58	586.29	37.2
6 Personal and protective services	12.89	560.33	38.5	10.63	318.15	27.6	11.57	418.82	32.2
7 Sales	12.95	447.70	31.1	9.68	280.83	26.3	10.83	339.31	28.0
8 Plant and machine operatives	13.45	561.72	39.2	10.16	379.68	34.7	12.71	520.32	38.1
9 Other	12.52	477.07	35.7	10.42	268.75	24.8	11.70	395.17	31.4
Total	17.74	665.05	36.2	14.93	456.49	29.4	16.41	566.51	33.0

* Sample occurrence too small for estimation.

Table 10 Mean Hourly Earnings classified by private/public sector status¹, occupation and sex

Occupation	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
1 Managers and administrators	28.29	21.85	25.57	35.53	30.73	33.37	28.82	22.58	26.17
2 Professional	23.73	19.40	22.28	30.08	27.56	28.60	27.04	25.57	26.31
3 Associate professional and technical	20.81	16.57	18.57	22.16	16.27	18.17	21.36	16.40	18.37
4 Clerical and secretarial	15.16	12.96	13.48	18.74	16.36	16.96	15.75	13.48	14.02
5 Craft and related	14.82	9.64	14.50	16.46	13.15	16.02	14.91	10.04	14.58
6 Personal and protective services	10.78	9.92	10.22	15.92	13.61	15.01	12.89	10.63	11.57
7 Sales	12.96	9.68	10.82	*	*	*	12.95	9.68	10.83
8 Plant and machine operatives	12.94	10.07	12.24	17.37	*	17.29	13.45	10.16	12.71
9 Other	12.04	9.47	11.24	15.19	11.79	13.04	12.52	10.42	11.70
Total	16.61	13.08	15.03	22.46	19.92	21.04	17.74	14.93	16.41

¹ Public Sector including semi-State companies. See background notes for further information.

* Sample occurrence too small for estimation.

Table 11 Median¹ Hourly Earnings classified by private/public sector status², occupation and sex

Occupation	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
1 Managers and administrators	22.78	17.57	20.33	30.74	25.80	27.50	23.53	18.12	20.92
2 Professional	20.94	17.12	19.73	28.07	27.12	27.14	23.98	24.09	24.05
3 Associate professional and technical	18.33	15.07	16.63	19.50	13.68	15.45	18.75	14.38	16.09
4 Clerical and secretarial	12.98	11.50	11.79	17.80	15.20	15.87	13.78	11.85	12.17
5 Craft and related	13.50	8.44	13.17	15.29	11.27	14.63	13.55	9.07	13.25
6 Personal and protective services	9.47	8.79	9.00	14.95	12.46	14.39	12.69	9.49	10.19
7 Sales	10.46	8.77	9.11	*	*	*	10.46	8.77	9.11
8 Plant and machine operatives	11.68	9.44	11.09	16.89	*	16.64	12.11	9.45	11.41
9 Other	10.66	8.25	9.80	13.42	9.57	11.07	11.11	8.50	10.14
Total	13.45	10.66	12.02	18.21	16.70	17.53	14.45	11.62	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

* Sample occurrence too small for estimation.

Table 12 Female Hourly Earnings as a percentage of Male Hourly Earnings, classified by private/public sector status¹ and occupation and occupation

Occupation	Private Sector		Public Sector ¹		Total	
	Mean %	Median %	Mean %	Median %	Mean %	Median %
1 Managers and administrators	77.2	77.1	86.5	83.9	78.3	77.0
2 Professional	81.8	81.8	91.6	96.6	94.6	100.5
3 Associate professional and technical	79.6	82.2	73.4	70.2	76.8	76.7
4 Clerical and secretarial	85.5	88.6	87.3	85.4	85.6	86.0
5 Craft and related	65.0	62.5	79.9	73.7	67.3	66.9
6 Personal and protective services	92.0	92.8	85.5	83.3	82.5	74.8
7 Sales	74.7	83.8	*	*	74.7	83.8
8 Plant and machine operatives	77.8	80.8	*	*	75.5	78.0
9 Other	78.7	77.4	77.6	71.3	83.2	76.5
Total	78.7	79.3	88.7	91.7	84.2	80.4

¹ Public Sector including semi-State companies. See background notes for further information.

* Sample occurrence too small for estimation.

Table 13 Mean and Median¹ Hourly Earnings classified by age group and sex

Age Group	Male			Female			Total		
	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees
15-24	10.56	9.63	145,000	10.30	8.97	130,300	10.44	9.30	275,300
25-29	15.31	13.76	118,600	14.39	12.40	116,500	14.85	13.09	235,000
30-39	19.45	16.06	204,800	16.35	13.09	182,900	17.99	14.83	387,700
40-49	21.29	16.91	154,700	16.87	12.72	145,100	19.15	15.10	299,800
50-59	21.41	16.78	105,900	16.49	11.88	85,800	19.21	14.80	191,700
60 and over	18.97	14.85	30,800	14.31	10.17	20,100	17.13	12.81	50,900
Total	17.74	14.45	759,800	14.93	11.62	680,600	16.41	13.08	1,440,400

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 14 Mean Hourly Earnings classified by age group, full/part-time status and sex

Age Group	Male			Female			Total		
	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €
15-24	11.17	7.83	10.56	11.09	8.36	10.30	11.14	8.14	10.44
25-29	15.44	11.40	15.31	14.85	11.28	14.39	15.16	11.30	14.85
30-39	19.57	14.67	19.45	17.96	12.36	16.35	18.93	12.55	17.99
40-49	21.50	15.02	21.29	19.58	12.50	16.87	20.78	12.71	19.15
50-59	21.73	16.15	21.41	20.25	11.56	16.49	21.24	12.20	19.21
60 and over	19.85	14.16	18.97	18.33	11.16	14.31	19.47	12.05	17.13
Total	18.22	11.03	17.74	16.49	11.39	14.93	17.53	11.32	16.41

Table 15 Median¹ Hourly Earnings classified by age group, full/part-time status and sex

Age Group	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
15-24	10.31	7.19	9.63	9.76	7.14	8.97	10.05	7.14	9.30
25-29	13.97	9.47	13.76	12.89	8.95	12.40	13.46	9.07	13.09
30-39	16.23	12.18	16.06	14.72	10.24	13.09	15.71	10.31	14.83
40-49	17.18	10.75	16.91	15.33	10.26	12.72	16.55	10.28	15.10
50-59	17.05	11.55	16.78	15.33	9.86	11.88	16.62	9.99	14.80
60 and over	16.35	10.60	14.85	12.93	9.78	10.17	15.41	9.91	12.81
Total	14.88	8.36	14.45	12.96	9.53	11.62	14.17	9.38	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 16 Mean Hourly Earnings, Weekly Earnings and Weekly Paid Hours classified by age group and sex

Age Group	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours
	€	€		€	€		€	€	
15-24	10.56	375.91	32.6	10.30	314.38	28.7	10.44	346.80	30.7
25-29	15.31	585.43	36.7	14.39	489.63	33.2	14.85	537.96	35.0
30-39	19.45	749.88	37.6	16.35	514.78	30.3	17.99	638.97	34.2
40-49	21.29	807.62	37.6	16.87	490.14	28.0	19.15	654.00	32.9
50-59	21.41	780.05	36.6	16.49	467.77	27.1	19.21	640.27	32.3
60 and over	18.97	657.77	34.3	14.31	364.06	24.6	17.13	541.88	30.5
Total	17.74	665.05	36.2	14.93	456.49	29.4	16.41	566.51	33.0

Table 17 Mean Hourly Earnings classified by private/public sector status¹, age group and sex

Age Group	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
15-24	10.33	9.61	10.00	14.01	15.26	14.80	10.56	10.30	10.44
25-29	14.99	13.41	14.24	18.01	18.39	18.25	15.31	14.39	14.85
30-39	19.20	15.19	17.42	20.60	19.57	20.01	19.45	16.35	17.99
40-49	20.56	14.08	17.65	23.05	21.33	22.10	21.29	16.87	19.15
50-59	19.03	13.43	16.67	26.64	21.43	24.04	21.41	16.49	19.21
60 and over	15.81	11.06	14.07	26.43	19.73	23.41	18.97	14.31	17.13
Total	16.61	13.08	15.03	22.46	19.92	21.04	17.74	14.93	16.41

¹ Public Sector including semi-State companies. See background notes for further information.

Table 18 Median¹ Hourly Earnings classified by private/public sector status², age group and sex

Age Group	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
15-24	9.46	8.59	8.98	12.48	13.27	13.03	9.63	8.97	9.30
25-29	13.50	11.69	12.64	16.26	16.68	16.51	13.76	12.40	13.09
30-39	15.66	12.20	14.05	17.62	16.69	17.27	16.06	13.09	14.83
40-49	16.21	11.04	13.34	18.69	18.05	18.28	16.91	12.72	15.10
50-59	15.10	10.40	12.96	21.61	17.25	19.88	16.78	11.88	14.80
60 and over	13.02	9.60	11.45	20.92	14.44	18.72	14.85	10.17	12.81
Total	13.45	10.66	12.02	18.21	16.70	17.53	14.45	11.62	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

Table 19 Female Hourly Earnings as a percentage of Male Hourly Earnings, classified by private/public sector status¹ and age group

Age Group	Private Sector		Public Sector ¹		Total	
	Mean %	Median %	Mean %	Median %	Mean %	Median %
15-24	93.0	90.8	108.9	106.3	97.5	93.1
25-29	89.5	86.6	102.1	102.6	94.0	90.1
30-39	79.1	77.9	95.0	94.7	84.1	81.5
40-49	68.5	68.1	92.5	96.6	79.2	75.2
50-59	70.6	68.9	80.4	79.8	77.0	70.8
60 and over	70.0	73.7	74.7	69.0	75.4	68.5
Total	78.7	79.3	88.7	91.7	84.2	80.4

¹ Public Sector including semi-State companies. See background notes for further information.

Table 20 Mean and Median¹ Hourly Earnings classified by educational attainment and sex

Level of Educational Attainment	Male		Female		Total	
	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Mean Hourly Earnings €	Median ¹ Hourly Earnings €
Primary or lower secondary	13.88	12.41	10.72	9.34	12.61	10.92
Higher secondary	14.99	12.70	12.42	10.65	13.72	11.47
Post leaving certificate	16.96	15.47	12.35	10.79	15.34	13.58
Third level non degree	19.08	16.25	15.05	12.83	16.69	14.04
Third level degree or above	28.17	24.23	23.35	20.38	25.61	21.91
Total	17.74	14.45	14.93	11.62	16.41	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 21 Mean Hourly Earnings classified by educational attainment, full/part-time status and sex

Level of Educational Attainment	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
Primary or lower secondary	14.29	9.39	13.88	12.03	9.56	10.72	13.71	9.53	12.61
Higher secondary	15.43	10.18	14.99	13.08	11.02	12.42	14.45	10.84	13.72
Post leaving certificate	17.18	11.22	16.96	13.06	10.41	12.35	15.97	10.57	15.34
Third level non degree	19.57	11.53	19.08	15.56	13.32	15.05	17.40	13.04	16.69
Third level degree or above	28.59	18.44	28.17	24.32	17.59	23.35	26.45	17.77	25.61
Total	18.22	11.03	17.74	16.49	11.39	14.93	17.53	11.32	16.41

Table 22 Median¹ Hourly Earnings classified by educational attainment, full/part-time status and sex

Level of Educational Attainment	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
Primary or lower secondary	12.83	7.91	12.41	10.17	8.50	9.34	12.08	8.40	10.92
Higher secondary	13.10	7.73	12.70	11.23	9.52	10.65	12.21	9.19	11.47
Post leaving certificate	15.74	10.32	15.47	11.38	9.39	10.79	14.28	9.50	13.58
Third level non degree	16.62	8.95	16.25	13.37	11.00	12.83	14.64	10.49	14.04
Third level degree or above	24.63	13.16	24.23	21.28	15.08	20.38	22.64	14.75	21.91
Total	14.88	8.36	14.45	12.96	9.53	11.62	14.17	9.38	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 23 Mean Hourly Earnings, Weekly Earnings and Weekly Paid Hours classified by educational attainment and sex

Level of Educational Attainment	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours
	€	€		€	€		€	€	
Primary or lower secondary	13.89	552.23	36.9	10.72	297.86	25.8	12.61	449.57	32.4
Higher secondary	14.99	585.80	36.7	12.42	390.59	29.8	13.72	489.50	33.3
Post leaving certificate	16.96	676.59	37.6	12.35	401.39	31.3	15.34	579.49	35.4
Third level non degree	19.08	711.21	36.2	15.05	483.72	31.4	16.69	576.65	33.4
Third level degree or above	28.17	934.66	33.3	23.35	701.76	30.1	25.61	811.06	31.6
Total	17.74	665.05	36.2	14.93	456.49	29.4	16.41	566.51	33.0

Table 24 Mean Hourly Earnings classified by private/public sector status¹, educational attainment and sex

Level of Educational Attainment	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
Primary or lower secondary	13.35	10.38	12.18	16.45	12.01	14.45	13.88	10.72	12.61
Higher secondary	14.47	11.85	13.20	17.53	14.77	16.06	14.99	12.42	13.72
Post leaving certificate	16.61	11.74	14.97	19.24	14.79	17.26	16.96	12.35	15.34
Third level non degree	18.63	13.86	15.90	20.99	18.56	19.40	19.08	15.05	16.69
Third level degree or above	25.65	19.55	22.82	33.77	27.61	29.88	28.17	23.35	25.61
Total	16.61	13.08	15.03	22.46	19.92	21.04	17.74	14.93	16.41

¹ Public Sector including semi-State companies. See background notes for further information.

Table 25 Median¹ Hourly Earnings classified by private/public sector status², educational attainment and sex

Level of Educational Attainment	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
Primary or lower secondary	11.69	8.92	10.52	15.20	10.13	13.40	12.41	9.34	10.92
Higher secondary	11.81	10.19	10.89	15.96	13.34	14.91	12.70	10.65	11.47
Post leaving certificate	15.06	10.13	13.33	17.30	12.91	15.33	15.47	10.79	13.58
Third level non degree	15.72	12.05	13.20	17.92	15.89	16.63	16.25	12.83	14.04
Third level degree or above	21.03	16.51	18.77	31.90	26.18	27.78	24.23	20.38	21.91
Total	13.45	10.66	12.02	18.21	16.70	17.53	14.45	11.62	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

Table 26 Female Hourly Earnings as a percentage of Male Hourly Earnings, classified by private/public sector status¹ and educational attainment

Level of Educational Attainment	Private Sector		Public Sector ¹		Total	
	Mean	Median	Mean	Median	Mean	Median
	%	%	%	%	%	%
Primary or lower secondary	77.8	76.3	73.0	66.6	77.2	75.3
Higher secondary	81.9	86.3	84.3	83.6	82.9	83.9
Post leaving certificate	70.7	67.3	76.9	74.6	72.8	69.7
Third level non degree	74.4	76.7	88.4	88.7	78.9	79.0
Third level degree or above	76.2	78.5	81.8	82.1	82.9	84.1
Total	78.7	79.3	88.7	91.7	84.2	80.4

¹ Public Sector including semi-State companies. See background notes for further information.

Table 27 Mean and Median¹ Hourly Earnings classified by total number of years in employment and sex

Total number of years in employment	Male			Female			Total		
	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Employees
Less than 5 years	10.96	9.39	125,800	10.76	9.12	133,200	10.86	9.25	259,000
5 to 9 years	14.81	13.05	146,500	13.53	11.05	161,300	14.14	11.85	307,700
10 to 19 years	19.49	15.72	186,800	15.86	12.55	205,200	17.59	14.17	392,100
20 to 29 years	20.88	16.57	156,200	17.93	13.75	130,700	19.53	15.50	286,900
30 years or more	20.95	16.88	144,400	18.80	15.01	50,200	20.40	16.57	194,600
Total	17.74	14.45	759,800	14.93	11.62	680,600	16.41	13.08	1,440,400

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 28 Mean Hourly Earnings classified by total number of years in employment, full/part-time status and sex

Total number of years in employment	Male			Female			Total		
	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €
Less than 5 years	11.68	8.10	10.96	11.95	8.90	10.76	11.81	8.63	10.86
5 to 9 years	15.05	10.29	14.81	14.33	10.68	13.53	14.71	10.61	14.14
10 to 19 years	19.56	16.84	19.49	17.39	12.33	15.86	18.60	12.66	17.59
20 to 29 years	21.03	16.30	20.88	20.39	13.29	17.93	20.80	13.59	19.53
30 years or more	21.33	14.33	20.95	21.48	12.15	18.80	21.36	12.92	20.40
Total	18.22	11.03	17.74	16.49	11.39	14.93	17.53	11.32	16.41

Table 29 Median¹ Hourly Earnings classified by total number of years in employment, full/part-time status and sex

Total number of years in employment	Male			Female			Total		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€
Less than 5 years	10.19	7.00	9.39	10.29	7.60	9.12	10.24	7.50	9.25
5 to 9 years	13.23	9.12	13.05	11.70	8.91	11.05	12.52	8.96	11.85
10 to 19 years	15.84	12.39	15.72	13.89	10.02	12.55	15.05	10.09	14.17
20 to 29 years	16.73	11.55	16.57	16.13	11.40	13.75	16.56	11.44	15.50
30 years or more	17.19	11.16	16.88	17.77	10.25	15.01	17.31	10.26	16.57
Total	14.88	8.36	14.45	12.96	9.53	11.62	14.17	9.38	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 30 Mean Hourly Earnings, Weekly Earnings and Weekly Paid Hours classified by total number of years in employment and sex

Total number of years in employment	Male			Female			Total		
	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours	Earnings per hour	Earnings per week	Weekly Paid Hours
	€	€		€	€		€	€	
Less than 5 years	10.96	381.69	32.2	10.76	307.04	26.8	10.86	343.50	29.4
5 to 9 years	14.81	561.65	36.2	13.53	437.51	21.3	14.14	496.60	33.6
10 to 19 years	19.49	741.62	37.3	15.86	492.40	30.0	17.59	611.15	33.5
20 to 29 years	20.88	796.22	37.8	17.93	530.33	28.8	19.53	675.12	33.7
30 years or more	20.95	775.79	36.8	18.80	574.94	29.6	20.40	723.99	34.9
Total	17.74	665.05	36.2	14.93	456.49	29.4	16.41	566.51	33.0

Table 31 Mean Hourly Earnings classified by private/public sector status¹, total number of years in employment and sex

Total number of years in employment	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
Less than 5 years	10.38	9.72	10.07	16.74	14.86	15.42	10.96	10.76	10.86
5 to 9 years	14.43	12.58	13.51	18.10	17.46	17.67	14.81	13.53	14.14
10 to 19 years	19.18	14.68	16.97	20.01	19.12	19.81	19.49	15.86	17.59
20 to 29 years	19.97	14.83	17.82	23.15	22.81	22.97	20.88	17.93	19.53
30 years or more	18.87	14.40	17.83	25.74	25.50	25.66	20.95	18.80	20.40
Total	16.61	13.08	15.03	22.46	19.92	21.04	17.74	14.93	16.41

¹ Public Sector including semi-State companies. See background notes for further information.

Table 32 Median¹ Hourly Earnings classified by private/public sector status², total number of years in employment and sex

Total number of years in employment	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	€	€	€	€	€	€	€	€	€
Less than 5 years	9.10	8.48	8.77	14.55	12.82	13.23	9.39	9.12	9.25
5 to 9 years	12.71	10.55	11.46	15.75	14.34	14.85	13.05	11.05	11.85
10 to 19 years	15.31	11.84	13.48	17.58	16.14	16.63	15.72	12.55	14.17
20 to 29 years	15.73	11.60	13.89	18.28	18.99	18.62	16.57	13.75	15.50
30 years or more	15.50	11.54	14.70	20.79	22.72	21.58	16.88	15.01	16.57
Total	13.45	10.66	12.02	18.21	16.70	17.53	14.45	11.62	13.08

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

² Public Sector including semi-State companies. See background notes for further information.

Table 33 Female Hourly Earnings as a percentage of Male Hourly Earnings, classified by private/public sector status¹ and total number of years in employment

Length of employment	Private Sector		Public Sector ¹		Total	
	Mean %	Median %	Mean %	Median %	Mean %	Median %
Less than 5 years	93.6	93.2	88.8	88.1	98.2	97.1
5 to 9 years	87.2	83.0	96.5	91.0	91.4	84.7
10 to 19 years	76.5	77.3	95.6	91.8	81.4	79.8
20 to 29 years	74.3	73.7	98.5	103.9	85.9	83.0
30 years or more	76.3	74.5	99.1	109.3	89.7	88.9
Total	78.7	79.3	88.7	91.7	84.2	80.4

¹ Public Sector including semi-State companies. See background notes for further information.

Table 34 Mean and Median¹ Hourly Earnings in the private sector, classified by size of enterprise and sex

Size of Enterprise (private sector)	Male		Female		Total	
	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Mean Hourly Earnings €	Median ¹ Hourly Earnings €	Mean Hourly Earnings €	Median ¹ Hourly Earnings €
1 - 9 employees	14.13	11.54	11.19	9.11	12.65	10.24
10 - 49 employees	14.82	11.96	11.91	9.71	13.53	10.94
50 - 249 employees	17.12	14.39	12.88	10.56	15.41	12.66
250 - 499 employees	18.32	15.88	14.79	12.60	16.89	14.37
500 - 999 employees	20.14	16.78	16.80	13.38	18.61	15.19
1000+ employees	21.04	16.71	15.76	11.78	18.23	13.41
Total	16.61	13.45	13.08	10.66	15.03	12.02

¹ Median Hourly Earnings: Half of the employees earn more than this amount and half earn less.

Table 35 Average number of years of service in current employment, classified by private/public sector status¹, educational attainment and sex

Level of Educational Attainment	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Years in current employment									
Primary or lower secondary	10.1	7.7	9.1	17.9	8.6	13.7	11.4	7.9	10.0
Higher secondary	7.2	6.6	6.9	14.8	11.4	13.0	8.5	7.5	8.0
Post leaving certificate	9.3	6.2	8.3	17.1	8.5	13.3	10.3	6.7	9.0
Third level non degree	6.8	5.3	5.9	13.5	9.4	10.8	8.1	6.3	7.0
Third level degree or above	5.7	4.5	5.1	14.6	10.9	12.3	8.5	7.5	8.0
Total	8.1	6.2	7.3	15.7	10.2	12.6	9.6	7.3	8.5

¹ Public Sector including semi-State companies. See background notes for further information.

Table 36 Average number of years of service in all employment, classified by private/public sector status¹, educational attainment and sex

Level of Educational Attainment	Private Sector			Public Sector ¹			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Years in employment (all jobs)									
Primary or lower secondary	20.0	15.2	18.1	26.6	15.5	21.6	21.1	15.3	18.8
Higher secondary	13.0	12.2	12.6	20.0	17.4	18.6	14.2	13.2	13.7
Post leaving certificate	17.8	12.9	16.2	26.0	15.1	21.2	19.0	13.3	17.0
Third level non degree	13.4	11.1	12.1	19.1	15.2	16.5	14.5	12.1	13.1
Third level degree or above	12.1	9.7	11.0	20.3	16.0	17.6	14.6	12.7	13.6
Total	15.7	12.4	14.2	22.4	16.0	18.8	17.0	13.4	15.3

¹ Public Sector including semi-State companies. See background notes for further information.

Background Notes

Background Notes

Introduction

The National Employment Survey (NES) is a major new workplace survey conducted by the CSO. Results from the 2003 survey are presented in this report. They relate to hourly earnings across the economy in the reference period March 2003. Tables are provided by sector of activity, occupation, educational attainment as well as other factors which go to explain differences in rates of hourly earnings. The survey covers both the public and private sectors using the same methodology. The only excluded sectors are agriculture, forestry and fishing. The NES replaces the Structure of Earnings Survey, which had been conducted periodically to fulfil EU requirements and which did not include the public sector.

The purpose of the NES is to provide more detailed structural information than before on workplace issues, including earnings and factors influencing earnings. The NES is being carried out again in 2006 and will become an annual survey thereafter. It has been designed as an integrated survey that addresses issues of national interest, while simultaneously fulfilling requirements under EU law.

The survey forms part of a wider strategy to improve the coverage and utility of earnings statistics in Ireland. It complements another new survey: the Earnings, Hours and Employment Costs Survey (EHECS). This new quarterly inquiry is currently being introduced and will ultimately replace all existing CSO short-term earnings inquiries. The quarterly survey results will be comparable across sectors and will include more detail on components of earnings than is currently available. They will also include indicators of job turnover and vacancies, in response to national data needs and in anticipation of future EU requirements.

A novel feature of the NES is that information is collected in a linked and integrated way from a sample of employers and employees.

Survey Strategy

The information required was divided into that most suitable to collect from employers (e.g. earnings, hours worked) and information best supplied by individual employees (educational attainment, duration in employment 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. Some information relating to business structure, ownership and other employer details was also requested.

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, family status, length of time in paid employment, time taken to travel to work as well as other job-related characteristics.

Coverage

About 6,500 private sector employers and 300 public sector bodies were surveyed across the economy. Only employers with more than three employees were surveyed and the data was collected at enterprise level. Employers were required to have been trading in the reference month of March in 2003.

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 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 employees sampled for each size group of business unit. To reduce the burden on larger employers a smaller proportion of their employees was requested.

The respondent employers forwarded a list of the names of sampled employees to the CSO, together with the employee PPS number. The names and PPS numbers were then pre-printed on the employee questionnaires and distributed via the employer address, or by other means where this was the most appropriate approach. A total sample size of 60,000 employees was included from the private sector and 29,000 employees from the public sector.

Size of Enterprise	No. Employees sampled
3 - 9	all
10 - 19	all
20 - 49	20 - 25
50 - 249	26 - 80
250 - 499	81 - 125
500 +	126 - 200

Survey Planning

The CSO consulted with various interests in advance of the introduction of the survey. A series of meetings was arranged through employer representative groups, which proved to be highly productive. The questionnaires were fine-tuned during this process. The Earnings Statistics Liaison Group – an advisory group including social partners, government departments and academic interests - was also briefed about the NES and the then-evolving more integrated approach to earnings and workplace information.

Organisations selected for the NES were informed well in advance of the survey launch, so that they would know what information was going to be collected and when.

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 there.

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 to the CSO. This information was transferred by the CSO directly into a database environment. However, the vast majority of employer questionnaires were returned on paper and were manually keyed.

The employee questionnaire was available to download but could not be completed and returned electronically. It was designed as a one 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 business units and employees are given in the tables below.

Response Rate for National Employment Survey 2003

Private Sector

Employers Questionnaire

Effective sample	6,497
Respondant enterprises	4,198
Non-respondant enterprises	2,299
Response Rate	65%

Employees Questionnaire

Effective sample	54,933
Number of returns	34,923
Non-respondant employees	20,010
Response Rate	64%

Public Sector

Employers Questionnaire

Effective sample	320
Respondant enterprises	231
Non-respondant enterprises	89
Response Rate	72%

Employees Questionnaire

Effective sample	22,165
Number of returns	15,310
Non-respondant employees	6,855
Response Rate	69%

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 at the time of sample selection 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 2 of 2003 as illustrated in the following table:

Persons in employment (ILO) aged 15 years and over for NACE 2 digit classified by employment status, QNHS q2 2003

NACE economic sector	<i>QNHS Total</i> <i>'000</i>	<i>Employees only (incl. schemes)</i>	<i>Employee Totals within scope of NES</i>
A-B Agriculture, Forestry, Fishing	116.6	22.1	
C-E Other Production Industries	306.1	281.4	281.4
F Construction	191.4	136.8	136.8
G Wholesale and Retail	251.6	211.3	211.3
H Hotels and Restaurants	114.4	99.1	99.1
I Transport, Storage, Communication	112.1	90.6	90.6
J - K Financial and Other Services	227.1	194.8	194.8
L Public Administration; Defence	92.4	92.2	92.2
M Education	116.1	111.7	111.7
N Health	169.9	160.8	160.8
O-Q Other	95.7	75.6	61.7
Total in employment	1,793.4	1,476.4	1,440.4
Total Unemployed	82.1		
Total Labour Force	1,875.5		
Not in Labour Force	1,269.6		
Population 15 years or over	3,145.1		

Note: Data may be subject to future revision.

Note: Data may be subject to sampling or other survey errors, which are greater in respect of smaller values or estimates of change.

Reference period: q2=Mar-May

Source: Quarterly National Household Survey, Central Statistics Office.

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.

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.

Average 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.

Public Sector Employees

Public Sector Employees include:

- Civil Service
- Defence Forces
- Garda Siochana
- Local Authorities
- Education (excluding private institutions)
- Regional Bodies
- Health (excluding private institutions)
- Semi-State Bodies (excluding their subsidiary companies).

Appendices

Appendix 1

Appendix 1

National Employment Survey Employment Totals and Sample Fraction

Nace Rev.1.1 Section	Population (thousands)	NES (thousands)	Sample Fraction %
C - Mining & Quarrying	6.3	0.2	3.8
D - Manufacturing	262.8	6.3	2.4
E - Electricity, Gas & Water Supply	12.3	0.7	6.0
F - Construction	136.8	3.0	2.2
G - Wholesale & Retail	211.3	7.5	3.5
H - Hotels & Restaurants	99.1	1.5	1.5
I - Trans., Storage & Comm.	90.6	4.1	4.5
J - Financial Intermediation	70.0	3.2	4.6
K - Business Services	124.7	5.6	4.5
L - Public Admin. & Defence	92.2	6.3	6.9
M - Education	111.7	5.1	4.6
N - Health & Social Work	160.8	4.8	3.0
O - Other Services	61.7	1.9	3.0
Total	1,440.4	50.2	3.5

Occupation	Population (thousands)	NES (thousands)	Sample Fraction %
1 Managers and administrators	158.6	3.8	2.4
2 Professional	172.5	11.1	6.4
3 Associate professional and technical	144.0	6.9	4.8
4 Clerical and secretarial	208.8	9.9	4.8
5 Craft and related	178.2	2.8	1.6
6 Personal and protective services	168.1	2.5	1.5
7 Sales	136.9	3.8	2.8
8 Plant and machine operatives	150.7	3.9	2.6
9 Other	122.7	5.4	4.4
Total	1,440.4	50.2	3.5

Age Group	Population (thousands)	NES (thousands)	Sample Fraction %
15-24	275.3	6.2	2.2
25-29	235.0	8.3	3.5
30-39	387.7	14.5	3.7
40-49	299.8	11.4	3.8
50-59	191.7	7.8	4.0
60 +	50.9	2.1	4.1
Total	1,440.4	50.2	3.5

Full-time/Part-time Status	Population (thousands)	NES (thousands)	Sample Fraction %
Full-time	1,180.7	42.4	3.6
Part-time	259.6	7.8	3.0
Total	1,440.4	50.2	3.5

Sex	Population (thousands)	NES (thousands)	Sample Fraction %
Male	759.8	25.4	3.3
Female	680.6	24.8	3.6
Total	1,440.4	50.2	3.5

Appendix 2

CONFIDENTIAL



LoCall 1890 313 414
(021 453 5314/5348
Website <http://www.cso.ie>
E-mail nes@cso.ie

CENTRAL STATISTICS OFFICE
SKEHARD ROAD
CORK

Reply to:
THE DIRECTOR GENERAL
in enclosed pre-paid envelope
or electronically, via
Secure Deposit Box

NATIONAL EMPLOYMENT SURVEY 2003

Carried out under Statistics (National Employment Survey) Order, 2003

The information sought by the Central Statistics Office in this questionnaire comes under the terms of the Statistics (National Employment Survey) Order, 2003. The information you supply will be treated as **strictly confidential** under the provisions of the Statistics Act 1993 and Council Regulation (EC) No. 530/1999.

This survey addresses the growing importance of comprehensive and reliable data on the structure and distribution of earnings.

This survey is being conducted in two parts.

Employer Questionnaire - Two types of information are required. Questions 1 to 5 relate to information at the level of the business. Question 6 relates to selected individual employee details.

Employee Questionnaire - This questionnaire will be forwarded to each employee covered in Question 6 of this questionnaire (see covering letter).

Both the employer questionnaire and the employee questionnaire are available to view at www.cso.ie under 'Survey Forms'. The employer questionnaire can be downloaded, completed and returned electronically using the secure deposit box facility (details enclosed).

The completed form should be returned (either on paper or electronically) by **Friday 9th May** at the latest. In any event, details of the individual employees (name, PPS number, work address) should be returned by **Monday 21st April** at the latest (Please see covering letter).

Please read the accompanying instructions. A more detailed glossary of occupations (which may be necessary to accurately complete Question 5) is available at www.cso.ie, again under 'Survey Forms'. This glossary can be sent to you on paper, should you require.

If you are unsure of any detail, or if you have any difficulty with the questions on this form, please contact NES section at LoCall 1890 313 414 - Extensions 5314 or 5348, or by e-mail to nes@cso.ie.

Thank you for your co-operation.

Donal Garvey
Director General

DECLARATION

I hereby declare that the particulars provided are complete and accurate to the best of my knowledge and belief.

Signature: _____ Phone: _____ E-mail: _____

NAME: _____ Position within the business: _____
(BLOCK CAPITALS)

Date: _____

Please note that this is a statutory inquiry under Statistics (National Employment Survey) Order, 2003 which you are obliged to complete.

Q.1 Ownership and legal form of the business*(Please answer parts (a) and (b))*

(a) Is the business (please tick one box only)

☐ Part of government (central or local) or public administration☐ Other non-profit organisation☐ Commercial company: owned by government (central or local)☐ Commercial company: subsidiary (direct or indirect) of a foreign company or branch of a foreign company☐ Commercial company: quoted on (Irish) stock exchange, or subsidiary of same☐ Commercial company: co-operative☐ Other commercial business, incorporated☐ Unincorporated business☐ Other (please specify) _____(b) Does the business operate as a foreign franchise in Ireland? ☐ Yes ☐ No**Q.2 Pay Agreements***(Please answer parts (a) and (b))*

(a) What agreements / procedures are used in the business for pay determination and approximately what percentage of employees are covered by each ?

You may tick (✓) more than one box. Please give corresponding percentages for each ticked box.

1. National level agreement (ie national wage agreement)

☐ → %

4. Individual / employee level only

☐ → %

2. Industry level agreement

☐ → %

5. Other (Please specify below)

☐ → %

3. Business level agreement

☐ → %(b) Estimated percentage of staff who are members of a Trade Union %**Q.3 Market for Company Product(s) / Service(s) and ESTIMATED % of Turnover From Each Source***You may tick more than one box. Please enter a % Turnover estimate for each market ticked*

		% Turnover	
Domestic Market	<input type="checkbox"/>	<input type="text"/> %	Not applicable <input type="checkbox"/>
UK Market	<input type="checkbox"/>	<input type="text"/> %	
Other EU Market	<input type="checkbox"/>	<input type="text"/> %	
USA Market	<input type="checkbox"/>	<input type="text"/> %	
Other	<input type="checkbox"/>	<input type="text"/> %	
		<input type="text"/> 100 %	

Q.4 Employee benefits / conditions

Do you as an employer provide any of the following to staff? (Please tick as appropriate)

Company Pension Scheme where contributions are funded either partially or fully by the employer		Career Breaks		Work Sharing and/or Part-time work	
Yes <input type="checkbox"/>	Approximate percentage of employees covered by the scheme <input type="text"/> %	Yes <input type="checkbox"/>	Numbers currently on Career Break of 1 years duration or more Males <input type="text"/> Females <input type="text"/>	Yes <input type="checkbox"/>	Numbers currently Work sharing / on part-time work Males <input type="text"/> Females <input type="text"/>
No <input type="checkbox"/>		No <input type="checkbox"/>		No <input type="checkbox"/>	

Q.5 Total persons employed in the business during the reference month

Note: Please answer both question 5(a) and 5(b).

(a)

Occupation	Code	Full-time		Part-time		Total
		Male	Female	Male	Female	
Legislators and senior officials	11					
Corporate managers	12					
Managers of small enterprises	13					
Legislators, Senior Officials & Managers	1					
Physical, mathematical and engineering science professionals	21					
Life science and health professionals	22					
Teaching professionals	23					
Other professionals	24					
Professionals	2					
Physical and engineering science associate professionals	31					
Life science and health associate professionals	32					
Teaching associate professionals	33					
Other associate professionals	34					
Technicians & Associate Professionals	3					
Office clerks	41					
Customer services clerks	42					
Clerical Workers	4					
Personal and protective services workers	51					
Models, salespersons and demonstrators	52					
Sales & Service Workers	5					
Skilled agricultural and fishery workers	61					
Skilled Agricultural and Fishery Workers	6					
Extraction and building trades workers	71					
Metal, machinery and related trades workers	72					
Precision, handicraft, craft printing and related trades workers	73					
Other craft and related trades workers	74					
Craft & Related Trades Workers	7					
Stationary plant and related operators	81					
Machine operators and assemblers	82					
Drivers and mobile plant operators	83					
Plant and Machine Operators & Assemblers	8					
Sales and services elementary occupations	91					
Agricultural, fishery and related labourers	92					
Labourers in mining, construction, manufacturing and transport	93					
Other Manual Occupations	9					
Total	1 to 9					

(b)

Employees earning the National Minimum Wage of €6.35 per hour or permitted lower rates.		Full-time		Part-time		Total
		Male	Female	Male	Female	
Employees earning €6.35 per hour	Total earning minimum wage of €6.35 per hour					
Employees earning < €6.35 per hour. ie where the employee is:	Under 18 years <i>or</i> in 1 st 2 years of employment over age 18 <i>or</i> undergoing structured training					

Q.6(a) Individual Employee Data for a Reference Period (4 weeks or 1 month) in March 2003

Please complete the following table for all employees selected in your sample. The data should refer to either the 4 week period ending 30/03/2003 or the month ending 31/03/03.

[illegible]

Q.6(b) Individual Employee Data for the Tax Year 2002

Please complete the following table for all employees selected in your sample. The data should refer to the tax year ending 31/12/2002.

[illegible]

Appendix 3



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I Statistics Office
An Phríomh-Oifig Staidrimh

Phone enquiries to:
LoCall 1890 313 414
Ext. 5314, 5348, 5352

E-mail enquiries to:
NES@cso.ie

National Employment Survey 2003 Employee Questionnaire

Central Statistics Office
Skehard Road
Cork

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

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

2	4
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Q.1 Gender ☐ Male ☐ Female

Q.2 Age in Years on 31/03/03

--	--

Q.3 What is your highest level of *completed* education? (Please mark *one* box only)

- | | | |
|--|--|---|
| <input type="checkbox"/> No formal education | <input type="checkbox"/> Primary education | <input type="checkbox"/> Lower secondary (Junior, Inter cert. 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 qual. |
| <input type="checkbox"/> Third Level Certificate/Diploma | <input type="checkbox"/> Third Level Primary Degree | <input type="checkbox"/> Professional qualification of Degree status at least |
| <input type="checkbox"/> Both a degree and professional qualification | <input type="checkbox"/> Postgraduate Certificate, Diploma or Degree | <input type="checkbox"/> Doctorate (PhD) |

Q.4 Please indicate those with whom you live : (Please mark *all* that apply)

- ☐ Spouse/partner ☐ Parent(s) ☐ Other relative(s) ☐ Other (non-relative) ☐ Nobody - live alone

Q.5 Is your spouse/partner (referred to in Q4) **in paid employment (or self employment)?**

- ☐ Yes, full-time ☐ Yes, part-time ☐ No ☐ Not applicable (Spouse/partner not chosen at Q4)

Q.6 Do you have dependant children living with you? (Include those children temporarily living elsewhere, e.g. students/pupils away during term)

(a) ☐ No (proceed to Q7) ☐ Yes - Number of children →

--	--

(b) **Age in years of eldest child** (if not yet 1 enter 00)

--	--

(c) **If more than 1 child, age in years of youngest** (if not yet 1 enter 00)

--	--

Q.7 What is the nature of occupancy of your accommodation? (Please mark one box only)

- | | | |
|--|--|---|
| <input type="checkbox"/> Owner Occupied (incl. where mortgage repayments are being made) | <input type="checkbox"/> Renting from Local Authority | <input type="checkbox"/> Occupied free of rent (caretaker, with parents etc.) |
| <input type="checkbox"/> Purchasing from Local Authority under a tenant purchase scheme | <input type="checkbox"/> Renting other than from a Local Authority | |

PPS Number

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Q.8 (a) How do you usually travel to work?

- ☐ On foot/bicycle
- ☐ Public Transport
- ☐ Private transport (car, motor cycle, car pool)
- ☐ Other means
- ☐ Not applicable (e.g. mainly from home)

(b) What distance is your journey from home to work and how long does it usually take? (incl. time taken for school runs, leaving partner to work, etc.)

Distance, to nearest mile

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Hours

Minutes

Journey Time

--

--	--

(c) Does the journey time include a school run/leaving a person to work?☐ Yes☐ No**Q.9 (a) Are you currently employed on a full-time or part-time basis?** ☐ Full-time ☐ Part-time**(b) If part-time, why do you work part-time? (Please mark one box only)**

- | | |
|--|---|
| <input type="checkbox"/> You are a student/pupil | <input type="checkbox"/> You want or need to attend to family commitments |
| <input type="checkbox"/> You have another job | <input type="checkbox"/> You are financially secure, but work because you want to |
| <input type="checkbox"/> You are ill | <input type="checkbox"/> You consider you earn enough working part-time |
| <input type="checkbox"/> You are disabled | <input type="checkbox"/> Some other reason |
| <input type="checkbox"/> You cannot find a full-time job | |

Q.10 Employment History**(a) Length of time in paid employment :**
(Please enter number of years)

--	--

(Total of all periods in paid employment to nearest full year)

(b) Length of service with current employer:
(Please enter number of years)

--	--

(To nearest full year - exclude periods of unpaid leave)

Q.11 Current job characteristics :

- | | Yes | No |
|--|--------------------------|--------------------------|
| (a) Are you required to do shift-work? | <input type="checkbox"/> | <input type="checkbox"/> |
| (b) Do you supervise staff?
(i.e. do staff report to you) | <input type="checkbox"/> | <input type="checkbox"/> |
| (c) Are you a member of a Trade Union? | <input type="checkbox"/> | <input type="checkbox"/> |
| (d) Are you a member of a Professional Body?
(eg CIMA, IEI, MPSI, IAVI etc.) | <input type="checkbox"/> | <input type="checkbox"/> |

Q.12 Job Flexibility & Attendance Patterns**Do you work :**

(Mark as appropriate)

- ☐ Fixed hours
- ☐ Flexi-time
- ☐ Other flexible working arrangements

Please return the form to the CSO in the pre-paid envelope.
Thank you, your participation in this survey is appreciated.