

17

Earnings

- In quarter 4 2010 average weekly earnings across all sectors of the economy were €699.94, a decrease of 2.5% from quarter 4 2009.
- The greatest decreases in average weekly earnings were recorded in the Human health and social work (-7.7%) and Professional and scientific and technical (-6.7%) sectors.
- The fall in average weekly earnings was driven by a decrease in average weekly paid hours (-0.9%) and average hourly earnings (-1.7%).
- Female average annual earnings were 72% of male earnings with females earning on average €33,932 as against €47,178 for males in 2009.

Contents

Introductory text	281
Table 17.1 Average weekly earnings and hours worked by NACE economic sector	284
Table 17.2 Average weekly earnings and hours worked by public and private sectors	285
Table 17.3 Average weekly earnings and hours worked by company size	285
Table 17.4 Average hourly earnings and labour costs classified by NACE sector for all employees	285
Table 17.5 Annual average earnings and other labour costs, 2010	286
Table 17.6 Annual earnings by NACE economic sector	287
Table 17.7 Annual earnings by NACE economic sector and gender	287
Table 17.8 Annual earnings by occupation	288
Table 17.9 Annual earnings by occupation and gender	288
Table 17.10 Annual earnings by educational attainment	289
Table 17.11 Annual earnings by age group	289
Table 17.12 Annual earnings by residence	289

Introduction

This chapter contains information on average weekly, hourly and annual earnings of employees. Data is drawn from the Earnings, hours and employment costs survey (EHECS) and the National Employment Survey (NES). The EHECS survey has been in operation from quarter 1 2008 and provides information on short-term earnings data and overall average levels of earnings. The NES is a sample survey of employees with a particular focus on the characteristics of the employee such as sex, age, educational attainment, etc. as well as characteristics of the employer such as economic sector, size, etc. and allows for detailed analysis of the structure of earnings.

Following the introduction of the EHECS survey the CSO has wound down various sectoral inquiries which had been in use historically to produce earnings data for subsectors of the economy. The benefits of this change are that for the first time a short term all sectors series can be estimated and additionally different sectors can now be compared on a consistent basis. Also it is now possible to estimate hourly earnings across all sectors of the economy, while some of the previous inquiries only allowed the estimation of weekly earnings. Hourly earnings is generally seen as a more stable indicator of changes in pay rates than weekly earnings which will be influenced by changes both in hourly pay rates and hours worked.

Short-term earnings estimates

Provisional results for quarter 4 2010 show that average weekly earnings for all employees fell by 2.5% to €699.94 over the year from quarter 4 2009. Across the economic sectors average weekly earnings fell in 7 of the 13 sectors with the largest decreases in the Human health and social work (-7.7%) and Professional, scientific and technical (-6.7%) sectors.

The level of earnings varied significantly across sectors with the highest average weekly earnings recorded in the Financial, insurance and real estate sector (€1,020.48) while the lowest average weekly earnings were recorded in the Accommodation and food service activities sector (€324.12). Average weekly earnings fell in the public sector over the year by 5.7% to €910.80 while earnings in the private sector fell marginally by 0.5% to €628.40. The reduction in earnings in the public sector was driven by the public sector pay cut introduced in January 2010.

The reduction in average weekly earnings in 2010 was driven by a reduction in average weekly paid hours of 0.9% from 32.1 to 31.8 and a fall in average hourly earnings across all sectors of 1.7% from €22.38 to €22.00 per hour.

Decreases in average weekly paid hours were recorded in 7 of the 13 economic sectors with the greatest proportional decreases being recorded in Professional, scientific and technical (-3.1%) and Accommodation and food services (-3.0%).

In 2010 private sector average weekly paid hours fell by 0.6% over the year from 32.0 hours to 31.8 hours, while a decrease of 1.2% was recorded in average weekly paid hours in the public sector bringing average weekly paid hours in the public sector down from 32.3 to 31.9 hours.

Decreases in average hourly earnings were recorded in 9 of the 13 sectors while increases were recorded in the remaining 4 sectors. The largest decrease in hourly earnings was recorded in Human health and social work (-5.9%) followed by public administration and defence (-5.7%) and administrative and support services (-4.2%).

The highest average hourly earnings in quarter 4 2010 were recorded in the Education sector (€34.09) followed by Financial, insurance and real estate (€30.44) sector. The lowest hourly earnings were recorded in the Accommodation and food service activities (€12.72) sector followed by the Administrative and support services (€16.02) and Wholesale and retail trade, repair of motor vehicles and motorcycles (€16.83) sectors.

National Employment Survey

Overall, average annual earnings in 2009 were €40,379, a decrease of 1.0% over the previous year. Irregular earnings account for €2,042 of annual earnings, down €305 from the previous year. The Financial, insurance and real estate sector had both the highest annual earnings and irregular earnings at €56,655 and €6,230 respectively. While the Accommodation and food services sector had the lowest in both of these categories of earnings at €23,935 and €460 respectively. Total annual earnings for women at €33,932 were 72% of the average recorded for males (€47,178 per annum). Women also earned €1,573 less in irregular earnings (€1,277 for females compared with €2,850 for males). On the basis of hourly earnings females earned 12.8% less than males (€20.61 compared with €23.63) in October 2009. This indicator is referred to as the unadjusted gender pay gap and this is discussed in more detail in the National Employment Survey 2008 and 2009 publication.

Managers and senior administrators earned the most of any occupational group, at €61,287 per annum while those in Sales earned €24,100 per annum. Managers and senior administrators also had highest level of irregular earnings at €4,767. Those in the Other occupational category (mainly unskilled workers) earned the least at €637 per annum.

Earnings tend to increase with age and peak in the 40s. While those under 25 years of age earned €22,441, those aged between 40 and 49 earned just over €46,049 in annual earnings. Earnings then decline for those aged 50-59 at €44,816 and again for those in the 60 and over age group who have annual average earnings of €36,078. Those employees with a third level degree or above earned €55,813 in 2010, while those with a primary or lower secondary level of education earned on average €30,131 per annum.

There are also differences based on place of residence with those living in Dublin earning the highest at €42,993 on average while those living in Ulster earned €9,532 less at €33,461.

To fully understand issues related to the structure of earnings, most notably the public/private pay gap, econometric analysis is often used. A supplementary analysis was published using the October 2007 NES data that showed that correcting for the characteristics of employees and employment across the public and private sectors reduced the unexplained difference between public and private sector earnings significantly from close to 50% of a difference on average hourly earnings to less than 20% and de-

pending on the specific approach to analysis and the particular group analysed less than 10%. The issue is discussed in detail in the supplementary analysis which can be found on www.cso.ie within 'Releases and publications' under the 'Earnings' domain where other earnings releases and publications can also be found.

Earnings

Table 17.1 Average weekly earnings and hours worked by NACE economic sector

NACE	Quarter 4 2009		Quarter 4 2010		Annual % change	
	Earnings per week	Weekly paid hours	Earnings per week	Weekly paid hours	Earnings	Hours
	€	Hours	€	Hours		
B-E Industry	831.70	37.6	817.84	37.6	-1.7	0.0
F Construction	754.65	35.7	771.98	36.5	2.3	2.2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	502.42	30.6	518.04	30.8	3.1	0.7
H Transportation and storage	728.52	36.4	738.47	37.2	1.4	2.2
I Accommodation and food service activities	336.81	26.3	324.12	25.5	-3.8	-3.0
J Information and communication	928.61	35.8	951.53	36.0	2.5	0.6
K-L Financial, insurance and real estate activities	965.40	33.3	1,020.48	33.5	5.7	0.6
M Professional, scientific and technical activities	798.72	32.6	744.93	31.6	-6.7	-3.1
N Administrative and support service activities	502.36	30.0	473.96	29.6	-5.7	-1.3
O Public administration and defence	1,012.66	36.6	945.81	36.3	-6.6	-0.8
P Education	860.27	24.2	820.56	24.1	-4.6	-0.4
Q Human health and social work activities	790.40	31.5	729.25	30.9	-7.7	-1.9
R-S Arts, entertainment, recreation and other service activities	485.05	29.5	517.50	28.9	6.7	-2.0
All NACE economic sectors	717.73	32.1	699.94	31.8	-2.5	-0.9

Source: CSO

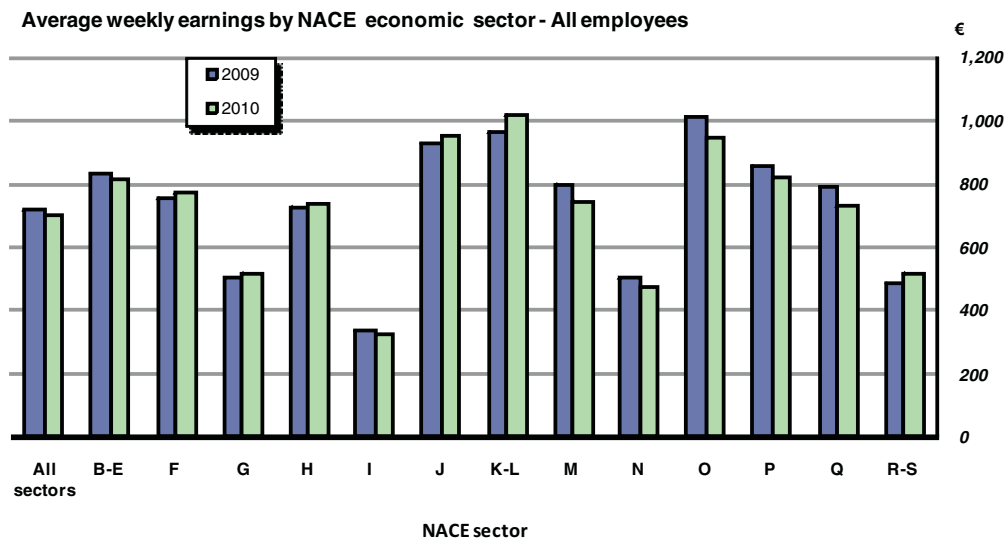


Table 17.2 Average weekly earnings and hours worked by public and private sectors

All NACE economic sectors	Quarter 4 2009		Quarter 4 2010		Annual % change	
	Earnings per week	Weekly paid hours	Earnings per week	Weekly paid hours	Earnings	Hours
	€	Hours	€	Hours		
Private sector	631.31	32.0	628.40	31.8	-0.5	-0.6
Public sector	965.84	32.3	910.80	31.9	-5.7	-1.2

Source: CSO

Table 17.3 Average weekly earnings and hours worked by company size

All NACE economic sectors	Quarter 4 2009		Quarter 4 2010		Annual % change	
	Earnings per week	Weekly paid hours	Earnings per week	Weekly paid hours	Earnings	Hours
	€	Hours	€	Hours		
Number of employees						
Less than 50	548.64	30.6	560.76	30.4	2.2	-0.7
50-250	667.82	33.0	640.76	32.5	-4.1	-1.5
Greater than 250	858.88	32.8	822.58	32.6	-4.2	-0.6

Source: CSO

Table 17.4 Average hourly earnings and labour costs by NACE sector for all employees

NACE	Quarter 4 2009		Quarter 4 2010		Annual % change	
	Hourly earnings	Hourly labour costs	Hourly earnings	Hourly labour costs		
B-E Industry	22.11	27.21	21.74	25.93	-1.7	-4.7
F Construction	21.15	24.52	21.14	23.80	0.0	-2.9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16.42	19.03	16.83	19.19	2.5	0.8
H Transportation and storage	19.99	24.07	19.83	23.83	-0.8	-1.0
I Accommodation and food service activities	12.81	14.29	12.72	13.99	-0.7	-2.1
J Information and communication	25.90	30.89	26.46	31.71	2.2	2.7
K-L Financial, insurance and real estate activities	28.98	38.22	30.44	38.23	5.0	0.0
M Professional, scientific and technical activities	24.51	28.98	23.55	26.96	-3.9	-7.0
N Administrative and support service activities	16.72	18.91	16.02	18.08	-4.2	-4.4
O Public administration and defence	27.67	29.71	26.08	27.74	-5.7	-6.6
P Education	35.53	38.28	34.09	36.40	-4.1	-4.9
Q Human health and social work activities	25.11	28.28	23.62	25.81	-5.9	-8.7
R-S Arts, entertainment, recreation and other service activities	16.47	18.81	17.92	20.32	8.8	8.0
All NACE economic sectors	22.38	26.00	22.00	25.04	-1.7	-3.7

Source: CSO

Earnings

Table 17.5 Annual average earnings and other labour costs, 2010

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All employees	Regular	Overtime earnings	Irregular earnings	Total wages and salaries	Other labour costs	Total labour costs
B-E Industry	37,609	1,985	2,497	42,091	8,803	50,894
F Construction	35,384	1,362	950	37,696	5,348	43,044
G Wholesale and retail trade; repair of motor vehicles and motorcycles	24,431	567	1,037	26,036	3,857	29,893
H Transportation and storage	33,545	1,496	1,762	36,803	6,578	43,380
I Accommodation and food service activities	16,531	233	217	16,982	1,735	18,717
J Information and communication	45,566	527	3,583	49,677	10,140	59,817
K-L Financial, insurance and real estate activities	46,752	510	3,934	51,196	12,672	63,869
M Professional, scientific and technical activities	39,140	282	2,072	41,495	6,344	47,839
N Administrative and support service activities	23,405	539	1,102	25,046	3,397	28,444
O Public administration and defence; compulsory social security	44,641	1,652	2,307	48,600	3,176	51,776
P Education	41,637	170	339	42,146	3,072	45,217
Q Human health and social work activities	34,299	1,555	1,839	37,693	3,632	41,326
R-S Arts, entertainment, recreation and other service activities	24,054	585	789	25,428	3,362	28,790
All NACE economic sectors	33,327	963	1,624	35,913	5,136	41,050

Source: CSO

Table 17.6 Annual earnings by NACE economic sector

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NACE economic sector	2008		2009	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
B-E Industry	41,696	2,780	43,361	2,912
F Construction	44,504	1,665	42,205	1,494
G Wholesale and retail trade	31,001	1,868	29,322	1,317
H Transportation and storage	42,509	1,122	40,321	1,191
I Accommodation and Food Services	25,465	301	23,935	460
J Information and communication	53,627	5,781	47,948	4,127
K-L Financial, insurance and real estate	58,956	9,839	56,655	6,230
M Professional, scientific & technical	47,993	3,898	44,987	2,525
N Administrative and support services	32,345	1,680	33,495	1,827
O Public administration & defence	47,413	2,331	49,038	2,113
P Education	45,217	234	48,615	1,056
Q Human health and social work activities	36,142	712	37,371	1,116
R-S Arts, entertainment, recreation and other services	33,244	1,637	31,033	907
All NACE economic sectors	40,775	2,347	40,379	2,042

Source: CSO

Table 17.7 Annual earnings by NACE economic sector and gender

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NACE economic sector	2008				2009			
	Male		Female		Male		Female	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
B-E Industry	44,689	2,977	33,814	2,258	46,559	3,185	35,057	2,203
F Construction	44,848	1,656	40,606	1,765	43,555	1,425	32,008	2,021
G Wholesale and retail trade	37,959	2,716	24,482	1,073	36,493	1,985	23,354	761
H Transportation and storage	44,473	1,053	34,640	1,398	42,599	1,204	31,999	1,142
I Accommodation and Food Services	30,263	384	21,614	234	27,227	373	21,341	528
J Information and communication	60,162	6,794	40,511	3,749	52,892	4,688	37,033	2,889
K-L Financial, insurance and real estate	78,510	15,724	45,825	5,887	71,102	9,399	44,422	3,548
M Professional, scientific & technical	57,098	5,271	36,619	2,183	55,344	3,799	32,395	976
N Administrative and support services	37,111	1,633	27,796	1,725	40,547	2,707	28,190	1,164
O Public administration & defence	54,029	3,728	41,408	1,064	54,592	3,081	43,130	1,083
P Education	58,035	490	40,921	148	60,435	1,135	44,320	1,028
Q Human health and social work activities	52,202	1,262	32,911	602	50,593	1,827	34,640	969
R-S Arts, entertainment, recreation and other services	42,854	2,629	27,144	1,007	37,720	1,163	27,068	755
All NACE economic sectors	47,484	3,252	33,845	1,411	47,178	2,850	33,932	1,277

Source: CSO

Earnings

Table 17.8 Annual earnings by occupation

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Occupation	2008		2009	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
Managers and senior administrators	66,743	7,491	61,287	4,767
Professionals	59,067	3,211	59,686	3,314
Associate professional and technical	43,764	1,906	44,315	1,594
Clerical and secretarial	32,004	1,327	31,015	1,103
Craft and related trades	38,778	1,076	39,613	1,128
Personal and protective services	28,208	1,139	28,664	1,362
Sales	26,759	2,199	24,100	1,596
Plant and machine operatives	34,528	1,178	33,890	1,317
Other	27,823	649	25,908	637
Total	40,775	2,347	40,379	2,042

Source: CSO

Table 17.9 Annual earnings by occupation and by gender

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NACE economic sector	2008				2009			
	Male		Female		Male		Female	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
Managers and senior administrators	77,725	9,511	53,241	5,007	71,458	6,278	48,187	2,822
Professionals	68,429	5,394	50,793	1,281	66,932	4,702	53,555	2,140
Associate professional and technical	51,129	2,858	39,058	1,297	50,513	2,319	39,928	1,081
Clerical and secretarial	38,355	2,472	30,049	974	35,965	1,875	29,358	844
Craft and related trades	39,622	1,110	21,687	379	40,586	1,161	24,111	595
Personal and protective services	39,167	2,244	22,459	559	36,702	2,201	23,968	873
Sales	35,297	3,971	21,143	1,033	32,402	3,026	19,158	745
Plant and machine operatives	36,273	1,139	26,425	1,360	35,427	1,320	26,487	1,305
Other	31,688	788	21,432	418	30,482	848	19,976	364
Total	47,484	3,252	33,845	1,411	47,178	2,850	33,932	1,277

Source: CSO

Table 17.10 Annual earnings by educational attainment

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Educational attainment	2008		2009	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
Primary or lower secondary	31,032	882	30,131	925
Higher secondary	34,751	1,697	33,933	1,444
Post leaving certificate	37,316	1,462	35,795	1,502
Third level non degree	41,808	2,532	39,397	1,989
Third level degree or above	55,387	4,406	55,813	3,611
Total	40,775	2,347	40,379	2,042

Source: CSO

Table 17.11 Annual earnings by age group

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Age group	2008		2009	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
15-24	23,358	842	22,441	749
25-29	34,442	1,681	34,063	1,564
30-39	43,881	2,852	43,086	2,424
40-49	46,376	3,059	46,049	2,669
50-59	44,834	2,202	44,816	1,897
60 and over	34,706	1,374	36,078	1,180
Total	40,775	2,347	40,379	2,042

Source: CSO

Table 17.12 Annual earnings by residence

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Residence	2008		2009	
	Total annual earnings	of which: irregular annual earnings	Total annual earnings	of which: irregular annual earnings
Connaught	36,744	1,399	36,477	1,477
Dublin	47,040	3,696	42,993	2,543
Munster	37,192	1,623	38,078	1,545
Rest of Leinster	41,228	2,459	39,291	1,765
Ulster	34,220	1,199	33,461	970
Total	40,775	2,347	40,379	2,042

Source: CSO

