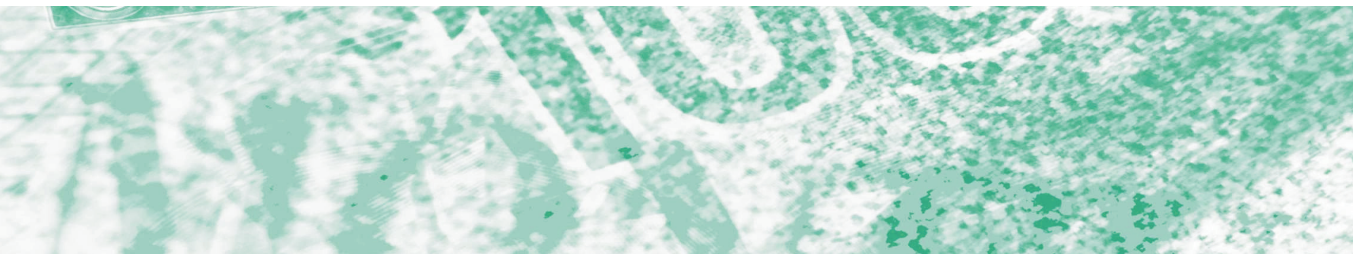


18

Earnings

- Average annual earnings were €37,200 in 2006 across all sectors of the economy, an increase of 18.7% from 2002. Annual bonuses and benefit in kind were €2,046 in 2006 compared with €1,197 in 2002.
- Female average annual earnings were 70% of male earnings (€30,109 as against €43,270) in 2006.
- Average weekly earnings increased in 2007 by 5.8% in the construction sector, 4% in distribution and business services and by 4.5% in the public sector.
- Total labour costs were €44,167 per employee in industry in 2006 and €62,739 per employee in the financial sector.



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Introduction

This chapter contains information on average weekly earnings of employees in various economic sectors (industry; agriculture; construction; the banking, insurance and building societies sector; the distribution and business services sector and the public sector). In some cases further information (eg breakdown by sub-sector or by gender) is shown. The data are derived mostly from CSO quarterly inquiries as well as an annual survey.

National Employment Survey

Overall, average earnings increased by 18.7% from 2002 to 2006 (€31,333 to €37,200). However, annual bonuses and benefit in kind rose from €1,197 in 2002 to €1,455 in 2006 and €2,046 in 2007.

Annual average earnings in the Electricity, gas and water supply sector rose by 31.7% between 2002 and 2006, from €50,632 to €66,667. The Health sector rose by 28.7% to €33,603. On the other hand, earnings in the Other services sector rose by 4.2% to €27,236 while annual earnings increased by 5.6% to €36,365 in the Business services sector. Earnings for professional employees increased from €41,329 to €52,321 between 2002 and 2006, an increase of 26.6%. Personal and protective services employees rose 7.3% to €26,929 over the same period.

Earnings in all age groups increased by more than 12% with those employees aged 50 to 59 increasing the fastest at 20.2% (to €42,027). The rate of increase in annual earnings was also very similar across the different levels of educational attainment, with those employees with only a primary degree or below increasing the least (16.9%) from €25,442 to €29,738. Employees with a third level non-degree increased by slightly more (19.7%) to €37,882 from €31,658 in 2002.

Employees in the public sector saw a slightly higher rise in average annual earnings (up 20.7% to €43,297) over the period 2002 to 2006 than those employees in the private sector (up 17.6% to €34,991). The gender pay gap stayed the same, with male earnings up 18.8% to €43,270 while female earnings rose 18.9% to €30,109 from 2002 to 2006, with female average earnings 70% of male average earnings in 2006.

Other sectoral earnings

In the manufacturing industries, average weekly earnings for 2006 were €575.21, an annual increase of 3.2%. In 2005, average weekly earnings in the manufacturing sector increased by 4.4% when compared with 2004. For the construction sector the most up to date corresponding figure is €811.38, an increase of 5.8% on 2006.

For the distribution and business services sector the increases were 4.1% in 2005 and 5.1% in 2004. In the banking, insurance and building societies sector the annual increase in average weekly earnings was 6.9% in 2006, while the average earnings in the public sector (excluding health) recorded an annual increase of 4.5%.

Male and female earnings

Looking at the manufacturing industry considerable detail is shown by sub-sector and male/female breakdown. It is noticeable that in terms of weekly earnings female earnings are considerably less than male earnings. For example, in 2006, average weekly earnings for females in manufacturing were just 72% of that for males. This can be due to a number of factors such as lesser length of service, less availing of overtime and more part-time working on the part of females.

This pattern is reflected for clerical employees in the construction industry, where male employees work on average 10.4% longer per week than female employees do. In this sub-sector average hourly rates for females in 2007 are 83% of that for males, showing an annual increase of 6.5% compared to 6.6% for male employees. However the female average weekly income is still only 75% of that for male employees.

Earnings, Hours and Employment Costs Survey (EHECS)

The EHECS is a new survey that collects data on employment, wages and salaries, hours and other labour costs. The EHECS has replaced the Quarterly Industrial Inquiry. Annual average wages and salaries for employees in industry were €36,800 in 2006, compared with €49,425 in the financial sector. Total labour costs were €44,167 and €62,739 respectively.

Table 18.1 Annual earnings by economic sector

€

NACE economic sector	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
C - D Manufacturing, mining and quarrying	30,964	1,391	37,078	1,982	37,626	2,564
E Electricity, gas and water supply	50,632	2,650	61,828	3,818	66,667	8,535
F Construction	36,941	1,344	39,967	1,066	42,190	1,585
G Wholesale and retail trade	24,225	1,428	27,875	1,427	28,813	1,659
H Hotels and restaurants	19,178	137	21,623	288	22,139	389
I Transport, storage and communication	32,703	958	40,229	1,810	40,719	4,238
J Financial intermediation	42,352	5,511	51,576	6,830	50,092	7,286
K Business services	34,428	2,064	38,178	2,648	36,365	2,699
L Public administration and defence	35,650	20	39,506	72	43,098	411
M Education	38,925	30	44,450	152	45,792	599
N Health	26,100	46	33,443	86	33,603	830
O Other services	26,138	931	25,369	833	27,236	908
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.2 Annual earnings by occupation

€

Occupation	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
1 Managers and administrators	47,798	4,000	57,120	5,151	55,768	6,052
2 Professional	41,329	1,135	52,088	1,872	52,321	2,947
3 Associate professional and technical	33,061	970	40,450	1,311	40,616	1,884
4 Clerical and secretarial	24,366	819	28,537	763	30,257	1,332
5 Craft and related trades	31,678	555	36,314	516	38,659	1,121
6 Personal and protective services	25,097	254	25,806	171	26,929	573
7 Sales	20,302	1,232	23,149	1,434	23,315	1,483
8 Plant and machine operatives	27,484	900	32,265	1,006	33,813	1,761
9 Other	24,175	442	23,882	580	27,934	1,104
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.3 Annual earnings by age group

€

Age group	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
15-24	19,340	448	19,617	308	21,737	495
25-29	27,840	963	31,202	983	33,198	1,492
30-39	33,459	1,478	38,700	1,915	40,036	2,466
40-49	35,466	1,440	40,781	1,902	42,297	2,678
50-59	34,953	1,286	40,674	1,369	42,027	2,359
60 and over	30,365	761	37,863	1,034	34,573	1,550
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.4 Annual earnings by educational attainment

€

Educational attainment	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
Primary or lower secondary	25,442	670	28,484	648	29,738	1,165
Higher secondary	27,791	1,023	30,847	1,067	33,165	1,718
Post leaving certificate	31,428	910	36,941	877	36,761	1,603
Third level non degree	31,658	1,298	36,865	1,664	37,882	2,180
Third level degree or above	43,387	2,217	51,431	3,061	50,938	3,635
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.5 Annual earnings by number of years in employment

€

Number of years in employment	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
Less than 5 years	20,167	427	22,210	430	23,280	697
5 to 9 years	26,058	937	29,411	1,015	30,820	1,367
10 to 19 years	31,731	1,372	37,151	1,620	37,456	2,112
20 to 29 years	35,860	1,438	40,355	1,938	41,682	2,482
30 years or more	38,852	1,419	45,537	1,674	46,649	2,958
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.6 Annual earnings in public/private sector

€

Public/private sector	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
Private sector	29,742	1,565	34,589	1,927	34,991	2,308
Public sector	35,869	149	40,611	209	43,297	1,324
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.7 Annual earnings by sex

€

Sex	2002		2005		2006	
	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind	Total annual earnings	of which: bonuses and benefit in kind
Male	36,437	1,545	42,052	2,051	43,270	2,835
Female	25,331	788	29,668	782	30,109	1,124
Total	31,333	1,197	36,240	1,455	37,200	2,046

Source: CSO

Table 18.8 Average earnings and hours worked for employees in the construction sector

Period	Clerical		Foremen	Skilled operatives	Unskilled and semi-skilled operatives			Total clerical and operatives
	Male	Female			On adult pay rates	On other pay rates	Apprentices	
€								
Average earnings per hour								
1997	9.47	7.31	11.78	10.58	8.04	5.96	5.28	8.95
1998	10.28	7.90	12.85	11.73	8.58	6.63	6.12	9.75
1999	10.53	8.19	13.71	12.74	9.40	7.83	6.48	10.50
2000	11.95	9.19	15.19	13.97	11.06	8.86	7.25	11.82
2001	12.64	10.05	16.37	15.23	12.49	9.19	8.70	13.16
2002	13.17	10.94	17.94	17.05	13.64	8.72	9.72	14.54
2003	14.10	11.73	19.08	17.87	14.16	8.92	10.48	15.30
2004	15.14	12.45	20.02	18.62	14.64	9.08	10.45	15.99
2005	16.30	13.26	21.75	19.94	15.72	10.15	11.19	17.13
2006	16.56	13.75	22.13	20.03	16.34	11.53	10.78	17.49
2007	17.65	14.64	23.67	20.85	17.34	13.47	11.85	18.48
€								
Average earnings per week								
1997	410.19	282.33	573.78	496.23	384.27	258.99	259.05	420.08
1998	421.27	295.00	611.10	539.68	397.95	298.17	274.43	443.35
1999	431.30	303.90	653.57	585.78	439.93	367.07	289.27	480.04
2000	479.71	340.09	720.41	647.90	521.62	398.84	313.17	539.74
2001	497.04	368.19	756.02	681.08	580.83	379.59	366.30	586.69
2002	531.30	401.99	830.87	759.16	632.53	361.99	396.70	644.68
2003	569.02	425.09	871.89	786.95	649.15	375.43	424.67	671.59
2004	616.06	453.49	906.50	820.62	676.46	369.69	425.54	703.87
2005	662.48	486.21	994.01	876.96	725.63	397.96	452.80	754.36
2006	663.68	496.43	993.38	877.03	751.82	464.10	442.29	767.00
2007	708.52	532.02	1,059.16	914.22	808.53	549.90	477.75	811.38
Hours								
Average hours worked								
1997	43.3	38.6	48.6	46.8	47.8	43.4	49.2	46.9
1998	41.0	37.4	47.6	46.0	46.4	44.9	44.8	45.5
1999	41.0	37.1	47.6	46.0	46.8	46.8	44.7	45.7
2000	40.2	37.0	47.5	46.4	47.2	45.1	43.3	45.7
2001	39.3	36.6	46.2	44.7	46.5	41.3	42.1	44.6
2002	40.4	36.7	46.3	44.6	46.4	41.5	40.8	44.4
2003	40.4	36.3	45.7	44.0	45.8	42.1	40.5	43.9
2004	40.7	36.4	45.3	44.1	46.2	40.7	40.7	44.1
2005	40.7	36.7	45.7	44.0	46.2	39.2	40.5	44.1
2006	40.1	36.1	44.9	43.8	46.0	40.2	41.0	43.9
2007	40.2	36.4	44.8	43.8	46.6	40.9	40.3	43.9

Source: CSO

Table 18.9 Public sector average weekly earnings

€

Sector	2000	2001	2002	2003	2004	2005	2006	2007
Civil Service	573.57	633.10	656.19	681.03	744.24	795.87	838.35	877.76
Prison officers	949.22	1,043.99	1,093.33	1,106.71	1,067.60	1,117.93	1,149.12	1,189.67
Administrative civil servants	538.58	597.87	621.87	648.63	724.97	776.24	819.48	860.35
Industrial civil servants	460.96	506.99	524.21	534.22	562.57	627.63	676.20	691.00
Defence	505.79	548.77	587.96	609.24	665.30	690.16	732.26	767.00
Garda Síochána	837.87	939.67	945.21	959.86	1,058.75	1,096.77	1,170.25	1,205.94
Education	644.57	698.44	718.93	743.40	809.16	856.66	879.90	921.00
Primary	690.35	717.08	716.88	712.49	765.14	812.20	831.11	865.30
Secondary (excluding VEC and IT)	685.02	753.21	801.19	848.41	935.58	970.37	998.67	1,045.76
Third level (excluding VEC and IT)	627.10	691.84	762.92	799.82	875.26	907.86	949.20	1,020.06
VECs and Institutes of Technology	560.36	628.28	627.36	669.03	734.46	801.04	817.71	846.35
Regional bodies	499.56	558.90	578.16	608.44	666.34	734.86	772.25	817.55
Local authorities	494.39	551.71	573.46	605.91	663.84	731.62	769.00	814.25
Other	615.30	739.34	731.04	787.69	819.83	844.90	879.84	929.92
Semi-state companies	634.98	696.99	766.06	814.87	867.67	908.62	964.70	1,001.80
Commercial	632.81	697.18	773.45	825.36	874.48	913.84	974.67	1,013.73
Non-commercial	646.29	697.10	731.90	765.96	836.22	885.09	920.50	955.07
Others in the public sector	309.49	384.92	479.81	432.48	478.03	430.52	418.04	423.01
Total public sector (excluding health)	611.54	671.78	704.28	734.86	797.09	844.16	882.02	921.16
Garda Síochána (excluding overtime)	737.80	790.40	836.56	862.36	920.76	966.48	983.60	1,003.98

Source: CSO

Table 18.10 Average weekly earnings for full-time employees in distribution and business services

€

Sector	Nace code	2001	2002	2003	2004	2005	2006	2007
Distribution and business services		545.41	563.58	589.45	619.41	644.70	682.03	709.20
Distribution		534.42	567.50	596.58	620.12	647.90	687.37	716.04
Motor trade	50	467.68	469.86	502.15	541.04	572.18	601.54	638.40
Wholesale trade	51	558.00	583.73	598.76	626.38	665.48	703.26	711.65
Retail trade	52	541.78	585.88	620.84	639.01	660.43	705.05	742.24
Business services		551.46	561.43	585.53	619.01	642.86	678.99	705.34
Accommodation and catering	55	339.26	347.06	367.45	395.77	418.67	431.16	446.34
Land transport	60	553.92	568.07	591.41	624.16	651.54	680.67	711.19
Other transport activity	61-63	591.07	593.42	655.23	701.44	736.62	#	#
Post and telecommunications	64	722.33	736.16	744.12	781.50	799.88	#	#
Real estate, renting of machinery	70-71	538.87	594.69	640.67	709.98	761.94	830.39	856.00
Computing activity, R & D	72-73	642.63	626.94	645.84	676.92	708.09	720.72	767.15
Other business activity	74	575.78	595.20	630.80	656.89	672.97	704.63	726.52

Source: CSO

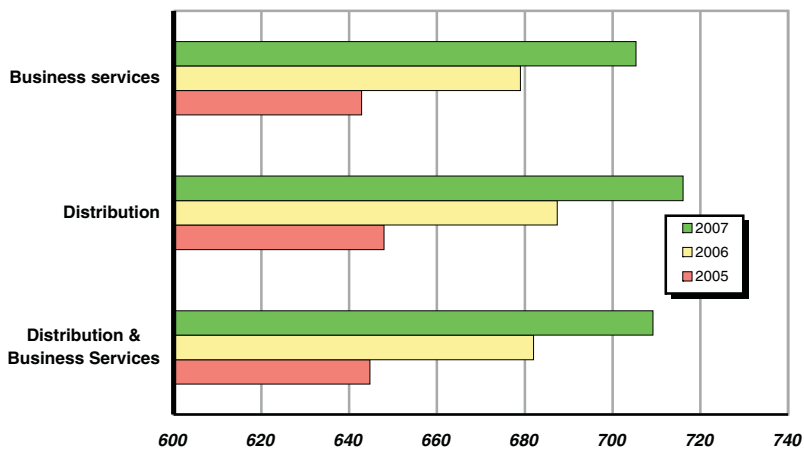
Average weekly earnings for full-time employees in distribution and business services

Table 18.11 Estimated gross weekly earnings of industrial employees for the Quarterly Industrial Inquiry (QII) and Earnings, Hours and Employment Cost Survey (EHECS)

	Quarterly Industrial Inquiry			EHECS		
	Earnings per week	Earnings per hour	Hours worked per week	Earnings per week	Earnings per hour	Hours worked per week
	€	€	hours	€	€	hours
Q4 2006						
C, D, E Industry	620.73	15.41	40.3	602.63	15.73	38.3
C Mining and quarrying	750.92	16.83	44.6	815.98	20.25	40.3
D Manufacturing	593.84	14.84	40.0	580.45	15.25	38.1
E Electricity, gas and water supply	1,184.63	27.19	43.6	1,104.49	24.86	44.4
Q1 2007						
C, D, E Industry	614.25	15.45	39.8	606.53	15.74	38.5
C Mining and quarrying	769.53	17.25	44.6	800.67	17.77	45.1
D Manufacturing	588.92	14.92	39.5	583.78	15.30	38.1
E Electricity, gas and water supply	1,101.58	25.97	42.4	1,141.95	26.43	43.2
Q2 2007						
C, D, E Industry	627.24	15.66	40.0	617.12	15.91	38.8
C Mining and quarrying	783.20	17.19	45.6	808.62	17.62	45.9
D Manufacturing	600.24	15.11	39.7	594.91	15.50	38.4
E Electricity, gas and water supply	1,157.33	26.83	43.1	1,107.80	25.88	42.8
Q3 2007						
C, D, E Industry	n/a	n/a	n/a	611.07	15.94	38.3
C Mining and quarrying	n/a	n/a	n/a	780.25	18.02	43.3
D Manufacturing	n/a	n/a	n/a	589.41	15.51	38.0
E Electricity, gas and water supply	n/a	n/a	n/a	1,171.70	26.76	43.8
Q4 2007						
C, D, E Industry	n/a	n/a	n/a	627.87	16.32	38.5
C Mining and quarrying	n/a	n/a	n/a	804.18	19.28	41.7
D Manufacturing	n/a	n/a	n/a	605.40	15.85	38.2
E Electricity, gas and water supply	n/a	n/a	n/a	1,208.45	27.71	43.6

Source: CSO

Table 18.12 Estimated gross weekly earnings of managerial, clerical and all employees for the Quarterly Industry Inquiry (QSI) and Earnings, Hours and Employment Costs Surveys (EHECS))

€

Broad occupational categories and NACE principal activity	Q4 2006		Q1 2007		Q2 2007		Q3 2007		Q4 2007	
	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS	Quarterly Industrial and Services Inquiry Surveys	EHECS
All employees										
Industry	723.30	709.52	730.12	719.03	738.07	736.43	n/a	734.29	n/a	754.98
Mining and quarrying	799.96	860.64	821.29	850.35	832.97	855.69	n/a	830.95	n/a	851.07
Manufacturing	695.84	685.98	703.66	695.48	710.41	714.16	n/a	712.37	n/a	732.39
Electricity, gas and water supply	1,204.28	1,158.31	1,174.33	1,180.03	1,203.09	1,168.68	n/a	1,179.15	n/a	1,221.69
Financial intermediation	858.41	875.57	873.31	862.60	886.34	872.98	n/a	870.24	n/a	889.57
Managers, professional and associated professionals										
Industry	1,067.41	1,031.65	1,096.88	1,039.97	1,093.12	1,076.55	n/a	1,087.10	n/a	1,121.37
Mining and quarrying	1,130.98	1,119.70	1,091.32	1,128.36	1,115.81	1,154.62	n/a	1,149.27	n/a	1,156.21
Manufacturing	1,033.32	1,002.26	1,061.69	1,010.59	1,057.26	1,048.31	n/a	1,061.32	n/a	1,096.94
Electricity, gas and water supply	1,519.96	1,503.14	1,587.44	1,534.11	1,576.93	1,563.49	n/a	1,587.14	n/a	1,616.40
Clerical, sales and service employees										
Industry	746.21	692.21	767.45	692.60	772.07	695.77	n/a	704.06	n/a	720.33
Mining and quarrying	687.15	720.77	740.45	683.42	736.63	674.00	n/a	663.32	n/a	683.53
Manufacturing	731.63	679.14	755.38	681.45	759.30	686.94	n/a	689.74	n/a	702.71
Electricity, gas and water supply	950.88	867.31	930.23	849.85	946.82	828.30	n/a	875.78	n/a	932.81

Source: CSO

Table 18.13 Total annual average earnings and other labour costs classified by NACE sector and occupation for 2006

€

Broad occupational categories and NACE principal activity	Wages and Salaries				Total
	Payment for time worked			Payment for time not worked	
	Regular	Overtime	Irregular		
All employees					
Industry	29,084	2,095	1,562	4,058	36,800
Mining and quarrying	32,044	3,135	2,965	4,881	43,024
Manufacturing	28,476	1,950	1,115	3,889	35,429
Electricity, gas and water supply	40,649	4,775	11,264	8,280	64,967
Financial intermediation	37,177	959	5,772	5,516	49,425
Managers, professionals and associated professionals					
Industry	45,078	630	3,028	5,942	54,677
Mining and quarrying	49,802	670	5,386	6,491	62,349
Manufacturing	43,963	607	2,280	5,706	52,556
Electricity, gas and water supply	62,718	1,043	15,835	10,842	90,437
Financial intermediation	49,103	829	9,921	6,961	66,814
Clerical, sales and service employees					
Industry	30,028	740	1,408	4,158	36,334
Mining and quarrying	27,260	1,319	4,180	3,965	36,725
Manufacturing	29,888	700	1,001	3,991	35,579
Electricity, gas and water supply	32,873	1,161	7,007	7,616	48,656
Financial intermediation	26,023	970	1,810	4,175	32,978
Production, transport, craft and other manual workers					
Industry	23,557	2,926	1,117	3,410	31,010
Mining and quarrying	28,237	4,076	2,135	4,616	39,064
Manufacturing	23,061	2,703	763	3,270	29,797
Electricity, gas and water supply	32,550	8,452	10,825	7,228	59,055
Financial intermediation	18,107	4,430	1,585	2,909	27,031

Source: CSO

Table 18.13 Total annual average earnings and other labour costs classified by NACE sector and occupation for 2006 (continued)

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Broad occupational categories and NACE principal activity	Redundancy	Statutory PRSI	Other Social Costs	Benefit in kind	Other Labour Costs	Subsidies	Total Labour Costs
All employees							
Industry	372	3,586	1,942	567	985	-85	44,167
Mining and quarrying	517	4,074	2,536	447	1,207	-57	51,750
Manufacturing	379	3,584	1,739	588	967	-86	42,599
Electricity, gas and water supply	85	3,246	6,395	159	1,231	-68	76,016
Financial intermediation	463	5,070	5,034	1,666	1,219	-137	62,739
Managers, professionals and associated professionals							
Industry	589	5,231	4,191	1,422	863	-85	66,889
Mining and quarrying	936	5,751	5,436	1,449	1,023	-57	76,887
Manufacturing	600	5,241	3,887	1,480	879	-86	64,556
Electricity, gas and water supply	197	4,750	9,237	304	346	-68	105,203
Financial intermediation	476	6,861	6,725	2,533	1,230	-137	84,502
Clerical, sales and service employees							
Industry	226	3,581	2,058	580	840	-85	43,534
Mining and quarrying	492	3,388	2,295	466	1,047	-57	44,355
Manufacturing	228	3,606	1,877	608	854	-86	42,666
Electricity, gas and water supply	81	3,251	4,959	161	350	-68	57,390
Financial intermediation	412	3,380	3,426	831	1,208	-137	42,100
Production, transport, craft and other manual workers							
Industry	337	3,044	1,169	281	1,062	-85	36,819
Mining and quarrying	413	3,754	1,824	185	1,282	-57	46,465
Manufacturing	344	3,037	1,002	291	1,025	-86	35,410
Electricity, gas and water supply	27	2,444	5,556	82	2,113	-68	69,209
Financial intermediation	1,585	2,633	3,091	949	1,208	-137	36,360

Source: CSO

