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Commentary

Summary of results

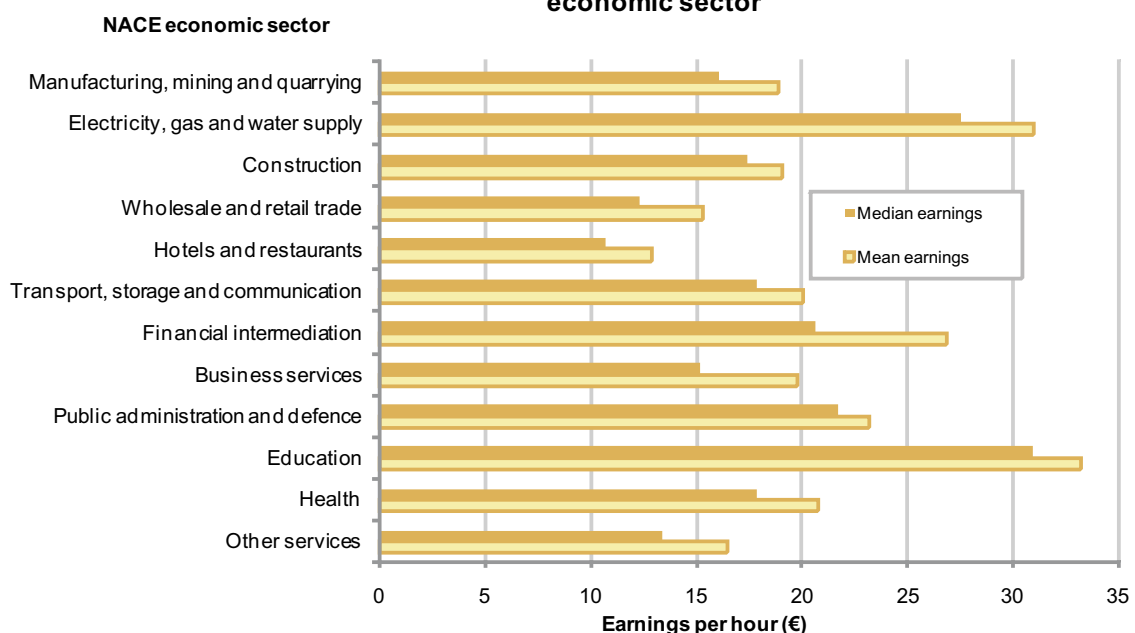
This report contains the results of the National Employment Survey (NES) 2007 for the reference month October 2007 and the reference year 2007. The results have been compiled on the basis of earnings data provided by employers and individual employee data collected directly from a sub-sample of employees. Further details on the survey are given in the background notes. The NES survey provides a more detailed analysis of earnings than the CSO's quarterly releases on individual economic sectors, therefore the two sets of results are not directly comparable.

Main results

Average hourly earnings of €20.08 per hour in October 2007

Across all sectors of the economy, employees earned an average of €20.08 per hour in October 2007. Average hourly earnings were highest in the Education sector at €33.23 per hour, followed by the Electricity, gas and water supply sector at €30.96. The lowest average hourly earnings were in the Hotels and restaurants sector at €12.93 per hour and the Wholesale and retail trade sector at €15.27 per hour. The survey results also show that the median earnings figure was €16.29 per hour – i.e. half of all employees earned less than €16.29 per hour. See *Table 1* and *Figure 1*.

Figure 1 Mean and median hourly earnings in October 2007 by NACE economic sector



Nearly two thirds of employees earned less than the mean hourly earnings of €20.08 per hour

Figure 2 shows the distribution of employees by hourly earnings in October 2007. Nearly two thirds (65.4%) earned less than the mean hourly earnings of €20.08 per hour. Around 86% of employees earned less than €30 per hour. Only 7% of employees earned €40 or more per hour.

Figure 2 Distribution of employees (%) in October 2007 by mean hourly earnings (€)

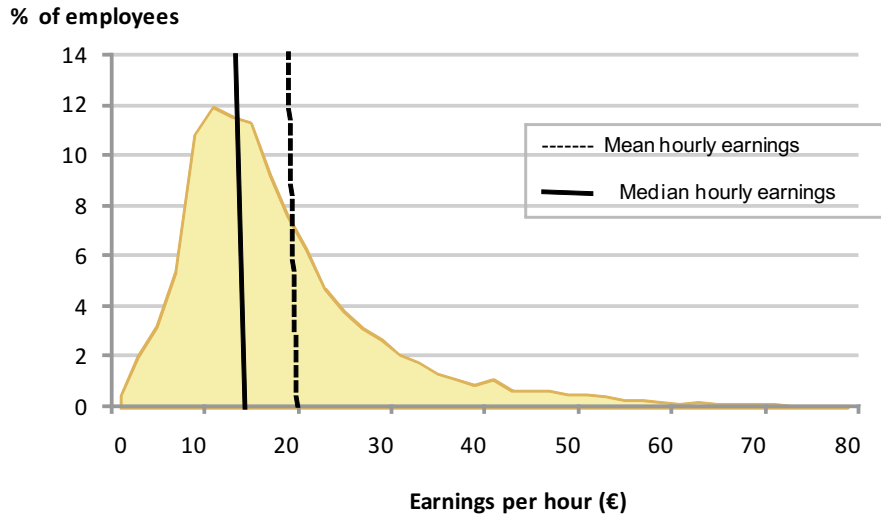


Table A Distribution of employees (%) in October 2007 by hourly earnings in each NACE economic sector

NACE economic sector	Earnings per hour						Total
	Less than €10	€10 - €20	€20 - €30	€30 - €40	€40 - €50	€50 or more	
	%	%	%	%	%	%	
C - D Manufacturing, mining and quarrying	9.1	60.3	20.3	6.3	2.1	2.0	100.0
E Electricity, gas and water supply	*	13.0	46.0	22.4	*	*	100.0
F Construction	9.8	56.7	25.2	4.6	1.9	1.8	100.0
G Wholesale and retail trade	26.6	57.9	9.4	2.9	1.5	1.7	100.0
H Hotels and restaurants	37.6	53.3	6.3	*	*	*	100.0
I Transport, storage and communication	10.1	49.3	29.9	6.2	2.2	2.4	100.0
J Financial intermediation	2.7	44.8	24.9	12.9	6.0	8.6	100.0
K Business services	15.5	53.7	16.7	6.9	3.3	4.0	100.0
L Public administration and defence	3.4	36.2	43.5	12.7	2.6	1.7	100.0
M Education	4.0	28.0	15.9	17.9	17.9	16.5	100.0
N Health	5.4	54.4	28.7	7.5	2.0	2.0	100.0
O Other services	22.4	56.0	14.2	4.0	1.5	1.8	100.0
Total	13.6	51.8	20.6	7.1	3.5	3.5	100.0

* Sample occurrence too small for estimation

Table A gives detailed information on the distribution of earnings. It shows that around one-seventh (13.6%) of all employees earned less than €10 per hour, just over half (51.8%) of all employees earned between €10 and €20 per hour while just over one-third (34.7%) earned more than €20 per hour. 37.6% of employees in the Hotels and restaurants sector earned less than €10 per hour while only 2.7% of employees in the Financial sector earned less than €10 per hour. 16.5% of employees in the Education sector earned €50 or more per hour.

Gender pay gap at 10.7%

In October 2007 male average hourly earnings were €21.17 compared to female earnings of €18.91 (89.3% of male hourly earnings). Male median hourly earnings in October 2007 were €17.43 and female median hourly earnings were €15.09, or 86.6% of male median earnings. See *Table 1*.

In all sectors, men earned more than women. The difference was smallest in the Public administration and defence sector with men earning on average €24.00 per hour while women earned €22.40, or 93.3% of male earnings. The biggest gender pay gap was in the Financial sector, with average hourly earnings for males of €31.99 and €23.48 for females (73.4% of male earnings).

Full-time employees earned more per hour than part-time employees

Full-time workers earned €21.17 per hour in October 2007 while part-time workers earned €15.40 per hour. The largest gap between full-time and part-time hourly rates was in the Business Services sector (€21.37 for full-time and €13.11 per hour for part-time employees). However the gap was much closer in the Health sector where full-time employees earned €21.89 per hour and part-time employees earned €18.68 per hour. See *Table 2*.

While full-time male employees had higher hourly earnings than full-time female employees in all sectors, part-time female employees earned more than their male counterparts in some sectors. These sectors included Manufacturing, mining and quarrying (€15.40 per hour for women and €13.34 per hour for men) and Construction (€15.70 and €13.96 respectively).

Average weekly earnings were €687.51 in October 2007

In October 2007 average weekly earnings were €687.51 for all employees. Men earned €792.66 per week compared with women's weekly earnings of €576.25. In the Electricity, gas and water supply sector employees had the highest weekly earnings of €1,228.80. Weekly earnings were lowest in the Hotels and restaurants sector at €399.11 per week. See *Table 4*.

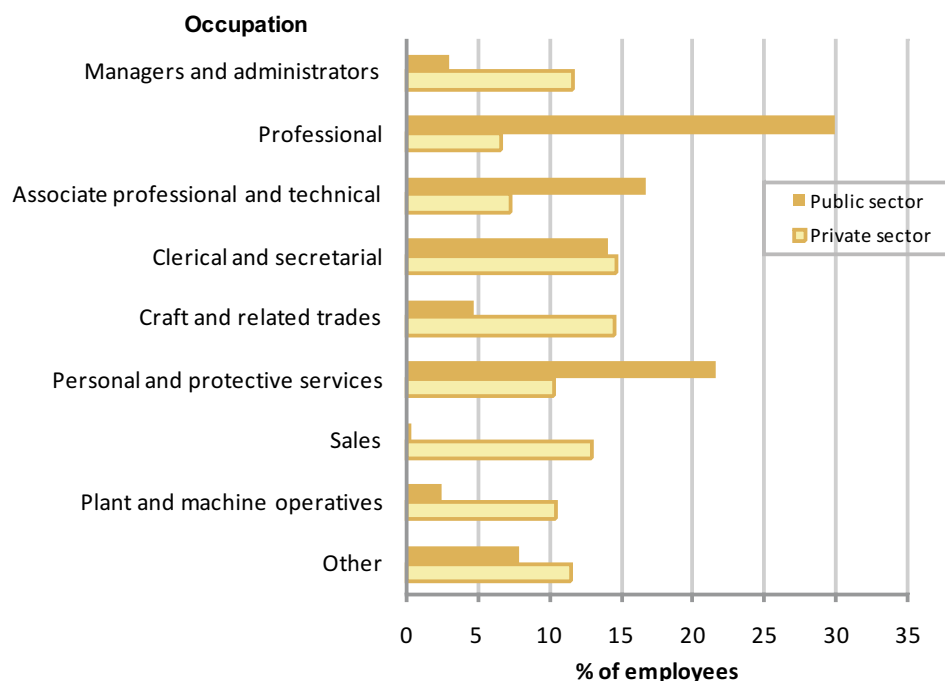
Average working week of 34.4 hours

The survey shows an average working week of 34.4 hours for all employees, with men working an average of 38.0 hours and women working an average of 30.7 hours. The longest hours were in the Electricity, gas and water supply and Construction sectors at 39.9 hours and 39.3 hours respectively. The lowest average weekly hours worked was in the Education sector (26.0 hours per week) and Hotels and restaurants sector (30.8 hours). See *Table 4*.

Public sector hourly earnings 47.6% higher than private sector

Public sector average hourly earnings were 47.6% higher than the private sector in October 2007. Average earnings per hour in the public sector were €26.67 compared to €18.07 in the private sector. In the private sector average weekly earnings were €639.05 while average weekly earnings in the public sector were 32.6% higher at €847.17. The average working week was 32.7 hours in the public sector and 35.0 hours in the private sector. See *Table 4*.

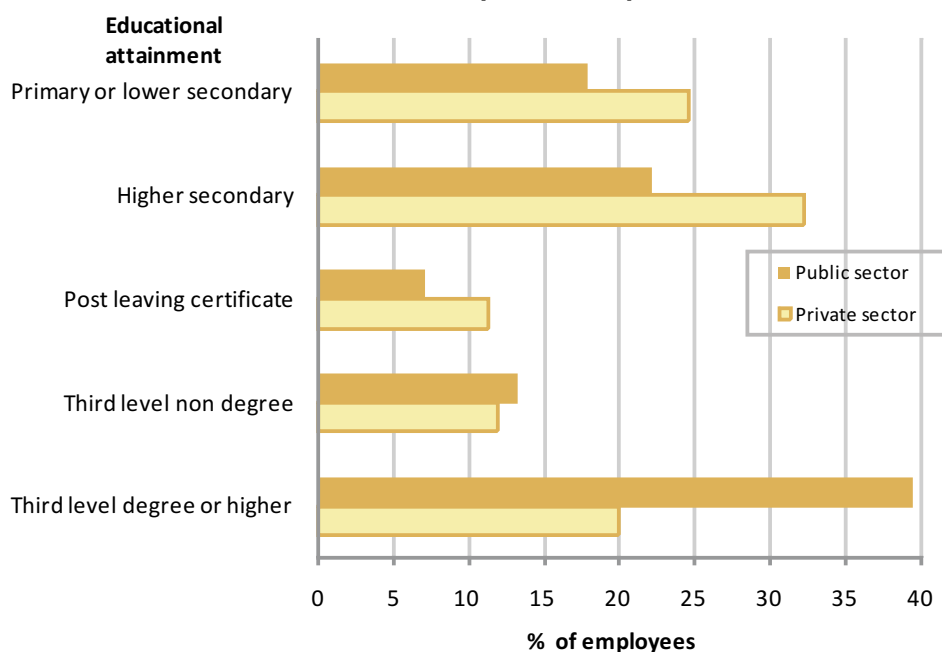
Figure 3 Distribution of employees (%) in October 2007 by occupation in the public and private sectors



There was a marked difference in the structure of employment in the two sectors. 11.6% of employees in the private sector were Managers compared with 3.0% in the public sector. Almost half of all public sector workers (46.4%) consisted of Professional or Associate professional and technical occupations, compared with about one in seven workers (13.9%) in the private sector. Nearly a quarter (24.5%) of private sector employees consisted of Sales and Other occupations (mainly manual labour) which were the occupations with the lowest mean and median hourly earnings. Only 8.1% of public sector employees were in these two occupational categories. See *Figure 3*.

A profile of educational qualifications in the public and private sectors shows that over half (52.8%) of all public sector employees had third-level qualifications, compared with 31.9% in the private sector. Nearly 40% of public sector employees had a third level degree or higher qualification compared to 19.9% in the private sector. Around a quarter (24.5%) of private sector employees had a primary or lower secondary qualification while in the public sector 17.9% of employees had this qualification. See *Figure 4*.

Figure 4 Distribution of employees (%) in October 2007 by educational attainment in the public and private sectors



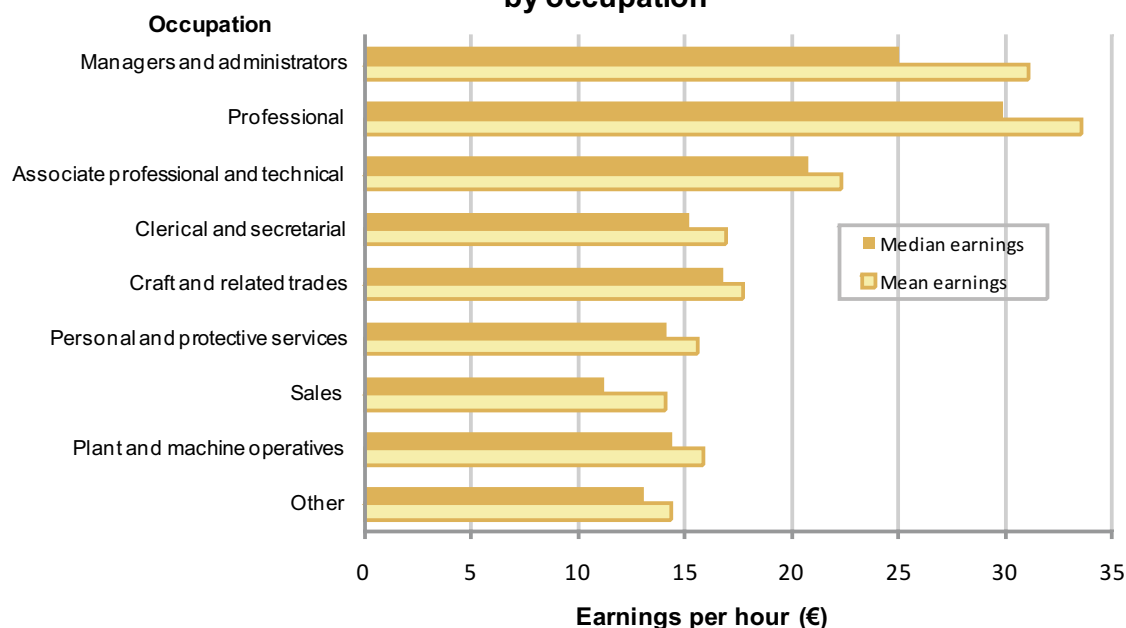
Employees aged under 25 constituted almost a fifth (19.1%) of employees in the private sector, compared to just 7.6% in the public sector. Employees in their forties are the highest earning age group. This age group represented 27% of public sector employees but only 18.9% in the private sector. In the older age groups the earnings gap widens for employees with third level degree qualifications or higher, as demonstrated in Figure 6. Employees aged 30 or over with a third level degree or higher qualification constituted over a quarter (26.8%) of public sector employees, compared to 11.1% of private sector employees. See Table 20 and Figure 6.

Public sector workers have spent an average of 11.6 years in their current employment and 17.2 years in all jobs. In the private sector, employees have spent an average of 8.2 years in their current employment and have been at work, in total for 14.4 years. See Table 29.

Professionals had the highest earnings

Professionals had the highest average hourly earnings of €33.61 and Managers had the second highest earnings of €31.08 per hour. The median hourly earnings for Professionals was €29.90 and for Managers it was €25.00 per hour. See Table 5 and Figure 5.

Figure 5 Mean and median hourly earnings (€) in October 2007 by occupation

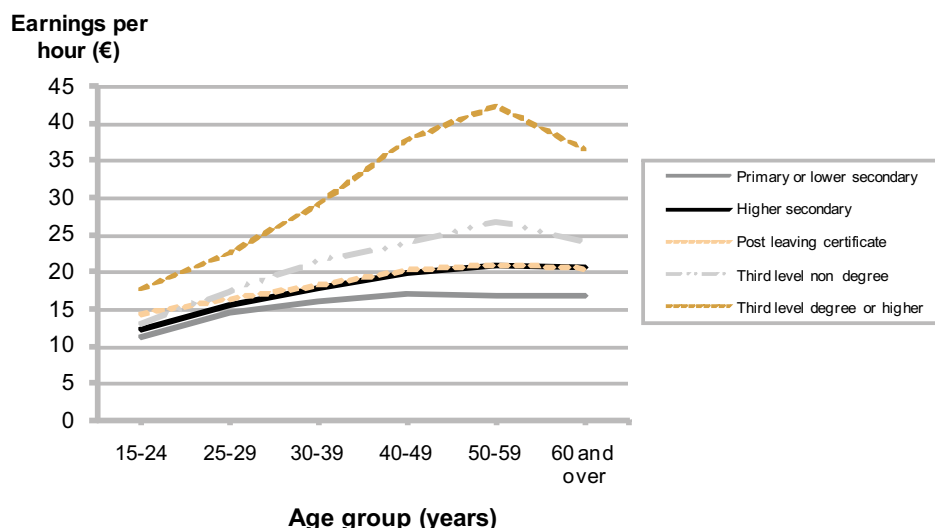


Sales workers had the lowest hourly earnings at €14.08, while the Other occupation category (mainly manual labour) had the second lowest hourly earnings at €14.32. As the median hourly earnings figure shows, half of all Sales workers earned less than €11.20 per hour. The median hourly earnings for the Other occupation category was €13.10.

Earnings highest for those with a third level qualification

Educational qualifications have a strong influence on earnings potential, as employees with a third level degree or higher earned more than other employees. For employees aged under 25, those with at least a third level degree earned €17.57 per hour. However employees aged under 25 with a Primary or lower secondary qualification earned €11.15 per hour while those with a higher secondary qualification earned €12.31 per hour. In the older age groups this earnings gap widens. Employees aged 50-59 with a third level degree or higher earned €42.21 per hour while those with a third level non-degree qualification earned substantially less at €26.67 per hour. Employees aged 50-59 with a higher secondary qualification earned €20.97 per hour and those with a Primary or lower secondary qualification earned €16.86 per hour. See Tables 11 to 16 and Figure 6.

**Figure 6 Mean hourly earnings (€) in October 2007
classified by educational attainment and age**



Earnings increase with age and experience

The survey showed higher average earnings for older employees and for those with more experience. While employees aged under 25 had average hourly earnings of €13.36, this rose to €21.50 for those aged 30 to 39 years and up to €22.82 for those aged 50 to 59. In terms of total years in employment, those who had been working over 30 years earned an average of €24.67 per hour. This contrasts with the figure of €14.74 for employees with less than 5 years of work experience. See Tables 17 and 23.

An average of 9 years with current employer

In October 2007 results show that on average employees have been at work for 15.1 years and have spent an average of 9.0 years with their current employer. On average, men have spent a total of 16.8 years and women have spent 13.3 years in total employment. The average number of years with their current employer was 10.0 years for men and 8.0 years for women. See Table 29.

Irish employees earned €20.64 per hour

Employees with Irish nationality earned €20.64 per hour in October 2007. This was slightly less than employees with UK nationality (€21.28 per hour). Employees of Other nationalities¹ earned €18.04 per hour. Employees from the EU Accession states earned €12.77 per hour (which was 63.6% of the overall average hourly earnings of €20.08 per hour). Irish employees worked 34.2 hours per week while those from the EU Accession states worked the longest, at 37.6 hours per week. See Tables 30 and 33.

¹ Other nationalities: See background notes for further information on the categories used.

Dublin employees had the highest average hourly earnings

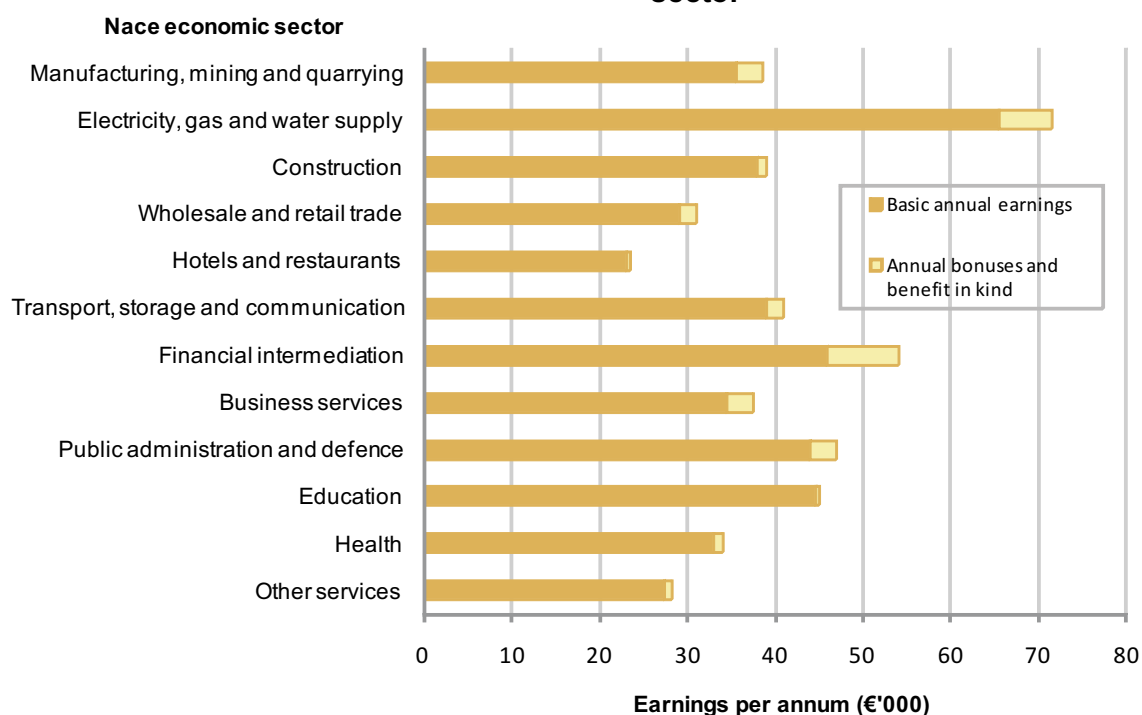
Employees living in Dublin earned €22.03 per hour in October 2007. Those living in the Rest of Leinster, Munster and Connaught all earned on average €1 to €3 less per hour (€20.29, €19.07 and €18.83 respectively). However, employees living in Ulster¹ earned €17.59 per hour or 79.8% of the average hourly earnings for Dublin. See Table 36.

Employees living in the Rest of Leinster, worked the longest at 34.8 hours per week. In Dublin employees worked slightly less at 34.6 hours per week. Employees in Munster and Ulster worked 34.1 hours per week respectively and employees living in Connaught worked 34.0 hours per week. See Table 39.

Annual earnings of €37,726 in 2007²

Overall average annual earnings were estimated at €37,726 in 2007, composed of €35,607 Basic annual earnings and €2,120 Annual bonuses and Bik (Benefit in kind). Annual earnings were highest in the Electricity, gas and water supply sector at €71,572 and lowest in the Hotels and restaurants sector at €23,505. Annual bonuses and Bik were highest in the Financial sector (€8,345) and in the Electricity, gas and water supply sector (€6,017), but low in the Education sector (€573) and Hotels and restaurants sector (€287). See Table 40 and Figure 7.

Figure 7 Mean annual earnings (€ '000) in 2007 by NACE economic sector



¹ The data is based on where employees indicated they were living in October 2007. However they may have been working in another region. In the case of employees in Ulster, the figures include those living in Northern Ireland but working in the Republic of Ireland.

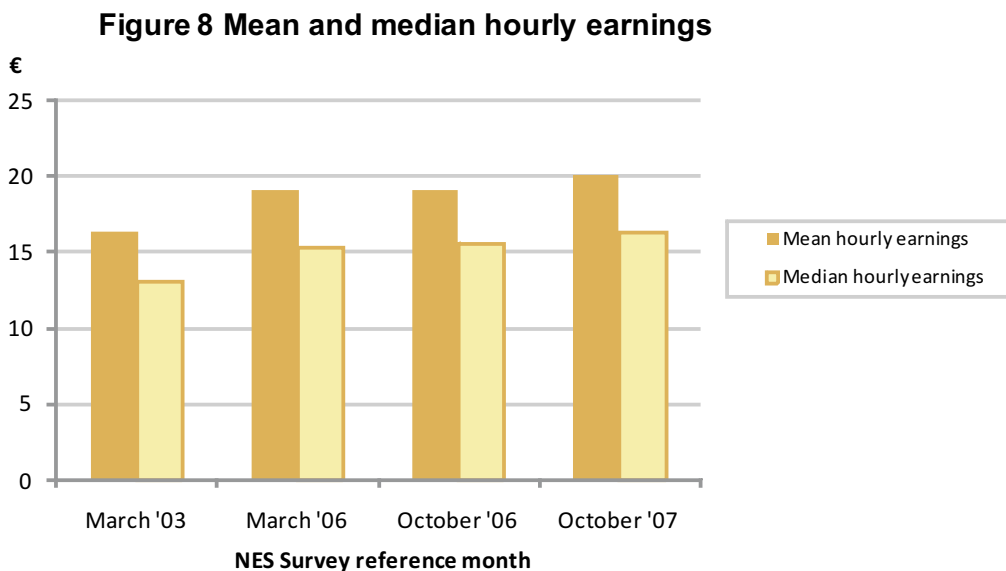
² Employees who worked less than a full year (i.e. less than 50 weeks with their employer in the reference year) were excluded from the data, in order to improve comparability. See background notes for further information.

Male average annual earnings were €43,099 compared with female average annual earnings of €31,403 (or 72.9% of male earnings). Men also earned more in irregular bonuses and allowances than women (€2,830 compared to €1,284). Full-time workers earned on average €40,897 while part-time employees earned on average €18,793 in 2007. In the public sector, employees earned on average €46,349 while private sector employees earned on average €35,206 in 2007. See *Tables 40 and 41*.

Managers' average annual earnings were higher than Professionals (€61,690 and €55,006 respectively) mainly due to irregular bonuses (Managers' irregular bonuses were €6,416 compared to Professionals at €3,260). See *Table 42*.

Trends in earnings

Average hourly earnings between October 2006 and October 2007 rose 4.8% to €20.08. Average weekly earnings rose by 4.1% to €687.51 over the same period. In October 2006 weekly paid hours were 34.8 and fell slightly in October 2007 to 34.4 hours per week. See *Appendix 2A and Figure 8*.



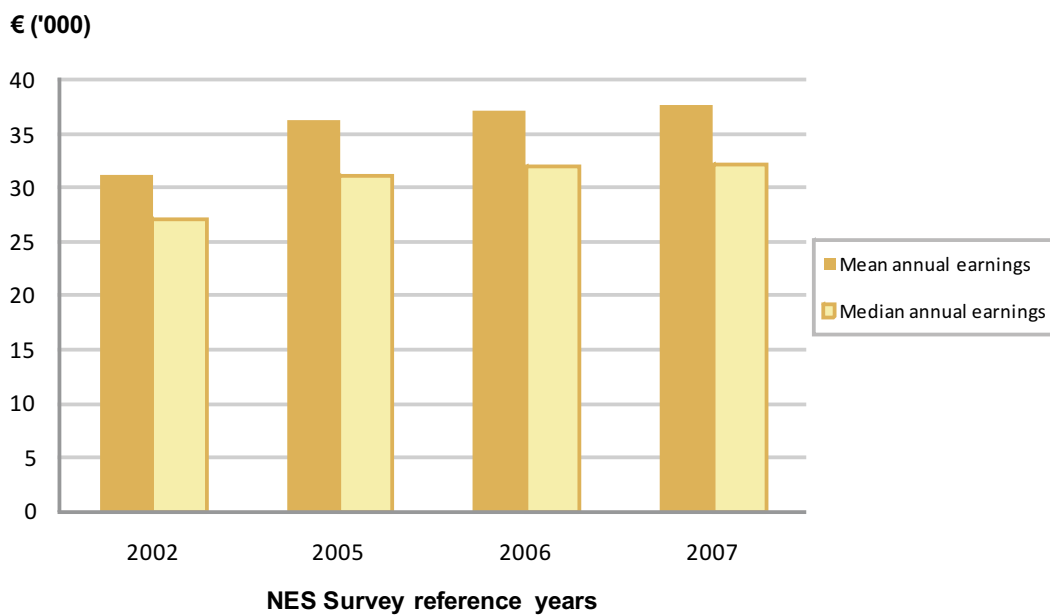
On a sectoral level, average hourly earnings rose by 13.2% to €26.85 between October 2006 and October 2007 in the Financial sector. The increase was 11.8% in the Business services sector, rising to €19.78 per hour in October 2007. On the other hand, average hourly earnings decreased in the Construction sector by 0.4% (from €19.18 to €19.10 per hour) and increased by only 1.5% (from €15.05 to €15.27 per hour) in the Wholesale and retail trade sector over the same period.

Nearly all occupation groups showed a rise in average hourly earnings between October 2006 and October 2007. The categories Craft and related trades occupations and Plant and machine operatives occupations both showed the lowest increase of 0.3% to €17.70 per hour and €15.83 per hour respectively, while Managers had the highest rise of 16.2% to €31.08 per hour. However in the Other occupations category there was a decrease of 0.4% from €14.38 per hour in October 2006 to €14.32 per hour in October 2007.

While the public sector had a rise of 4.7% in average hourly earnings over the period, to €26.67 per hour, the private sector rose at a higher rate (5.6%) to €18.07 per hour. The gap between public sector and private sector earnings fell from 48.9% to 47.6% over this period. Female average hourly earnings also rose by 7.0% to €18.91 compared with male hourly earnings rising by 3.3% to €21.17 per hour.

Average total annual earnings rose by 1.4% from €37,200 in 2006 to €37,726 in 2007. Over the same period Annual bonuses and Benefit in kind rose by 3.6% to €2,120. Earnings were highest in the Electricity, gas and water supply sector (up 7.4% to €71,572). The Public administration and defence sector had the highest rise (9.1%) to €47,011 in this period. The Construction sector showed a drop in earnings of 7.1% to €39,179 (down from €42,190 in 2006). See Appendix 2B and Figure 9.

Figure 9 Comparison of mean and median annual earnings



From 2006 to 2007, average annual earnings in Sales occupations increased substantially by 13.8% to €26,523. Managers' average annual earnings also showed a high increase of 10.6% to €61,690. On the other hand, average annual earnings in the Other occupations category decreased by 4.9% (to €26,560) and in Craft and related trades occupations decreased by 5.6% (to €36,478). Over the same period, women's average annual earnings rose to €31,403 (4.3%) while it decreased marginally by 0.4% to €43,099 for men.

Detailed Tables

Table 1 Mean and median¹ hourly earnings in October 2007 by NACE economic sector and sex

NACE economic sector	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	19.90	16.96	175,900	16.63	14.25	76,000	18.91	16.03	251,900
E Electricity, gas and water supply	31.68	28.06	11,200	25.79	24.63	1,600	30.96	27.49	12,700
F Construction	19.25	17.58	188,100	16.69	13.91	11,600	19.10	17.36	199,700
G Wholesale and retail trade	17.40	13.95	124,800	13.45	11.15	145,100	15.27	12.22	269,900
H Hotels and restaurants	14.56	11.90	47,500	11.81	10.00	69,600	12.93	10.67	117,100
I Transport, storage and communication	20.84	18.84	69,300	17.80	15.91	24,900	20.04	17.78	94,200
J Financial intermediation	31.99	23.79	34,900	23.48	19.31	53,400	26.85	20.57	88,300
K Business services	22.45	17.00	77,600	17.34	13.94	85,000	19.78	15.15	162,600
L Public administration and defence	24.00	22.03	51,800	22.40	21.13	52,700	23.19	21.68	104,500
M Education	38.51	35.92	33,700	31.43	29.78	99,100	33.23	30.91	132,800
N Health	25.23	20.42	34,700	19.89	17.35	173,500	20.78	17.84	208,300
O Other services	19.13	15.01	34,600	14.28	11.93	43,200	16.44	13.37	77,800
Total	21.17	17.43	884,200	18.91	15.09	835,700	20.08	16.29	1,719,900

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

Table 2 Mean hourly earnings in October 2007 by NACE economic sector, full/part-time status and sex

NACE economic sector	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
C - D Manufacturing, mining and quarrying	20.06	13.34	19.90	16.83	15.40	16.63	19.17	14.82	18.91	83.9	115.4	83.6
E Electricity, gas and water supply	31.90	*	31.68	27.96	*	25.79	31.53	*	30.96	87.6	*	81.4
F Construction	19.40	13.96	19.25	17.14	15.70	16.69	19.30	14.67	19.10	88.4	112.5	86.7
G Wholesale and retail trade	18.24	11.42	17.40	14.37	12.28	13.45	16.59	12.11	15.27	78.8	107.5	77.3
H Hotels and restaurants	15.40	11.24	14.56	12.80	10.34	11.81	14.04	10.57	12.93	83.1	92.0	81.1
I Transport, storage and communication	21.25	14.25	20.84	18.36	15.94	17.80	20.60	15.25	20.04	86.4	111.9	85.4
J Financial intermediation	32.27	*	31.99	24.16	20.23	23.48	27.70	19.98	26.85	74.9	*	73.4
K Business services	23.20	12.46	22.45	19.14	13.25	17.34	21.37	13.11	19.78	82.5	106.3	77.2
L Public administration and defence	24.25	17.60	24.00	22.89	20.47	22.40	23.63	20.04	23.19	94.4	116.3	93.3
M Education	40.10	27.97	38.51	34.47	22.66	31.43	36.07	23.44	33.23	86.0	81.0	81.6
N Health	25.94	19.16	25.23	20.70	18.65	19.89	21.89	18.68	20.78	79.8	97.3	78.8
O Other services	20.27	12.62	19.13	15.01	12.68	14.28	17.63	12.66	16.44	74.1	100.5	74.6
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3

* Sample occurrence too small for estimation.

Table 3 Median¹ hourly earnings in October 2007 by NACE economic sector, full/part-time status and sex

NACE economic sector	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
C - D Manufacturing, mining and quarrying	17.08	11.76	16.96	14.36	13.14	14.25	16.25	12.74	16.03	84.1	111.7	84.0
E Electricity, gas and water supply	28.17	*	28.06	27.67	*	24.63	28.15	*	27.49	98.2	*	87.8
F Construction	17.69	11.25	17.58	14.42	12.48	13.91	17.60	12.00	17.36	81.5	110.9	79.1
G Wholesale and retail trade	14.66	9.97	13.95	11.98	10.25	11.15	13.27	10.10	12.22	81.7	102.8	79.9
H Hotels and restaurants	12.98	9.57	11.90	11.00	9.31	10.00	11.82	9.40	10.67	84.7	97.3	84.0
I Transport, storage and communication	19.53	12.50	18.84	16.27	14.43	15.91	18.57	13.59	17.78	83.3	115.4	84.4
J Financial intermediation	23.92	*	23.79	19.69	18.07	19.31	21.22	17.90	20.57	82.3	*	81.2
K Business services	17.78	10.00	17.00	15.31	10.30	13.94	16.38	10.23	15.15	86.1	103.0	82.0
L Public administration and defence	22.33	15.25	22.03	22.08	19.59	21.13	22.23	19.51	21.68	98.9	128.5	95.9
M Education	38.66	21.58	35.92	32.56	16.69	29.78	33.39	17.14	30.91	84.2	77.3	82.9
N Health	20.76	16.50	20.42	18.39	15.98	17.35	18.85	16.00	17.84	88.6	96.8	85.0
O Other services	15.66	10.12	15.01	12.55	10.63	11.93	14.50	10.63	13.37	80.1	105.0	79.5
Total	17.95	10.77	17.43	16.34	12.96	15.09	17.26	12.43	16.29	91.0	120.3	86.6

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 in October 2007 by NACE economic sector and sex

NACE economic sector	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
	€	€	hours	€	€	hours	€	€	hours
C - D Manufacturing, mining and quarrying	19.90	797.97	40.3	16.63	595.85	36.0	18.91	737.00	39.0
E Electricity, gas and water supply	31.68	1,278.42	40.8	25.79	874.35	33.2	30.96	1,228.80	39.9
F Construction	19.25	757.48	39.7	16.69	517.43	32.8	19.10	743.50	39.3
G Wholesale and retail trade	17.40	638.65	36.7	13.45	403.50	29.5	15.27	512.24	32.8
H Hotels and restaurants	14.56	483.06	33.5	11.81	341.79	28.9	12.93	399.11	30.8
I Transport, storage and communication	20.84	818.99	39.3	17.80	608.84	34.6	20.04	763.43	38.1
J Financial intermediation	31.99	1,137.92	35.6	23.48	779.52	33.0	26.85	921.23	34.1
K Business services	22.45	838.39	37.7	17.34	546.36	30.8	19.78	685.74	34.1
L Public administration and defence	24.00	966.99	40.1	22.40	747.99	33.3	23.19	856.52	36.7
M Education	38.51	995.01	27.1	31.43	781.51	25.6	33.23	835.75	26.0
N Health	25.23	932.63	37.1	19.89	620.32	30.7	20.78	672.42	31.7
O Other services	19.13	678.32	35.2	14.28	436.09	30.8	16.44	543.88	32.8
Total	21.17	792.66	38.0	18.91	576.25	30.7	20.08	687.51	34.4
Of which:									
Private sector	19.77	750.28	38.1	15.94	498.72	31.0	18.07	639.05	35.0
Public sector ¹	28.17	1,003.17	37.2	25.79	755.55	30.0	26.67	847.17	32.7

¹ Public sector including semi-state companies. See background notes for further information.

Table 5 Mean and median¹ hourly earnings in October 2007 by occupation and sex

Occupation	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
1 Managers and administrators	34.13	27.64	89,500	27.47	21.92	75,600	31.08	25.00	165,100
2 Professional	35.06	29.85	95,300	32.38	29.93	111,900	33.61	29.90	207,100
3 Associate professional and technical	23.53	21.63	60,800	21.61	20.11	100,700	22.33	20.77	161,500
4 Clerical and secretarial	18.18	15.81	60,000	16.57	15.00	190,100	16.95	15.17	250,100
5 Craft and related trades	17.93	17.01	200,700	13.07	11.46	10,200	17.70	16.75	210,900
6 Personal and protective services	17.54	16.07	83,800	14.48	13.55	138,800	15.63	14.13	222,600
7 Sales	16.94	13.73	61,400	12.49	10.60	111,100	14.08	11.20	172,500
8 Plant and machine operatives	16.35	14.98	121,600	13.36	12.35	25,900	15.83	14.41	147,400
9 Other	15.38	14.29	111,200	12.67	11.18	71,500	14.32	13.10	182,700
Total	21.17	17.43	884,200	18.91	15.09	835,700	20.08	16.29	1,719,900

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

Table 6 Mean hourly earnings in October 2007 by occupation, full/part-time status and sex

Occupation	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
1 Managers and administrators	34.27	25.51	34.13	28.00	24.27	27.47	31.62	24.41	31.08	81.7	95.1	80.5
2 Professional	35.12	33.35	35.06	33.44	27.56	32.38	34.28	28.39	33.61	95.2	82.6	92.4
3 Associate professional and technical	23.64	19.59	23.53	21.58	21.68	21.61	22.48	21.56	22.33	91.3	110.7	91.8
4 Clerical and secretarial	18.69	13.18	18.18	16.82	15.91	16.57	17.35	15.65	16.95	90.0	120.7	91.1
5 Craft and related trades	18.04	14.13	17.93	13.36	12.42	13.07	17.87	13.53	17.70	74.1	87.9	72.9
6 Personal and protective services	18.39	12.61	17.54	15.03	13.75	14.48	16.61	13.55	15.63	81.7	109.0	82.6
7 Sales	18.37	10.92	16.94	13.46	11.56	12.49	15.80	11.45	14.08	73.3	105.9	73.7
8 Plant and machine operatives	16.44	13.60	16.35	13.50	12.48	13.36	15.97	13.07	15.83	82.1	91.8	81.7
9 Other	15.85	12.18	15.38	13.13	12.20	12.67	15.11	12.19	14.32	82.8	100.2	82.4
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3

Table 7 Median¹ hourly earnings in October 2007 by occupation, full/part-time status and sex

Occupation	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
1 Managers and administrators	27.67	16.63	27.64	22.41	18.24	21.92	25.41	18.24	25.00	81.0	109.7	79.3
2 Professional	29.86	28.90	29.85	30.95	25.52	29.93	30.59	25.81	29.90	103.7	88.3	100.3
3 Associate professional and technical	21.81	15.36	21.63	20.24	19.79	20.11	20.91	19.66	20.77	92.8	128.8	93.0
4 Clerical and secretarial	16.26	10.78	15.81	15.18	14.30	15.00	15.49	13.98	15.17	93.4	132.7	94.9
5 Craft and related trades	17.14	12.00	17.01	11.62	11.14	11.46	17.00	12.00	16.75	67.8	92.8	67.4
6 Personal and protective services	17.12	10.78	16.07	13.84	12.67	13.55	15.06	12.00	14.13	80.8	117.5	84.3
7 Sales	14.88	9.63	13.73	11.39	10.00	10.60	12.70	10.00	11.20	76.5	103.8	77.2
8 Plant and machine operatives	15.04	12.50	14.98	12.45	11.61	12.35	14.53	11.88	14.41	82.8	92.9	82.4
9 Other	14.72	10.00	14.29	12.00	10.26	11.18	14.05	10.16	13.10	81.5	102.6	78.2
Total	17.95	10.77	17.43	16.34	12.96	15.09	17.26	12.43	16.29	91.0	120.3	86.6

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

Table 8 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 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	34.13	1,270.49	38.00	27.47	936.64	34.90	31.08	1,117.62	36.60
2 Professional	35.06	1,174.94	35.10	32.38	923.71	30.00	33.61	1,039.27	32.30
3 Associate professional and technical	23.53	893.88	38.20	21.61	696.44	33.00	22.33	770.76	35.00
4 Clerical and secretarial	18.18	650.40	35.70	16.57	517.42	32.00	16.95	549.32	32.90
5 Craft and related trades	17.93	714.65	39.70	13.07	426.97	32.30	17.70	700.77	39.40
6 Personal and protective services	17.54	685.12	37.80	14.48	422.82	28.70	15.63	521.56	32.10
7 Sales	16.94	596.25	34.30	12.49	351.15	27.50	14.08	438.35	29.90
8 Plant and machine operatives	16.35	667.57	41.00	13.36	487.17	36.30	15.83	635.92	40.20
9 Other	15.38	569.09	37.20	12.67	339.97	27.10	14.32	479.47	33.30
Total	21.17	792.66	38.00	18.91	576.25	30.70	20.08	687.51	34.40

Table 9 Mean hourly earnings in October 2007 by occupation, private/public sector status¹ and sex

Occupation	Private sector				Public sector ¹				Total				Female hourly earnings as % of male hourly earnings				
	Male		Female		Male		Female		Male		Female		Private sector		Public sector ¹		
	€	€	€	€	€	€	€	€	€	€	€	€	€	%	%	%	%
1 Managers and administrators	33.54	26.67	30.43	34.13	42.91	36.40	39.51	27.47	31.08	79.5	84.8	80.5					
2 Professional	29.82	22.93	27.65	35.06	44.06	35.48	38.01	32.38	33.61	76.9	80.5	92.4					
3 Associate professional and technical	22.33	18.10	19.97	23.53	26.23	25.50	25.70	21.61	22.33	81.1	97.2	91.8					
4 Clerical and secretarial	17.13	15.58	15.97	18.18	23.00	19.74	20.37	16.57	16.95	91.0	85.8	91.1					
5 Craft and related trades	17.51	12.55	17.28	17.93	22.39	16.20	21.92	13.07	17.70	71.7	72.4	72.9					
6 Personal and protective services	14.10	12.85	13.27	17.54	21.83	17.51	19.38	14.48	15.63	91.1	80.2	82.6					
7 Sales	16.93	12.46	14.05	16.94	*	*	*	12.49	14.08	73.6	*	73.7					
8 Plant and machine operatives	16.01	13.28	15.50	16.35	20.45	*	20.41	13.36	15.83	82.9	*	81.7					
9 Other	15.00	11.50	13.76	15.38	18.07	16.25	17.05	12.67	14.32	76.7	89.9	82.4					
Total	19.77	15.94	18.07	21.17	28.17	25.79	26.67	18.91	20.08	80.6	91.6	89.3					

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

* Sample occurrence too small for estimation.

Table 10 Median¹ hourly earnings in October 2007 by occupation, private/public sector status² and sex

Occupation	Private sector			Public sector ²			Total			Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ²	Total
	€	€	€	€	€	€	€	€	€	%	%	%
1 Managers and administrators	26.78	20.81	24.15	38.79	29.99	33.84	27.64	21.92	25.00	77.7	77.3	79.3
2 Professional	25.28	20.63	23.42	40.64	32.90	38.84	29.85	29.93	29.90	81.6	81.0	100.3
3 Associate professional and technical	20.32	16.01	17.96	24.10	23.73	23.78	21.63	20.11	20.77	78.8	98.5	93.0
4 Clerical and secretarial	15.12	14.02	14.30	20.96	18.42	18.69	15.81	15.00	15.17	92.7	87.9	94.9
5 Craft and related trades	16.56	10.75	16.33	21.15	14.51	20.76	17.01	11.46	16.75	64.9	68.6	67.4
6 Personal and protective services	12.51	10.78	11.34	21.58	16.09	18.33	16.07	13.55	14.13	86.2	74.6	84.3
7 Sales	13.66	10.58	11.20	*	*	*	13.73	10.60	11.20	77.5	*	77.2
8 Plant and machine operatives	14.60	12.34	14.06	18.78	*	18.78	14.98	12.35	14.41	84.5	*	82.4
9 Other	13.54	10.00	12.00	16.84	15.07	15.64	14.29	11.18	13.10	73.9	89.5	78.2
Total	16.32	12.94	14.77	23.27	21.86	22.39	17.43	15.09	16.29	79.3	93.9	86.6

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 11 Mean and median¹ hourly earnings in October 2007 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	17.26	15.80	13.90	12.20	15.92	14.35
Higher secondary	18.16	15.59	15.70	13.49	16.97	14.54
Post leaving certificate	19.71	18.24	15.62	13.55	18.25	16.23
Third level non degree	22.62	19.58	18.84	16.31	20.32	17.51
Third level degree or higher	30.86	24.70	26.54	22.43	28.42	23.29
Total	21.17	17.43	18.91	15.09	20.08	16.29

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

Table 12 Mean hourly earnings in October 2007 by educational attainment, full/part-time status and sex

Level of educational attainment	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time %	Part-time %	Total %
Primary or lower secondary	17.62	13.15	17.26	14.78	13.06	13.90	16.88	13.08	15.92	83.9	99.3	80.5
Higher secondary	18.68	12.44	18.16	16.36	14.56	15.70	17.78	14.15	16.97	87.6	117.0	86.5
Post leaving certificate	20.00	13.31	19.71	15.91	15.11	15.62	18.89	14.80	18.25	79.6	113.5	79.2
Third level non degree	23.06	14.75	22.62	19.37	17.20	18.84	21.02	16.90	20.32	84.0	116.6	83.3
Third level degree or higher	31.44	20.06	30.86	27.20	23.07	26.54	29.18	22.47	28.42	86.5	115.0	86.0
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3

Table 13 Median¹ hourly earnings in October 2007 by educational attainment, full/part-time status and sex

Level of educational attainment	Male				Female				Total				Female hourly earnings as % of male hourly earnings						
	Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Full-time		Part-time		Total		
	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	%	%	%	%
Primary or lower secondary	16.15	11.03	15.80	13.00	11.21	12.20	15.33	11.15	14.35	14.35	11.15	15.33	11.15	14.35	14.35	80.5	101.6	101.6	77.2
Higher secondary	16.17	10.00	15.59	14.34	11.99	13.49	15.39	11.41	14.54	14.54	11.41	15.39	11.41	14.54	14.54	88.7	119.9	119.9	86.5
Post leaving certificate	18.49	11.03	18.24	13.91	13.03	13.55	17.08	12.74	16.23	16.23	12.74	17.08	12.74	16.23	16.23	75.2	118.1	118.1	74.3
Third level non degree	20.05	10.78	19.58	16.75	15.11	16.31	18.13	14.44	17.51	17.51	14.44	18.13	14.44	17.51	17.51	83.5	140.2	140.2	83.3
Third level degree or higher	25.22	12.50	24.70	23.04	19.04	22.43	24.06	17.75	23.29	23.29	17.75	24.06	17.75	23.29	23.29	91.4	152.3	152.3	90.8
Total	17.95	10.77	17.43	16.34	12.96	15.09	17.26	12.43	16.29	16.29	12.43	17.26	12.43	16.29	16.29	91.0	120.3	120.3	86.6

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

Table 14 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 by educational attainment and sex

Level of educational attainment	Male				Female				Total							
	Earnings per hour		Weekly paid hours		Earnings per hour		Weekly paid hours		Earnings per hour		Weekly paid hours		Earnings per hour		Weekly paid hours	
	€	€	hours	hours	€	€	hours	hours	€	€	hours	hours	€	€	hours	hours
Primary or lower secondary	17.26	671.22	38.9	38.9	13.90	378.58	27.1	27.1	15.92	554.51	34.2	34.2	15.92	554.51	34.2	34.2
Higher secondary	18.16	687.38	37.9	37.9	15.70	479.83	30.4	30.4	16.97	587.20	34.3	34.3	16.97	587.20	34.3	34.3
Post leaving certificate	19.71	776.65	39.4	39.4	15.62	459.40	30.4	30.4	18.25	662.93	36.2	36.2	18.25	662.93	36.2	36.2
Third level non degree	22.62	853.51	37.9	37.9	18.84	610.13	32.6	32.6	20.32	705.14	34.7	34.7	20.32	705.14	34.7	34.7
Third level degree or higher	30.86	1,084.69	36.1	36.1	26.54	821.51	32.3	32.3	28.42	936.39	34.0	34.0	28.42	936.39	34.0	34.0
Total	21.17	792.66	38.0	38.0	18.91	576.25	30.7	30.7	20.08	687.51	34.4	34.4	20.08	687.51	34.4	34.4

Table 15 Mean hourly earnings in October 2007 by educational attainment, private/public sector status¹ and sex

Level of educational attainment	Private sector			Public sector ¹			Total			Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ¹	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Primary or lower secondary	16.71	12.64	15.17	20.29	18.28	19.30	17.26	13.90	15.92	75.6	90.1	80.5
Higher secondary	17.48	14.54	16.14	22.65	19.68	20.95	18.16	15.70	16.97	83.2	86.9	86.5
Post leaving certificate	19.16	14.49	17.65	24.04	19.17	21.38	19.71	15.62	18.25	75.6	79.7	79.2
Third level non degree	21.53	17.27	19.10	27.59	22.49	23.91	22.62	18.84	20.32	80.2	81.5	83.3
Third level degree or higher	27.82	20.82	24.41	39.22	33.26	35.11	30.86	26.54	28.42	74.8	84.8	86.0
Total	19.77	15.94	18.07	28.17	25.79	26.67	21.17	18.91	20.08	80.6	91.6	89.3

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

Table 16 Median¹ hourly earnings in October 2007 by educational attainment, private/public sector status² and sex

Level of educational attainment	Private sector			Public sector ²			Total			Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ²	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Primary or lower secondary	15.04	10.89	13.38	19.37	15.82	17.18	15.80	12.20	14.35	72.4	81.7	77.2
Higher secondary	14.76	12.11	13.45	21.15	18.49	19.84	15.59	13.49	14.54	82.0	87.4	86.5
Post leaving certificate	17.57	12.00	15.55	22.32	17.23	19.46	18.24	13.55	16.23	68.3	77.2	74.3
Third level non degree	18.27	14.90	16.17	26.46	20.62	22.24	19.58	16.31	17.51	81.6	77.9	83.3
Third level degree or higher	21.41	16.48	18.89	34.48	30.66	31.29	24.70	22.43	23.29	77.0	88.9	90.8
Total	16.32	12.94	14.77	23.27	21.86	22.39	17.43	15.09	16.29	79.3	93.9	86.6

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 17 Mean and median¹ hourly earnings in October 2007 by age group and sex

Age group	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
15-24	13.50	11.83	13.22	10.80	13.36	11.25
25-29	18.36	16.21	18.41	15.37	18.39	15.75
30-39	22.28	18.85	20.57	17.34	21.50	18.22
40-49	24.73	19.84	21.24	16.69	23.02	18.32
50-59	24.98	19.69	20.43	15.63	22.82	17.76
60 and over	22.35	17.52	17.98	14.52	20.39	15.87
Total	21.17	17.43	18.91	15.09	20.08	16.29

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

Table 18 Mean hourly earnings in October 2007 by age group, full/part-time status and sex

Age group	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%
15-24	14.05	11.35	13.50	14.25	11.49	13.22	14.14	11.44	13.36	101.4	101.2	97.9
25-29	18.50	14.85	18.36	18.94	15.35	18.41	18.72	15.25	18.39	102.4	103.4	100.3
30-39	22.42	16.56	22.28	21.78	16.87	20.57	22.17	16.84	21.50	97.1	101.9	92.3
40-49	25.04	16.93	24.73	23.24	18.02	21.24	24.36	17.92	23.02	92.8	106.4	85.9
50-59	25.46	16.78	24.98	24.17	15.82	20.43	25.01	15.94	22.82	94.9	94.3	81.8
60 and over	23.08	17.70	22.35	20.01	16.22	17.98	22.15	16.57	20.39	86.7	91.6	80.4
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3

Table 19 Median¹ hourly earnings in October 2007 by age group, full/part-time status and sex

Age group	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time		Total	Full-time		Total	Full-time		Total	Full-time		Total
	€	Part-time	€	€	Part-time	€	€	Part-time	€	%	Part-time	%
15-24	12.59	9.70	11.83	11.94	9.50	10.80	12.28	9.55	11.25	94.8	97.9	91.3
25-29	16.33	11.01	16.21	15.85	11.79	15.37	16.14	11.64	15.75	97.1	107.1	94.8
30-39	19.00	12.50	18.85	18.61	14.02	17.34	18.84	13.94	18.22	97.9	112.2	92.0
40-49	20.08	12.97	19.84	17.94	14.58	16.69	19.45	14.54	18.32	89.3	112.4	84.1
50-59	20.05	13.50	19.69	18.12	13.90	15.63	19.59	13.87	17.76	90.4	103.0	79.4
60 and over	18.23	13.50	17.52	15.44	13.96	14.52	17.50	13.90	15.87	84.7	103.4	82.9
Total	17.95	10.77	17.43	16.34	12.96	15.09	17.26	12.43	16.29	91.0	120.3	86.6

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

Table 20 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 by age group and sex

Age group	Male			Female			Total		
	Earnings per week		Weekly paid hours	Earnings per week		Weekly paid hours	Earnings per week		Weekly paid hours
	€	per hour	hours	€	per hour	hours	€	per hour	hours
15-24	13.50	464.69	34.3	13.22	383.86	28.7	13.36	423.41	31.4
25-29	18.36	682.42	38.1	18.41	594.63	33.6	18.39	636.53	35.7
30-39	22.28	857.76	39.3	20.57	668.65	32.7	21.50	771.28	36.3
40-49	24.73	937.68	38.9	21.24	625.32	29.7	23.02	785.11	34.4
50-59	24.98	935.02	38.4	20.43	579.47	28.3	22.82	766.48	33.7
60 and over	22.35	792.29	36.2	17.98	471.18	26.0	20.39	648.55	31.7
Total	21.17	792.66	38.0	18.91	576.25	30.7	20.08	687.51	34.4

Table 21 Mean hourly earnings in October 2007 by age group, private/public sector status¹ and sex

Age group	Private sector			Public sector ¹			Total			Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ¹	Total
	€	€	€	€	€	€	€	€	€	%	%	%
15-24	13.09	11.90	12.51	19.04	21.01	20.40	13.50	13.22	13.36	90.9	110.3	97.9
25-29	17.23	15.42	16.36	25.75	26.49	26.26	18.36	18.41	18.39	89.5	102.9	100.3
30-39	21.41	18.11	20.08	27.38	25.95	26.46	22.28	20.57	21.50	84.6	94.8	92.3
40-49	23.35	18.32	21.19	29.50	25.89	27.26	24.73	21.24	23.02	78.5	87.8	85.9
50-59	22.65	15.91	19.75	31.39	27.57	29.24	24.98	20.43	22.82	70.2	87.8	81.8
60 and over	21.02	15.49	18.75	27.41	23.25	25.10	22.35	17.98	20.39	73.7	84.8	80.4
Total	19.77	15.94	18.07	28.17	25.79	26.67	21.17	18.91	20.08	80.6	91.6	89.3

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

Table 22 Median¹ hourly earnings in October 2007 by age group, private/public sector status² and sex

Age group	Private sector			Public sector ²			Total			Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ²	Total
	€	€	€	€	€	€	€	€	€	%	%	%
15-24	11.46	10.16	10.74	18.37	18.99	18.70	11.83	10.80	11.25	88.7	103.4	91.3
25-29	15.53	13.55	14.56	23.50	23.27	23.33	16.21	15.37	15.75	87.3	99.0	94.8
30-39	18.03	15.10	16.90	24.09	22.75	23.29	18.85	17.34	18.22	83.7	94.4	92.0
40-49	18.59	14.18	16.72	24.17	21.64	22.64	19.84	16.69	18.32	76.3	89.5	84.1
50-59	18.26	12.85	15.79	24.40	21.49	22.71	19.69	15.63	17.76	70.4	88.1	79.4
60 and over	16.62	12.33	14.81	21.67	17.46	19.46	17.52	14.52	15.87	74.2	80.6	82.9
Total	16.32	12.94	14.77	23.27	21.86	22.39	17.43	15.09	16.29	79.3	93.9	86.6

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 23 Mean and median¹ hourly earnings in October 2007 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 €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
Less than 5 years	14.68	12.59	14.79	12.00	14.74	12.25
5 to 9 years	18.22	15.79	17.76	14.58	17.96	15.10
10 to 19 years	22.29	18.50	19.86	16.36	21.09	17.47
20 to 29 years	24.57	19.55	21.72	17.25	23.24	18.60
30 years or more	25.11	20.27	23.70	19.02	24.67	20.00
Total	21.17	17.43	18.91	15.09	20.08	16.29

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

Table 24 Mean hourly earnings in October 2007 by total number of years in employment, full/part-time status and sex

Total number of years in employment	Male			Female			Total			Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Total
	€	€	€	€	€	€	€	€	€	€	%	%	%
Less than 5 years	15.25	11.87	14.68	16.02	12.59	14.79	15.62	12.39	14.74	105.0	106.1	100.7	
5 to 9 years	18.61	13.50	18.22	19.04	14.15	17.76	18.82	14.03	17.96	102.3	104.8	97.5	
10 to 19 years	22.48	16.16	22.29	21.04	17.11	19.86	21.88	17.02	21.09	93.6	105.9	89.1	
20 to 29 years	24.83	16.72	24.57	23.90	18.06	21.72	24.50	17.94	23.24	96.3	108.0	88.4	
30 years or more	25.50	18.25	25.11	26.40	18.00	23.70	25.72	18.07	24.67	103.5	98.6	94.4	
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3	

Table 25 Median¹ hourly earnings in October 2007 by total number of years in employment, full/part-time status and sex

Total number of years in employment	Male			Female			Total			Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Total
	€	€	€	€	€	€	€	€	€	€	%	%	%
Less than 5 years	13.39	10.00	12.59	13.17	10.00	12.00	13.28	10.00	12.25	98.4	100.0	95.3	
5 to 9 years	16.27	10.09	15.79	15.69	11.50	14.58	15.96	11.09	15.10	96.4	114.0	92.3	
10 to 19 years	18.70	12.66	18.50	17.45	14.23	16.36	18.16	14.01	17.47	93.3	112.4	88.4	
20 to 29 years	19.79	14.07	19.55	18.78	15.11	17.25	19.53	15.06	18.60	94.9	107.4	88.2	
30 years or more	20.58	14.23	20.27	21.46	14.85	19.02	20.67	14.59	20.00	104.3	104.4	93.8	
Total	17.95	10.77	17.43	16.34	12.96	15.09	17.26	12.43	16.29	91.0	120.3	86.6	

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

Table 26 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 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
	€	€	hours	€	€	hours	€	€	hours
Less than 5 years	14.68	507.02	34.8	14.79	429.87	29.0	14.74	464.96	31.6
5 to 9 years	18.22	675.99	37.7	17.76	553.84	31.6	17.96	608.88	34.4
10 to 19 years	22.29	851.98	39.0	19.86	622.61	31.7	21.09	738.23	35.4
20 to 29 years	24.57	939.47	39.2	21.72	645.61	29.9	23.24	802.45	34.9
30 years or more	25.11	939.86	38.4	23.70	716.82	30.7	24.67	870.76	36.0
Total	21.17	792.66	38.0	18.91	576.25	30.7	20.08	687.51	34.4

Table 27 Mean hourly earnings in October 2007 by total number of years in employment, private/public sector status¹ and sex

Total number of years in employment	Private sector						Public sector ¹						Total				Female hourly earnings as % of male hourly earnings							
	Male		Female		Total		Male		Female		Total		Male		Female		Total		Private sector		Public sector ¹		Total	
	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	€	%	%	%	%	%	
Less than 5 years	13.86	12.54	13.19	22.73	22.72	22.73	14.68	14.79	14.74	14.68	14.79	14.74	14.68	14.79	14.74	14.68	14.79	14.74	90.5	100.0	100.0	100.7		
5 to 9 years	17.09	15.03	16.05	25.74	25.05	25.24	18.22	17.76	17.96	18.22	17.76	17.96	18.22	17.76	17.96	18.22	17.76	17.96	87.9	97.3	97.3	97.5		
10 to 19 years	21.33	17.63	19.68	27.59	24.80	25.74	22.29	19.86	21.09	22.29	19.86	21.09	22.29	19.86	21.09	22.29	19.86	21.09	82.7	89.9	89.9	89.1		
20 to 29 years	23.22	18.25	21.19	29.58	27.42	28.26	24.57	21.72	23.24	24.57	21.72	23.24	24.57	21.72	23.24	24.57	21.72	23.24	78.6	92.7	92.7	88.4		
30 years or more	23.29	19.04	22.16	30.56	30.72	30.63	25.11	23.70	24.67	25.11	23.70	24.67	25.11	23.70	24.67	25.11	23.70	24.67	81.8	100.5	100.5	94.4		
Total	19.77	15.94	18.07	28.17	25.79	26.67	21.17	18.91	20.08	21.17	18.91	20.08	21.17	18.91	20.08	21.17	18.91	20.08	80.6	91.6	91.6	89.3		

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

Table 28 Median hourly earnings in October 2007 by total number of years in employment, private/public sector status¹ and sex

Total number of years in employment	Private sector			Public sector ¹			Total			Female hourly earnings as % of male hourly earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Private sector	Public sector ¹	Total
	€	€	€	€	€	€	€	€	€	%	%	%
Less than 5 years	12.02	10.67	11.25	19.93	19.56	19.77	12.59	12.00	12.25	88.8	98.1	95.3
5 to 9 years	15.00	12.57	13.77	23.14	21.57	21.86	15.79	14.58	15.10	83.8	93.2	92.3
10 to 19 years	17.67	14.38	16.30	23.15	21.13	21.94	18.50	16.36	17.47	81.4	91.3	88.4
20 to 29 years	18.43	14.73	17.04	23.92	22.86	23.20	19.55	17.25	18.60	79.9	95.6	88.2
30 years or more	18.98	15.02	18.15	24.62	25.58	25.13	20.27	19.02	20.00	79.1	103.9	93.8
Total	16.32	12.94	14.77	23.27	21.86	22.39	17.43	15.09	16.29	79.3	93.9	86.6

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

Table 29 Average number of years service in current and all employment in October 2007 by educational attainment and sex

Level of educational attainment	Years in current job		Years in all employment		
	Male	Female	Male	Female	Total
Primary or lower secondary	12.9	9.2	21.5	15.3	19.0
Higher secondary	9.3	8.6	14.9	13.6	14.3
Post leaving certificate	10.3	8.1	18.3	14.2	16.8
Third level non degree	8.8	7.4	15.3	13.1	13.9
Third level degree or higher	7.5	6.8	13.1	11.3	12.1
Total	10.0	8.0	16.8	13.3	15.1
Of which:					
Private sector	9.1	7.1	16.0	12.4	14.4
Public sector ¹	14.4	10	20.7	15.2	17.2

¹ Public sector including semi-state companies. See background notes for further information.

Table 30 Mean and median¹ hourly earnings in October 2007 by nationality² and sex

Nationality ²	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
Irish	21.81	18.13	19.42	15.54	20.64	16.86
United Kingdom	22.85	17.50	19.53	15.63	21.28	16.76
EU15 excl. Irl & UK	19.97	15.63	16.68	14.29	18.29	15.24
Accession states EU15 to EU27	13.85	12.41	11.50	10.03	12.77	11.18
Other	17.92	13.99	18.17	14.57	18.04	14.22
Total	21.17	17.43	18.91	15.09	20.08	16.29

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

² Nationality: See background notes for further information on the categories used.

Table 31 Mean hourly earnings in October 2007 by nationality¹, full/part-time status and sex

Nationality ¹	Male			Female			Total			Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%	
Irish	22.33	14.44	21.81	21.18	15.81	19.42	21.86	15.57	20.64	94.8	109.5	89.0	
United Kingdom	23.60	13.83	22.85	21.26	16.46	19.53	22.70	15.96	21.28	90.1	119.0	85.5	
EU15 excl. Irl & UK	20.33	*	19.97	16.72	*	16.68	18.62	15.77	18.29	82.2	*	83.5	
Accession states EU15 to EU27	13.92	12.34	13.85	11.57	11.17	11.50	12.93	11.44	12.77	83.1	90.5	83.0	
Other	18.84	11.73	17.92	19.27	15.69	18.17	19.02	14.46	18.04	102.3	133.8	101.4	
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3	

¹Nationality: See background notes for further information on the categories used.

* Sample occurrence too small for estimation.

Table 32 Median¹ hourly earnings in October 2007 by nationality², full/part-time status and sex

Nationality ²	Male			Female			Total			Female hourly earnings as % of male hourly earnings			
	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Full-time		Part-time	Total
	€	€	€	€	€	€	€	€	€	%	%	%	
Irish	18.56	10.78	18.13	16.97	13.13	15.54	17.96	12.64	16.86	91.4	121.8	85.7	
United Kingdom	18.31	13.44	17.50	16.89	13.99	15.63	17.70	13.73	16.76	92.2	104.1	89.3	
EU15 excl. Irl & UK	15.86	*	15.63	14.29	*	14.29	15.34	13.94	15.24	90.1	*	91.4	
Accession states EU15 to EU27	12.45	10.69	12.41	10.28	9.43	10.03	11.43	9.62	11.18	82.6	88.2	80.8	
Other	14.72	10.00	13.99	16.70	11.90	14.57	15.38	11.04	14.22	113.5	119.0	104.1	
Total	17.95	10.77	17.43	16.34	12.96	15.09	17.26	12.43	16.29	91.0	120.3	86.6	

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

²Nationality: See background notes for further information on the categories used.

* Sample occurrence too small for estimation.

Table 33 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 by nationality¹ and sex

Nationality ¹	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
Irish	21.81	813.81	37.8	19.42	587.59	30.4	20.64	703.46	34.2
United Kingdom	22.85	853.40	37.4	19.53	578.12	29.6	21.28	722.91	33.7
EU15 excl. Irl & UK	19.97	766.42	38.8	16.68	552.69	34.1	18.29	657.31	36.4
Accession states EU15 to EU27	13.85	547.26	40.1	11.50	392.50	34.6	12.77	476.12	37.6
Other	17.92	677.51	38.0	18.17	580.89	32.0	18.04	631.03	35.1
Total	21.17	792.66	38.0	18.91	576.25	30.7	20.08	687.51	34.4

¹Nationality: See background notes for further information on the categories used.

Table 34 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 by NACE economic sector and Irish/All other nationalities

NACE economic sector	Irish				All other nationalities				Total		
	Earnings		Weekly paid		Earnings		Weekly paid		Earnings		
	per hour	per week	hours	hours	per hour	per week	hours	hours	per hour	per week	
	€	€			€	€			€	€	
C - D Manufacturing, mining and quarrying	19.60	761.42	38.8	38.8	14.98	596.48	40.1	40.1	18.91	737.00	39.0
E Electricity, gas and water supply	30.96	1,227.42	39.8	39.8	*	*	*	*	30.96	1,228.80	39.9
F Construction	19.34	750.09	39.1	39.1	17.04	688.65	40.7	40.7	19.10	743.50	39.3
G Wholesale and retail trade	15.57	520.55	32.6	32.6	13.55	464.82	34.4	34.4	15.27	512.24	32.8
H Hotels and restaurants	13.58	407.24	29.6	29.6	11.15	377.00	34.1	34.1	12.93	399.11	30.8
I Transport, storage and communication	20.58	780.71	37.8	37.8	16.60	654.75	39.6	39.6	20.04	763.43	38.1
J Financial intermediation	27.18	929.11	33.9	33.9	23.38	838.83	35.8	35.8	26.85	921.23	34.1
K Business services	20.32	704.19	33.9	33.9	16.97	591.06	34.9	34.9	19.78	685.74	34.1
L Public administration and defence	23.25	858.87	36.7	36.7	21.34	782.02	35.9	35.9	23.19	856.52	36.7
M Education	33.42	840.36	26.0	26.0	30.97	781.95	26.1	26.1	33.23	835.75	26.0
N Health	20.99	669.47	31.2	31.2	19.48	690.71	35.2	35.2	20.78	672.42	31.7
O Other services	16.58	542.65	32.4	32.4	15.53	551.68	35.1	35.1	16.44	543.88	32.8
Total	20.64	703.46	34.2	34.2	16.43	584.77	36.0	36.0	20.08	687.51	34.4

* Sample occurrence too small for estimation.

Table 35 Mean and median¹ hourly earnings in October 2007 in the private sector, by size of enterprise and sex

Size of enterprise (Private sector)	Male		Female		Total		Female hourly earnings as % of male hourly earnings	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings %	Median ¹ hourly earnings %
1 - 9 employees	17.10	14.51	14.76	12.00	16.14	13.33	86.3	82.7
10 - 49 employees	18.53	15.91	14.58	12.05	16.89	14.17	78.7	75.7
50 - 249 employees	20.32	17.52	16.15	13.13	18.63	15.68	79.5	74.9
250 - 499 employees	21.92	18.06	18.06	15.40	20.16	16.60	82.4	85.3
500 - 999 employees	22.93	18.13	17.24	13.77	20.29	15.85	75.2	76.0
1000+ employees	23.33	18.61	17.41	13.79	19.98	15.59	74.6	74.1
Total	19.77	16.32	15.94	12.94	18.07	14.77	80.6	79.3

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

Table 36 Mean and median¹ hourly earnings in October 2007 by residence² and sex

Residence ² in October 2007	Male		Female		Total	
	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €	Mean hourly earnings €	Median ¹ hourly earnings €
Dublin	23.51	19.05	20.53	16.49	22.03	17.78
Rest of Leinster	21.62	17.90	18.80	15.08	20.29	16.56
Munster	19.97	16.95	18.09	14.55	19.07	15.76
Connaught	19.42	16.08	18.27	14.73	18.83	15.33
Ulster	17.53	14.56	17.66	13.48	17.59	14.17
Total	21.17	17.43	18.91	15.09	20.08	16.29

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

²Residence: See background notes for further information on the categories used.

Table 37 Mean hourly earnings in October 2007 by residence¹, full/part-time status and sex

Residence ¹ in October 2007	Male			Female			Total			Female hourly earnings as % of male hourly earnings		
	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time €	Part-time €	Total €	Full-time %	Part-time %	Total %
Dublin	24.17	14.42	23.51	22.29	16.26	20.53	23.37	15.91	22.03	92.2	112.8	87.3
Rest of Leinster	22.06	14.46	21.62	20.43	15.41	18.80	21.43	15.25	20.29	92.6	106.6	87.0
Munster	20.39	14.18	19.97	19.38	15.55	18.09	19.99	15.30	19.07	95.0	109.7	90.6
Connaught	20.03	12.97	19.42	19.18	16.20	18.27	19.65	15.51	18.83	95.8	124.9	94.1
Ulster	17.92	12.14	17.53	19.56	13.93	17.66	18.57	13.62	17.59	109.2	114.7	100.7
Total	21.69	14.11	21.17	20.42	15.69	18.91	21.17	15.40	20.08	94.1	111.2	89.3

¹Residence: See background notes for further information on the categories used.

Table 38 Median¹ hourly earnings in October 2007 by residence², full/part-time status and sex

Residence ² in October 2007	Male		Female		Total		Female hourly earnings as % of male hourly earnings				
	Full-time €	Part-time €	Full-time €	Part-time €	Full-time €	Part-time €	Full-time %	Part-time %			
Dublin	19.46	10.63	17.93	13.00	16.49	12.50	18.92	17.78	92.1	122.3	86.6
Rest of Leinster	18.23	10.81	16.40	12.67	15.08	12.29	17.57	16.56	90.0	117.2	84.2
Munster	17.31	10.78	15.42	13.37	14.55	12.65	16.62	15.76	89.1	124.0	85.8
Connaught	16.56	10.69	15.39	13.79	14.73	12.84	16.08	15.33	92.9	129.0	91.6
Ulster	14.98	10.17	15.38	10.53	13.48	10.41	15.11	14.17	102.7	103.5	92.6
Total	17.95	10.77	16.34	12.96	15.09	12.43	17.26	16.29	91.0	120.3	86.6

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

²Residence: See background notes for further information on the categories used.

Table 39 Mean hourly earnings, weekly earnings and weekly paid hours in October 2007 by residence¹ and sex

Residence ¹ in October 2007	Male		Female		Total	
	Earnings per hour €	Weekly paid hours	Earnings per hour €	Weekly paid hours	Earnings per hour €	Weekly paid hours
Dublin	23.51	37.8	20.53	31.4	22.03	34.6
Rest of Leinster	21.62	38.3	18.80	30.9	20.29	34.8
Munster	19.97	38.0	18.09	29.9	19.07	34.1
Connaught	19.42	37.2	18.27	30.9	18.83	34.0
Ulster	17.53	38.3	17.66	29.7	17.59	34.1
Total	21.17	38.0	18.91	30.7	20.08	34.4

¹Residence: See background notes for further information on the categories used.

Table 40 Mean annual earnings in 2007 by NACE economic sector and sex

NACE economic sector	Male			Female			Total		
	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings
	€	€	€	€	€	€	€	€	€
C - D Manufacturing, mining and quarrying	38,289	3,177	41,465	29,448	2,113	31,560	35,687	2,864	38,551
E Electricity, gas and water supply	68,254	6,324	74,578	45,524	3,745	49,269	65,555	6,017	71,572
F Construction	38,458	1,295	39,753	28,572	710	29,282	37,916	1,263	39,179
G Wholesale and retail trade	34,132	2,565	36,697	23,945	1,069	25,015	29,249	1,848	31,097
H Hotels and restaurants	27,055	397	27,452	20,247	201	20,449	23,218	287	23,505
I Transport, storage and communication	41,766	2,084	43,850	31,589	1,453	33,042	39,165	1,923	41,088
J Financial intermediation	58,969	14,951	73,920	37,008	3,876	40,884	45,869	8,345	54,213
K Business services	42,200	4,358	46,558	27,456	1,811	29,266	34,518	3,031	37,549
L Public administration and defence	47,678	3,748	51,426	39,662	2,028	41,690	44,043	2,968	47,011
M Education	53,859	984	54,843	41,422	432	41,854	44,612	573	45,186
N Health	46,605	1,677	48,282	30,273	902	31,174	33,017	1,032	34,049
O Other services	34,634	1,015	35,648	21,656	452	22,108	27,537	707	28,244
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

Table 41 Mean annual earnings in 2007 by full/part-time status and sex and by private/public sector status¹ and sex

NACE economic sector	Male			Female			Total		
	Basic annual earnings €	Annual bonuses and Benefit in kind €	Total annual earnings €	Basic annual earnings €	Annual bonuses and Benefit in kind €	Total annual earnings €	Basic annual earnings €	Annual bonuses and Benefit in kind €	Total annual earnings €
Full-time	41,215	2,925	44,140	34,378	1,545	35,923	38,517	2,380	40,897
Part-time	18,137	597	18,734	18,246	558	18,804	18,229	564	18,793
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726
Private sector	37,926	2,841	40,767	26,055	1,325	27,380	32,995	2,211	35,206
Public sector ¹	52,273	2,771	55,045	39,591	1,190	40,781	44,541	1,807	46,349
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

¹ Public sector including semi-state companies. See background notes for further information.

Table 42 Mean annual earnings in 2007 by occupation and sex

Occupation	Male			Female			Total		
	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings
	€	€	€	€	€	€	€	€	€
1 Managers and administrators	63,293	8,528	71,822	45,331	3,798	49,129	55,274	6,416	61,690
2 Professional	58,146	5,301	63,447	46,110	1,462	47,572	51,747	3,260	55,006
3 Associate professional and technical	44,358	3,135	47,493	34,695	1,355	36,049	38,523	2,060	40,583
4 Clerical and secretarial	33,556	1,744	35,300	26,193	779	26,972	27,946	1,009	28,954
5 Craft and related trades	36,059	1,121	37,180	21,145	630	21,774	35,379	1,099	36,478
6 Personal and protective services	35,082	2,421	37,502	21,975	972	22,947	27,129	1,541	28,670
7 Sales	31,223	3,365	34,589	20,177	770	20,947	24,692	1,831	26,523
8 Plant and machine operatives	33,256	1,511	34,767	24,111	1,331	25,442	31,745	1,481	33,226
9 Other	29,653	816	30,469	18,714	456	19,170	25,868	692	26,560
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

Table 43 Mean annual earnings in 2007 by educational attainment and sex

Level of educational attainment	Male			Female			Total		
	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings
	€	€	€	€	€	€	€	€	€
Primary or lower secondary	34,990	1,188	36,178	20,724	490	21,213	29,876	938	30,814
Higher secondary	35,410	2,271	37,681	25,477	900	26,376	30,890	1,647	32,537
Post leaving certificate	39,253	1,799	41,052	24,488	783	25,272	34,380	1,464	35,843
Third level non degree	42,533	3,839	46,372	30,820	1,526	32,346	35,616	2,473	38,090
Third level degree or higher	53,982	6,039	60,021	41,585	2,153	43,738	47,173	3,905	51,077
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

Table 44 Mean annual earnings in 2007 by age group and sex

Age group	Male			Female			Total		
	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings
	€	€	€	€	€	€	€	€	€
15-24	23,550	768	24,318	20,568	616	21,184	22,144	696	22,840
25-29	33,106	1,683	34,789	29,282	1,297	30,579	31,187	1,489	32,677
30-39	42,332	3,284	45,616	33,948	1,793	35,741	38,687	2,636	41,322
40-49	46,863	4,038	50,901	32,218	1,431	33,649	40,045	2,825	42,870
50-59	47,701	3,433	51,134	31,183	870	32,053	40,327	2,288	42,615
60 and over	42,460	1,985	44,445	25,406	815	26,221	35,213	1,488	36,701
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

Table 45 Mean annual earnings in 2007 by total number of years in employment and sex

Total number of years in employment	Male			Female			Total		
	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings
	€	€	€	€	€	€	€	€	€
Less than 5 years	25,306	1,073	26,379	22,694	748	23,442	23,965	906	24,871
5 to 9 years	33,549	1,714	35,263	28,097	1,128	29,225	30,651	1,402	32,054
10 to 19 years	42,046	3,253	45,299	31,796	1,620	33,416	37,207	2,482	39,689
20 to 29 years	46,786	3,935	50,721	33,593	1,427	35,020	40,913	2,819	43,732
30 years or more	48,378	3,430	51,808	37,158	1,391	38,549	45,066	2,828	47,894
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

Table 46 Mean annual earnings in 2007 by nationality¹ and sex

Nationality ¹	Male			Female			Total		
	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings	Basic annual earnings	Annual bonuses and Benefit in kind	Total annual earnings
	€	€	€	€	€	€	€	€	€
Irish	41,391	2,995	44,386	30,698	1,322	32,021	36,454	2,223	38,676
United Kingdom	42,264	3,880	46,144	30,549	1,274	31,823	37,066	2,723	39,789
EU15 excl. Irl & UK	40,230	1,937	42,167	26,495	1,282	27,777	33,480	1,615	35,095
Accession states EU15 to EU27	26,004	433	26,437	19,536	375	19,911	23,362	409	23,771
Other	34,587	2,190	36,777	30,266	1,485	31,751	32,546	1,857	34,403
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

¹Nationality: See background notes for further information on the categories used.

Table 47 Mean annual earnings in October 2007 by residence¹ and sex

Residence ¹ in 2007	Male			Female			Total		
	Basic annual earnings €	Annual bonuses and Benefit in kind €	Total annual earnings €	Basic annual earnings €	Annual bonuses and Benefit in kind €	Total annual earnings €	Basic annual earnings €	Annual bonuses and Benefit in kind €	Total annual earnings €
Dublin	44,682	4,209	48,891	33,639	1,883	35,521	39,487	3,115	42,602
Rest of Leinster	40,904	2,916	43,820	30,020	1,347	31,367	36,075	2,220	38,295
Munster	38,311	2,127	40,438	28,212	1,020	29,232	33,773	1,630	35,403
Connaught	36,745	1,592	38,337	28,786	543	29,329	32,803	1,072	33,875
Ulster	32,543	1,957	34,501	26,864	906	27,769	29,956	1,478	31,434
Total	40,269	2,830	43,099	30,118	1,284	31,403	35,607	2,120	37,726

¹Residence: See background notes for further information on the categories used.

Background Notes

The National Employment Survey (NES) is a major workplace survey conducted by the CSO. Results from the NES 2007 survey are presented in this report and relate to hourly and annual earnings across the economy. Tables are provided by sector of activity, occupation, educational attainment, age group, length of service and nationality, as well as other factors that go towards explaining differences in rates of hourly and annual earnings. The survey covers both the public and private sectors. The only excluded sectors are agriculture, forestry and fishing.

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 carried out annually and has been designed as an integrated survey that addresses issues of national interest, while simultaneously fulfilling requirements under EU law. A novel feature of the NES is that information is collected in a linked and integrated way from a sample of employers and employees.

The first NES survey conducted was the NES 2003 survey. Following the NES 2006 survey it became an annual survey. In order to bring the reference month into line with the reference year for the survey, the reference month became October in 2006. The current NES survey has the reference year 2007 and the reference month of October 2007 and this pattern will continue into the future.

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

Survey Strategy

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

Employer Questionnaire – This was distributed to a sample of employers. It requested information on earnings, hours worked and occupational details, for a sample of employees. There was also a set of questions on company training for staff and pension arrangements.

Employee Questionnaire – This was distributed to the sample of employees chosen in the second stage of the sampling process. The employees were asked to supply information such as age, gender, educational attainment, nationality, length of time in paid employment, and other job-related characteristics. There were also some questions relating to pension arrangements.

Coverage

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 October in 2007. Sampled employees were required to have been employed in the reference month of October in 2007.

Sample Design

The NES sample of employers was selected from the CSO Central Business Register (CBR). The sample was selected based on the proportion of companies in each economic sector (NACE Rev 1.1 two digit sector) and in each size class. The employers were asked to select a systematic sample of employees from their payrolls. The table below outlines the number of employers and employees sampled for each size group of business unit:

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

The employer sample was also checked to make sure that there were at least 5 employers in each cell (if there were less than 5 employers in a cell then all employers were included in the sample). In addition, economic sectors where there was a high variance for earnings and/or had known low response rates had more employers included in the survey.

The respondent employers returned the employer questionnaire that contained a list of the names of sampled employees to the CSO, together with the employee's PPS number. The names and PPS numbers were then printed on the employee questionnaires and distributed via the employer's address, or by other means where this was the most appropriate approach.

Survey Planning

The earnings-related questions to the employer and the employee questionnaire were updated from the previous NES, in light of comments and suggestions received. In addition, after a

consultation process in 2007, a set of questions on company pension arrangements in the enterprise was included. The survey was launched in early 2008 (February).

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

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

Collection of Data and Non-response

The electronic version of the employer questionnaire was in a customised spreadsheet format, and some employers availed of the facility to download, complete and return an electronic copy using a secure channel provided by the CSO. This information was transferred by the CSO directly into a database environment. However, the majority of employer questionnaires were returned on paper and electronically scanned.

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

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

Response Rate for National Employment Survey October 2007

Employers Questionnaire

Effective sample	9,002
Respondent enterprises	4,395
Non-respondent enterprises	4,607
Response Rate	49%

Employees Questionnaire

Effective sample	72,712
Number of returns	60,022
Non-respondent employees	12,690
Response Rate	83%

The overall response for employees was equivalent to 3.5% of all relevant employees (see Appendix 1). The respondent enterprises represented approximately 6% of all enterprises and 56% of all employees.

Survey Grossing

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

The employee total and calibration totals are those as measured by the QNHS in quarter 4 of 2007 as illustrated in the following table:

Persons in employment (ILO) aged 15 years and over for NACE 2 digit classified by employment status, QNHS q4 2007

NACE economic activity	QNHS total 000	QNHS employees only (incl. schemes) 000	Employee totals within scope of NES 000
A - B Agriculture, Forestry, Fishing	118.7	21.5	*
C - E Other production industries	290.7	264.6	264.6
F Construction	279.0	199.7	199.7
G Wholesale and retail trade	311.6	269.9	269.9
H Hotels and restaurants	132.3	117.1	117.1
I Transport, storage and communication	120.8	94.2	94.2
J - K Financial & business services	297.1	251.0	251.0
L Public administration and defence	105.0	104.5	104.5
M Education	139.1	132.8	132.8
N Health	221.3	208.3	208.3
O Other services	123.3	97.4	77.8
Total in employment	2,138.9	1,761.0	1,719.9
Total unemployed	101.1		
Total labour force	2,239.9		
Not in labour force	1,267.1		
Population 15 years or over	3,507.1		

* Outside scope of NES.

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: q4=September to November

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.

Monthly earnings

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

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.

Annual bonuses

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

Benefit in kind

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

Basis annual earnings

This is Total annual earnings less Annual bonuses and Benefit in kind.

Exclusion of employees from the annual earnings data

Employees who worked for their employer in the reference month for less than 50 weeks in the reference year are excluded from the calculations for annual earnings (including annual bonuses and Benefit in kind). While this has reduced the sample by around 13% for the calculation of the annual data, it will improve the comparability of data.

Public Sector Employees

Public sector employees include:

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

Residence

This is based on the place of residence for the respondent employee in October 2007. However they may work in a different region, i.e. commuters living in the 'Rest of Leinster' region and travelling to Dublin for work, etc. Those listed as resident in Ulster include employees living in Northern Ireland but working in the Republic of Ireland. Employees who could not be classified to any region are excluded from the figures but they only account for around 5% of all employees.

Nationality Groups

Irish	Republic of Ireland.
United Kingdom	Great Britain and Northern Ireland.
EU15 excluding Ireland and UK	Austria, Belgium, Denmark, Finland, France, Germany, Greece, Netherlands, Italy, Luxembourg, Portugal, Spain, Sweden.
Accession States EU15 to EU27	Bulgaria, Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia.
Other nationalities	All other nationalities not included in the above four groupings as well as those who could not be coded (approximately 1.2% of all employees).

For further information contact the National Employment Survey section of the CSO:

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Central Statistics Office,
Skehard Road,
Cork.

Tel: +353-21 453 5588 / 4535585 or LoCall: 1890 313 414

Email: nes@cso.ie

To view the electronic version of the National Employment Survey 2007 please use the following path:

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

Appendices

Appendix 1

Employment Totals and Sample Fraction

Appendix 1

Employment Totals and Sample Fractions for National Employment Survey October 2007

NACE* economic sector	NES employee totals	NES Sample Fraction	
	'000	'000	%
C-D Manufacturing, mining and quarrying	251.9	9.5	3.8
E Electricity, gas and water supply	12.7	0.5	3.9
F Construction	199.7	3.9	2.0
G Wholesale and retail trade	269.9	9.6	3.6
H Hotel and restaurants	117.1	2.7	2.3
I Transport, storage and communication	94.2	2.9	3.1
J Financial intermediation	88.3	4.0	4.5
K Business services	162.6	8.0	4.9
L Public administration and defence	104.5	4.9	4.7
M Education	132.8	4.6	3.5
N Health	208.3	7.4	3.6
O Other services	77.8	2.1	2.7
Total	1,719.9	60.0	3.5

* NACE Rev.1.1

Occupation	NES employee totals	NES Sample Fraction	
	'000	'000	%
1 Managers and administrators	165.1	5.0	3.0
2 Professional	207.1	13.4	6.5
3 Associate professional and technical	161.5	5.3	3.3
4 Clerical and secretarial	250.1	11.6	4.6
5 Craft and related trades	210.9	4.4	2.1
6 Personal and protective services	222.6	3.8	1.7
7 Sales	172.5	4.4	2.6
8 Plant and machine operatives	147.4	5.3	3.6
9 Other	182.7	6.8	3.7
Total	1,719.9	60.0	3.5

Full-time/part-time status	NES employee totals	NES Sample Fraction	
	'000	'000	%
Full-time	1,394.3	48.0	3.4
Part-time	325.6	12.0	3.7
Total	1,719.9	60.0	3.5

Sex	NES employee totals	NES Sample Fraction	
	'000	'000	%
Male	884.2	29.5	3.3
Female	835.7	30.5	3.6
Total	1,719.9	60.0	3.5

Appendix Two

National Employment Survey

Previous results for reference period

Appendix 2A

National Employment Survey previous results for reference month (March 2003, March 2006, October 2006 and October 2007)

Economic sector	Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07	
	Mean hourly earnings €	Mean hourly earnings €	Mean hourly earnings €	Mean hourly earnings €	Mean hourly earnings €	Mean hourly earnings €	Weekly paid hours	Weekly paid hours	Weekly paid hours	Weekly paid hours	Earnings per week €	Earnings per week €	Earnings per week €	Earnings per week €	Earnings per week €	Earnings per week €
C - D Manufacturing, mining and quarrying	15.50	17.95	17.58	18.91	38.8	39.6	39.7	39.0	596.86	716.37	696.16	737.00				
E Electricity, gas and water supply	22.88	27.14	29.50	30.96	41.1	39.0	39.7	39.9	931.01	1,068.63	1,189.38	1,228.80				
F Construction	16.15	17.82	19.18	19.10	40.6	39.2	39.4	39.3	655.31	696.34	745.08	743.5				
G Wholesale and retail trade	12.29	15.13	15.05	15.27	32.5	32.3	32.4	32.8	417.79	509.49	500.71	512.24				
H Hotels and restaurants	10.30	11.98	12.39	12.93	30.7	29.4	30.1	30.8	331.37	362.50	365.41	399.11				
I Transport, storage and communication	16.72	19.01	19.73	20.04	39.2	39.1	38.7	38.1	650.27	737.56	750.46	763.43				
J Financial intermediation	24.50	26.81	23.72	26.85	34.1	34.9	36.2	34.1	836.84	936.54	860.05	921.23				
K Business services	17.00	18.51	17.69	19.78	35.9	35.5	34.5	34.1	612.69	668.86	623.86	685.74				
L Public administration and defence	16.15	21.78	21.47	23.19	41.5	38.7	38.8	36.7	659.82	842.12	834.85	856.52				
M Education	27.24	29.83	32.06	33.23	26.2	27.8	26.7	26.0	680.46	799.80	803.34	835.75				
N Health	15.88	21.24	20.16	20.78	29.5	31.7	31.2	31.7	460.41	674.62	646.26	672.42				
O Other services	14.88	14.05	15.34	16.44	32.0	31.5	32.5	32.8	459.35	448.81	487.23	543.88				
Total	16.41	19.07	19.16	20.08	34.9	34.9	34.8	34.4	566.51	665.92	660.73	687.51				

* NACE Rev.1:1

Occupation	Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07	
	Mean hourly earnings €	Weekly paid hours	Mean hourly earnings €	Weekly paid hours	Mean hourly earnings €	Weekly paid hours	Mean hourly earnings €	Weekly paid hours	Earnings per week €	Weekly paid hours	Earnings per week €	Weekly paid hours	Earnings per week €	Weekly paid hours	Earnings per week €	Weekly paid hours
1 Managers and administrators	26.17	36.8	29.64	37.8	26.74	37.9	31.08	36.6	944.35	36.8	1,104.40	37.9	997.19	36.6	1,117.62	36.6
2 Professional	26.31	31.1	31.42	32.4	31.37	32.4	33.61	32.3	777.55	31.1	988.31	32.4	956.29	32.3	1,039.27	32.3
3 Associate professional and technical	18.37	33.6	21.03	36.3	21.34	35.9	22.33	35.0	605.85	33.6	758.66	35.9	761.47	35.0	770.76	35.0
4 Clerical and secretarial	14.02	33.6	16.35	33.5	16.53	34.2	16.95	32.9	462.92	33.6	541.63	34.2	561.64	32.9	549.32	32.9
5 Craft and related trades	14.58	40.0	16.79	39.6	17.64	39.0	17.70	39.4	586.29	40.0	664.47	39.0	683.12	39.4	700.77	39.4
6 Personal and protective services	11.57	34.3	15.14	32.0	14.75	32.2	15.63	32.1	418.82	34.3	493.29	32.2	479.04	32.1	521.56	32.1
7 Sales	10.83	29.6	13.08	30.3	13.21	29.3	14.08	29.9	339.31	29.6	418.87	29.3	397.67	29.9	438.35	29.9
8 Plant and machine operatives	12.71	40.9	14.89	41.1	15.78	40.1	15.83	40.2	520.32	40.9	616.95	40.1	631.46	40.2	635.92	40.2
9 Other	11.70	33.6	12.93	32.4	14.38	33.5	14.32	33.3	395.17	33.6	432.74	33.5	494.00	33.3	479.47	33.3
Total	16.41	34.9	19.07	34.9	19.16	34.8	20.08	34.4	566.51	34.9	665.92	34.8	660.73	34.4	687.51	34.4

Age group	Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07	
	Mean hourly earnings €	Weekly paid hours	Mean hourly earnings €	Weekly paid hours	Mean hourly earnings €	Weekly paid hours	Mean hourly earnings €	Weekly paid hours	Earnings per week €	Weekly paid hours	Earnings per week €	Weekly paid hours	Earnings per week €	Weekly paid hours	Earnings per week €	Weekly paid hours
15-24	10.44	32.7	11.89	30.6	12.34	31.5	13.36	31.4	347.00	32.7	367.02	31.5	379.89	31.4	423.41	31.4
25-29	14.80	36.9	16.52	37.2	17.03	36.9	18.39	35.7	537.74	36.9	606.17	36.9	614.54	35.7	636.53	35.7
30-39	17.99	36.0	20.40	36.7	20.61	36.5	21.50	36.3	638.04	36.0	743.69	36.5	739.21	36.3	771.28	36.3
40-49	19.15	34.9	22.16	35.6	22.31	35.3	23.02	34.4	654.09	34.9	785.19	35.3	779.54	34.4	785.11	34.4
50-59	19.24	34.3	22.47	34.0	22.77	33.9	22.82	33.7	640.00	34.3	764.42	33.9	764.81	33.7	766.48	33.7
60 and over	17.11	32.7	22.62	32.0	20.08	31.5	20.39	31.7	546.64	32.7	705.02	31.5	633.01	31.7	648.55	31.7
Total	16.41	34.9	19.07	34.9	19.16	34.8	20.08	34.4	566.51	34.9	665.92	34.8	660.73	34.4	687.51	34.4

Educational attainment

Level of educational attainment	Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07					
	Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Earnings per week	€	Earnings per week	€
Primary or lower secondary	12.61	15.00	15.71	15.92	34.7	34.2	34.5	34.2	34.2	34.2	34.2	34.2	34.2	34.2	34.2	34.2	449.57	525.44	546.08	554.51
Higher secondary	13.72	16.05	16.59	16.97	35.4	34.3	34.3	34.6	34.3	34.6	34.3	34.3	34.6	34.3	34.3	34.3	489.50	561.52	578.24	587.20
Post leaving certificate	15.34	18.15	17.80	18.25	37.6	37.5	37.5	36.6	36.2	36.6	36.2	36.2	36.6	36.2	36.2	36.2	579.49	682.86	649.68	662.93
Third level non degree	16.69	19.16	19.26	20.32	35.0	35.6	35.6	35.7	34.7	35.7	34.7	34.7	35.7	34.7	34.7	34.7	576.65	683.07	683.15	705.14
Third level degree or higher	25.61	28.52	27.18	28.42	32.8	34.4	34.4	34.5	34.0	34.5	34.0	34.0	34.5	34.0	34.0	34.0	811.06	960.08	896.99	936.39
Total	16.41	19.07	19.16	20.08	34.9	34.9	34.9	34.8	34.4	34.8	34.4	34.4	34.8	34.4	34.4	34.4	566.51	665.92	660.73	687.51

Total number of years in employment

Total number of years in employment	Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07					
	Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Earnings per week	€	Earnings per week	€
Less than 5 years	10.86	12.84	13.31	14.74	31.2	31.3	31.3	31.4	31.6	31.4	31.6	31.6	31.4	31.6	31.6	31.6	343.30	404.21	409.07	464.96
5 to 9 years	14.14	16.10	16.22	17.96	35.4	34.8	34.8	34.7	34.4	34.7	34.4	34.4	34.7	34.4	34.4	34.4	496.60	560.24	553.68	608.88
10 to 19 years	17.59	19.99	19.73	21.09	35.3	36.0	36.0	35.6	35.4	35.6	35.4	35.4	35.6	35.4	35.4	35.4	611.15	717.35	691.01	738.23
20 to 29 years	19.53	22.17	22.08	23.24	35.7	35.3	35.3	35.2	34.9	35.2	34.9	34.9	35.2	34.9	34.9	34.9	675.12	778.72	768.80	802.45
30 years or more	20.40	24.51	24.25	24.67	37.1	36.6	36.6	36.8	36.0	36.8	36.0	36.0	36.8	36.0	36.0	36.0	723.99	869.10	866.92	870.76
Total	16.41	19.07	19.16	20.08	34.9	34.9	34.9	34.8	34.4	34.8	34.4	34.4	34.8	34.4	34.4	34.4	566.51	665.92	660.73	687.51

Public/private sector		Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07								
		Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Earnings per week	€					
Private sector	15.03	17.18	17.11	18.07	35.3	35.3	35.4	35.0	538.52	619.59	610.90	639.05	21.04	25.01	25.47	26.67	33.6	33.5	33.1	32.7	660.82	811.09	814.43	847.17
Total	16.41	19.07	19.16	20.08	34.9	34.9	34.8	34.4	566.51	665.92	660.73	687.51												

Sex		Mar-03		Mar-06		Oct-06		Oct-07		Mar-03		Mar-06		Oct-06		Oct-07								
		Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Mean hourly earnings	€	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Weekly paid hours	Hours	Earnings per week	€					
Male	17.74	20.28	20.50	21.17	38.4	38.4	38.3	38.0	665.05	769.89	770.05	792.66	14.93	17.74	17.67	18.91	31.0	30.9	31.0	30.7	456.49	550.40	539.92	576.25
Total	16.41	19.07	19.16	20.08	34.9	34.9	34.8	34.4	566.51	665.92	660.73	687.51												

Appendix 2B

National Employment Survey previous results for reference year (Annual earnings for 2002 - 2007)

Economic sector	2002		2005		2006		2007	
	Total annual earnings and BiK* €	of which: annual Bonuses and BiK* €	Total annual earnings and BiK* €	of which: annual Bonuses and BiK* €	Total annual earnings and BiK* €	of which: annual Bonuses and BiK* €	Total annual earnings and BiK* €	of which: annual Bonuses and BiK* €
C - D Manufacturing, mining and quarrying	30,964	1,391	37,078	1,982	37,626	2,564	38,551	2,864
E Electricity, gas and water supply	50,632	2,650	61,828	3,818	66,667	8,535	71,572	6,017
F Construction	36,941	1,344	39,967	1,066	42,190	1,585	39,179	1,263
G Wholesale and retail trade	24,225	1,428	27,875	1,427	28,813	1,659	31,097	1,848
H Hotels and restaurants	19,178	137	21,623	288	22,139	389	23,505	287
I Transport, storage and communication	32,703	958	40,229	1,810	40,719	4,238	41,088	1,923
J Financial intermediation	41,352	5,511	51,576	6,830	50,092	7,286	54,213	8,345
K Business services	34,428	2,064	38,178	2,648	36,365	2,699	37,549	3,031
L Public administration and defence	35,650	20	39,506	72	43,098	411	47,011	2,968
M Education	38,925	30	44,450	152	45,792	599	45,186	573
N Health	26,100	46	33,443	86	33,603	830	34,049	1,032
O Other services	26,138	931	25,369	833	27,236	908	28,244	707
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

* NACE Rev.1.1

Occupation	2002		2005		2006		2007	
	Total of which: annual Bonuses and BiK* earnings	€	Total of which: annual Bonuses and BiK* earnings	€	Total of which: annual Bonuses and BiK* earnings	€	Total of which: annual Bonuses and BiK* earnings	€
1 Managers and administrators	47,798	4,000	57,120	5,151	55,768	6,052	61,690	6,416
2 Professional	41,329	1,135	52,088	1,872	52,321	2,947	55,006	3,260
3 Associate professional and technical	33,061	970	40,450	1,311	40,616	1,884	40,583	2,060
4 Clerical and secretarial	24,366	819	28,537	763	30,257	1,332	28,954	1,009
5 Craft and related trades	31,678	555	36,314	516	38,659	1,121	36,478	1,099
6 Personal and protective services	25,097	254	25,806	171	26,929	573	28,670	1,541
7 Sales	20,302	1,232	23,149	1,434	23,315	1,483	26,523	1,831
8 Plant and machine operatives	27,484	900	32,265	1,009	33,813	1,761	33,226	1,481
9 Other	24,175	442	23,882	580	27,934	1,104	26,560	692
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

Age group	2002		2005		2006		2007	
	Total of which: annual Bonuses and BiK* earnings	€	Total of which: annual Bonuses and BiK* earnings	€	Total of which: annual Bonuses and BiK* earnings	€	Total of which: annual Bonuses and BiK* earnings	€
15-24	19,340	448	19,617	308	21,737	495	22,840	696
25-29	27,840	963	31,202	983	33,198	1,492	32,677	1,489
30-39	33,459	1,478	38,700	1,915	40,036	2,466	41,322	2,636
40-49	35,466	1,440	40,781	1,902	42,297	2,678	42,870	2,825
50-59	34,953	1,286	40,674	1,369	42,027	2,359	42,615	2,288
60 and over	30,365	761	37,863	1,034	34,573	1,550	36,701	1,488
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

Educational attainment

Level of educational attainment	2002		2005		2006		2007	
	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €
Primary or lower secondary	25,442	670	28,484	648	29,738	1,165	30,814	938
Higher secondary	27,791	1,023	30,847	1,067	33,165	1,718	32,537	1,647
Post leaving certificate	31,428	910	36,941	877	36,761	1,603	35,843	1,464
Third level non degree	31,658	1,298	36,865	1,664	37,882	2,180	38,090	2,473
Third level degree or higher	43,387	2,215	51,431	3,061	50,938	3,635	51,077	3,905
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

Total number of years in employment

Total number of years in employment	2002		2005		2006		2007	
	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €	Total of which: annual Bonuses earnings and BiK* €
Less than 5 years	20,167	427	22,210	430	23,280	697	24,871	906
5 to 9 years	26,058	937	29,411	1,015	30,820	1,367	32,054	1,402
10 to 19 years	31,731	1,372	37,151	1,620	37,456	2,112	39,689	2,482
20 to 29 years	35,860	1,438	40,355	1,938	41,682	2,482	43,732	2,819
30 years or more	38,852	1,419	45,537	1,674	46,649	2,958	47,894	2,828
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

Public/private sector	2002		2005		2006		2007	
	Total of which: annual Bonuses earnings and BiK*	€	Total of which: annual Bonuses earnings and BiK*	€	Total of which: annual Bonuses earnings and BiK*	€	Total of which: annual Bonuses earnings and BiK*	€
Private sector	29,742	1,565	34,589	1,927	34,991	2,308	35,206	2,211
Public sector	35,869	149	40,611	209	43,297	1,324	46,349	1,807
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

Sex	2002		2005		2006		2007	
	Total of which: annual Bonuses earnings and BiK*	€	Total of which: annual Bonuses earnings and BiK*	€	Total of which: annual Bonuses earnings and BiK*	€	Total of which: annual Bonuses earnings and BiK*	€
Male	36,437	1,545	42,052	2,051	43,270	2,836	43,099	2,830
Female	25,331	788	29,668	782	30,109	1,124	31,403	1,284
Total	31,333	1,197	36,240	1,455	37,200	2,046	37,726	2,120

* BiK = Benefit in Kind

Appendix Three

National Employment Survey 2007

Employer and Employee Forms



Phone enquiries to:

LoCall: 1890 313 414 (ROI)
0870 8760256 (UK/NI)
Cork (021) 4535690/4535240
Fax No. (021) 4535555
E-mail: nesoct2007@cso.ie
www.cso.ie

**Central Statistics Office
Skehard Road
Cork**

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

NATIONAL EMPLOYMENT SURVEY 2007
Carried out under Statistics (National Employment Survey) Order 2008

The information you supply will be treated as **strictly confidential** under the provisions of the Statistics Act 1993 and the Statistics (National Employment Survey) Order 2008.

This survey collects data on the structure and distribution of earnings in addition to information on company training and pensions. The survey is being conducted in two parts.

Employer Questionnaire - Two types of information are required. Sections A to C ask for information on the business. Section D asks for details on selected individual employees.

Employee Questionnaire - This questionnaire will be forwarded to each employee sampled in Section D of the Employer Questionnaire (see covering letter).

Both the NES 2007 employer and employee questionnaires are available to view on the CSO website at www.cso.ie under: 'Surveys and Methodologies' and 'Earnings'. The Excel version of the employer questionnaire can be downloaded, completed and returned electronically to the CSO, using the secure deposit box facility but if you wish to complete a paper copy of the questionnaire, then use the form issued to you by post from the CSO and do not use the excel version.

The completed form should be returned **within 3 weeks** of receipt, either by post or using the CSO secure deposit box facility.

Please read the accompanying instructions before completing the questionnaire. A more detailed glossary of occupations (which may be necessary to accurately complete question A.1 and section D) is available under the website details listed above. If you are unsure of any detail, or if you have any difficulties, please contact the NES section at LoCall 1890 313 414 or email to nes2007@cso.ie.


Gerard O'Hanlon
Director General

Please note this is a **statutory survey** which you are obliged to complete. Thank you for your co-operation.
Please keep a copy of the completed form in case of queries

Declaration

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

Name
(Block Capital)

Phone

Signature

E-Mail.....

Position within
the business

Date

Official Use



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

Section A: General Information on the Enterprise

Total persons engaged in the business on 31 December 2007.

A.1 (a) No. of Employees (all persons paid a wage or salary)

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

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

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

A.2 How many employment agency staff worked in the business on 31 December 2007?

A.3 Were your employees provided with information on the following topics regularly in 2007

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

Note: Answer N/A (not applicable) if the business had no such plans in 2007

Section B: Company Training for Staff (exclude training for apprentices/trainees)

This is any form of training that is organised or supported by the enterprise for its staff (which would include both employees and other persons engaged but exclude apprentices/trainees) with the specific goal of learning. It must be at least partially financed or funded by the enterprise and is generally planned in advance. Section B refers to this form of training only and in particular to training courses.

B.1 How many staff participated in one or more company or company-sponsored training courses (either external or internal) during 2007? *(Each person who attended a training course should be counted only once, irrespective of the total number of courses they attended in 2007)*

Male

Female

Internal

External

B.2 How many **paid** working days did staff spend on **all** training courses in 2007? *(i.e. courses referred to in question B.1.)*



50140

Please refer to the instructions to complete this form

B.3 What were the following costs (excluding VAT) incurred by the enterprise in the provision of training courses in 2007?
(exclude the wages & salaries of staff on training courses)

Euro

(a) Fees and payments for courses attended by staff (i.e. courses referred to in Question B.1)

										.	0	0
--	--	--	--	--	--	--	--	--	--	---	---	---

(b) Travel & subsistence payments for staff attending training courses

										.	0	0
--	--	--	--	--	--	--	--	--	--	---	---	---

(c) Costs of premises (including annual depreciation & hiring of training facilities) teaching material and equipment used for training courses

										.	0	0
--	--	--	--	--	--	--	--	--	--	---	---	---

Total Costs {(a) + (b) + (c)}

										.	0	0
--	--	--	--	--	--	--	--	--	--	---	---	---

Section C: Pension Arrangements

Pensions may be of two types for the purposes of this section. **Company pension plans** (or occupational pension plans) are set up by the employer and provide a pension and lump sum at retirement. **Personal pension plans** are normally set up and paid for by personal contributions from the employee although the employer may make a contribution. These personal pension plans provide a tax-free lump sum and pension at retirement. Please note that the state pension (i.e. the old age pension) is excluded.

Company pensions:

- 1. Defined benefit schemes** - Where there is a set level of pension at retirement (usually related to length of service such as 50% of final salary etc.). Generally both the employer and employee contribute (usually a % of salary) and there may be requirement to increase or decrease contributions in order to make up any shortfall/surplus for the agreed benefit.
- 2. Defined contribution scheme** - Where the employer and the employee contributions are invested and the proceeds used to buy a pension for the employee at retirement. The employer and employee contributions are usually set. There is no guaranteed level of pension from the scheme, its value depends on the value of proceeds at retirement.
- 3. Hybrid schemes** - This combines aspects of both the defined benefit and the defined contribution schemes. These can take many forms and one example would be where benefits up to a certain level of earnings are guaranteed. Beyond this level it will become a defined contribution scheme.

Companies may have different pension plans for different types of employees and these plans may have different eligibility rules.

Personal pensions:

- 1. Retirement Annuity Contract (RAC)** - This is the formal name for a personal pension plan. It is a Revenue approved defined contribution scheme where the final value depends on the value of the proceeds at retirement. Generally these plans are open to people who do not belong to an occupational pension scheme. Normally it is the person who takes out the RAC who contributes to the policy but the employer may contribute as well.
- 2. Personal Retirement Savings Accounts (PRSA's)** - These are a new type of personal pension contract introduced in 2003. This is a contract between an individual and an authorised PRSA provider and is a defined contribution plan. All excluded employees (i.e. no access to a full occupational pension scheme) are legally entitled to contribute via the payroll to a standard PRSA, set up by their employer.

C.1 What type of pension arrangement(s) do you provide?

Type of arrangement	Number of pensions schemes of this type in the enterprise	Is the scheme(s) open to new members*		If NO , date of closure to new members** DD / MM / YYYY
		Yes	No	
Defined Benefit scheme(s)	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> / <input type="text"/> / <input type="text"/>
Defined Contribution scheme(s)	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> / <input type="text"/> / <input type="text"/>
Hybrid scheme(s)	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> / <input type="text"/> / <input type="text"/>
Retirement annuity contract(s)/ personal pension(s) (RAC)	<input type="text"/>			
Personal Retirement Saving Account(s) (PRSA)	<input type="text"/>			

* If more than one scheme for a type of arrangement, then answer YES if any of the schemes are open to new members.

** If all schemes for particular type of arrangement are closed to new members, then give the date of closure of the LAST scheme to close

Please refer to the instructions to complete this form

C.2

Type of arrangement	Total number of employee members	When did the pension arrangement(s) commence *
		DD / MM / YYYY
Defined Benefit scheme(s)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Defined Contribution Scheme(s)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Hybrid scheme(s)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Retirement annuity contract(s)/ personal pension(s) (RAC)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	
Personal Retirement Saving Account(s) (PRSA)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	

C.3

Type of arrangement	Are all the employees required to join the pension arrangement(s) as part of the terms and conditions of employment? **	Is the pension scheme(s) subject to eligibility criteria (e.g. service/age restrictions) **	Does the employer contribute to the pension scheme(s)? **
Defined Benefit scheme(s)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Defined Contribution scheme(s)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Hybrid scheme(s)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Retirement annuity contract(s)/ personal pension(s) (RAC)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Personal Retirement Saving Account(s) (PRSA)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

* If more than one scheme for a particular type of arrangement, then give the date of the OLDEST scheme.

** Answer yes if ANY of the schemes meet the various conditions mentioned

C.4 What is the contribution paid in monetary amount or percentage of salary (gross salary, i.e before tax) in 2007, for all pensions?

(a) **Employer Contribution** 2007 % of Salary . % or € 2007 .

(b) **Employee Contribution** 2007 % of Salary . % or € 2007 .

Measuring Administrative Burdens on Business

Minutes Taken To Complete Inquiry Form

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

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

Comments

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



Please refer to the instructions to complete this form

D1. Individual Employee Data for the Year 2007.

STRICTLY CONFIDENTIAL

Please complete the following table for the employees selected in your sample. The data should refer to the year ending 31/12/2007. Another question on the **same** employees is on the other side

		DATA FOR THE YEAR 2007							
		EARNINGS & ALLOWANCES (round to nearest)			WEEKS	HOURS OF ABSENCE			
		Total gross annual earnings for the year 2007	Total annual bonuses & allowances included in (C)	Notional income calculated of benefit-in-kind included in (C)	Number of weeks to which the gross annual earnings relate	Number of normal paid annual leave hours	Number of other paid annual hours of absence		
Employee Name (In block capitals)	PPS No.	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
1.									
2.									
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									
11.									
12.									
13.									
14.									
15.									
16.									
17.									
18.									



61706

Please read the note on sample selection before proceeding with questions D1 and D2. In particular the sample selection should be based on all relevant employees. Exclude those who were not working in October 2007

D2. Individual Employee Data for a Reference Period in October 2007

Please complete the following table for the employees selected in your sample. The data should refer to the month ending 31/10/2007

PPS No. (From column B of previous page)		DATA FOR REFERENCE PERIOD IN OCTOBER 2007									
		Employment Contract type 1 = Indefinite duration 2 = Fixed term 3 = Apprentice/trainee 4 = other	Occupational Status Code of job (see note below)	EARNINGS (round to nearest)					HOURS		
				Reference Period for pay 1 = 4 weeks 2 = Month 3 = 5 weeks, 4 = 6 weeks	Total gross earnings in reference period	Overtime earnings included in (E)	Shift allowances included in (E)	Total commission and bonuses included in (E)	Reference Period for hours 1 = 4 weeks, 2 = Month 3 = 5 weeks, 4 = 6 weeks	Total paid hours in reference period	Total paid overtime hours included in (J)
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	
01.											
02.											
03.											
04.											
05.											
06.											
07.											
08.											
09.											
10.											
11.											
12.											
13.											
14.											
15.											
16.											
17.											
18.											



61706

OCCUPATIONAL STATUS CODES

- Managers and Senior Officials.**
11 Legislators and senior officials
12 Corporate managers
13 Managers of small enterprises
Professionals
21 Engineering & science professionals
22 Life science & health professionals

- 23 Teaching professionals
24 Other professionals
Technicians and Associate Professionals.
31 Engineering and science assoc. professionals
32 Life science & health assoc. professionals
33 Teaching assoc. professionals
34 Other associate professionals

- Clerical Workers**
41 Office clerks
42 Customer service clerks
Service and Sales Workers
51 Personal and protective services workers
52 Models, salespersons and demonstrators
Skilled Agricultural & Fishery Workers.
61 Skilled agricultural and fishery worker

- Craft and Related Trades Workers.**
71 Extraction and building trades workers
72 Metal, machinery and related trades workers
73 Precision, handicraft & related trades workers
74 Other craft & related trades workers
Plant and Machine Operators and Assemblers.
81 Stationary plant & related operators
82 Machine operators & assemblers

- 83 Drivers and mobile plant operators
Other Manual Occupations
91 Sales & services elementary occupations
92 Agriculture, fishery & related labourers
93 Mining, construction, manufacturing & transport labourers



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Phone enquiries to:
 LoCall: 1890 313 414 (ROI)
 0870 8760256 (UK/NI)
 Cork (021) 4535588, 4535561,
 4535177
 Fax No. (021) 4535115
 E-mail: nes2007@cs0.ie
 www.cs0.ie

NES Section
Central Statistics Office
Skehard Road
Cork
 Reply to:
THE DIRECTOR GENERAL
in the free-post envelope
enclosed

National Employment Survey 2007 Employee Questionnaire

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

Some questions require a box to be marked with an X(☒) or a number to be entered e.g. 24

Questions which are not relevant to you should be left blank

Q.1 Gender Male Female

Q.2 Date of birth:

 / / 19

(DD/MM/YYYY)

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

Irish Other nationality (write in your nationality)

Q.4 Place of Residence

(a) Where in Ireland did you live in October 2007?
(state the **county**)

County

(b) Where did you live in October 2006?

At your current address

Elsewhere in Ireland (state the **county**)

County

Elsewhere abroad (state the **country**)

Country

Q.5 Have you ever in your life lived outside the Republic of Ireland for a continuous period of one year or more?

Yes No

If 'Yes', state the year of taking up residence in the Republic of Ireland

And the **country** of last previous residence before moving to Republic of Ireland

Country

Q.6 In October 2007, what **county was your place of work located in?** (if no fixed county state 'various')

County

Q.7 What was your highest level of completed education at the end of October 2007?

(please mark **one** box only)

No formal education

Primary education

Lower secondary (Junior, Inter Cert., transition year or equivalent)

Upper secondary (Leaving Cert., NCVA Level 1 Cert. or equivalent)

Technical/Vocational qualification (Completed Apprenticeship, NCVA level 2/3 or equivalent)

Both upper secondary & technical/vocational qualification

Third Level Certificate/Diploma

Third Level Primary Degree

Professional qualification (Degree status at least)

Both a Degree and professional qualification

Postgraduate Certificate or Diploma

Postgraduate Degree (Masters)

Doctorate (PhD)

Official Use only

P.T.O. →

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



Q.8 Did you work on a full-time or part-time basis in October 2007? Full-time Part-time

8683

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

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

Q.9 Unpaid absence

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

October 2007 Year 2007

Q.10 Occupation

State your occupation in October 2007:
(Describe the occupation giving the full job title)

Use precise terms such as:

- Primary Teacher
- Retail Store Manager
- Electrical Engineer
- Car Salesman
- IT Consultant
- Chartered Accountant
- Higher Executive Officer

Do NOT use general terms such as:

- Teacher
- Manager
- Engineer
- Salesman
- Consultant
- Accountant
- Civil Servant

Q.11 Employment History (up to the end of October 2007)

(a) Length of service with **current employer**:

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

years

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

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

Total **In Ireland**
 years years

Q.12 (a) Questions about your job (Mark all that apply)

- (a) Are you required to do shift-work? (c) Are you a member of a Trade Union?
- (b) Do you supervise staff? (i.e. do staff report to you) (d) Are you a member of a Professional Body? (e.g. CIMA, IEI, MPSI, IAVI, etc)
- (b) In general, are you consulted about decisions which affect your work, for example the introduction of new working practices and new technologies? Yes No Not applicable

Q.13 Job attendance patterns (please mark one box only). Do you work:

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

Q.14 Does your employer provide a pension arrangement(s) for you or access to a pension arrangement? Yes No Don't know

Please see the accompanying leaflet for more information on pensions

Q.15 If 'yes' what type of pension arrangement? (tick all that apply)

- (a) Defined Benefit Scheme(s) (d) Retirement Annuity Contract(s)/RAC/Personal Pension(s) Plan
- (b) Defined Contribution Scheme(s) (e) Personal Retirement Savings Account (PRSA)
- (c) Hybrid Scheme(s) (f) Don't know/not sure

Q.16(a) Do you contribute to your pension arrangements? Yes No Don't know

Q.16(b) If you answered 'yes' to Q16(a) please state how much in euro or what % of your gross (i.e. before tax) salary you contributed in 2007

€ or % .

Q.17(a) Does your employer contribute to your pension arrangements? Yes No Don't know

Q.17(b) If you answered 'yes' to Q17(a) please state how much in euro or what % of your gross (i.e. before tax) salary your employer contributed on your behalf in 2007

€ or % .

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