2018

LOW PAY COMMISSION

AN COIMISIÚN UM PÁ ÍSEAL

Recommendations for the National Minimum Wage

July 2018

LPC NO. 9 (2018)

Primary aim:

To have a minimum wage that provides an incentive to work, is set at a rate that is both fair and sustainable, and helps as many people as possible, without a significant adverse effect on competitiveness or a significant negative effect on employment.

Contents

Overview

Numerous mechanisms are used to set minimum wages around the world. Following its first year in office (2015), the Low Pay Commission (LPC) set down the issues and principles which it considered were of particular importance in terms of the concept of a minimum wage, and set out the approach it believes best suits the situation in Ireland. By and large these issues and principles remain the same in 2018.

A key policy principle put forward by the OECD, following its review of the role of minimum wages after the economic crisis, can be summarised as follows: "Use minimum wages as a tool to raise wages at the bottom of the wage ladder, but accompany them with other tax and benefit measures to effectively fight poverty in and out of work" (OECD 2015). Thus, minimum wages alone are not sufficient as a poverty alleviation strategy. Additional policies are required to deal with issues such as housing, childcare and transport costs.

The Low Pay Commission is of the view that:

1. A National Minimum Wage (NMW) provides the best model for Ireland to establish a 'pay floor' below which no-one should be expected to work.

The rate should be simple and straight-forward. In previous years the Commission has discussed the merits of applying different regional rates. On balance however, we believe that regional rates would prove unduly complex and could not be targeted sufficiently (e.g. people often live and work in different areas and as such have different housing costs.)

2. When setting the NMW the LPC should, among a range of factors, take cognisance of the level of the minimum wage relative to median pay.

In order to avoid growth in income inequality and to limit the negative employment effects of the minimum wage, changes in the value of the NMW should take cognisance of the median rate of pay of employees. There are a number of reasons for doing this. Firstly, a comparison of the minimum wage to the median wage provides an indication of how binding a given minimum wage is likely to be. Secondly, this comparison provides a benchmark for making comparisons over time and across countries. Thirdly, the median wage may provide a useful reference point when deciding what a reasonable minimum wage should be. The inter-quartile range of minimum wage bite (minimum wage level relative to median wage of full-time workers) currently stands at 35-86 percent in OECD countries.

3. Any changes to the National Minimum Wage must take place on an incremental basis to avoid negative impacts on jobs and on Ireland's competitiveness.

Ireland’s current NMW is already amongst the highest in the EU in absolute terms, and a negative impact on competitiveness could undermine the growth that has been achieved since the economic crisis. However, LPC commissioned research indicates that previous minimum wage increases recommended by the Low Pay Commission have had little negative effect on employment, whilst reducing wage inequality.

4. Decisions in relation to changes to the National Minimum Wage must be made on a clear evidence base.

The Minimum Wage (Low Pay Commission) Act 2015 charges the members of the Commission with making its recommendations based on a set of clearly identified criteria (see following Chapter).

Thus, in making our recommendation for the minimum wage we have had regard to the matters which the Minimum Wage (Low Pay Commission) Act 2015 sets down for consideration, and we have taken account of the following:

- Strong increases in employment have taken place and economic predictions indicate that Ireland will reach close to full employment in 2019;
- Commissioned research that indicates that previous minimum wage increases recommended by the LPC had little effect on employment, while reducing wage inequality;
- The Irish economy has experienced a strong recovery, including growth in domestic demand and in particular personal consumption;
- Growth which was initially focused on Dublin has now begun to spread to all other regions of the country;
- Neither the possibility of a “hard” Brexit in which the United Kingdom leaves the European Union without a deal being put in place or under world trade organisation tariffs, or the possibility of a transitional arrangement in which the status quo will more or less continue to apply, can be discounted.
- Average weekly and hourly earnings increased across most sectors in 2017.
- The cost of housing, childcare and transportation continue to be significant issues for minimum wage and low pay workers – these issues however cannot be resolved by NMW increases alone;
- Inflation remains low.

Recommendations:

In light of its conclusions as outlined above, the Commission recommends the following:

1. That the rate of the National Minimum Wage for an experienced adult worker be fixed at a rate of €9.80 per hour.
2. The Commission once again recommends that provision should be made for the display of basic entitlements in all places of employment where the minimum wage is in operation. See Appendix 7 for suggested information to be provided.
3. As previously recommended, remove the anomaly created by the sudden increase in the rate of employer's PRSI from 8.6% to 10.85 % on weekly earnings of €376. The Commission is of the view that this issue has reached a critical juncture given the recommended increase in the NMW, and stresses the need for the Government to address this issue.

   All recommendations are unanimously supported by all nine members of the Commission.

Chapter 1 Introduction

1.1. National Minimum Wage (Low Pay Commission) Act 2015

Under the legislation establishing the Low Pay Commission, the National Minimum Wage (Low Pay Commission) Act 2015, the duty of the Commission is determined as being to

> *"… make recommendations to the Minister regarding the national minimum hourly rate of pay that—*
> *(a) is designed to assist as many low paid workers as is reasonably practicable,*
> *(b) is set at a rate that is both fair and sustainable,*
> *(c) where adjustment is appropriate, is adjusted incrementally, and*
> *(d) over time, is progressively increased,*
> *without creating significant adverse consequences for employment or competitiveness."*

Our remit, and the legislation, require that the Commission give consideration to a range of issues in coming to a decision on a recommendation to the Minister for an appropriate rate for the minimum wage. Some of the issues are, essentially, matters of fact, while others require an element of assessment and appraisal, and considered judgement.

The particular issues the Commission is obliged to have regard to in considering its recommendation are —

- (a) changes in earnings during the relevant period,
- (b) changes in currency exchange rates during the relevant period,
- (c) changes in income distribution during the relevant period,
- (d) whether during the relevant period—
  - (i) unemployment has been increasing or decreasing,
  - (ii) employment has been increasing or decreasing, and
  - (iii) productivity has been increasing or decreasing,

  both generally and in the sectors most affected by the making of an order,
- (e) international comparisons, particularly with Great Britain and Northern Ireland,
- (f) the need for job creation, and
- (g) the likely effect that any proposed order will have on —
  - (i) levels of employment and unemployment,
  - (ii) the cost of living, and
  - (iii) national competitiveness.

The legislation requires the Commission in making its recommendation to have regard to these factors in the period since the most recent making of a National Minimum Wage Order. The last order in relation to the minimum wage was made on 10 October 2017 and it took effect from 1 January 2018. This review therefore looks particularly at developments since October 2017, insofar as data is available, or at developments in the period between the data used in the making of the recommendations in 2017 and the latest available data (as of 4 July 2018).

1.2. The Low Pay Commission

The remit of the Low Pay Commission (LPC) is to recommend levels for the minimum wage rates that will help as many low-paid workers as possible without any significant adverse impact on employment or the economy. The advice the LPC offers the Government to achieve this is based on the best available evidence.

The Commission comprises eight members and an independent Chairperson. There are members who have an understanding of the interests of employers, particularly small to medium-sized employers and those operating in traditionally low pay sectors, and who possess a good knowledge and understanding of the particular issues faced by Irish businesses, particularly in relation to labour costs, and competitiveness. There are members who have an understanding of the interests of employees, particularly the impact of living on the minimum wage and the sectors where low pay and minimum wage workers are concentrated. There are also academics who have particular knowledge or expertise in relation to economics, labour market economics, statistics, and employment law, as well as proven competence in analysing and evaluating economic research and statistical analysis.

The term of office of a member of the Commission is three years from the date of appointment (16 July 2015). A person may not be a member of the Commission for more than two consecutive terms of office but is otherwise eligible for re-appointment.

Current Commission Members	
Dr Donal de Buitléir	**Chairperson**
Vincent Jennings	Chief Executive Officer, Convenience Stores and Newsagents Association
Patricia King	General Secretary of ICTU
Gerry Light	Assistant General Secretary, Mandate Trade Union
Caroline McEnery	Director, The HR Suite; HR & Business Solutions
Edel McGinley	Director, Migrant Rights Centre Ireland
Mary Mosse	Former Lecturer in Economics, School of Business, Waterford Institute of Technology
Tom Noonan	Former Chief Executive, The Maxol Group, President of IBEC (2008-2010)
Donal O'Neill	Professor, Department of Economics, Finance and Accounting, NUI, Maynooth

1.3. Acknowledgements

We wish to acknowledge the contribution of Dr. Seamus McGuinness, Dr. Helen Russell, Mr. Bertrand Maître and Dr. Paul Redmond of the Economic and Social Research Institute in providing some of the research essential to our work.

We are very grateful to Mr. Brian Ring and his colleagues in the Central Statistics Office for their help in developing very valuable new data sources. We also wish to thank Mr. Tim Butcher, Chief Economist and Deputy Secretary at the UK Low Pay Commission for his continued support, which is greatly appreciated.

We are also grateful to the individuals and organisations that gave presentations to the Commission in response to our requests, including Mr. Michael Cunningham (Department of Employment Affairs and Social Protection), Dr. Kieran McQuinn (ESRI), Emeritus Professor James Wickham (TCD), Professor Edgar Morgenroth (DCU), Mr. Ronan Gargan (Department of Foreign Affairs), Ms. Cliona McDonnell (Department of Finance), Mr. Conor Hand (Department of Business, Enterprise and Innovation), and Ms. Christine Aumayr-Pintar (Eurofound).

Finally, we give our deepest thanks to all the individual employees and employers, as well as representative groups, who gave their time to meet the Commissioners in Oral Hearings.

We also wish to thank the Secretariat, Máire Ni Chuirc, Roshin Sen, Paul Norris and Chris Smith, for greatly facilitating our work throughout the year, and for the diligent and efficient way they drafted our report.

1.4. The Work of the Commission

Meetings

The Commission met on nine occasions since July 2017 and received a significant number of submissions from various groups and individuals with an interest in NMW issues. The Chairman and members of the Commission also met directly (on two occasions, in Dublin and Tralee) with a wide range of stakeholders. These included, among others, individual workers and businesses, employer and employee representative groups. This enabled the Commission to get as broad an understanding as possible of the issues relating to the minimum wage.

Data

In the course of our work the Commission examined data from a wide range of sources, and reviewed a broad variety of reports, papers and commentary. For statistical purposes we relied principally on data from the CSO, Eurostat, OECD, ESRI, ECB, the Department of Finance, and the National Competitiveness Council.

During our work since the establishment of the Low Pay Commission we noted significant gaps in the data which would ideally be available to assist in coming to a recommendation on the level of the minimum wage, and indicated that we would seek to address this issue during the course of our work over the coming years. In this regard, we have a research partnership with the Economic and Social Research Institute (ESRI) in place and continue to work with them on research projects to address the gaps in the existing evidence.

The LPC/ESRI partnership is governed by a Steering Committee comprised of two Commissioners and two senior members from the ESRI (the membership of the steering committee is set out in Appendix 6). In addition, in the light of the central importance of data to the effective functioning of the LPC, the Central Statistics Office (CSO) has, at the request of the Commission, nominated an independent member to the Steering Committee to assist in relation to technical and data matters.

Starting in 2016 a question relating to the National Minimum Wage has been included in the Labour Force Survey (LFS), formerly the Quarterly National Household Survey (QNHS). This has provided the Commission with up to date data as to the number of people on the NMW as well as certain worker characteristics such as age, gender, nationality and sector of employment.

While significant progress has been made in terms of data since the establishment of the Commission, there remain substantial gaps in the data which would ideally be available for the Commission on which to base its recommendations. In particular the Commission is of the view that data needs to be collected and made available relating to firm level profitability and employee hourly earnings. Following the introduction of General Data Protection Regulation (GDPR) in May 2018, the Commission considers it vital that essential data continues to remain available to researchers and Government Departments.

1.5. The Consultation Process and Oral Hearings

Consultation Process

In December 2017 the Commission invited submissions from the public regarding the National Minimum Wage. In an effort to improve engagement with individuals on the National Minimum Wage an advertising campaign was undertaken on social media and radio. There was also a targeted emailing of both business-interest and employee-interest groups as well as Universities, Institutes of Technology and Government Departments. It was noted that all comments, observations, and submissions would be published subject to the Freedom of Information Act, 2014. We received 94 submissions, a significant improvement on the 22 received in 2017 (see *Appendix 3* for a full list of submissions).

The Commission met with various groups and individuals during the course of the year whose work or research was deemed to be of particular interest. An information day was also held at which papers which the Commission deemed relevant to its work were presented by the ESRI, Eurofound, the Department of Foreign Affairs, the Department of Business, Enterprise and Innovation, the Department of Finance, Dublin City University and Trinity College Dublin.

Stakeholder Views

The submissions which the Commission received fell into distinct categories. Those from lobby groups representing employer interests were generally opposed to any further increase in the National Minimum Wage this year. These submissions cited concerns over Brexit and the possibility that it could have a disproportionately negative effect on sectors in which a significant number of NMW employees work (retail, hospitality, agriculture etc.). Concerns were also raised about knock on pay claims as a result of NMW increases and the potential for further increases to impact negatively on economic growth and competitiveness. A number of these submissions felt that increases were coming too quickly and that time is not being allowed to assess the impact of previous increases.

Groups representing employees however generally expressed the view that substantial increases in the NMW are required. A number of submissions stated that the NMW is set too low and that a timetable needs to be recommended by the Commission to take the NMW up to the level of the "Living Wage"[1]. These submissions cited the cost of childcare and rent in Ireland and questioned whether a person could afford a reasonable standard of living on the NMW as it currently stands.

Submissions from Individuals were for the most part in favour of increasing the NMW, recommending rates ranging from €10.50 per hour to €14.00 per hour. Reference was made in these submissions to the difficulty of surviving on the current minimum wage in Ireland given the high cost of rent, childcare and taxes and charges. Meanwhile individual employers who employed minimum wage workers supported the view of employer representative groups that the minimum wage should not be increased given the already high costs for employers.

Oral Hearings

The Commission held oral hearings in Tralee and Dublin over the course of the year. The Tralee meeting included individuals on minimum wage and low pay, local employers, individuals on CE schemes, migrant and refugee representatives and local trade union activists. Despite the broad range of groups and individuals which the Commission spoke to a number of common themes emerged:

1. **The cost of childcare** – The high cost of and lack of childcare was referenced by a number of contributors as acting as a disincentive to work as well as the difficulty of meeting such costs while working on the NMW.

2. **Social welfare as a disincentive to employment or to work extra days** – Both employers and workers made regular references to social welfare acting as a disincentive to work. The Commission was informed that many employees do not wish to work more than three days per week as this will affect their social welfare payments. Employees advised that they did not want to work extra hours or days as

[1] The Living wage is calculated by the "Living Wage Technical Group" and is intended as a wage which will provide a minimum essential standard of living. The living wage for 2018 is estimated at €11.90 per hour.

they would lose benefits and some expressed the view that those on social welfare are better off than those working. The Working Family Payment (formerly Family Income Supplement), Disability Allowance, Rent Supplement and medical cards were all referenced on multiple occasions as schemes which can act or are perceived to act as disincentives to work.[2]

3. **Regional differences** – Regional differences, both in terms of businesses and life on the NMW, were referenced. Lack of public transport in the Kerry region was raised as an issue by a number of contributors as travel costs are very high for NMW workers. Business owners advised that the economic recovery has not been as strong in rural areas. Some contributors felt that a one size fits all approach in terms of the NMW is not appropriate.

4. **Knock on pay claims as a result of NMW increases –** A number of employers advised that they experienced knock on pay claims from staff earning above the NMW due to NMW increases. The Commission was told that further substantial increases would be difficult to bear.

5. **A stigma associated with being on the NMW**- Several individuals made reference to a stigma associated with being on the NMW and the feeling that experienced/qualified staff should not be kept on the NMW. Employers also remarked on this and the difficulty of progressing workers out of the NMW given regular increases in the rate.

6. **Exploitation of workers** – The Commission heard accounts of employees not receiving proper payslips in which hours worked and deductions were clearly visible. Reference was made to workers being reluctant to seek assistance from the Workplace Relations Commission or other bodies due to a fear that it would lead to negative consequences.

7. **Irregular and uncertain hours –** Irregular and uncertain hours of work were cited as an issue and a barrier to accessing finance. The difficulty of planning for the future was discussed by a number of contributors due to hours of work being irregular.

The Commission conducted a further set of hearings in Dublin with representatives from a number of groups that had made submissions to the Commission or worked in areas of particular interest to the Commission. Most employer representative groups and individual employers expressed their view at these hearings that the minimum wage should not be increased again in 2019. They cited the negative impact of Brexit on sectors such as tourism and agriculture as well as knock on claims for pay increases from those above the NMW following NMW increases. Employer groups also stressed that the Commission must be cognisant of regional differences in the economy. Groups representing the unemployed and

[2] In order to gain a better understanding of the interaction between social welfare payments and low pay and minimum wage workers the Commission met with a representative from the Department of Employment Affairs and Social Protection. Information on selected income supports can be found in *Appendix 5*.

people on low pay meanwhile advocated increasing the NMW over time so that it comes into line with the ‘living wage’. They argued that issues such as precarious work and uncertain hours contracts mean that while more people are in employment they are not necessarily working in jobs which provide them with a decent standard of living. Both employer and employee representatives were of the view that the high costs of childcare and housing in Ireland are major issues.

Chapter 2 The Minimum Wage in Ireland.

This chapter provides a background to the introduction of the National Minimum Wage in Ireland and the changes in the rates over the years. It also details international comparisons of the minimum wage, and examines the available evidence on compliance.

2.1 The introduction of the National Minimum Wage

The commitment to introduce a national minimum wage some eighteen years ago was, in essence, a social policy commitment to tackle exclusion, marginalisation and poverty. The Government of the time also recognised that, as a social policy issue, the National Minimum Wage (NMW) had significant economic implications. The stated purpose of the legislation was *"to protect those workers who are vulnerable and prone to being exploited, especially women and young people"* while also having regard to the need *"to protect employment and competitiveness"*.

The Commission established to advise on the nature of a statutory minimum wage at the time recommended that the national minimum wage should be measured against the median earnings of all employees, and that the initial rate for the national minimum wage should take into account employment, overall economic conditions and competitiveness.

2.2 The National Minimum Wage

Since the introduction of the national minimum wage in 2000 the NMW has been adjusted eleven times, with ten increases and one reduction. The rate changes are given in Table 1 below. The adult rate currently stands at €9.55.

Table 1: Changes in Irish Adult Minimum Wage Rate since its Introduction

Date	Irish Minimum Wage
1 April 2000	€5.58 (£4.40)
1 July 2001	€6.00 (£4.70)
1 October 2002	€6.35 (£5.00)
1 February 2004	€7.00
1 May 2005	€7.65
1 January 2007	€8.30
1 July 2007	€8.65
19 January 2011	€7.65
1 July 2011	€8.65
1 January 2016	€9.15
1 January 2017	€9.25
1 January 2018	€9.55

The National Minimum Wage is the lowest average hourly rate that can be paid by an employer to an employee. There are a number of exceptions to the requirement to pay NMW. These are set out below.

The Act does not apply to

(a) a person who is a close relative of the employer (i.e. the spouse, civil partner, father, mother, grandfather, grandmother, step-father, step-mother, son, daughter, step-son, step-daughter, grandson, grand-daughter, brother, sister, half-brother or half-sister of an employer),

(b) a person taking part in a statutory apprenticeship (e.g. an apprentice printer, plumber, carpenter/joiner, electrician etc), or to

(c) non-commercial activity or work engaged in by prisoners under the supervision of the governor or person in charge of the prison concerned.

2.3 Sub Minima Rates[3]

The legislation currently provides for three different categories of sub-minima rates, which are fixed as a percentage of the national hourly rate.

These rates apply to:

- those under 18 years of age,
- those over 18 who are in a first job (for up to two years), and
- those over 18 who are undergoing a prescribed course of study or training (known as trainee rates). Maximum periods of training range from three months to three years, and training must be certified.

2.4 Board and Lodgings

If an employee receives food (known as board) and accommodation (known as lodgings), from an employer, this may be taken into account in the minimum wage calculation. Current maximum rates which may be taken into account are as follows:

- €0.85 per hour worked for board only,
- €22.56 for lodgings only per week, or €3.24 per day

[3] The Commission undertook a review of the Sub-Minima rates as part of its work programme. The Commission recommended abolishing the training rates and simplifying the youth rates by moving to age related as opposed to experience based rates. The Commission's recommendations were accepted by Government and are intended to be introduced as part of the Employment (Miscellaneous Provisions) Bill.

These rates came into effect from 1 January 2018 based on recommendations made by the Low Pay Commission to Government in its 2017 “Report on the allowances provided for Board & Lodgings under the National Minimum Wage”.

2.5 Current Rates

The current rates of the National Minimum Wage are set out in Table 2 below:

Table 2: Current rates of the NMW

		Effective from 1 Jan 2018	% of minimum wage
Adult Rate	Experienced adult worker	€9.55	100 %
Age-based Rates	Aged under 18	€6.68	70 %
	First year from date of first employment aged over 18	€7.64	80 %
	Second year from date of first employment aged over 18	€8.59	90 %
Trainee Rates: Employee aged over 18, in structured training during working hours	1st one third period	€7.16	75 %
	2nd one third period	€7.64	80 %
	3rd one third period	€8.59	90 %

See *Appendix 4* for detailed rules regarding the calculation of the minimum wage.

2.6 International Comparisons

As of January 2018, 22 out of the 28 EU member states have National Minimum Wages (Denmark, Italy, Austria, Cyprus, Finland and Sweden are the exceptions, although these countries do have centrally bargained minimum wages across a number of sectors). Comparing minimum wages across countries is not without difficulties however as many technical issues emerge including different methods of calculation (hourly, monthly etc.). The German institute of Economic and Social Research (WSI) provided a breakdown of minimum wages per hour throughout the EU in its “WSI Minimum Wage Report 2018”. These rates are displayed in Table 3 below.

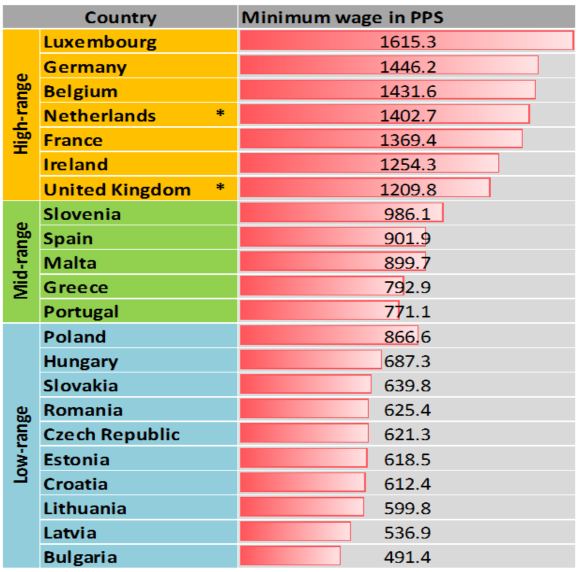
Table 3: EU National Minimum Wages per hour

Country	National Minimum Wages in €, per hour
Luxembourg	€11.55
France	€9.88
Netherlands	€9.68
Ireland	**€9.55**
Belgium	€9.47
Germany	€8.84
United Kingdom	€8.56
Slovenia	€4.84
Spain	€4.46
Malta	€4.31
Portugal	€3.49
Greece	€3.39
Estonia	€2.97
Poland	€2.85
Czech Republic	€2.78
Slovakia	€2.76
Croatia	€2.66
Hungary	€2.57
Latvia	€2.54
Romania	€2.50
Lithuania	€2.45
Bulgaria	€1.57

Source: WSI "*WSI Minimum Wage Report 2018*"

While in terms of gross hourly rates of the NMW, Ireland is in fourth position in the above list, when adjusted for purchasing power standards (PPS)[4] Ireland falls to sixth place among EU countries (see Figure 1 below).

Figure 1 : Monthly minimum wages in purchasing power standards across Europe



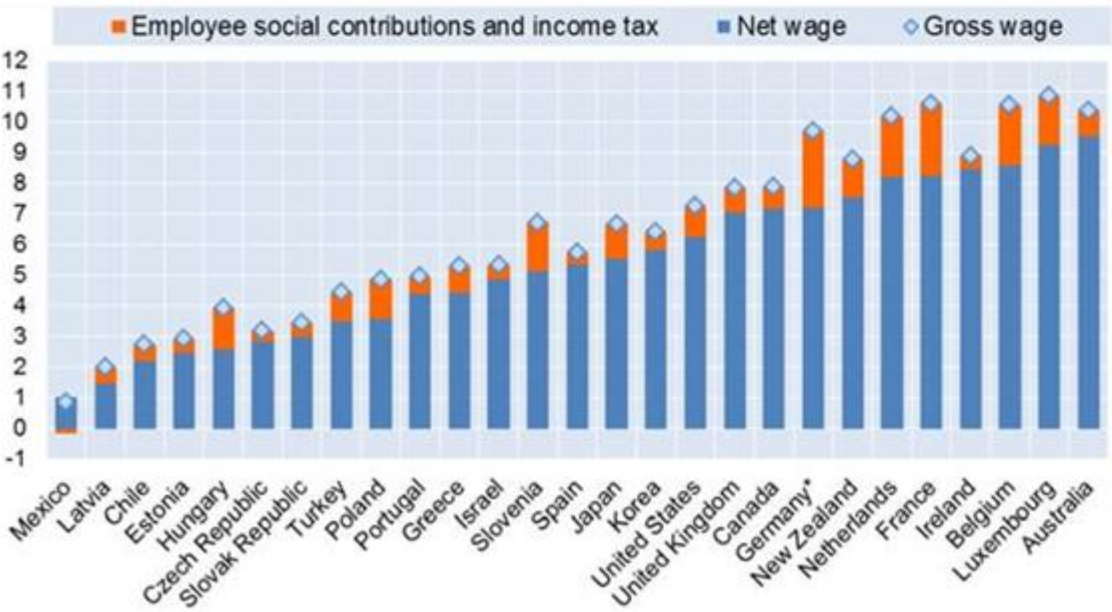
Source: Eurofound

[4] The purchasing power standard is an artificial currency unit. Theoretically, one PPS can buy the same amount of goods and services in each country. However, price differences across borders mean that different amounts of national currency units are needed for the same goods and services depending on the country. PPS are derived by dividing any economic aggregate of a country in national currency by its respective purchasing power parities. Purchasing power parities are obtained by comparing price levels for a basket of comparable goods and services that are selected to be representative of consumption patterns in the various countries (this includes housing, based on actual and imputed rents. as well as childcare).

In terms of the National Minimum Wage as a percentage of median earnings, the latest available data (2014) from Eurostat records Ireland as being 21st out of the 22 EU nations for which data is currently available (Slovenia has the highest national minimum wage in Europe in relation to the minimum wage as a percentage of gross median earnings). It should be noted that Ireland may place lower in this regard however as it has the second highest median wage in Europe (€20.20 in 2014 compared to €7.30 in Slovenia).

Figure 2 below gives a breakdown of hourly minimum wages before and after taxes in US dollars at purchasing power partities. Although the data is somewhat out of date (2013) it does give an indication of the position of the NMW in Ireland after tax relative to other countries.

Figure 2:Hourly minimum wage before and after taxes



Source: (OECD, 2015)

2.7 Setting the National Minimum Wage

Across the EU a number of different systems are used when setting the rate of the National Minimum Wage. In Ireland, the UK[5], Germany, France and Malta expert committees are used to recommend the rate, albeit the systems which they use may vary (for instance, indexation is used in France, Germany and Malta). The recommended rate is based on Tripartite agreement in a number of countries (such as Spain and Croatia) while others are reached by agreement among social partners (such as Luxembourg and Estonia) or occasionally via a unilateral Government decision (e.g. Greece). In many countries some

[5] The National Living Wage was introduced by the UK Chancellor in July 2015 for workers aged 25 and over. Since then, the UK LPC has been tasked with recommending a path for the Living Wage to reach 60% of the UK median wage by 2020.For the other rates, which cover workers aged under 25 and apprentices, the UK LPC are asked to recommend rates which ‘help as many low-paid workers as possible without damaging their employment prospects’.

combination of these methods is used to reach the recommended rate, as outlined in Table 4 below.

Table 4:How was the level of the minimum wage determined and brought into effect (1 Jan 2018)

	Country	Government	Expert Committee	Tripartite	Outside Tripartite or Expert Committee		
					Social Partners	Only trade union	Only employers
High	Belgium				R+I		
High	France	R+U	I				
High	Germany	R	V				
High	Ireland	R	R				
High	Luxembourg	I+R					
High	Netherlands	I					
High	United Kingdom	R					
Mid	Greece	U					
Mid	Malta	R	I				
Mid	Portugal	R+U					
Mid	Slovenia	R+U					
Mid	Spain	R		V			
Low	Bulgaria	R+U				V	V
Low	Croatia	R					
Low	Czech Republic	R+U					
Low	Estonia	R			V		
Low	Hungary	R		V		V	V
Low	Latvia	R		V			
Low	Lithuania	R		V			
Low	Poland	R+U					
Low	Romania	R+U					
Low	Slovakia	R+U					

(grey)	Was not involved at all in this respective year
(yellow)	Brought the final level into effect
(orange)	Was consulted about the level
(hatched)	Provided a non-binding recommendation
(red outline)	Involvement of this actor was unusual
I	Applied indexation mechanism to determining minimum wage level
R	Decided the final level taking into account recommendations of other players or mechanisms (e.g. indexation)
U	Decided the final level unilaterally
V	Reached consensus on the level of the minimum wage

Source: Eurofound "*Industrial Relations: Statutory Minimum Wages 2018*"

2.8 Compliance

Compliance with the National Minimum Wage is a topic of particular concern to the Commission. Anecdotal evidence heard by the Commission in oral hearings would suggest that compliance is more likely to be an issue among vulnerable sections of society with migrants being a particular area of concern. Non-compliance would also appear to be more concentrated in certain sectors (the fishing industry, childcare and hairdressing were sectors which were raised in hearings with the Commission).

However, due to the nature of non-compliance, accurate data as to the numbers affected is extremely difficult to obtain. The main data which the Commission can use to gain a measure of the scale of the problem are statistics from the Workplace Relations Commission (WRC) on the number of national minimum wage breaches recorded during inspections and data from the CSO's Labour Force Survey (LFS) as to the number of people currently being paid less than the national minimum wage. Both of these sources have limitations but they do provide some measure of the number of employees paid below the NMW.

2.9 Workplace Relations Commission

The Workplace Relations Commission is responsible for enforcing national minimum wage legislation in Ireland. Its 2017 annual report provides statistics on the number of inspections carried out and the number which resulted in NMW breaches.

As can be seen in table 5 below, 409 NMW breaches were recorded out of a total of 3,039 legislative breaches detected in 2017. NMW breaches therefore represented 13.4% of the total. In 2016, out of a total of 2,398 breaches , 292 were related to the NMW, representing 12.2% of all legislative breaches. Both the total number of NMW breaches and their percentage in relation to the total therefore increased year on year in 2017.

Table 5: Legislative breaches detected

Legislative Breach	Total
National Minimum Wage	409
Sunday Premium	199
Insufficent Employment Records	1,553
Employment Permits	509
Protection of young persons	12
Annual leave/Public holidays	321
Agency	10
Other terms and conditions of employment	26
Total	3,039

Source: *Workplace Relations Commission Annual Report 2017*

Overall the WRC inspected 4,747 employers in 2017 (of which 2,741 were unannounced inspections), with 2,032 inspections uncovering breaches (representing 42.8% of all inspections).

The report also gives a breakdown of total legislative breaches detected by sector (see table 6 below). The sectors which the report identifies as posing the greatest concerns are those which resulted in a significant percentage of breaches as a proportion of inspections, namely contract cleaning (78%), Agriculture (75%), Hair & Beauty (61%), Wholesale & Retail (61%) and Food & drink (58%). The highest number (645) of inspections was carried out in the Food & drink sector which also produced the highest number of breaches (371).

Table 6: Legislative breaches detected by selected sectors

Sector	Cases	Number in breach	Breach %
Contract cleaning	18	14	78%
Agriculture	48	36	75%
Hair & Beauty	79	48	61%
Wholesale & Retail	258	157	61%
Food & Drink	645	371	58%
Equine	54	30	56%
Construction	75	39	52%
Domestic worker	20	10	50%

Source: *Workplace Relations Commission Annual Report 2017*

In total the WRC reports that 125 cases resulted in prosecutions in 2017, 14 of which had breaches related to the NMW.

The report also includes statistics on the number of complaints received by the Adjudication Service, which investigates disputes, grievances and claims that individuals or small groups of workers make under employment and equality legislation, including pay issues. Over the course of 2017, a total 7,317 complaint applications were received. These applications comprised 14,001 specific complaints, i.e. an average of nearly two separate employment legislation issues within each application. While more than a quarter of the specific complaints made to the Adjudication Service were in relation to pay, it is not known how many of these related to payment of the national minimum wage. It is the opinion of the Commission that it would be highly advantageous to have specific data on the number of pay-related adjudications that are NMW specific.

2.10 Labour Force Survey

The CSO's Labour Force Survey (formerly the Quarterly National Household Survey) includes a specific module on the national minimum wage which includes questions on whether the respondent was paid below the national minimum wage and the reasons for this. In this regard, sub-minima rates may apply in the case of young people or trainees if they meet the criteria laid down in NMW legislation.

Data from the NMW module is now available across a number of quarters and allows us to analyse over the course of a year the numbers reporting earning below the NMW. Across the four quarters in 2017 on average 24,700 employees reported earning less than the NMW. The average for 2016 was 22,500 but it should be noted that data is only available for Quarters 2-4 for 2016 and as such it should not be taken as an exact comparison as seasonal variations may be present.

Table 7: Average number of employees reporting earning less than the NMW

Quarter	Employees reporting earning less than the NMW
Average 2016 (Q2-4)	22,500
Average 2017 (Q2-4)	26,560
Average 2017	24,700

Source: Derived from *CSO Labour force Survey* (LFS) by LPC Secretariat

The LFS NMW module also provides data as to the reasons why employees are being paid less than the NMW. Under legislation an employee can be paid below the NMW due to certain sub-minima rates for trainees and young people. In 2017, on average 7,100 employees report being on a special training rate while 6,200 report being on youth rates. These two categories combined represent 53.8% of employees who report earning below the NMW. Of those sample sizes which are large enough to provide statistical information a further 8,500 reported earning below the NMW for "other reasons". A proportion of these could be due to family relationships or apprenticeships but it is also possible that some proportion are as a result of non-compliance.

Table 8: Reasons for Employees earning below the NMW

Reason for earning below NMW	Number of Employees (Average 2017)	Proportion of Employees earning below NMW
A special training rate	7,100	28.7%
An age-related rate	6,200	25.1%
A first job over 18 rate	*	*
Other reason	8,500	34.4%
Not stated	*	*

Source: *CSO Labour Force Survey*

*Responses too small to allow statistical analysis

In total, employees reporting earning less than the NMW represented just 1.5% of all employees in Q4 2017 and, given that on average 53.8% of these are due to trainee and youth rates, less than 1% of employees are likely to be impacted by NMW non-compliance.

2.11 International Studies

The issue of non-compliance and minimum wages has received relatively little attention when it comes to international studies. The UK Low Pay Commission undertook a review of non-compliance and published its results and findings in 2016. The report found that workers in social care, homeworkers, hairdressing & beauty and migrants were of particular concern when it comes to noncompliance. The report recommended that in order to improve compliance there needs to be:

- Awareness of the correct rates and awareness of any changes in the rates
- Effective methods for reporting non-payment
- Effective sanctions for those in breach
- Targeted enforcement aimed at sectors of particular concern
- A naming and shaming scheme whereby those found to have wilfully breached minimum wage legislation are recorded on a public register for a period of at least 12 months.
- The use of criminal investigations/prosecutions alongside civil penalties

Eurofound's 2018 report "Statutory minimum wages 2018" gave an overview of issues regarding minimum wage compliance in other EU countries. Non-compliance with the minimum wage was an issue in Germany and the Netherlands. In Germany, the lack of inspectorates to monitor compliance has been a topic of debate and the government has agreed to provide 600 people to work in the area of minimum wage inspection. However, no start date has been agreed. In the Netherlands, the discussion centred around abuse of the interpretation of minimum wage rules. In cases where employers have arranged housing facilities (for example, for migrant workers in construction or agricultural sectors or temporary agency work), some employers deducted such costs from the wages to justify payment below the minimum wage. According to a law introduced in 2017, payment below the minimum wage is only possible with the signed consent of the employee: the amount of reduction (such as for rent and service costs) must be specified and this should be to a maximum of 25% of the minimum wage.

2.12 Low Pay Commission Recommendations

In its 2017 report and recommendations on the National Minimum Wage the Commission stressed the importance of compliance when it comes to the NMW. The Commission unanimously recommended that:

"*Provision should be made for the display of basic entitlements in all places of employment where the minimum wage is in operation.*"

The Commission remains of the view that such a notice would help to create and foster a culture of compliance with regard to the NMW, and improve awareness of minimum wage, and employment rights entitlements more generally. Anecdotal evidence of non-compliance which the Commission has heard in oral hearings would suggest that in many cases employees are not fully aware of their rights and entitlements under existing legislation and as such are more open to exploitation.

The Commission would like to take this opportunity to express its continued unanimous support for this recommendation.

Chapter 3 National Minimum Wage Statistics

Upon its establishment the Low Pay Commission identified a number of gaps in data relating to the National Minimum Wage that would ideally be available on which to base its conclusions and recommendations. In an effort to improve the data available to it, the Commission reached agreement with the Central Statistics Office (CSO) in 2016 to include a question on the NMW in its Quarterly National Household Survey (QNHS), now called the Labour Force Survey (LFS). This question commenced in Q2 2016 and, while the LFS is not designed to be an earnings survey, the data collected gives us the first glimpse at quarterly NMW data across a wide-range of criteria – including sectoral, geographic, age, education, and household composition – on a timely, up-to-date basis (a full breakdown of CSO NMW statistics can be found in Appendix 2).

As the question has now been asked over a number of quarters, the Commission is able to gauge increases and decreases in the number of NMW workers by particular characteristics and analyse trends on a regional and sectoral level.

3.1 Labour Force Survey (LFS) – National Minimum Wage

Across the four quarters of 2017 an average of 127,125 employees reported earning the NMW. This represents a decline on the available figure for 2016 (152,500) of 18%.

Table 9: Employees reporting earning the NMW

Indicator	Q1 2017	Q2 2017	Q3 2017	Q4 2017	Average (2017)
Earning less than the NMW	19,100	20,700	33,200	25,800	24,700
Earning the NMW	123,900	113,200	143,200	128,200	127,125
Earning more than the NMW	1,529,700	1,541,900	1,578,100	1,580,800	1,557,625
Not Stated	158,400	170,100	114,300	148,800	147,900
Total	1,831,100	1,846,000	1,868,800	1,843,500	1,709,450[6]

Source: Derived from the *CSO Labour Force Survey* by the LPC Secretariat

On average, NMW employees in 2017 accounted for 7.4% of all employees. Over the course of 2017 the number of NMW employees varied significantly across quarters. Between the second and third quarter, NMW workers increased by 30,000 (26.9%) before falling by 15,000 (10.5%) in the fourth quarter. Some of these variations may be due to seasonal factors although the extent to which this is the case is currently unclear given the similar levels of variation in the "Not Stated" responses.

[6] Respondents identified as 'Not stated' are excluded from the denominator in calculating the share or proportion of all respondents on the NMW.

In terms of gender, the table below shows that on average, females (53.3%) were more likely to be in receipt of the NMW than males (46.7%). While there has been some variation in the gender breakdown of the NMW employees from different data sources, this finding is in line with previous research carried out by the Commission which indicates women are more likely to earn the NMW or less than men.

Table 10: Gender breakdown of employees earning the NMW or less (2017)

Period	Male		Female	
	Number	Proportion	Number	Proportion
Average 2017	70,975	46.7%	80,800	53.3%

Source: Derived from the *CSO Labour Force Survey* by the LPC Secretariat

3.2 Sectors of Employment

Table 11 below provides the average number of NMW employees by certain sectors as well as the proportion of NMW workers in these sectors. These sectors have sufficient numbers of employees with stated earnings of the NMW or less for the CSO to report on. It is not possible to separately report the number of NMW workers in the Agriculture, Forestry and Fishing sector.

Table 11: Employees earning the NMW or less by Sector (2017)

Sector	Average Number of employees earning the NMW or less	Proportion of employees within each sector earning the NMW or less
Accommodation & Food	40,300	29.7%
Wholesale & Retail	41,800	16.9%
Administrative & Support Services	8,500	9.4%
Construction	6,200	8.1%
Industry	14,000	5.7%
Human health & Social Work	10,600	4.3%
Other NACE Sectors[7]	13,400	17.2%

Source: Derived from *CSO Labour Force Survey* by the LPC Secretariat

The two sectors with both the greatest number of NMW employees and the greatest proportion of NMW workers within their sectors are Wholesale & Retail and Accommodation & Food. On average 40,300 employees in the Accommodation & Food sector reported earning the NMW or less in 2017 which represents 29.7% of the workforce in that sector. For

[7] "Other NACE sectors" refers to NACE sectors R to U i.e. Arts, Entertainment and Recreation (R), Other Service Activities (such as repair of computers and personal/household goods), and Activities as Households as Employers (U) which includes households as employers of domestic personnel.

the Wholesale and Retail sector on average 41,800 employees reported earning the NMW or less, representing 16.9% of the workforce. Other sectors which have a significant proportion of NMW workers include Construction (8.1%) and Administrative & Support services (9.4%).

3.3 Regions of Employment

The region which had the highest proportion of employees earning the NMW or less in 2017 was the South-East (12.2%). The Border region (11.9%), the Midlands (10.2%), the Mid-West (10.9%) and South-West (10.2%) also had on average over 10% of employees earning the NMW or less. In contrast in Dublin (6.2%), the Mid-East (6.6%) and the Mid-West (6.6%) regions, there were significantly lower proportions of employees earning the NMW or less.

Table 12: Average proportion of employees earning the NMW or less within regions

Region	Average proportion of employees within the region earning the NMW or less (2017)
Border	11.9%
Midlands	10.2%
West	9.2%
Dublin	6.2%
Mid-East	6.6%
Mid-West	10.9%
South-East	12.2%
South-West	10.2%
State	**7.4%**

Source: Derived from *CSO Labour Force Survey* by the LPC Secretariat

3.4 Age and Nationality

In terms of the age profile of NMW workers, young people (15-24 years) remain most highly represented amongst NMW workers. While this age group makes up 11.5% of all employees, it constitutes 46.4% of employees earning the minimum wage. Amongst employees aged 15-24 years over a third (35.7%) are on the NMW; in comparison 3.7% of employees in the 45-54 age group earn the NMW.

This would indicate that for many workers, the NMW does represent an entry level wage and that the vast majority of employees do not stay on the NMW as they get older.

Table 13: Share of employees by NMW status and age group (Q4 2017)

Age Group	Share of All Employees	Share of employees earning the NMW or less	Proportion of employees earning the NMW in each age group
15-19	2.8%	19.7%	61.8%
20-24	8.7%	26.6%	27.2%
Total Youths (15-24)	*11.5%*	*46.4%*	*35.7%*
25-34	25.0%	21.1%	7.5%
35-44	28.9%	15.3%	4.7%
45-54	20.8%	8.6%	3.7%
55-59	7.7%	4.4%	5.1%
60-64	4.6%	3.2%	6.2%

Source: Derived from *CSO Labour Force Survey* by the LPC Secretariat

As found in previous research, a disproportionate number of non-Irish nationals earn the NMW. On average in 2017, non-Irish nationals made up 24.5% of all NMW employees but only 16.7% of all employees. Non-Irish nationals from the EU 15-28 currently make up 10.9% of NMW workers compared to 6.5% of all employees, while non-nationals from outside the EU make up 9.6% of NMW employees but just 5.3% of all employees.

Table 14: Employees by Nationality and NMW status (2017 average)

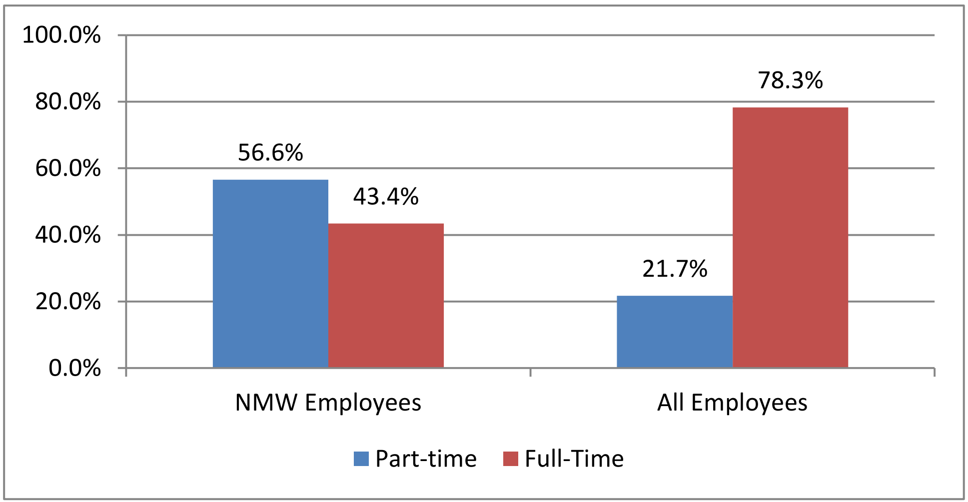
Nationality	Share of NMW Employees	Share of all Employees
Irish nationals	75.5%	83.3%
UK nationals	*	2.9%
EU15 excluding Ireland and the UK	*	2.5%
EU15-28	10.9%	6.5%
Other	9.6%	5.3%

Source: Derived from *CSO Labour Force Survey* by the LPC Secretariat

3.5 Employment Status and Hours of Work

The most recent data available from the LFS (Q4 2017) continues to support the findings of previous research that NMW workers are more likely to work in part time roles (56.6% of NMW employees work part-time compared to 21.7% of all employees, see figure 3 below).

Figure 3: Share of part-time and full-time employees by NMW status (Q4 2017)



Source: Derived from *CSO Labour Force Survey* by the LPC Secretariat

NMW workers are also likely to work shorter hours. On average 30.9% of NMW employees in 2017 worked 19 hours or less compared to 8.6% of the total workforce. NMW workers are also over-represented among those on variable hours, with 6.9% of NMW workers reporting being on variable hours compared to 3.3% of all employees. In contrast employees on the NMW are underrepresented among people working 35-44 hours - 30.9% of NMW workers reported working such hours compared to 60% of all employees (see table 15 below).

Table 15: Employees by hours worked and NMW status (2017 average)

Hours of work	Share of NMW employees	Share of all employees
1-9 hours	9.2%	2.0%
10-19 hours	21.7%	6.6%
20-29 hours	21.8%	12.9%
30-34 hours	5.8%	5.8%
35-39 hours	15.9%	33.3%
40-44 hours	15.0%	26.7%
45+ hours	3.6%	9.3%
Variable hours	6.9%	3.3%

Derived from the *CSO Labour Force Survey* by the LPC Secretariat

3.6 Conclusion

The Commission notes that increases in the NMW above average wage increases in the economy potentially bring more employees into the NMW net. In this regard however, the most recent Labour Force Survey statistics record a drop in the number of NMW employees since the NMW module commenced in Q2 2016.

The key characteristics of NMW workers which the Commission identified in previous reports and analysis remain broadly the same. Young people, particularly those aged 24 and below continue to be more likely to earn the NMW, as is the case for migrants and part time workers. The main sectors employing NMW workers continue to be accommodation & food and wholesale & retail.

Chapter 4 The Economic Context

4.1. The Economic Context

This Chapter examines trends and developments in a range of factors which provide an overview of how the Irish economy is performing, and which have been considered in making our recommendation on the National Minimum Wage.

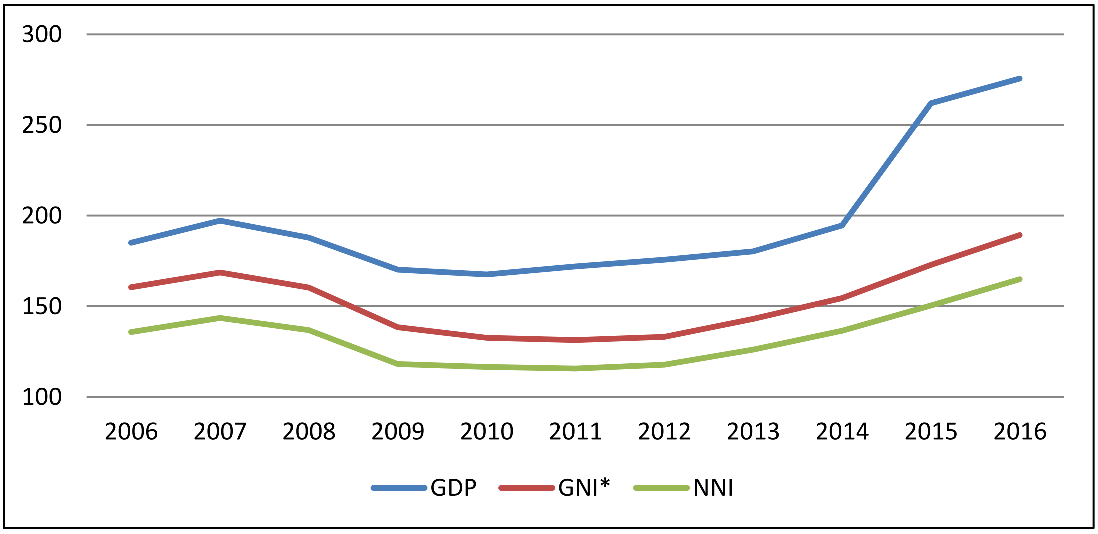
4.2. An Overview of Irish Economic Performance

As has been well-documented at this stage, standard indicators measuring the size of the economy – such as Gross Domestic Product (GDP) – can be problematic for a country like Ireland with a small, open economy and a strong presence of multinational companies.

Last year, the Economic Statistics Review Group proposed[8] the use of a new measure, a modified Gross National Income (GNI*). This measure is now in use, and as the CSO note in their statistical release[9], it is "*designed to exclude globalisation effects that are disproportionately impacting the measurement of the size of the Irish economy*".

Figure 4 below displays the values of GDP, Modified GNI (GNI*), and Net National Income (NNI) at current market prices for the period from 2006-2016. An upward trajectory can be seen in the each of these measures of the economy in recent years. All three measures have surpassed their respective levels in 2006, and appear to be recovering from decreases in 2008 onset by the recession. As emphasised in the Review Group's report, "*we can see that the step change in 2015 does not have the same effect on either Modified GNI or NNI as it does on GDP*".

Figure 4: GDP, Modified GNI, and NNI at current prices (€ billions), 2006-2016



Source: *CSO*

[8] http://www.cso.ie/en/media/csoie/newsevents/documents/reportoftheeconomicstatisticsreviewgroup/Economic_Statistics_Review_(ESRG)_Report_Dec_2016.pdf
[9] https://static.rasset.ie/documents/news/gdp.pdf

The next section looks at economic forecasts for Ireland, supported by statistics referring to changes in domestic demand, tax receipts, and employment to assess economic performance in Ireland over the last year.

4.3. Economic Forecasts for Ireland

Given the unreliable nature of GDP as a measure of the economy in Ireland, this section considers forecasts for growth in the economy resulting from increased domestic demand in the form of personal consumption (see Table 16 below). This element of GDP is less influenced by the volatility associated with some other elements of GDP.

It can be seen that personal consumption grew by 3.3% in 2016 and by 1.9% in 2017. All of the commentators forecast a strong growth in personal consumption in 2018, ranging from 2.4% to 2.9%, and also in 2019, ranging from 2.4% to 3.1%.

Table 16: Personal Consumption 2016, 2017, and forecasts 2018 and 2019

Institution	2016	2017	2018	2019
Central Bank (Quarterly Bulletin, April 2018) (Percentage Change)	3.3	1.9	2.9	2.5
ESRI (Quarterly Economic Commentary, Spring 2018) (Real Annual Growth %)	3.3	1.9	2.4	2.5
Department of Finance (Stability Programme Update, April 2018) (year-on-year % change)	-	1.9	2.6	2.4
Nevin Economic Research Institute (Quarterly Economic Observer, First edition 2018) (Percentage real change over previous year)	3.3	1.9	2.7	2.5
Ibec (Quarterly Economic Outlook, 2018 Q1) (Annual % change)	3.3	1.9	2.6	3.1

Source: Various

4.4. Tax Receipts

The performance of the Exchequer serves as an important indicator of the economy's performance overall. Overall in 2017, there was a 5.8 percent increase in tax revenue compared to 2016. According to the Department of Finance Fiscal Statement at end-May 2018, tax revenues of €20,544 million were collected, which represents a year-on-year increase of 5% (or €973 million[10]) compared to the same period last year.

Table 17 below outlines the performance of various tax sub-heads at the end of May 2018, and provides a year-on-year comparison.

[10] It should be noted that this figure does not include the Local Property Tax (which is paid directly to the Local Government Fund) and includes Motor Tax (which is now paid directly to the Exchequer) to ensure a like for like comparison. This explains the difference in the figures provided in Table 17.

Table 17: Exchequer Returns May 2018 compared to profile, and year-on-year difference.

	End May 2018 Outturn	Year on Year	
	€m	€m	%
Income Tax	8,090	466	6.1
Value Added Tax	6,916	88	1.3
Excise Duty	2,075	-175	-7.8
Corporation Tax	2,081	414	24.9
Stamp Duty	539	154	40.2
Motor Tax	436	436	n/a
Other Tax Heads[11]	407		
Total Tax Revenue	**20,544**	**1,159**	**6.0**

Source: Department of Finance, *Fiscal Monitor (incorporating the Exchequer Statement)*, May 2018

4.5. Insolvencies

Insolvency statistics show that the total number of corporate insolvencies in 2017 was 874, down 15% compared to 2016 (1,032).

From a sectoral perspective, analysis by Deloitte finds that the service industry recorded the most insolvencies in 2017 (391 insolvencies or 45%). This is a 19% increase on 2016 when 329 insolvencies were recorded. The construction industry recorded the second highest level of with 110 insolvencies (13%). This is a decrease of 33% from 2016. The retail sector came in third, where there were 103 insolvencies, 12% of the total, up from 96 in the prior period. The hospitality sector is fourth with 91 insolvencies, 10% of the total and down 25% from last year. Finally, the manufacturing sector recorded 44 insolvencies in the period.

4.6. Exchange Rates

The possible negative impact on the Irish economy of fluctuating exchange rates, in particular in light of Brexit is of continued concern.

Table 18: Euro exchanges rates

	€ vs. US $	€ vs. ST £
05/07/2017	1.1329	0.87735
04/07/2018	1.1642	0.88108
% Change	+2.8%	+0.4%

Source: ECB Euro Foreign Exchange Rates

Compared to July 2017, the Euro has strengthened against the US dollar (+2.8%), which could have a negative impact on exports and tourism. The Euro is similar in value to the UK Sterling compared to July 2017 (+0.4%). It is difficult to predict how future events will impact upon exchange rates.

[11] Includes; Customs, Capital Gains tax, Capital acquisitions tax, and other

The figures below display the volatility in the daily exchange rates for the euro against the US dollar and UK sterling over the past 12 months.

Euro to US $ July 2017 to July 2018

Euro to British £ July 2017 to July 2018

Source: ECB, Euro foreign exchange reference rates.

4.7. Tourism

Tourism could be viewed as an area particularly vulnerable to significant shifts in the Euro exchange rate. This is reflected in CSO statistics on overseas trips to Ireland. As outlined in the Table 19 below, while the total number of overseas trips has increased by 4% (348,000 trips) from 2016 to 2017, there is variation in the trips by area of residence. The number of trips from North America has increased by 16% in the previous 12 months (+294,000), while the number of trips from Great Britain has fallen by 5% (-196,000).

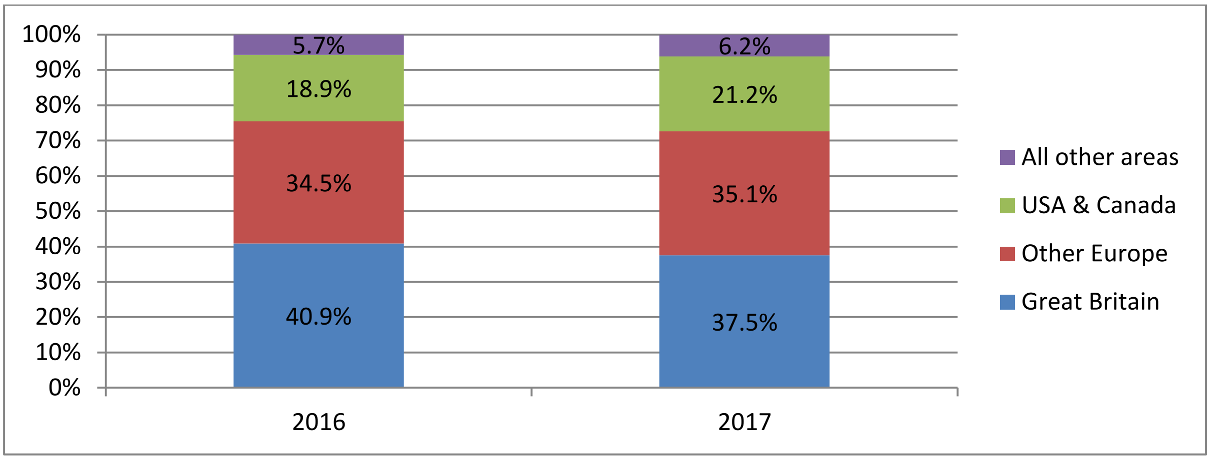
Table 19: Overseas Trips to Ireland by Area of Residence and Year

Trips by area of residence ('000s)	2016	2017	Y-on-Y % Change
Total Overseas Trips	**9,585**	**9,933**	**4%**
Great Britain	3,925	3,729	-5%
Other Europe	3,303	3,483	5%
USA & Canada	1,808	2,102	16%
All other areas	551	620	13%

Source: CSO

The Figure below displays how the proportion of visitors from the different regions has experienced a change. While Great Britain retains the highest proportion of overseas visitors, the gap in the share of visitors from Great Britain and Other Europe has decreased. Visitors from the USA & Canada have seen the biggest increase in their share of overseas trips.

Figure 5: Proportion of Overseas Trips by Area of Residence and Year



Source: CSO

4.8. Harmonised Index of Consumer Prices (HICP)

The Harmonised Index of Consumer Prices (HICP) for Ireland shows that inflation remains broadly unchanged – a 0.7% increase across all items – in the 12 months to May 2018. The highest increase occurred in the category, *Housing, Water, Electricity, Gas & Other Fuels* (with a 6.9% increase in the past 12 months), which the CSO reports is mainly due to higher rents and an increase in the price of home heating oil and electricity. The biggest decreases can be seen in furniture and household equipment (down 4.0% in the past year), and food and non-alcoholic beverages (down 2.3%).

Table 20: Harmonised Index of Consumer Prices, May 2018

	EU HICP (Base 2015=100)	Monthly rate of change in HICP (%)	Annual rate of change in HICP (%)
Food and non-alcoholic beverages	94.8	0.3	-2.3
Alcoholic beverages, tobacco and narcotics	105.0	0.3	1.9
Clothing and footwear	94.0	0.3	-1.7
Housing, water, electricity, gas and other fuels[12]	110.3	0.6	6.9
Furnishings, household equipment and routine household maintenance	89.9	0.1	-4.0
Health	101.9	0.1	0.1
Transport	99.6	1.9	1.4
Communications	98.2	0.0	-1.6
Recreation and culture	96.4	0.0	-1.6
Education	106.3	0.0	1.5
Restaurants and hotels	106.5	0.8	2.3
All-items HICP	**100.9**	**0.6**	**0.7**

Source: CSO; Harmonised CPI by Commodity Group, Month & Statistic

[12] Housing costs under the HICP refer to rental costs and do not include mortgage costs.

4.9. Competitiveness

This section examines the available evidence in relation to Ireland's competitiveness.

International Management Development 2018

A recent 2018 study[13] undertaken by the International Management Development (IMD) business school in Switzerland and referenced by the National Competitiveness Council (NCC) finds Ireland's competitiveness ranking falling from the 6th to the 12th most competitive economy out of 63 benchmarked economies. The table below sets out Ireland and the United Kingdom's rankings in this index over the past four years.

Table 21: Ireland and the UK's rankings in the International Management Development over time

	2015	2016	2017	2018
Ireland	16	7	6	12
United Kingdom	19	18	19	20

Source: IMD World Competitiveness Center *Country Profiles: Ireland, United Kingdom*

As benchmarked by the IMD, Ireland is the 3rd most competitive economy in the Euro area. Across four key indicators Ireland ranked 11th for economic performance, 13th for Government efficiency, 10th for business efficiency and 21st for infrastructure.

The NCC's report notes that the fall in Ireland's ranking is a timely reminder about the need to continuously implement policies to improve national competitiveness. It states that "urgently improving the key foundations of Ireland's competitiveness performance is the only response to the serious and imminent danger presented by Brexit, a narrow economic base, rising costs, and infrastructural deficits."

Global Competitiveness Report

The World Economic Forum's *Global Competitiveness Report 2017-2018* ranks Ireland 24th in their Global Competitiveness Index[14]. This index measures national competitiveness, which is defined as "*the set of institutions, policies and factors that determine the level of productivity*". In comparative terms, the UK is ranked as the 8th most competitive economy. The table below sets out Ireland and the United Kingdom's rankings in this index over the past four years.

Table 22: Ireland and the UK's rankings in the Global Competitive Index over time

	2014-15	2015-16	2016-17	2017-18
Ireland	25	24	23	24
United Kingdom	9	10	7	8

Source: *The Global Competitiveness Report 2017-2018*

The report finds that Ireland performs well in relation to goods market efficiency (8th), higher education and training (10th), health and primary education (16th), technological readiness

[13] http://www.competitiveness.ie/Publications/2018/IMD%20May%202018.pdf
[14] The World Economic Forum defines competitiveness as "The set of institutions, policies and factors that determine the level of productivity of a country"

(18th), institutions (19th) and labour market efficiency (21st). The report states that Ireland's ranking is being negatively affected by perceptions regarding the quality of infrastructure (31st) and access and affordability of credit (69th).

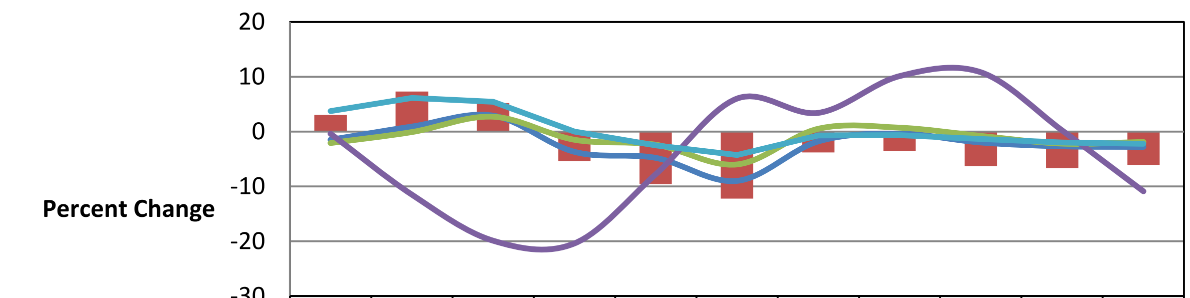
Among EU countries, Ireland is ranked as the 11th most competitive, while the UK is ranked 4th. The most competitive EU countries are the Netherlands (4th globally), Germany (5th globally) and Sweden (7th globally).

Macroeconomics Scorecard 2017

In their Macroeconomics Scorecard 2017, the CSO highlight the Real Effective Exchange Rate (REER) as an indicator of competitiveness. As they outline, the REER "… *aims to assess a country's price or cost competitiveness relative to its principal competitors in international markets. A negative value means improving country competitiveness relative to its principal trading partners. A positive value means real appreciation and a loss of country competitiveness relative to principal trading partners*".

The figure below based on Eurostat data compares changes in respective REERs for Ireland, the EU, Germany, the Netherlands, and the UK. It demonstrates the fact that Ireland's REER has followed a similar pattern to the EU28 average, while diverging from the UK. This can be partly explained by different currencies in circulation. It also shows that Ireland's competitiveness compares favourably to the EU28 since the recession. Ireland's competitiveness compared favourably to the UK from 2011 until 2016 but in 2017, the UK improved its competitiveness in relation to both Ireland and the EU as a whole.

Figure 6: Real Effective Exchange Rate comparison



	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Ireland	3	7.3	5.2	-5.4	-9.6	-12.2	-3.8	-3.6	-6.3	-6.7	-6.1
Germany	-1.5	0.9	2.9	-3.7	-4.8	-9	-1.8	-0.4	-2	-2.7	-2.8
Netherlands	-2.1	-0.1	2.7	-1.5	-2.4	-6	0.5	0.7	-0.8	-2.2	-1.9
United Kingdom	-0.4	-11.5	-19.9	-20.4	-7.8	6	3.4	10.1	10.8	0.2	-10.9
EU 28 Average	3.7	6.1	5.4	0.0	-2.5	-4.3	-0.7	-0.6	-1.3	-2.0	-2.2

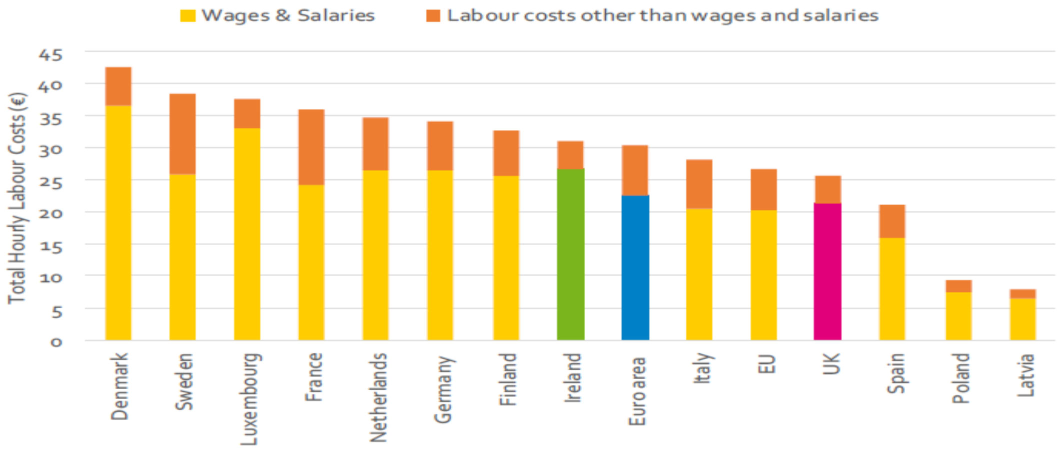
Source: Eurostat

It should be noted that the National Competitiveness Council caution in their 2017 publication, *Ireland's Competitiveness Scorecard,* that these trends mask considerable divergence at sectoral level, particularly in both the ICT and Wholesale & Retail sectors where growth has outpaced average Euro area increases.

4.10. Labour Costs

The NCC report "Cost of Doing Business in Ireland 2018" examined total economy hourly labour costs across the EU and found that Ireland's average rate of €31 per hour was the eighth highest in the Euro Area in 2017. Denmark recorded the highest average costs in the EU at €42.50 per hour while Bulgaria recorded the lowest at €4.10. Ireland's average hourly labour costs were 20% higher than the UK's (see Figure 7 below).

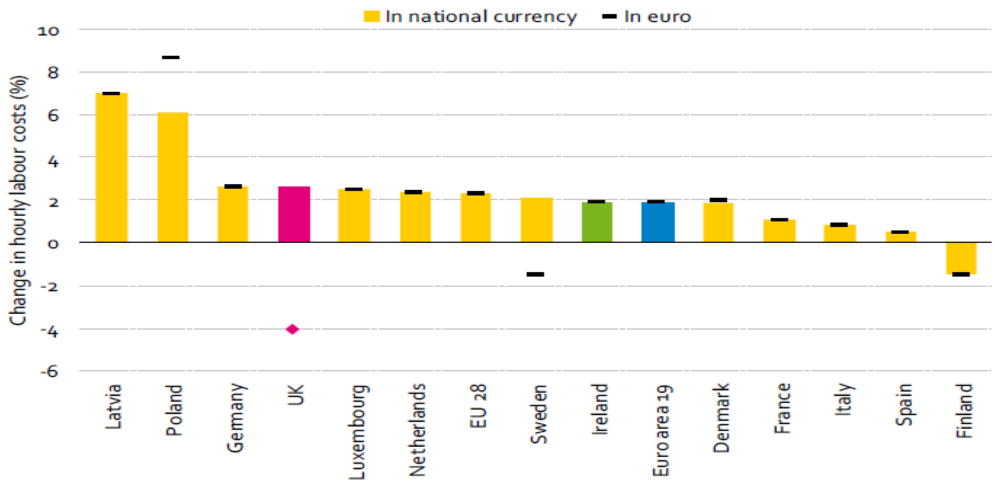
Figure 7: Total Economy Hourly Labour Costs, 2017



Source: National Competitiveness Council "*Cost of Doing Business in Ireland 2018*"

As can be seen in Figure 8 below, between 2016 and 2017, hourly labour costs in the whole economy expressed in Euro rose by 1.9% both in Ireland and the Euro area. The largest increases were recorded in the Baltic Member States. The only decrease was observed in Finland (-1.5%). Expressed in national currency, hourly labour costs increased in the UK (+2.6%) but decreased in Euro (-4.1%), due to a reduction in the value of the Sterling vis-à-vis the Euro over the time period.

Figure 8: Eurostat growth in hourly labour costs, Labour Costs 2017

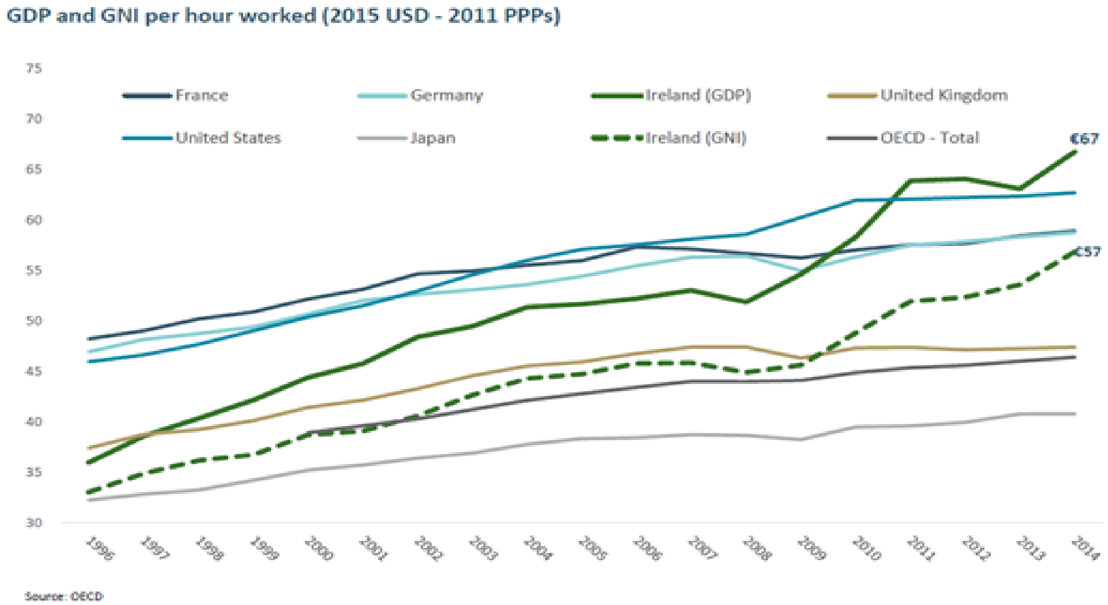


Source: National Competitiveness Council "*Cost of Doing Business in Ireland 2018*"

4.11. Productivity

In March 2018, the Department of Finance[15] produced a paper on *Patterns of Firm Level Productivity in Ireland*. The figure below shows that Ireland's labour productivity, as measured by GNI, was at OECD average level 1996 to 2002, and rose above the OECD average from then. Germany, France and the United States have higher levels of labour productivity than Ireland, while Ireland's labour productivity has compared favourably to the UK's since 2009.

Figure 9: Labour productivity in selected OECD countries



Source: Department of Finance

Labour productivity varies significantly by sector, however. The paper displays productivity levels by sector against the average level of labour productivity, whereby a value higher than zero indicates that the sector is relatively more productive than the average across the industry, with a value of zero indicating that the sector has the same productivity level as the industry average. A value lower than zero indicates that the sector is relatively less productive than the average across the industry.

The figure below shows that productivity was highest in manufacturing sectors such as pharmaceuticals, chemicals, computers and electronics, and in services sectors such as scientific R&D. However, the hotels and restaurants industry, and the wholesale and retail industry– which are the main employers of minimum wage workers - had lower than average levels of labour productivity. In manufacturing, textiles and apparel, and transport equipment had below average levels of labour productivity.

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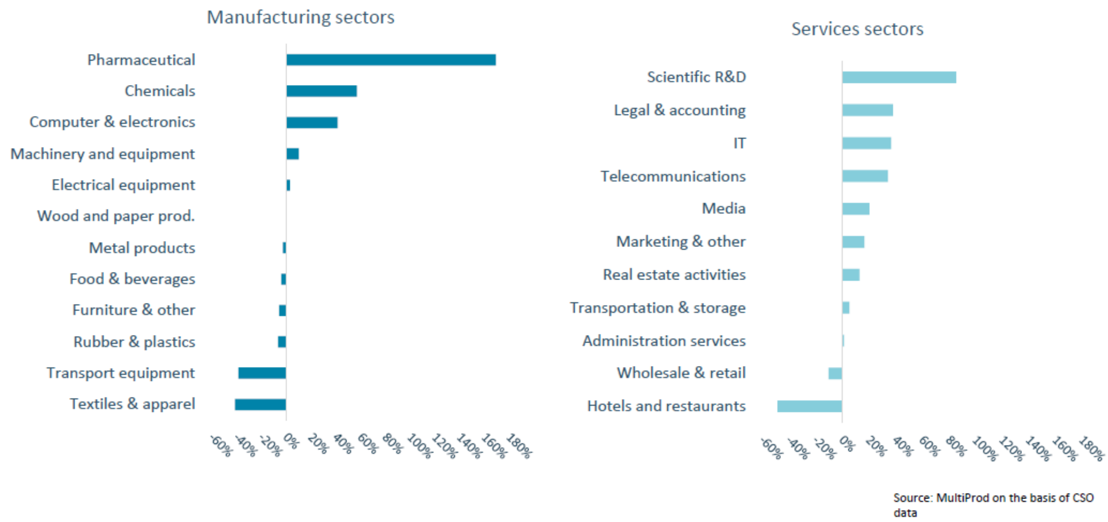
[15] http://www.finance.gov.ie/wp-content/uploads/2018/03/180308-Patterns-of-firm-level-productivity-TBP_for-publication.pdf

Figure 10: Relative labour productivity by industry in the manufacturing and services sector



Source: Department of Finance

4.12. Employer Social Security Contributions Comparison

The European Commission's 2017 publication, *Taxation Trends in the European Union*, includes information on employers' social contributions as a percentage of GDP or as a percentage of total taxation.

Out of the EU's 28 member states, Ireland ranks 27th in relation to employers' social insurance contributions when considered as a percentage of GDP. Given the limitations of GDP as an indicator for Ireland, the percentage change in modified GNI is also estimated.

Table 23: Employer Social Contributions as a percentage of GDP and Total taxation

Employer Social Contributions as % of GDP			Employer Social Contributions as % of Total Taxation		
	% of GDP	**2015 Ranking EU28**		**% of Total Taxation**	**2015 Ranking EU28**
EU-28	6.8	-	EU-28	17.5	-
EA-19	8.0	-	EA-19	19.8	-
France	11.4	1	Estonia	31.7	1
Estonia	10.7	2	Czech Rep.	27.0	2
Czech Rep.	9.3	3	Lithuania	26.9	3
Belgium	8.8	4	Slovakia	24.8	4
Finland	8.7	5	France	24.8	5
Germany	6.6	12	Germany	17.0	14
UK	3.5	24	UK	10.6	24
Ireland	**2.4**	**27**	**Ireland**	**10.2**	**25**
Ireland	**3.6***	**25***			

Source: European Commission, *Taxation Trends in the European Union*, 2017 Edition

*Employer contributions as a percentage of modified GNI, instead of GDP, with amended ranking (derived by LPC Secretariat).

It is also useful to examine employers' social contributions as a percentage of total taxation – a similar ranking (25th out of the 28 EU member states) is found in this analysis.

The OECD's 2018 report, *Taxing Wages*, provides examples of the impact of tax and social insurance contributions on different levels of wages and for different family types across a range of OECD countries. The Table 24 below displays this information for single workers with earnings at 67% of average earnings for selected EU member states.

Table 24: Employee and Employer compulsory contributions in selected EU countries

Country	67% of Average Earnings	Employee Contributions	% of Average	Employer Contributions	% of Average
Austria	€30,804	€5,538	18.0%	€6,595	21.4%
Belgium	€31,707	€4,398	13.9%	€8,452	26.7%
France	€25,850	€3,709	14.3%	€7,858	30.4%
Germany	€33,131	€6,883	20.8%	€6,436	19.4%
Ireland	**€24,360**	**€974**	**4.0%**	**€2,619**	**10.8%**
Italy	€20,662	€1,961	9.5%	€6,525	31.6%
Luxembourg	€39,238	€4,801	12.2%	€4,771	12.2%
Netherlands	€34,109	€5,416	15.9%	€3,883	11.4%
Portugal	€12,055	€1,326	11.0%	€2,863	23.7%
Spain	€17,778	€1,129	6.4%	€5,316	29.9%

Source: Derived from OECD "*Taxing Wages, 2018*"

This evidence indicates that while different models are used across countries, Ireland ranks significantly lower when it comes to both employer and employee contributions than many other EU countries. The Commission cautions that international comparisons are difficult to make in this area, as social security systems vary greatly across Europe. For instance, most EU countries have earnings related benefits (for pensions, unemployment, etc.) compared to the flat-rate benefits that are prevalent in the Irish social security system. Irish workers and employers therefore have to pay additional amounts outside the social security system to obtain such benefits.

Chapter 5 The Irish Labour Market

The Irish labour market continues to improve with increases in employment and participation rates, and decreases in unemployment. This section looks at employment and unemployment forecasts, and labour market indicators by sector and region. It also looks at changes in earnings and the income distribution, including income inequality.

5.1 Employment and Unemployment Forecasts

The number of people in employment grew by 2.9% in 2017, with an average unemployment rate of 6.7% over the course of the year (a fall in unemployment of 1.7 percentage points from the 2016 average).

Labour market forecasts for 2018 and 2019 are provided in the Table 25 below and highlight a prevailing sense of optimism for the continued recovery of the Irish labour market. Forecasts predict further falls in the unemployment rate to 4.5% or below for 2019. Although the rate of employment growth is expected to gradually decrease, it remains positive.

Table 25: Employment and Unemployment Forecasts

	Total Employment			Unemployment Rate		
	% Change			%		
Institution	**2017**	**2018**	**2019**	**2017**	**2018**	**2019**
Central Bank (Quarterly Bulletin, April 2018)	2.9	2.4	2.0	6.7	5.6	4.8
ESRI (Quarterly Economic Commentary, Spring 2018)	2.9	2.7	2.0	6.7	5.4	4.5
Department of Finance (Stability Programme Update, April 2018)	2.9	2.7	2.3	6.7	5.8	5.3
Nevin Economic Research Institute (Quarterly Economic Observer, First Edition 2018)	2.9	2.6	2.1	6.7	5.6	4.9
Ibec (Ibec Quarterly Economic Outlook, 2018 Q1)	2.9	2.7	2.3	6.1	5.3	n/a

Source: Various

5.2 Employment by Sector

Table 26 below outlines employment by sector in the past three years, using annual average numbers in employment from the CSO's Labour Force Survey. The highlighted rows correspond to sectors identified by the CSO data as either having higher levels of minimum wage employees, or as having employees with lower earnings.

On average, employment increased across all sectors by 2.9% in 2017 compared to 2016. The sectors that experienced higher levels of employment growth include Administration and support service activities (8.9%), Construction (8.1%), and the Information and Communication sector (7.2%). There was a reduction in employment in Agriculture, forestry and fishing (-2.4%), Financial, insurance and real estate activities (-1.0%), and Other NACE activities[16] (-0.6%).

Table 26: Employment by Sector (Persons over 15 years of age)

Sector	2015	2016	2017	Year-on-year	
		'000s		'000s	%
Agriculture, forestry and fishing (A)	109.4	113.3	110.6	-2.7	-2.4%
Industry (B to E)	262.4	275.8	283.2	7.4	2.7%
Construction (F)	108.8	118.8	128.4	9.6	8.1%
Wholesale and retail trade, repair of motor vehicles and motorcycles (G)	291.2	297.3	302.8	5.5	1.9%
Transportation and storage (H)	88.9	92.8	93.3	0.5	0.5%
Accommodation and food service activities (I)	148.4	156.8	163.9	7.1	4.5%
Information and communication (J)	101.8	107.8	115.6	7.7	7.2%
Financial, insurance and real estate activities (K,L)	105.8	108.0	107.0	-1.1	-1.0%
Professional, scientific and technical activities (M)	129.6	133.0	132.9	0.0	0.0%
Administrative and support service activities (N)	80.5	86.1	93.7	7.6	8.9%
Public administration and defence, compulsory social security (O)	92.5	93.9	97.5	3.7	3.9%
Education (P)	149.2	151.6	160.9	9.3	6.1%
Human health and social work activities (Q)	269.0	273.2	279.8	6.7	2.4%
Other NACE activities (R to U)	113.6	118.2	117.5	-0.7	-0.6%
All NACE economic sectors	2,057.5	2,133.1	2,194.4	61.3	2.9%

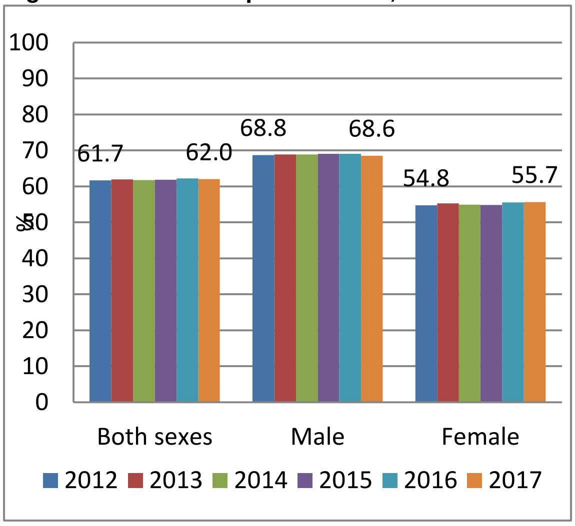
Source: *CSO Labour Force Survey*

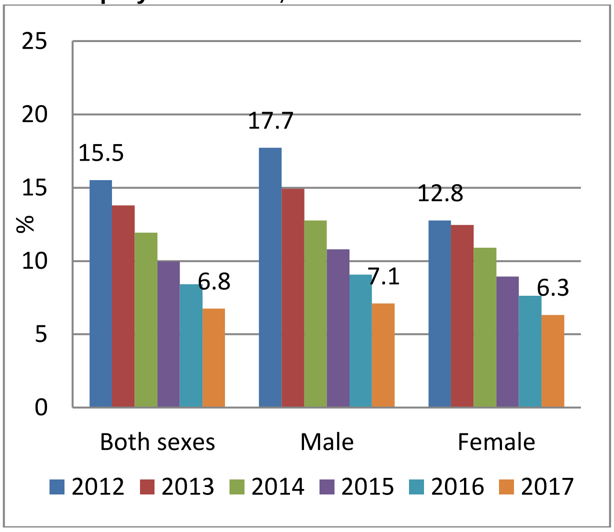
5.3 Participation and Unemployment Rates

The Figures below present ILO participation and unemployment rates from the CSO's Labour Force Survey, displaying annual averages in the case of each of the years included. There has been little change in the participation rate over time, except for a slight increase in female participation. Unemployment rates have declined substantially over the period. Male unemployment was significantly higher than female unemployment (by almost 5 percentage points in 2012). The unemployment rates for males and females have both fallen significantly to an average of 6.8% in 2017.

[16] Other NACE activities (R to U) includes Arts, Entertainment and Recreation (R), Other Service Activities (such as repair of computers and personal/household goods), and Activities as Households as Employers (U) which includes households as employers of domestic personnel.

Figure 11: ILO Participation Rates, 2012 to 2017 **Unemployment Rates, 2012 to 2017**





Source: *CSO, Labour Force Survey*

Unemployment and Wage Growth

The Central Bank, in its *Quarterly Bulletin* published in October 2017, published a paper on *The Labour Market and Wage Growth after a Crisis*. The paper notes that while the rapid fall in unemployment from its peak in 2012 may lead to expectations of wage increases, the historical relationship between wage growth and the unemployment rate does not necessarily suggest that this will be the case.

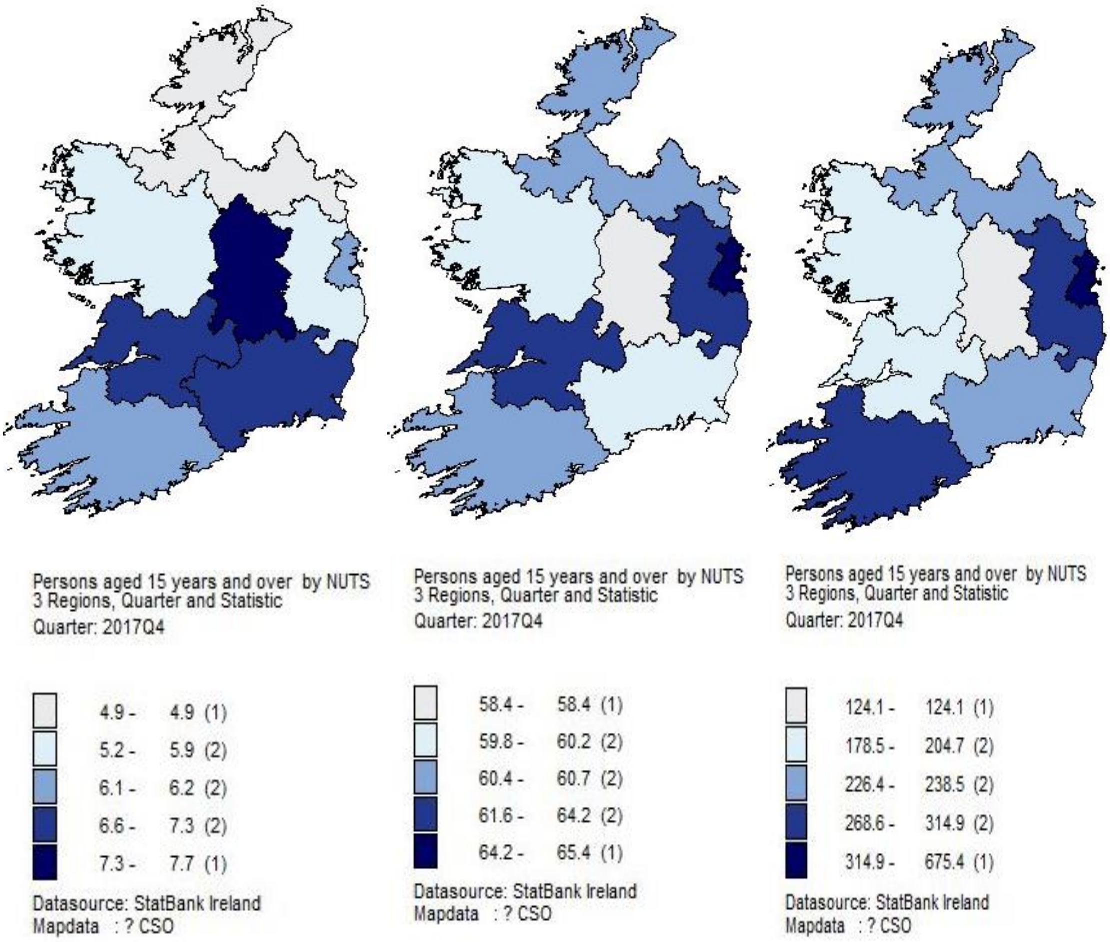
The paper finds that the relationship between unemployment and wage growth is nonlinear, with real wage growth broadly flat in the 5 per cent to 10 per cent unemployment range. Outside of this range, real wages tend to be more responsive to changes in the unemployment rate. For example, the period from 2000 to 2007, when unemployment was under 5 per cent, saw real wage growth averaging 2.2 per cent per year. Conversely, when unemployment was above 10 per cent from 2010 to 2015, annual real wage growth averaged -0.3 per cent. The paper concludes that the results indicate that both slack (unemployment) and inflation are important factors for nominal wage growth.

5.4 Employment, Unemployment and Participation by Region

This section examines regional variations in the labour market. The figures below display unemployment rate, participation rate and the numbers in employment in the eight NUTS3 regions in Ireland. It can be seen that there are regional differences.

Figures 12: Labour market indicators by region, Q4 2017

Unemployment (%) **Participation (%)** **Employment (thousands)**



Source: *CSO, Labour Force Survey*

Table 27 below outlines the number of people employed by region, and displays the year on year change from 2016 to 2017, and the percentage change that this represents. It also displays the low point in terms of the numbers employed during the recession, and the high point (if the numbers employed in a given quarter during the boom exceeded that average number employed in 2017).

All regions saw an increase in employment in 2017. The average across the State was 2.9%. Among the eight NUT3 regions, the highest increases in employment were in the Border (10,600 people or 4.9%) and Mid-East regions (11,400 people or 4.6%), while the lowest in absolute terms was in the Midlands (1,900 people or 1.9%) and in relative terms in Dublin (1.5% or an increase of 9,700 people employed). The numbers employed in the Border, Dublin and the Mid-East are higher in 2017 than they were during the boom. In the other regions, the numbers employed are slightly lower than during peak employment.

Table 27: Employment by Region

Region	Low point	High point*	2016	2017	Year on year Change	Year on year change (%)
Border	171.5		217.6	228.2	10.6	4.9%
Midland	101.7	127.7	121.9	123.8	1.9	1.6%
West	177.0	207.4	195.1	203.5	8.3	4.3%
Dublin	514.5		655.2	664.9	9.7	1.5%
Mid-East	216.7		250.2	261.7	11.4	4.6%
Mid-West	144.5	175.0	168.8	173.4	4.7	2.8%
South-East	181.3	227.0	218.2	223.9	5.7	2.6%
South-West	264.6	317.4	306.2	315.2	9.1	3.0%
State					**61.3**	**2.9%**

Source: CSO and Publicpolicy.ie, *An Uneven Recovery? Employment Variations by Region*
*Only included if employment was higher than the 2017 average level of employment.

Table 28 below shows that all regions saw a decline in unemployment in 2017. The average across the State in 2017 was a reduction in the unemployment rate of 1.7 percentage points, which is almost a 20% reduction in the rate from 8.4% to 6.8%. The largest absolute reductions in the unemployment rates were seen in the Border (down 3 percentage points), the South-East (down 2.9 percentage points) and the West (down 2.8 percentage points). The smallest reductions were in the Mid-West (down 0.7 percentage points) and the Mid-East (down 0.9 percentage points).

Table 28: Unemployment by Region

Region	Peak UE rate	2016	2017	Year on year Change	Year on year change (%)
Border	17.8	9.7	6.8	-3.0	-30.4%
Midland	19.6	10.8	8.5	-2.3	-21.2%
West	17.2	9.7	6.8	-2.8	-29.3%
Dublin	13.4	7.5	6.4	-1.1	-14.3%
Mid-East	14.5	6.7	5.8	-0.9	-13.5%
Mid-West	17.1	8.0	7.3	-0.7	-8.8%
South-East	20.1	11.3	8.4	-2.9	-25.6%
South-West	14.3	7.1	6.0	-1.1	-15.8%
State		**8.4**	**6.8**	**-1.7**	**-19.9%**

Source: CSO and Publicpolicy.ie

The participation rate in the State as a whole saw a slight decline from 2016 to 2017 of 0.2 percentage points, from 62.2% to 62.0%. Some regions saw a decline in their participation rate, most notably the Midlands (1.3 percentage points) and the South-East (down 1.2 percentage points) while other regions saw an increase, such as the Mid-East (up 0.9 percentage points).

Table 29: Participation by Region

Region	2016	2017	Year on year Change	Year on year change (%)
Border	59.2	59.2	0.1	0.1%
Midland	60.4	59.1	-1.3	-2.2%
West	60.9	60.8	-0.1	-0.1%
Dublin	65.7	65.0	-0.7	-1.0%
Mid-East	62.6	63.5	0.9	1.4%
Mid-West	60.3	60.7	0.4	0.6%
South-East	61.4	60.2	-1.2	-2.0%
South-West	60.5	60.9	0.4	0.7%
State	**62.2**	**62.0**	**-0.2**	**-0.0%**

Source: Derived from *CSO Labour Force Survey* by the LPC Secretariat

5.6 Changes in Earnings

The changes in earnings from Q1 2017 to Q1 2018 are outlined in table 30 below for all sectors, excluding agriculture. The table also contains earnings broken down for public and private sector, and by firm size.

The changes in earnings highlight the differences in how average hourly and weekly earnings varied across several sectors.

Across all sectors, average weekly earnings increased by 2.6% while average hourly earnings increased by 2.5%. The highest increase in average weekly earnings was in the information and communication sector, with a 7.8% increase. For average hourly earnings the largest increase was in mining and quarrying (a 7.0% increase); however, this sector also experienced one of the largest declines in average weekly paid hours (-3.3%). Most sectors experienced a decline in average weekly paid hours.

Average hourly earnings increased in both the private and public sector (2.6% and 2.9% respectively) for the year to Q1, 2018. Average weekly earnings also increased in both the private and public sectors (2.5% for Private sector, and 3.5% for Public sector).

Both weekly and hourly earnings increased more in medium sized enterprises, growing 3.1% and 3.3% respectively compared to small or large sized enterprises. Smaller enterprises also experienced increases in both weekly and hourly earnings, with an increase of 2% in average weekly earnings and 2.2% in average hourly earnings.

It should be noted that the Q1, 2018 figures are preliminary figures. In addition, all of the figures in the table below are seasonally adjusted.

Table 30: Changes in Earnings, Q1 2017 to Q1 2018

	Average Weekly Earnings (Euro)			Average Hourly Earnings (Euro)			Average Weekly Paid Hours (Hours)		
All employees	**2017Q1**	**2018Q1**	**% Change**	**2017Q1**	**2018Q1**	**% Change**	**2017Q1**	**2018Q1**	**% Change**
All NACE economic sectors	**719.20**	**738.14**	**2.6**	**22.27**	**22.83**	**2.5**	**32.4**	**32.3**	**-0.3**
Mining and quarrying (B)	870.75	899.75	3.3	22.33	23.90	7.0	39.6	38.3	-3.3
Manufacturing (C)	842.88	862.51	2.3	22.05	22.63	2.6	38.4	38.1	-0.8
Construction (F)	756.00	761.97	0.8	20.13	20.57	2.2	36.8	36.3	-1.4
Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	561.43	567.41	1.1	18.00	18.43	2.4	31.0	31.0	0.0
Transportation and storage (H)	770.89	777.83	0.9	21.18	21.31	0.6	36.3	36.5	0.6
Accommodation and food service activities (I)	335.84	339.12	1.0	12.57	13.01	3.5	26.6	25.8	-3.0
Information and communication (J)	1068.18	1151.90	7.8	29.37	31.24	6.4	36.0	36.5	1.4
Financial and insurance activities (K)	1110.30	1159.11	4.4	31.12	32.46	4.3	35.4	35.4	0.0
Real estate activities (L)	769.05	737.87	-4.1	25.52	24.50	-4.0	30.1	30.1	0
Professional, scientific and technical activities (M)	872.17	882.00	1.1	25.94	26.37	1.7	33.7	33.9	0.6
Administrative and support service activities (N)	547.10	540.97	-1.1	17.36	17.49	0.7	30.8	30.4	-1.3
Public administration and defence; compulsory social security (O)	927.43	955.67	3.0	25.22	25.95	2.9	36.5	36.8	0.8
Education (P)	808.94	837.64	3.5	33.89	35.66	5.2	23.9	23.7	-0.8
Human health and social work activities (Q)	692.17	712.79	3.0	22.28	23.02	3.3	30.9	31.4	1.6
Arts, entertainment and recreation (R)	520.65	535.13	2.8	17.45	18.07	3.6	29.1	28.8	-1.0
Other service activities (S)	432.23	431.69	-0.1	15.36	15.97	4.0	28.2	27.2	-3.5
Private/Public Sector									
Private Sector	661.42	677.82	2.5	20.5	21.04	2.6	32.3	32.1	-0.6
Public Sector	922.43	954.7	3.5	28.39	29.21	2.9	32.5	32.7	0.6
Size of Enterprise									
Less than 50 Employees	567.28	578.7	2.0	18.44	18.85	2.2	30.7	30.4	-1.0
50-250 Employees	656.19	676.78	3.1	20.09	26.08	3.3	32.8	32.7	-0.3
Greater than 250 employees	852.79	874.53	2.5	25.57	26.08	2.0	33.3	33.3	0.0

Source: CSO, *Earnings Hours and Employment Costs Survey Quarterly*

In the context of the agricultural sector, table 31 below shows an increase in the average annualised wages for agricultural workers since 2015. Preliminary results from 2017 suggest that average hourly earnings have increased by 8.8% from €10.79 in 2016 to

€11.74 per hour. The average hourly rate remains above the level of the national minimum wage. These earnings data are not collected by the CSO but are estimated by Teagasc.

Table 31: Average Annual and Hourly Earnings in the Agricultural Sector

Region	2015	2016	2017	Year on year Change	Year on year change (%)
Annualised Amount per Labour Unit	€17,863	€19,425	€21,138	€1,713	8.8%
Rate per Hour - 1800 hours per year	€9.92	€10.79	€11.74	€0.95	8.8%
3 year rolling average (Annualised)	€18,880	€18,659	€19,475	€816	4.4%
3 year rolling average per hour	€10.49	€10.37	€10.82	€0.45	4.3%

Source: Teagasc

5.7 Job vacancies

The CSO also report on the rate of job vacancies in their quarterly *Earnings and Labour Costs* publication. The publication includes a vacancy rate by sector over time, which is displayed in the Table below. The vacancy rate is calculated by the number of vacancies reported divided by the number of people employed in the sector. Across all sectors, there is a 1% vacancy rate. The highest vacancy rates are in the Professional, scientific and technical activities sector (2.3%), Information and Communication (2.0%) and Financial, insurance and real estate (2.0%).

Table 32: Vacancy rate by sector of employment, Q1 2016 to Q1, 2018

Sector	Q1, 2016	Q1, 2017	Q1, 2018
Construction (F)	0.4	0.4	0.6
Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	0.6	0.5	0.6
Transportation and storage (H)	0.3	0.5	0.6
Accommodation and food service activities (I)	0.7	0.8	0.5
Information and communication (J)	2.4	1.7	2.0
Professional, scientific and technical activities (M)	1.7	2.6	2.3
Administrative and support service activities (N)	1.2	0.9	1.0
Public administration and defence; compulsory social security (O)	1.5	1.5	1.2
Education (P)	0.3	0.6	0.9
Human health and social work activities (Q)	1	1.2	1.2
Industry (B to E)	0.7	0.6	0.7
Financial, insurance and real estate activities (K,L)	2.6	2.1	2.0
Arts, entertainment, recreation and other service activities (R,S)	0.8	0.8	0.7
All NACE sectors	**1**	**1**	**1**

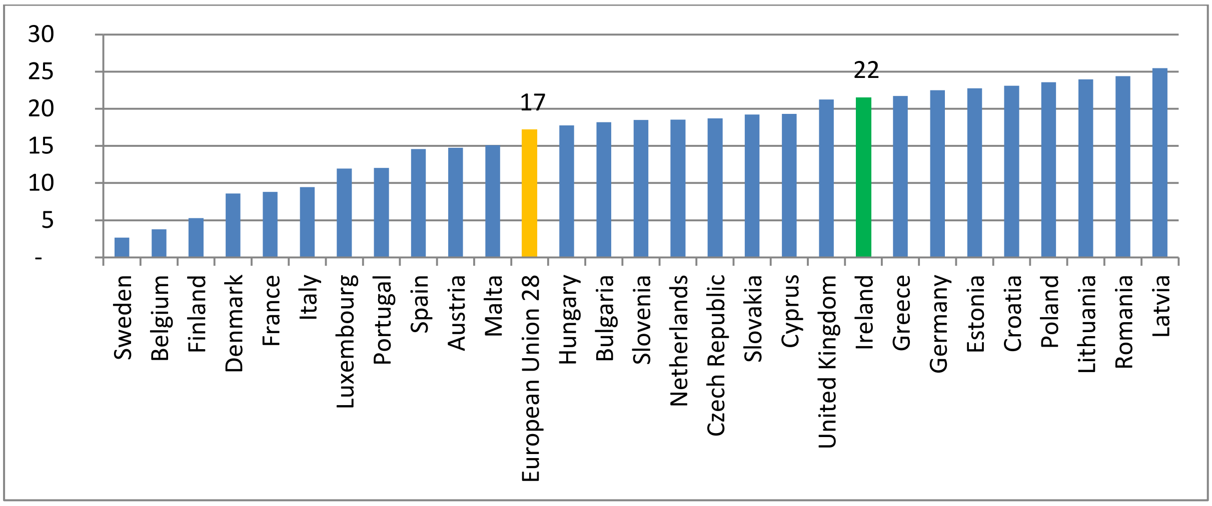
Source: CSO *Earnings and Labour Cost*

5.8 Low wage workers

Another area of interest to the Commission is the percentage of low-wage workers in the economy. The Figure below displays data from the 2014 Structure of Earnings survey which outlines low wage employees as a proportion of all employees, excluding apprentices. This is the most recent data available, until the next Structure of Earnings survey is carried out in 2019 in relation to earnings in 2018. Low-wage employees are defined as those earning two-thirds or less of the national median gross hourly earnings in the particular country. As noted earlier, Ireland has the second highest median wage in the EU.

In the 28 EU member states, the average percentage of low-wage employees of all employees in 2014 was c 17%. The percentage in Ireland was higher at 22%.

Figure 13: Low-wage employees as a proportion of all employees (%), 2014



Source: Eurostat

5.9 Income Distribution and Income Inequality

The annual Survey of Income and Living Conditions (SILC) carried out by the CSO is the main source of information on income distribution in Ireland. Summary statistics up to the latest year available (2016) are presented in the table below.

- Both nominal and real median disposable income increased by 3.0% and 3.1% respectively. These changes are statistically significant.

- Enforced deprivation[17] fell sharply by 17.6%, from 25.5% in 2015 to 21.0% in 2016. This change was also statistically significant. The at-risk-of-poverty rate[18] fell from 16.9% in 2015 to 16.5% in 2016. The deprivation rate for those at-risk-of poverty fell

[17] Deprivation is defined as individuals who are unable to afford goods and services that are considered the norm in society. Where a person experiences two or more of eleven specified items s/he is considered to be experiencing enforced deprivation. The most common items experienced for deprivation are being unable to replace worn out furniture, and being unable to afford a morning, afternoon or evening out in the last fortnight.
[18] Anyone with an equivalised income of less than 60% of the median is defined as being at risk of poverty.

from 51.5% in 2015 to 50.7% in 2016. Consistent poverty[19] fell from 8.7% to 8.3% in 2016. These changes were not statistically significant.

- In terms of income inequality, the income quintile share remained constant and the Gini coefficient fell only marginally, from 30.8 to 30.6, signifying no major reductions in inequality in 2016.

Table 33: Income distribution, poverty and income inequality indicators, 2011 to 2016

Income Distribution and Income Inequality	2011	2012	2013	2014	2015	2016	% Change y-on-y
Nominal Income – Equivalised disposable income per individual							
Median	18,148	18,276	18,262	18,864	20,000	20,597	3.0%*
Mean	21,440	21,578	21,995	22,396	23,301	23,852	2.4%
At Risk of Poverty Threshold	10,889	10,966	10,957	11,318	12,000	12,358	3.0%
Real Income - Equivalised disposable income per individual							
Median	18,555	18,276	18,078	18,623	19,772	20,379	3.1%*
Mean	21,920	21,578	21,773	22,109	23,035	23,599	2.4%
At Risk of Poverty Threshold	11,133	10,966	10,847	11,174	11,863	12,227	3.1%
At Risk of Poverty Rate	16	17.3	16.5	17.2	16.9	16.5	-2.4%
Poverty and Deprivation rates (%)							
Deprivation Rate	24.5	26.9	30.5	29	25.5	21.0	-17.6%*
Deprivation Rate for those at risk of poverty	43.2	48.9	55.1	51.2	51.5	50.7	-1.6%
Consistent Poverty	6.9	8.5	9.1	8.8	8.7	8.3	-4.6%
Income equality indicators							
Gini coefficient (%)	31.1	31.8	32	32	30.8	30.6	-0.6%
Income quintile share (%)	4.9	5.1	5	5.1	4.7	4.7	0.0%

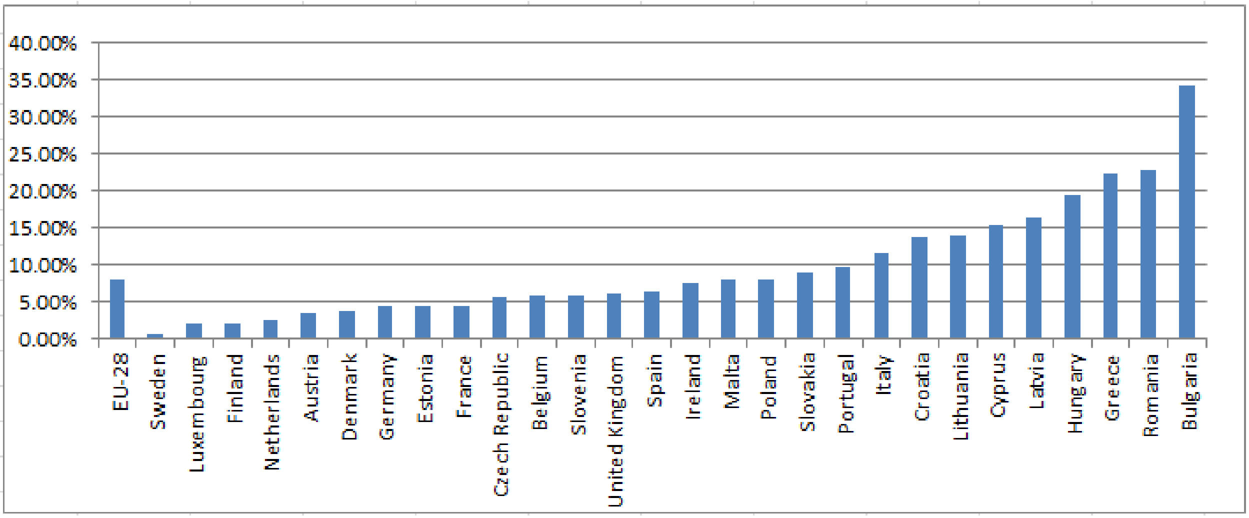
Source: *CSO, Survey of Income and Living Conditions* (SILC)
*Statistically significant change.

In comparison to other EU countries, the latest data from Eurostat (2015) show that in terms of severe material deprivation[20] Ireland is a relatively affluent country and is below the EU-28 average, as shown in Figure 14 below.

[19] An individual is defined as being in 'consistent poverty' if they are identified as (i) being at risk of poverty and (ii) living in a household deprived of two or more of the eleven basic deprivation items.

[20] The material deprivation rate is an indicator in EU-SILC that expresses the inability to afford some items considered by most people to be desirable or even necessary to lead an adequate life. Severe material deprivation rate is defined as the enforced inability to pay for at least 4 of the 9 items in the indicator.

Figure 14_: Severe material deprivation rates, % of population



Source: Eurostat

5.10 Poverty and Work Status

Data from the most recent CSO Survey of Income and Living Conditions (SILC) gives an indication of the importance of work in tackling poverty and deprivation. Table 34 below gives a breakdown of poverty and deprivation by work status i.e. for those who are at work and those who are unemployed.

Table 34: Poverty Indicators by Work Status, 2015 and 2016

At Risk of Poverty	**2015**	**2016**
At work	5.8%	5.6%
Unemployed	43.5%	41.9%
Multiple	*7.5*	*7.5*
Deprivation Rate	**2015**	**2016**
At Work	16.4%	12.6%
Unemployed	45.5%	42.6%
Multiple	*2.8*	*3.4*
Consistent Poverty	**2015**	**2016**
At work	2.1%	1.9%
Unemployed	26.2%	25.2%
Multiple	*12.5*	*13.3*

Source: CSO *Survey of Income and Living Conditions*

The importance of work in tackling poverty and deprivation is shown by the fact that people who are unemployed are over 7 times more likely to be at risk of poverty, over 3 times more likely to suffer deprivation and over 13 times more likely to experience consistent poverty than people who are in work. Less than 1 in 50 of those at work experience consistent poverty compared to one in 4 people who are unemployed.

As noted in the previous report, pre-tax and social transfers, distribution of income in Ireland is one of the most unequal in the OECD. Our tax and transfer system, on the other hand, is progressive[21], resulting in a distribution of income post-tax and transfers at around the OECD average. Appendix 5 outlines the various in-work supports that are available through the Department of Employment Affairs and Social Protection (such as the Working Family Payment and the Back to Work Family Dividend) which contribute to the low levels of in-work poverty experienced in Ireland, compared to the EU.

5.11 Impact of Previous Recommendations

Since its establishment the Commission has recommended increases in the NMW of 50 cent (2016), 10 cent (2017) and 30 cent (2018). Each of these recommendations has been accepted by Government and over the lifetime of the Commission the NMW has increased by over 10%. A key consideration for the Commission when making these recommendations is to assess the impact, whether positive or negative, which they are having on the distribution of wages and hours of work of minimum wage employees. To this end the Commission requested that the ESRI examine the impact of previous recommendations of the Commission as part of the research partnership.

Using SILC data for 2015 and 2016 the ESRI aimed to decompose the change in the distribution of earnings and inequality in Ireland. To do this they constructed a counterfactual wage distribution, which is an estimate of what the wage distribution would have looked like in 2016, absent a minimum wage increase. By then comparing the counterfactual distribution to the actual 2016 distribution they were able to isolate the part of the wage distribution most affected by the minimum wage change.

Preliminary research from the ESRI indicates that "the 2016 increase in the Irish minimum wage had a statistically significant impact at the lower end of the hourly wage distribution, specifically those earning between €6.50 and €11.50 per hour." The ESRI research goes on to state that average wage for workers in that range in 2016 was €10.09 per hour and that based on their estimated counterfactual distribution in the absence of a minimum wage increase the average hourly rate for the low pay range would have been €9.87.

The ESRI research concludes that "the increase in the minimum wage resulted in a two percent increase in the average hourly wage of workers earning between €6.50 and €11.50 per hour."

The research carried out by the ESRI also allows the Commission to assess the extent to which its recommendations have impacted on income distribution in Ireland. Using the same method as above the ESRI found that "inequality fell by 3.2% as a consequence of the 2016 NMW increase." The preliminary findings from the research therefore indicate that the increase in the minimum wage in 2016 resulted in a reduction in wage inequality.

[21] A progressive tax is one which takes a larger percentage of higher incomes than it does of lower incomes.

In a separate report “Estimating the effect of an increase in the minimum wage on hours worked and employment in Ireland” the ESRI used data from the QNHS for 2015 and 2016 to estimate the effect of the 2016 increase in the NMW (50 cent) on hours worked and the likelihood of job losses among low paid workers.

According to this analysis the 2016 increase in the national minimum wage (NMW) rate did not lead to greater unemployment among minimum wage workers. While the research did find that there was a reduction in the average number of hours worked by minimum wage employees, the evidence suggests this was driven by an increase in part-time workers joining the labour market following the wage increase. The ESRI advised that they could not discount the possibility that incentive effects, whereby individuals were choosing to work part time by virtue of the increase in the NMW, were a factor in explaining the observed reduction in average hours worked among NMW employees following the increase in the rate.

Furthermore, this analysis was complicated by difficulties in identifying minimum wage workers in the 2015 and 2016 QNHS. In more recent work titled “Note on the Impact of the 2017 NMW increase on employment and hours worked.” the ESRI use QNHS data from 2016 and 2017 to estimate the effect of the 2017 increase in the NMW (10 cent). This later analysis applies the same approach taken by McGuinness and Redmond (2018) to the 2017 data to evaluate whether there was an hours or employment effect associated with this increase in the minimum wage. However, unlike McGuinness and Redmond (2018), this note uses the new minimum wage question added to the QNHS in quarter 2 of 2016, at the request of the Low Pay Commission, to differentiate minimum wage from non-minimum wage workers. The question asks workers whether their hourly wage was equal to, less than or greater than the prevailing minimum wage, which overcomes some of the difficulties with the earlier study. The results indicate that the 2017 increase in the minimum wage did not have any statistically significant effect on the number of hours worked by minimum wage workers.

Chapter 6 Brexit

The United Kingdom is due to exit the European Union on the 29 March 2019. At the time of writing this report there remains a number of outstanding issues (particularly the Irish border) which are standing in the way of an agreement. The Commission is concerned that all available data suggests that in the event of a so-called 'hard Brexit', in which the UK leaves the EU without a deal or under World Trade Organisation (WTO) tariffs, the sectors of the Irish economy which face the greatest risks are those within which a high number of NMW employees are found (Agri Food and Retail). Research also indicates that in the event of a 'hard Brexit' it will be those people in the lower income deciles that will be most seriously impacted.

6.1 Impact on Irish Economy

A May 2018 report by the Department of Finance "Brexit Sectoral Analysis" underlines the fact that Ireland is something of an outlier amongst EU nations in terms of its reliance on trade with United Kingdom for goods. Table 35 below shows that particularly when it comes to imports (24%) Ireland is significantly more exposed to the impacts of a 'hard Brexit' than other EU countries; the closest country to Ireland in terms of total imports is Cyprus (6%). In terms of exports Ireland is also the most exposed among EU countries (13%) although the difference is less significant, 10% of exports from the Netherlands are to the UK.

Table 35: EU countries ranked by UK share of total imports and exports

Rank	Country	Total Imports from UK ($m)	UK Share of Total Imports	Total Exports to UK ($m)	UK share of Total Exports
1	Ireland	18,360	24%	16,541	13%
2	Cyprus	427	6%	147	8%
3	Netherlands	26,179	5%	55,175	10%
4	Sweden	7,275	5%	8,179	6%
5	Belgium	17,776	5%	35,417	9%
6	Malta	265	4%	116	4%
7	Denmark	3,520	4%	5,651	6%
8	Spain	12,382	4%	21,204	8%
9	France	21,536	4%	34,446	7%
10	Germany	39,421	4%	94,076	7%
11	Portugal	2,089	3%	3,917	7%
12	Italy	12,169	3%	24,875	5%
13	Finland	1,818	3%	2,585	5%
14	Lithuania	748	3%	1,064	4%
15	Greece	1,293	3%	1,178	4%
16	Rest of EU-27	18,392	2%	40,236	5%

Source: Department of Finance "*Brexit Sectoral Analysis*"

A Department of Business, Enterprise and Innovation (DBEI) report examined the likely impact of certain Brexit scenarios on 24 sectors of the Irish economy. The report concluded that just five sectors would bear 90% of the negative impacts for the Irish economy of Brexit. These five sectors are:

- Agri-food: processed foods, Beef (incl. sheep and other cattle meat) and dairy
- Chemicals and pharmaceuticals
- Electrical machinery
- Wholesale and retail
- Air transport

The report examines the likely impact of Brexit on Irish GDP based on certain Brexit scenarios. Table 36 below shows the impact on GDP on the above 5 sectors in the long term in % change to a 2030 baseline based on two possible scenarios (an EEA type agreement or a WTO agreement). The figures are however relative to a baseline growth and the economy is still expected to grow. For instance, in the WTO scenario, Irish GDP is estimated to be 7.0% lower in 2030 than it otherwise would have been. This means growing 1.7% per year, instead of 2.2% as in the baseline scenario. In the EEA scenario, Irish GDP is predicted to be 2.8% below baseline growth in 2030 i.e. growing at 2.0% per year.

Table 36: Impact of Brexit on GDP under certain scenarios

	Relative to baseline growth	
Sector	**EEA Scenario**	**WTO Scenario**
Agri-Food	-1%	-1.9%
Pharma & Chemicals	-0.7%	-2.6%
Electrical Machinery	-0.9%	-1.1%
Wholesale & Retail	-0.4%	-0.9%
Air Transport	N/A	-0.3%
All other sectors combined	N/A	-0.4%
Overall change to GDP in 2030	**-2.8%**	**-7.0%**

Source: Derived from Department of Business, Enterprise and Innovation "*Building Stronger Business*"

An ESRI Working Paper[22] from October 2017 notes that a significant concern for Irish trade in the event of potential disruptions in the aftermath of Brexit is how transport to and from Ireland of non-UK exports and imports might be affected because of the use of the UK as a land-bridge for Irish trade connecting to the rest of Europe and beyond. The land-bridge estimates suggest a very considerable proportion of Irish exports to the rest of the world as

[22] ESRI Working Paper No. 573, Martina Lawless and Edgar Morgenroth. Ireland's international trade and transport connections. October 2017.

measured by weight uses this route (around 53 per cent). While its use as an import route is lower in terms of its share of total imports (11 per cent), the actual level in tonnes is similar for both directions of trade.

6.2 Impact on Workers

The DBEI report also examined the possible impacts of various Brexit scenarios on the real wages of Irish low skill workers relative to non-Brexit baseline levels in the short term to 2020 and long term to 2030. The study found that in the event of a 'soft' Brexit low skilled workers would suffer a drop in wages of 0.6% with a more significant drop of -3.9% in a 'hard' Brexit scenario in the short term to 2020. In the long run (2030) losses in real wages were estimated at -3.5% (EEA scenario), -3.8% (Customs Union scenario), -4.9% (FTA scenario) and -8.7% in a WTO scenario, see figure 15 below.

Figure 15: Impact of Brexit on real wages for Irish low skilled workers relative to a non-Brexit baseline level

Source: Department of Business, Enterprise and Innovation "*Building stronger business Ireland and the impacts of Brexit*"

Job losses are estimated by the study at around 20,000 in a WTO type scenario and half that in the EEA scenario. The majority of jobs are predicted to be lost in the Agri-Food (12,400) sector with significant losses (6,300) also seen in the manufacturing and construction sectors.

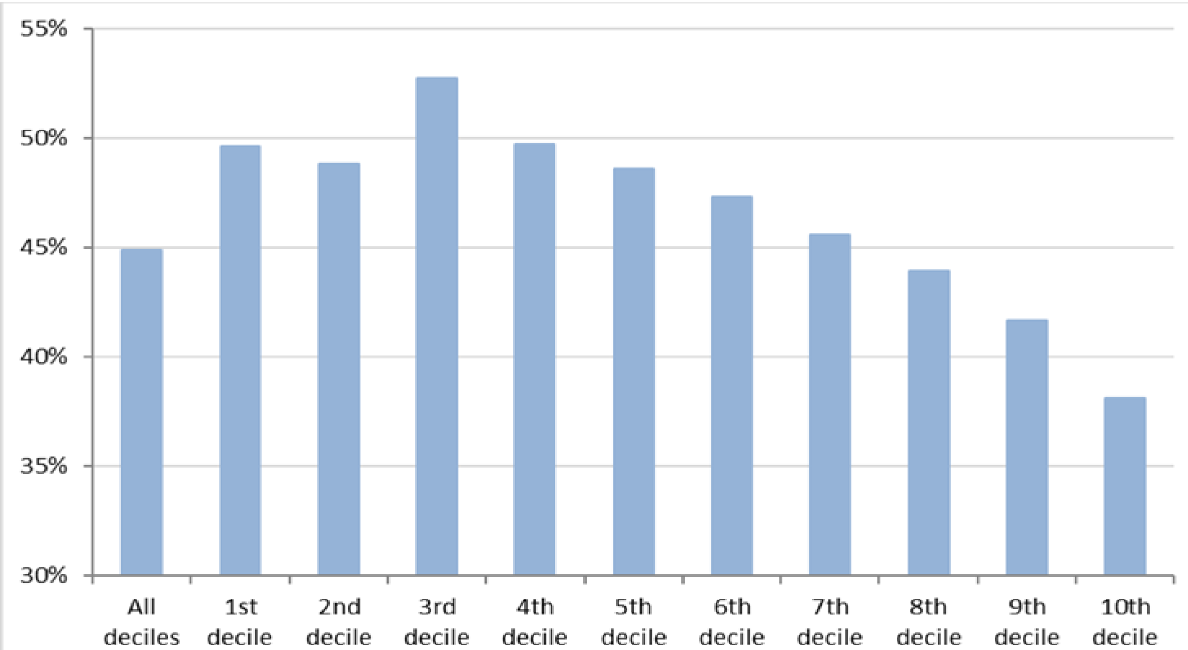
6.3 Impact on households

A joint ESRI/Dublin City University study "Brexit and Irish Consumers" gave an insight into the potential impacts of a 'hard' Brexit on Irish households and consumers. As a significant share of consumer products are imported and the UK is the single largest source of these a ‘hard’ Brexit will impact negatively on Irish consumers. The study advises that there are three ways in which Brexit might impact negatively on Irish consumers:

- Exchange rate volatility
- Lower competition – if UK competitors were to exit the market
- The impact of tariffs and non-tariffs

The report uses expenditure data from the CSO Household Budget Survey (HBS) to gauge detailed expenditure by households overall and by income deciles. As the share of goods declines considerably as household income increases the impact of increases in the cost of goods disproportionality affects low income households. The study finds that the poorest household groups allocate up to 15% of their total expenditure on food declining to 8% for the highest income groups, households in higher income groups tend to spend more on services. Figure 16 below gives a breakdown of household expenditure by income decile:

Figure 16: Share of goods in household expenditure by income decile



Source: “*Brexit and Irish Consumers*” Edgar Morgenroth & Martina Lawless

The report examines the potential annual increase in goods expenditure by income decile in the event of a ‘hard Brexit’. The lowest income households would see an increase of €634 in a worst case scenario which would amount to a 4% increase per annum. The third income decile would see a €1,104 (4.2%) increase while the fourth income decile would see a €1,191 (3.8%) increase. The highest income households would see an increase of €2,086 (2.4%) per year. The potential negative effects therefore are more likely to disproportionately impact on lower income households.

Table 37: Impact of tariffs and non-tariff barriers on income deciles

	Non-tariff barriers	Tariffs + Non-Tariff barriers
1st Decile	€419	€634
2nd Decile	€531	€809
3rd Decile	€727	€1,104
4th Decile	€780	€1,191
5th Decile	€849	€1,294
6th Decile	€933	€1,425
7th Decile	€1,013	€1,549
8th Decile	€1,130	€1,724
9th Decile	€1,181	€1,812
10th Decile	€1,361	€2,086

Source: Derived from Department of Business, Enterprise and Innovation "*Building Stronger Business*"

6.4 Conclusion

The decision by the United Kingdom to leave the European Union is almost certain to have some negative impacts on the Irish economy. However, assessing the likely impacts is extremely difficult while we remain unaware what the final Brexit deal will look like. Should transitional arrangements preserve the status quo for a number of years, then the short-term impact of Brexit will be greatly ameliorated. In contrast to this, the impact of a "hard" Brexit would be adverse and immediate. The Commission is cognisant of the need to consider potential Brexit implications carefully when making its recommendations on the NMW.

Data and studies which the Commission has examined suggest that whatever negative impacts are felt are likely to impact predominantly on specific sectors of the economy and disproportionally impact on low skilled workers and low income households.

Chapter 7 PRSI Step Effect

In this chapter we examine the potential impact on Employer's PRSI of further increases in the NMW. The Commission has drawn attention to this anomaly in previous reports and is of the view that this issue needs to be addressed.

Employer's PRSI Step Effect

Employer's PRSI is currently applied at the following rates:

- 8.6% on earnings up to €376 per week
- 10.85% on entire earnings where earnings exceed €376 per week

As the higher rate applies to all earnings this produces step-effects, for example at the point of change in the Employer's PRSI rate a €0.01 cent per week raise impacts as follows:

- a €0.01 increase in gross wages for an employee earning a gross wage of €376.00 brings the gross wage to €376.01 per week and triggers an additional €8.46 per week employer PRSI contribution/liability (on top of the €32.33 already being paid), for the increase of €0.01 to the employee's gross wage.

Table 38 below examines the impact of various changes to the minimum wage on a single adult working a standard 39 hours week.

Table 38: PRSI effect on a single adult working 39 hours per week

Single Adult working 39hrs per week										
NMW	Weekly Salary	Annual Salary	PRSI	Tax	USC	Annual Net Pay	Annual Employer Cost	Annual Employee Gain	Annual Extra ER Cost	Annual Employer's PRSI
€9.55	372.45	19,367.40	327.84	573.56	206.96	18,259.04	21,033.00			1,665.60
€9.64	375.96	19,549.92	365.56	609.96	215.80	18,358.60	21,231.21	99.56	198.22	1,681.29
€9.65	376.35	19,570.20	369.75	614.12	216.84	18,369.49	21,693.57	110.45	660.57	2,123.37
€9.75	380.25	19,773.00	411.67	654.68	226.20	18,480.45	21,918.37	221.42	885.37	2,145.37
€9.85	384.15	19,975.80	453.58	695.24	236.08	18,590.90	22,143.17	331.86	1,110.18	2,167.37
€10.00	390.00	20,280.00	516.45	756.08	250.12	18,757.35	22,480.38	498.32	1,447.38	2,200.38

Source: LPC Secretariat calculations

An increase of €0.10 in the hourly NMW, to bring the rate to €9.65 per hour would generate a net gain to the employee of €110.45 per annum while costing the employer an additional €660.57. The cost to the employer in this example is nearly six times the benefit to the employee.

Conclusion

Given the above example the Commission is concerned that even a moderate increase in the current minimum wage rate without an appropriate adjustment in Employer PRSI could have a negative impact, particularly on small business costs. The Commission is therefore of the view that the recommended increase in the NMW should be accompanied by an appropriate adjustment to employer's PRSI.

Chapter 8 Conclusions and Recommendations

Conclusions

The Commission has considered the evidence as set out in the previous chapters of this Report, as it is required to do in accordance with its governing legislation, and the submissions both oral and written made to it by interested parties, representative groups and individuals. In reaching its recommendation it has taken particular account of the following:

- Strong increases in employment have taken place and economic predictions indicate that Ireland will reach close to full employment in 2019;
- Commissioned research that indicates that previous minimum wage increases recommended by the LPC had little effect on employment, while reducing wage inequality;
- The Irish economy has experienced a strong recovery, including growth in domestic demand and in particular personal consumption;
- Growth which was initially focused on Dublin has now begun to spread to all other regions of the country;
- Neither the possibility of a “hard” Brexit in which the United Kingdom leaves the European Union without a deal being put in place or under World Trade Organisation tariffs, or the possibility of a transitional arrangement in which the status quo will more or less continue to apply, can be discounted;
- Average weekly and hourly earnings increased across most sectors in 2017;
- The cost of housing, childcare and transportation continue to be significant issues for minimum wage and low pay workers – these issues however cannot be resolved by NMW increases alone;
- Inflation remains low.

Recommendations

Given the uncertainty surrounding the outcome of Brexit negotiations the Commission does not feel it should make its recommendations based on hypothetical scenarios. Accordingly, the Commission makes its recommendations on the basis of the current economic data and acknowledges that in the event of a “hard” Brexit the Government may need to review the recommended rate.

In light of its conclusions as outlined above the Commission recommends the following:

1. That the rate of the National Minimum Wage for an experienced adult worker be fixed at a rate of €9.80 per hour.

2. The Commission once again recommends that provision should be made for the display of basic entitlements in all places of employment where the minimum wage is in operation. See Appendix 7 for suggested information to be provided.
3. As previously recommended, remove the anomaly created by the sudden increase in the rate of employer's PRSI from 8.6% to 10.85 % on weekly earnings of €376. The Commission is of the view that this issue has reached a critical juncture given the recommended increase in the NMW, and stresses the need for the Government to address this issue.

All recommendations are unanimously supported by all nine members of the Commission.

Appendices

Appendix 1

Latest research on the Minimum Wage

Study	Journal	Title	Country	Observation Period	Outcomes Analysed	Results
Atkinson, Anthony B, Chrysa Leventi, Brian Nolan and Holly Sutherland (2017)	The Journal of Economic Inequality	Reducing poverty and inequality through tax-benefit reform and the minimum wage: the UK as a case-study	UK	2016	Inequality	Atkinson's 2015 book, *Inequality: What Can Be Done*? (Harvard University Press, 2015), sets out a range of proposals aimed at reducing income inequality in the UK, including changes to the income tax and social transfer systems and the minimum wage. Researchers utilise a microsimulation approach using EUROMOD to assess the effects of these reforms on inequality and poverty. Results show that proposed tax and social transfer changes would substantially reduce inequality. The additional impact of raising the minimum wage to the Living Wage is modest, reflecting the position of beneficiaries in the household income distribution and the offsetting effects on household income of the withdrawal of means-tested cash transfers.
Bossler, Mario (2017)	Labour: Review of Labour Economics and Industrial Relations	Do Minimum Wages increase Job Satisfaction? Micro-data evidence from the new German minimum wage.	Germany	2015-2017	Minimum Wage, Job Satisfaction	Germany introduced a new statutory minimum wage of €8.50 on 1st Jan 2015. Researchers use a difference-in-difference approach to estimate worker level outcomes of continuing employees. Results reveal an absolute increase in workers' pay satisfaction. Increases in Job satisfaction and other dimensions of work satisfaction were modest. The effects from the minimum wage on work engagement and turnover intention are virtually zero.
Marimpi, Maria and Pierre Koning (2018)	IZA Journal of Labor Policy	Youth minimum wages and youth employment	OECD	2000-2014	Youth Employment	Increases in the level of the youth minimum wage results in a substantial negative impact on the employment rate of young individuals.

Latest research on the Minimum Wage (continued)

Study	Journal	Title	Country	Observation Period	Outcomes Analysed	Results
O' Neill, Donal and Niamh Holton (2017)	Economic and Social Review	The Changing Nature of Irish Wage Inequality from Bust to Boom.	Ireland	2004-2013	Inequality, wage decomposition, minimum wages.	Levels of inequality in Ireland are analysed in the context of dramatic macroeconomic changes over 10 years, from economic boom to deep recession. During the boom, dispersion in wages increased, driven mainly by rising returns to skill. During the recession (2008-2013), there was a significant decrease in wage dispersion and although the characteristics of the workforce improved, this was offset by a falling return to skills. However, workers in the lowest decile were the only group unaffected by declining returns, which resulted in a decline in wage inequality. Analysis highlights the importance of the minimum wage in this process.
Millea, Meghan J., Jon P. Rezek, Brian Shoup, Joshua Pitts (2017)	Journal of Labor Research	Minimum Wages in a Segmented Labor Market: Evidence from South Africa	South Africa	2000-2007	Wages of formal and informal workers.	There is evidence of higher wages but also disemployment among black workers in formal markets. In informal markets there appears to be no employment effects. However, higher wages in the formal markets cause positive spill-over effects for informal workers in the covered sectors.
Christl, Michael, Monika Köppl-Turyna, and Dénes Kucsera (2017)	German Economic Review	Revisiting the Employment Effects of Minimum Wages in Europe	Europe	2004-2013	Youth Employment	This research finds that there is an optimal level for the minimum wage that maximises the employment of young individuals. The negative impact of minimum wage increases on youth employment is stronger in labour markets that are otherwise strongly regulated and relatively unproductive. Results show that some countries in Europe can afford to increase the minimum wage in order to maximise youth employment. This is especially the case in Eastern Europe. Other European countries are contributing to high youth unemployment rates by having minimum wages that are too high.

Latest research on the Minimum Wage (continued)

Study	Journal	Title	Country	Observation Period	Outcomes Analysed	Results
Rybczynski, Kate and Anindya Sen (2017)	Contemporary Economic Policy	Employment Effects of the Minimum Wage: Panel Data Evidence from the Canadian Provinces	Canada	1981-2011	Employment	The author's model shows that a 10% increase in the minimum wage is associated with a 1% to 4% reduction in employment rates for both male and female teens. An increase in the minimum wage is also associated with a reduction in the employment of prime aged-immigrants.
Bosch, Gerhard (2018)	Industrial Relations Journal	The making of the German minimum wage: a case study of institutional change	Germany	2014-2015	Institutional change	The research finds that due to the threat of outsourcing to low wage sectors, the manufacturing and service unions amalgamated their resources to advocate for the establishment of the minimum wage. The German social partners have had a much stronger influence over minimum wage policy than those in the UK. It is argued that this is due to the robust free collective bargaining system in place in Germany.
Neumark, David and Grace Lordan (2017)	Labour Economics	People Versus Machines: The Impact of Minimum Wages on Automatable Jobs	US	1980-2015	Impact of minimum wages on automatable jobs.	Increasing the minimum wage increases the likelihood that low-skilled workers in automatable jobs become unemployed or are employed in worse jobs, although the results vary heavily across sectors and demographic groups. The most significant adverse effect is observed for older, low-skilled workers in manufacturing. Positive job opportunity effects are observed for higher-skilled workers.
Bruttel, Oliver, Anne Baumann, and Oliver Bruttel (2017)	European Journal of Industrial Relations	The new German statutory minimum wage in comparative perspective: Employment effects and other adjustment channels	Germany	2015-2017	Employment	The new minimum wage regime brought about relatively large wage increases for low paid workers with small observable negative employment effects. Results show that companies impacted by the introduction of the minimum wage responded by reducing working hours and/or increasing work intensity and prices. Some firms cut non-wage benefits, reduced staff turnover and attempted to employ higher skilled workers.

Latest research on the Minimum Wage (continued)

Study	Journal	Title	Country	Observation Period	Outcomes Analysed	Results
Lenhart, Otto (2017)	The European Journal of Health Economics	The impact of minimum wages on population health: evidence from 24 OECD countries	24 OECD countries	31 years of data analysed	Population Health	Higher levels of the minimum wage are associated with significant reductions of overall mortality rates and with reductions in the number of deaths due to health outcomes that are more prevalent among individuals with low socioeconomic status. More generous minimum wages impact poverty outcomes, the share of the population with unmet medical needs, the number of doctor's consultations, calorie intake, tobacco consumption and the likelihood of people being overweight.
Bauducco, Sofia, and Alexandre Janiak (2018	European Economic Review	The macroeconomic consequences of raising the minimum wage: Capital accumulation, employment and the wage distribution	US	2015	Employment, wage distribution	A moderate increase in the minimum wage barely affects employment and results in a compression of the wage distribution. Authors also find that a small increase generates positive spill-over on higher wages. A minimum wage set to $10 positively influences both the stock of capital and output. But a decrease in employment by 2.8% is observed in this model specification. A lower minimum wage ($9) also positively affects capital accumulation but without the employment effects.
Jales, Hugo (2017)	Journal of Applied Econometrics	Estimating the effects of the minimum wage in a developing country: A density discontinuity design approach	Brazil	2001-2009	Employment, Inequality	The size of the informal sector increased by about 39% as compared to what would have occurred without minimum wage policy. This effect is attributed to two factors: i) the employment effects of the minimum wage on the formal sector, ii) the movement of workers from the formal sector to the informal sector as an unintended consequence of the minimum wage policy. Minimum wage policy was found to strongly affect wage inequality in Brazil, reducing it by up to 22%.

Latest research on the Minimum Wage (continued)

McVicar, Duncan, Andrew Park and Seamus McGuinness (2018)	IZA Institute of Labour Economics	Exploiting the Irish Border to Estimate Minimum Wage Impacts in Northern Ireland	Northern Ireland (NI)		Employment	The research examines the hours and employment impacts in NI of the introduction of the minimum wage (NMW) in 1999 and the UK National Living Wage (NLW) in 2016. NI has a land border with the Republic of Ireland and the different approaches in each jurisdiction to the NMW/NLW allowed a difference-in-difference research design. Research showed a small decrease in the employment rate of 22-59/64 year olds in NI in the year after the introduction of the NMW but no impact on hours worked. There was no evidence found that the introduction of the NLW effected either employment or hours worked.
Bellmann, Lutz, Mario Bossler, Hans-Dieter Gerner and Olaf Hübler (2017)	IZA Journal of Labour Economics	Training and minimum wages: first evidence from the introduction of the minimum wage in Germany	Germany	2011-2015	Minimum Wages and training.	The difference-in-difference analysis finds no reduction in the incidence of training but a slight reduction in the intensity of training at the firms observed. The negative impact appears to be mostly driven by a reduction in employer-financed training. At worker level, authors observe a reduction in training for medium and high-skilled employees but no significant effects on the training of low-skilled workers.

Appendix 2

Labour Force Survey NMW Statistics

This appendix contains statistics based on questions relating to the National Minimum Wage included in the CSO Labour Force Survey (formerly the Quarterly National Household Survey) from Q2 2016-Q4 2017. The Labour Force Survey is not designed to be an earnings survey and is conducted across a representative sample of households throughout the country. Therefore the earnings data in this release is based on each respondent self-reporting their income and as a result some caution is urged in the interpretation of this data.

In addition, as a number of respondents did not report their status with regard to the NMW, these respondents are identified as '*Not stated'* in the relevant data tables and are excluded from the denominator in calculating the share or proportion of all respondents on the NMW.

The Commission notes that the CSO may apply some revisions to this data as part of the Q1 2018 Labour Force Survey results and due to planned revisions of the national NUTS regional groups as a result of regulation changes in Eurostat.

An average of 8.8% of employees for whom earnings data was reported, earned National Minimum Wage or less in 2017.

Over the four quarters of 2017 an average of 6.8% of all employees reported earning the NMW, 1.3% reported earning less than the NMW and 83.8% reported earning more than the NMW (7.8% did not state whether their earnings were on, above or below the NMW).

In absolute terms, the average number of employees who self-reported earning less than the NMW was 24,700 while 127,125 self-reported earnings equal to the NMW. In total therefore, an average 151,825 employees self-reported that they earned the NMW or less in 2017.

Statistics included in this appendix provide further information regarding certain employee characteristics (gender, nationality, age group, region of work, sector of work etc.).

List of Tables in this Appendix

Employees aged 15 years and over:

Table 1 Employees aged 15 years and over classified by detailed National Minimum Wage earnings status							
Detailed National Minimum Wage earnings status	Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees by detailed National Minimum Wage earnings status ('000)							
Employees reporting earning less than National Minimum Wage	35.4	31.3	22.0	19.1	20.7	33.2	25.8
Employees reporting earning National Minimum Wage	166.0	155.3	136.2	123.9	113.2	143.2	128.2
Total employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
Employees reporting earning more than National Minimum Wage	*1,411.5*	*1,448.4*	*1,500.0*	*1,529.7*	*1,541.9*	*1,578.1*	*1,580.8*
Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
Total employees	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees by detailed National Minimum Wage earnings status (%)[1]							
Employees reporting earning less than National Minimum Wage	2.2	1.9	1.3	1.1	1.2	1.9	1.5
Employees reporting earning National Minimum Wage	10.3	9.5	8.2	7.4	6.8	8.2	7.4
Total employees reporting earning National Minimum Wage or less	*12.5*	*11.4*	*9.5*	*8.5*	*8.0*	*10.1*	*8.9*
Employees reporting earning more than National Minimum Wage	87.5	88.6	90.5	91.5	92.0	89.9	91.1
Total employees	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

[1] Note: Denominator excludes employees w hose National Minimum Wage status w as *Not stated*

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken w hen comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 2 Employees aged 15 years and over reporting earning less than National Minimum Wage by reason why							
Employees reporting earning less than National Minimum Wage by reason w hy	Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees reporting earning less than National Minimum Wage by reason why ('000)							
A special training rate	7.6	7.4	[6.6]	[5.9]	7.3	8.1	[6.9]
An age-related rate	9.4	11.7	[6.3]	[4.5]	[7.4]	7.5	[5.4]
A first job over 18 rate	[5]	*	*	*	*	*	*
Other reason	12.3	8.4	[5]	[5.5]	[3.8]	14.9	9.6
Not stated	*	*	*	*	*	*	*
Total	**35.4**	**31.3**	**22.0**	**19.1**	**20.7**	**33.2**	**25.8**

Share of employees reporting earning less than National Minimum Wage by reason why (%)							
A special training rate	21.5	23.6	[30]	[30.9]	35.3	24.4	[26.7]
An age-related rate	26.6	37.4	[28.6]	[23.6]	[35.7]	22.6	[20.9]
A first job over 18 rate	[14.1]	*	*	*	*	*	*
Other reason	34.7	26.8	[22.7]	[28.8]	[18.4]	44.9	37.2
Not stated	*	*	*	*	*	*	*
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken w hen comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 3 Employees aged 15 years and over classified by gender and National Minimum Wage earnings status								
Gender/National Minimum Wage earnings status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by gender and National Minimum Wage status ('000)								
Male	Employees reporting earning National Minimum Wage or less	95.5	87.6	71.9	63.6	56.3	88.4	75.8
	Employees reporting earning more than National Minimum Wage	699.7	724.9	751.7	767.3	769.4	791.9	786.6
	Not stated	85.9	95.4	87.7	83.9	90.6	60.6	77.2
	Total	**881.0**	**907.9**	**911.4**	**914.7**	**916.3**	**940.9**	**939.6**
Female	Employees reporting earning National Minimum Wage or less	106.0	99.0	86.3	79.4	77.6	88.0	78.2
	Employees reporting earning more than National Minimum Wage	711.9	723.5	748.3	762.4	772.6	786.1	794.2
	Not stated	80.4	83.1	80.3	74.5	79.5	53.8	71.5
	Total	**898.3**	**905.6**	**914.9**	**916.4**	**929.7**	**927.9**	**943.9**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by gender (%)							
Male	47.4	46.9	45.4	44.5	42.0	50.1	49.2
Female	52.6	53.1	54.6	55.5	58.0	49.9	50.8
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Share of total employees by gender (%)[1]							
Male	49.3	49.7	49.7	49.7	49.3	50.2	49.7
Female	50.7	50.3	50.3	50.3	50.7	49.8	50.3
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Proportion of employees reporting earning National Minimum Wage or less within each gender (%)1							
Male	12.0	10.8	8.7	7.7	6.8	10.0	8.8
Female	13.0	12.0	10.3	9.4	9.1	10.1	9.0
Total	**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

[1] Note: Denominator excludes employees whose National Minimum Wage status was *Not stated*

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken when comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 4 Employees aged 15 years and over classified by NACE Rev.2 Economic Sector and National Minimum Wage earnings status

Economic sector (NACE Rev.2)/National Minimum Wage status			Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by NACE Rev.2 Economic Sector and National Minimum Wage status ('000)									
A	**Agriculture, forestry and fishing**	Employees reporting earning National Minimum Wage or less	7.4	[6.1]	[3.8]	[5.1]	*	[5]	*
		Employees reporting earning more than National Minimum Wage	15.4	17.0	16.5	17.4	20.4	19.2	17.0
		Not stated	[4.1]	[4]	[4.4]	[3.9]	*	*	*
		Total	**26.8**	**27.0**	**24.8**	**26.3**	**28.7**	**26.9**	**25.6**
B-F	**Total Industry**	Employees reporting earning National Minimum Wage or less	27.2	27.3	22.8	16.8	15.9	25.7	22.4
		Employees reporting earning more than National Minimum Wage	272.0	281.9	287.4	298.4	295.7	304.9	300.6
		Not stated	29.2	31.9	26.1	29.2	30.4	20.6	26.1
		Total	**328.3**	**341.1**	**336.2**	**344.4**	**342.0**	**351.2**	**349.0**
B-E	Industry	Employees reporting earning National Minimum Wage or less	18.7	20.1	17.2	12.8	10.4	17.8	15.0
		Employees reporting earning more than National Minimum Wage	212.3	219.5	221.3	226.7	226.3	236.4	228.9
		Not stated	17.5	21.7	15.9	19.2	20.5	14.3	18.3
		Total	**248.5**	**261.3**	**254.4**	**258.6**	**257.3**	**268.5**	**262.2**
F	Construction	Employees reporting earning National Minimum Wage or less	8.4	7.2	5.6	[4.1]	5.5	[7.9]	[7.4]
		Employees reporting earning more than National Minimum Wage	59.7	62.5	66.0	71.8	69.4	68.6	71.7
		Not stated	11.6	10.2	10.1	10.0	9.9	[6.3]	7.8
		Total	**79.8**	**79.8**	**81.8**	**85.8**	**84.8**	**82.7**	**86.8**
G-U	**Total Services**	Employees reporting earning National Minimum Wage or less	166.9	152.9	131.4	120.7	113.8	145.0	127.0
		Employees reporting earning more than National Minimum Wage	1,122.4	1,147.7	1,193.2	1,211.3	1,224.1	1,250.4	1,259.2
		Not stated	128.2	139.5	133.9	121.4	131.1	87.9	115.6
		Total	**1,417.4**	**1,440.0**	**1,458.4**	**1,453.5**	**1,469.0**	**1,483.3**	**1,501.8**
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	Employees reporting earning National Minimum Wage or less	53.8	49.4	44.6	41.7	37.1	47.3	41.2
		Employees reporting earning more than National Minimum Wage	180.0	187.6	196.5	195.2	204.8	208.3	211.7
		Not stated	26.5	31.7	31.1	30.6	29.9	16.4	22.0
		Total	**260.3**	**268.7**	**272.2**	**267.5**	**271.7**	**272.0**	**275.0**
H	Transportation and storage	Employees reporting earning National Minimum Wage or less	[5.4]	[3.6]	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	58.8	60.8	64.5	65.4	64.2	63.8	64.8
		Not stated	[5]	6.8	7.4	[5]	6.5	*	*
		Total	**69.1**	**71.2**	**75.0**	**73.0**	**73.5**	**71.8**	**73.7**
I	Accommodation and food service activities	Employees reporting earning National Minimum Wage or less	47.1	45.6	38.2	38.7	36.5	43.2	42.8
		Employees reporting earning more than National Minimum Wage	76.6	81.6	83.9	90.3	93.9	98.0	98.6
		Not stated	16.2	20.7	19.0	19.6	15.9	11.2	17.2
		Total	**139.9**	**147.9**	**141.1**	**148.5**	**146.3**	**152.4**	**158.5**
J	Information and communication	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	83.3	88.9	88.6	92.3	88.8	96.7	94.7
		Not stated	[6.6]	[4.8]	[6.4]	[5.1]	7.8	*	[5.4]
		Total	**92.5**	**95.6**	**98.3**	**98.8**	**98.3**	**103.3**	**102.1**
K-L	Financial, insurance and real estate activities	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	92.5	94.8	94.5	94.9	90.7	95.8	90.8
		Not stated	6.4	[4.3]	[4.7]	[3.9]	6.9	*	[6.1]
		Total	**100.4**	**100.5**	**100.6**	**99.7**	**98.6**	**100.7**	**97.4**
M	Professional, scientific and technical activities	Employees reporting earning National Minimum Wage or less	*	[5.4]	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	86.4	93.5	95.2	89.2	91.5	93.6	90.4
		Not stated	7.6	6.6	7.5	6.7	6.9	[4.5]	[6.7]
		Total	**96.6**	**105.5**	**105.6**	**97.8**	**100.5**	**100.8**	**99.7**

N	Administrative and support service activities	Employees reporting earning National Minimum Wage or less	13.0	8.8	10.2	8.1	8.4	10.6	[6.8]
		Employees reporting earning more than National Minimum Wage	54.7	51.1	52.3	61.5	64.2	62.5	63.8
		Not stated	8.4	11.2	9.8	8.9	9.0	[7.5]	8.3
		Total	**76.1**	**71.2**	**72.2**	**78.5**	**81.6**	**80.6**	**78.9**
O	Public administration and defence; compulsory social security	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	87.7	84.7	87.4	87.2	91.9	88.7	94.3
		Not stated	6.5	5.2	[4]	[4]	[5]	[4.8]	[5.4]
		Total	**96.2**	**91.1**	**92.3**	**92.4**	**98.0**	**94.9**	**100.5**
P	Education	Employees reporting earning National Minimum Wage or less	[3.5]	[4]	[3.5]	*	*	*	*
		Employees reporting earning more than National Minimum Wage	128.4	126.6	136.1	139.8	136.2	142.2	147.0
		Not stated	10.3	10.2	10.1	8.5	9.5	[6]	8.7
		Total	**142.2**	**140.8**	**149.6**	**150.6**	**148.9**	**151.8**	**157.9**
Q	Human health and social w ork activities	Employees reporting earning National Minimum Wage or less	15.9	13.2	11.2	10.4	9.6	12.2	10.3
		Employees reporting earning more than National Minimum Wage	219.2	221.3	228.3	231.0	232.2	239.7	236.5
		Not stated	21.5	25.3	23.8	19.4	21.5	13.8	18.5
		Total	**256.6**	**259.8**	**263.4**	**260.8**	**263.3**	**265.7**	**265.3**
R-U	Other NACE activities	Employees reporting earning National Minimum Wage or less	19.3	18.3	12.3	11.7	10.5	17.8	13.5
		Employees reporting earning more than National Minimum Wage	54.9	56.7	65.9	64.4	65.6	61.0	66.4
		Not stated	13.2	12.6	10.1	9.7	12.2	10.4	12.8
		Total	**87.4**	**87.6**	**88.3**	**85.9**	**88.2**	**89.1**	**92.7**
Not stated		Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	*	*	*	*	*	*	*
		Not stated	[4.9]	*	*	[3.9]	[4.3]	*	*
		Total	**6.7**	**[5.3]**	**6.8**	**6.9**	**[6.2]**	**[7.4]**	**[7.1]**
All employees		Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
		Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
		Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
		Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by NACE Rev.2 Economic Sector (%)

A	**Agriculture, forestry and fishing**	**3.7**	**[3.3]**	**[2.4]**	**[3.6]**	*****	**[2.8]**	*****
B-F	**Total Industry**	**13.5**	**14.6**	**14.4**	**11.7**	**11.9**	**14.6**	**14.5**
B-E	Industry	9.3	10.8	10.9	9.0	7.8	10.1	9.7
F	Construction	4.2	3.9	3.5	[2.9]	4.1	[4.5]	[4.8]
G-U	**Total Services**	**82.8**	**81.9**	**83.1**	**84.4**	**85.0**	**82.2**	**82.5**
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	26.7	26.5	28.2	29.2	27.7	26.8	26.8
H	Transportation and storage	[2.7]	[1.9]	*	*	*	*	*
I	Accommodation and food service activities	23.4	24.4	24.1	27.1	27.3	24.5	27.8
J	Information and communication	*	*	*	*	*	*	*
K-L	Financial, insurance and real estate activities	*	*	*	*	*	*	*
M	Professional, scientific and technical activities	*	[2.9]	*	*	*	*	*
N	Administrative and support service activities	6.5	4.7	6.4	5.7	6.3	6.0	[4.4]
O	Public administration and defence; compulsory social security	*	*	*	*	*	*	*
P	Education	[1.7]	[2.1]	[2.2]	*	*	*	*
Q	Human health and social w ork activities	7.9	7.1	7.1	7.3	7.2	6.9	6.7
R-U	Other NACE activities	9.6	9.8	7.8	8.2	7.8	10.1	8.8
Not stated		*	*	*	*	*	*	*
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Share of total employees by NACE Rev.2 Economic Sector (%)[1]

A	**Agriculture, forestry and fishing**	**1.4**	**1.4**	**1.2**	**1.3**	**1.5**	**1.4**	**1.2**
B-F	**Total Industry**	**18.5**	**18.9**	**18.7**	**18.8**	**18.6**	**18.8**	**18.6**
B-E	Industry	14.3	14.7	14.4	14.3	14.1	14.5	14.1
F	Construction	4.2	4.3	4.3	4.5	4.5	4.4	4.6
G-U	**Total Services**	**79.9**	**79.6**	**79.9**	**79.6**	**79.8**	**79.5**	**79.9**
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	14.5	14.5	14.5	14.2	14.4	14.6	14.6
H	Transportation and storage	4.0	3.9	4.1	4.1	4.0	3.8	4.0
I	Accommodation and food service activities	7.7	7.8	7.4	7.7	7.8	8.0	8.2
J	Information and communication	5.3	5.6	5.5	5.6	5.4	5.6	5.6
K-L	Financial, insurance and real estate activities	5.8	5.9	5.8	5.7	5.5	5.5	5.3
M	Professional, scientific and technical activities	5.5	6.0	5.9	5.4	5.6	5.5	5.4
N	Administrative and support service activities	4.2	3.7	3.8	4.2	4.3	4.2	4.1
O	Public administration and defence; compulsory social security	5.6	5.3	5.3	5.3	5.5	5.1	5.5
P	Education	8.2	8.0	8.4	8.5	8.3	8.3	8.6
Q	Human health and social w ork activities	14.6	14.3	14.4	14.4	14.4	14.4	14.2
R-U	Other NACE activities	4.6	4.6	4.7	4.5	4.5	4.5	4.6
Not stated		*	*	*	*	*	*	*
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Proportion of employees reporting earning National Minimum Wage or less within each NACE Rev.2 Economic Sector (%)1								
A	**Agriculture, forestry and fishing**	**32.5**	**[26.4]**	**[18.6]**	**[22.8]**	*****	**[20.7]**	*****
B-F	**Total Industry**	**9.1**	**8.8**	**7.4**	**5.3**	**5.1**	**7.8**	**6.9**
B-E	Industry	8.1	8.4	7.2	5.3	4.4	7.0	6.2
F	Construction	12.3	10.3	7.8	[5.4]	7.4	[10.3]	[9.4]
G-U	**Total Services**	**12.9**	**11.8**	**9.9**	**9.1**	**8.5**	**10.4**	**9.2**
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	*23.0*	*20.8*	*18.5*	*17.6*	*15.3*	*18.5*	*16.3*
H	Transportation and storage	*[8.4]*	*[5.6]*	*	*	*	*	*
I	Accommodation and food service activities	*38.1*	*35.8*	*31.3*	*30.0*	*28.0*	*30.6*	*30.3*
J	Information and communication	*	*	*	*	*	*	*
K-L	Financial, insurance and real estate activities	*	*	*	*	*	*	*
M	Professional, scientific and technical activities	*	*[5.5]*	*	*	*	*	*
N	Administrative and support service activities	*19.2*	*14.7*	*16.3*	*11.7*	*11.6*	*14.5*	*[9.6]*
O	Public administration and defence; compulsory social security	*	*	*	*	*	*	*
P	Education	*[2.7]*	*[3.1]*	*[2.5]*	*	*	*	*
Q	Human health and social work activities	*6.8*	*5.6*	*4.7*	*4.3*	*4.0*	*4.8*	*4.2*
R-U	Other NACE activities	*26.0*	*24.4*	*15.7*	*15.4*	*13.8*	*22.6*	*16.9*
Not stated		*	*	*	*	*	*	*
Total		**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

[1] Note: Denominator excludes employees whose National Minimum Wage status was *Not stated*

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken when comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 5 Employees aged 15 years and over classified by occupation (SOC2010) and National Minimum Wage earnings status

Broad occupational group/National Minimum Wage status			Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by occupation (SOC2010) and National Minimum Wage status ('000)									
1.	Managers, directors and senior officials	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	100.5	101.3	106.4	110.3	106.4	121.9	114.9
		Not stated	[5.5]	6.4	6.1	[4.9]	7.8	[5.5]	[5]
		Total	**108.0**	**109.8**	**114.0**	**116.4**	**115.5**	**128.7**	**121.3**
2.	Professionals	Employees reporting earning National Minimum Wage or less	*	[4.8]	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	324.5	326.6	330.2	331.6	330.4	373.0	375.6
		Not stated	16.8	13.1	13.9	13.4	18.6	14.4	22.3
		Total	**344.3**	**344.4**	**346.8**	**347.4**	**351.3**	**391.5**	**400.4**
3.	Associate professional and technical	Employees reporting earning National Minimum Wage or less	8.8	7.0	[6.8]	*	*	[6.5]	[5.3]
		Employees reporting earning more than National Minimum Wage	193.6	198.3	204.7	208.5	206.8	221.8	210.7
		Not stated	11.9	15.3	15.2	11.2	17.8	12.2	12.7
		Total	**214.4**	**220.7**	**226.6**	**223.0**	**227.9**	**240.5**	**228.8**
4.	Administrative and secretarial	Employees reporting earning National Minimum Wage or less	10.8	8.4	6.8	7.2	[6.2]	8.4	[5.6]
		Employees reporting earning more than National Minimum Wage	179.6	189.2	189.9	191.0	194.3	183.8	188.9
		Not stated	17.9	16.0	15.9	16.0	17.2	11.7	14.2
		Total	**208.3**	**213.6**	**212.7**	**214.2**	**217.6**	**204.0**	**208.8**
5.	Skilled trades	Employees reporting earning National Minimum Wage or less	20.1	17.4	14.8	13.2	12.8	18.4	18.4
		Employees reporting earning more than National Minimum Wage	141.3	139.8	151.7	166.1	163.6	152.6	150.4
		Not stated	22.3	24.0	19.8	22.1	18.8	11.5	17.8
		Total	**183.7**	**181.2**	**186.3**	**201.4**	**195.2**	**182.5**	**186.6**
6.	Caring, leisure and other services	Employees reporting earning National Minimum Wage or less	27.2	24.8	17.9	16.5	16.0	19.2	18.6
		Employees reporting earning more than National Minimum Wage	113.7	121.6	131.3	135.0	137.1	133.7	138.8
		Not stated	21.6	22.3	23.8	18.1	20.3	12.6	18.1
		Total	**162.5**	**168.6**	**173.0**	**169.6**	**173.4**	**165.5**	**175.4**
7.	Sales and customer service	Employees reporting earning National Minimum Wage or less	47.6	43.8	41.1	35.7	35.5	40.7	35.3
		Employees reporting earning more than National Minimum Wage	110.9	118.3	121.0	124.4	128.9	117.5	125.0
		Not stated	20.2	23.9	21.2	22.8	20.4	13.2	16.7
		Total	**178.7**	**186.0**	**183.3**	**182.8**	**184.8**	**171.4**	**177.0**
8.	Process, plant and machine operatives	Employees reporting earning National Minimum Wage or less	13.4	11.0	9.4	9.2	8.5	15.5	11.9
		Employees reporting earning more than National Minimum Wage	102.6	110.4	112.8	110.6	112.2	117.8	120.9
		Not stated	12.7	14.8	13.0	12.4	14.7	[7.2]	11.1
		Total	**128.8**	**136.3**	**135.3**	**132.1**	**135.4**	**140.5**	**143.9**
9.	Elementary	Employees reporting earning National Minimum Wage or less	67.5	66.3	56.6	53.5	47.9	61.5	54.7
		Employees reporting earning more than National Minimum Wage	134.5	132.1	140.2	140.1	151.5	150.7	148.3
		Not stated	29.5	36.6	34.4	32.8	30.1	22.6	25.7
		Total	**231.5**	**234.9**	**231.1**	**226.4**	**229.5**	**234.8**	**228.7**
	Other/Not stated	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	10.2	10.9	11.8	12.0	10.6	[5.4]	[7.3]
		Not stated	7.8	[6.2]	[4.9]	[4.8]	[4.5]	*	[5.3]
		Total	**19.1**	**18.0**	**17.2**	**17.7**	**15.3**	**9.5**	**12.8**
All employees		Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
		Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
		Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
		Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by occupation (SOC2010) (%)								
1.	Managers, directors and senior officials	*	*	*	*	*	*	*
2.	Professionals	*	[2.6]	*	*	*	*	*
3.	Associate professional and technical	4.4	3.8	[4.3]	*	*	[3.7]	[3.4]
4.	Administrative and secretarial	5.4	4.5	4.3	5.0	[4.6]	4.8	[3.6]
5.	Skilled trades	10.0	9.3	9.4	9.2	9.6	10.4	11.9
6.	Caring, leisure and other services	13.5	13.3	11.3	11.5	11.9	10.9	12.1
7.	Sales and customer service	23.6	23.5	26.0	25.0	26.5	23.1	22.9
8.	Process, plant and machine operatives	6.7	5.9	5.9	6.4	6.3	8.8	7.7
9.	Elementary	33.5	35.5	35.8	37.4	35.8	34.9	35.5
	Other/Not stated	*	*	*	*	*	*	*
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by occupation (SOC2010) (%)[1]								
1.	Managers, directors and senior officials	6.4	6.3	6.5	6.7	6.4	7.0	6.7
2.	Professionals	20.3	20.3	20.1	20.0	19.9	21.5	21.8
3.	Associate professional and technical	12.6	12.6	12.8	12.7	12.5	13.0	12.5
4.	Administrative and secretarial	11.8	12.1	11.9	11.9	12.0	11.0	11.2
5.	Skilled trades	10.0	9.6	10.0	10.7	10.5	9.7	9.7
6.	Caring, leisure and other services	8.7	8.9	9.0	9.1	9.1	8.7	9.1
7.	Sales and customer service	9.8	9.9	9.8	9.6	9.8	9.0	9.2
8.	Process, plant and machine operatives	7.2	7.4	7.4	7.2	7.2	7.6	7.7
9.	Elementary	12.5	12.1	11.9	11.6	11.9	12.1	11.7
	Other/Not stated	0.7	0.7	0.7	0.8	0.6	[0.3]	[0.4]
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each occupation (SOC2010) (%)1								
1.	Managers, directors and senior officials	*	*	*	*	*	*	*
2.	Professionals	*	[1.4]	*	*	*	*	*
3.	Associate professional and technical	4.3	3.4	[3.2]	*	*	[2.8]	[2.5]
4.	Administrative and secretarial	5.7	4.3	3.5	3.6	[3.1]	4.4	[2.9]
5.	Skilled trades	12.5	11.1	8.9	7.4	7.3	10.8	10.9
6.	Caring, leisure and other services	19.3	17.0	12.0	10.9	10.5	12.6	11.8
7.	Sales and customer service	30.0	27.0	25.4	22.3	21.6	25.7	22.0
8.	Process, plant and machine operatives	11.5	9.1	7.7	7.7	7.0	11.6	9.0
9.	Elementary	33.4	33.4	28.8	27.6	24.0	29.0	26.9
	Other/Not stated	*	*	*	*	*	*	*
Total		**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

[1] Note: Denominator excludes employees whose National Minimum Wage status was *Not stated*

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken when comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 6 Employees aged 15 years and over classified by age group and National Minimum Wage earnings status

Age group/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by age group and National Minimum Wage status ('000)								
15-19	Employees reporting earning National Minimum Wage or less	38.5	40.4	34.1	26.0	28.7	33.4	30.4
	Employees reporting earning more than National Minimum Wage	12.7	19.1	16.3	16.2	17.5	18.2	18.8
	Not stated	9.5	9.1	8.8	9.1	8.5	[5.7]	7.2
	Total	**60.7**	**68.6**	**59.3**	**51.4**	**54.8**	**57.2**	**56.4**
20-24	Employees reporting earning National Minimum Wage or less	51.8	52.8	40.1	38.2	38.6	41.9	41.0
	Employees reporting earning more than National Minimum Wage	98.2	104.4	111.9	106.7	113.2	110.9	109.8
	Not stated	25.1	28.3	25.6	27.7	25.7	15.6	21.4
	Total	**175.1**	**185.5**	**177.5**	**172.6**	**177.4**	**168.4**	**172.3**
15-24 (Youths)	Employees reporting earning National Minimum Wage or less	90.2	93.2	74.2	64.2	67.3	75.2	71.4
	Employees reporting earning more than National Minimum Wage	111.0	123.5	128.2	123.0	130.7	129.1	128.6
	Not stated	34.6	37.4	34.4	36.8	34.2	21.3	28.7
	Total	**235.8**	**254.1**	**236.8**	**224.0**	**232.2**	**225.6**	**228.7**
25-34	Employees reporting earning National Minimum Wage or less	48.5	40.3	34.4	34.8	25.3	39.5	32.5
	Employees reporting earning more than National Minimum Wage	367.6	381.3	387.6	387.0	390.4	395.1	401.5
	Not stated	47.8	47.2	47.8	43.0	47.8	33.6	42.5
	Total	**463.9**	**468.8**	**469.8**	**464.7**	**463.5**	**468.3**	**476.5**
35-44	Employees reporting earning National Minimum Wage or less	28.6	24.7	22.4	22.7	19.9	25.7	23.5
	Employees reporting earning more than National Minimum Wage	432.3	433.6	450.1	463.7	463.7	485.5	477.8
	Not stated	32.0	39.6	35.2	32.0	35.2	24.0	31.8
	Total	**492.8**	**497.9**	**507.6**	**518.5**	**518.9**	**535.2**	**533.0**
45-54	Employees reporting earning National Minimum Wage or less	20.4	17.0	16.1	12.1	11.3	19.7	13.2
	Employees reporting earning more than National Minimum Wage	304.1	311.5	322.6	338.8	336.8	349.6	347.9
	Not stated	30.4	31.3	30.3	26.3	29.9	20.7	26.5
	Total	**354.8**	**359.8**	**369.0**	**377.2**	**378.0**	**389.9**	**387.6**
55-59	Employees reporting earning National Minimum Wage or less	7.4	[5.1]	[5.3]	[4.5]	5.7	7.9	6.8
	Employees reporting earning more than National Minimum Wage	114.4	113.7	120.9	124.7	125.1	124.4	127.4
	Not stated	12.0	12.1	8.9	9.8	11.7	[5.8]	9.2
	Total	**133.7**	**130.8**	**135.1**	**139.1**	**142.5**	**138.1**	**143.4**

60-64	Employees reporting earning National Minimum Wage or less	[3.6]	[4.2]	[3.7]	*	*	[5.9]	[4.9]
	Employees reporting earning more than National Minimum Wage	63.7	67.2	70.7	72.7	74.3	75.5	74.6
	Not stated	7.6	7.7	8.1	7.5	8.5	[6.1]	6.6
	Total	**74.8**	**79.1**	**82.5**	**83.3**	**86.2**	**87.5**	**86.1**
65+	Employees reporting earning National Minimum Wage or less	[2.8]	*	*	*	*	*	*
	Employees reporting earning more than National Minimum Wage	18.5	17.5	20.0	19.9	20.9	18.9	23.0
	Not stated	*	[3.4]	[3.3]	[3]	*	*	[3.5]
	Total	**23.4**	**22.9**	**25.4**	**24.3**	**24.8**	**24.2**	**28.2**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**
Share of employees reporting earning National Minimum Wage or less by age group (%)								
15-19		19.1	21.7	21.6	18.2	21.4	18.9	19.7
20-24		25.7	28.3	25.3	26.7	28.8	23.8	26.6
Total 15-24 (Youths)		44.8	49.9	46.9	44.9	50.3	42.6	46.4
25-34		24.1	21.6	21.7	24.3	18.9	22.4	21.1
35-44		14.2	13.2	14.2	15.9	14.9	14.6	15.3
45-54		10.1	9.1	10.2	8.5	8.4	11.2	8.6
55-59		3.7	[2.7]	[3.4]	[3.1]	4.3	4.5	4.4
60-64		[1.8]	[2.3]	[2.3]	*	*	[3.3]	[3.2]
65+		[1.4]	*	*	*	*	*	*
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by age group (%)[1]								
15-19		3.2	3.6	3.0	2.5	2.8	2.9	2.8
20-24		9.3	9.6	9.2	8.7	9.1	8.7	8.7
Total 15-24 (Youths)		12.5	13.3	12.2	11.2	11.8	11.6	11.5
25-34		25.8	25.8	25.5	25.2	24.8	24.8	25.0
35-44		28.6	28.0	28.5	29.1	28.9	29.1	28.9
45-54		20.1	20.1	20.4	21.0	20.8	21.0	20.8
55-59		7.5	7.3	7.6	7.7	7.8	7.5	7.7
60-64		4.2	4.4	4.5	4.5	4.6	4.6	4.6
65+		1.3	1.2	1.3	1.3	1.3	1.2	1.4
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each age group (%)1								
15-19		75.2	67.9	67.7	61.5	62.0	64.9	61.8
20-24		34.5	33.6	26.4	26.3	25.4	27.4	27.2
Total 15-24 (Youths)		44.8	43.0	36.7	34.3	34.0	36.8	35.7
25-34		11.7	9.6	8.1	8.3	6.1	9.1	7.5
35-44		6.2	5.4	4.7	4.7	4.1	5.0	4.7
45-54		6.3	5.2	4.8	3.4	3.2	5.3	3.7
55-59		6.1	[4.3]	[4.2]	[3.5]	4.4	6.0	5.1
60-64		[5.4]	[5.9]	[5]	*	*	[7.2]	[6.2]
65+		[13.1]	*	*	*	*	*	*
Total		**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

[1] Note: Denominator excludes employees w hose National Minimum Wage status w as *Not stated*

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken w hen comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 7 Employees aged 15 years and over classified by NUTS2 and NUTS3 regions and National Minimum Wage earnings status

Region/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by NUTS2 and NUTS3 regions and National Minimum Wage status ('000)								
Border, Midland and Western	Employees reporting earning National Minimum Wage or less	54.5	54.9	44.7	38.7	39.6	55.4	44.1
	Employees reporting earning more than National Minimum Wage	340.7	341.8	364.6	365.4	376.5	379.3	384.4
	Not stated	35.4	37.9	34.7	42.0	29.9	28.2	35.8
	Total	**430.6**	**434.6**	**444.0**	**446.2**	**446.0**	**462.9**	**464.3**
Border	Employees reporting earning National Minimum Wage or less	28.6	26.3	22.7	20.8	18.6	22.7	19.5
	Employees reporting earning more than National Minimum Wage	127.5	131.8	141.1	137.5	145.7	159.2	159.9
	Not stated	17.1	16.3	14.8	18.8	16.3	14.6	15.6
	Total	**173.2**	**174.4**	**178.6**	**177.2**	**180.6**	**196.5**	**195.0**
Midland	Employees reporting earning National Minimum Wage or less	10.0	9.8	[6.4]	[7]	8.5	12.1	11.6
	Employees reporting earning more than National Minimum Wage	80.7	78.3	86.1	85.6	88.7	83.0	87.0
	Not stated	9.1	11.6	8.8	9.8	[6]	[5.9]	[6.2]
	Total	**99.8**	**99.7**	**101.3**	**102.4**	**103.1**	**100.9**	**104.8**
West	Employees reporting earning National Minimum Wage or less	16.0	18.8	15.6	11.0	12.5	20.6	12.9
	Employees reporting earning more than National Minimum Wage	132.5	131.7	137.5	142.3	142.2	137.1	137.5
	Not stated	9.2	10.0	11.1	13.4	7.7	7.7	14.0
	Total	**157.7**	**160.5**	**164.1**	**166.7**	**162.3**	**165.4**	**164.4**

Southern and Eastern	Employees reporting earning National Minimum Wage or less	146.9	131.7	113.5	104.3	94.3	121.0	109.9
	Employees reporting earning more than National Minimum Wage	1,070.8	1,106.5	1,135.4	1,164.3	1,165.4	1,198.8	1,196.4
	Not stated	130.9	140.6	133.3	116.4	140.2	86.1	113.0
	Total	**1,348.6**	**1,378.8**	**1,382.2**	**1,384.9**	**1,399.9**	**1,405.9**	**1,419.3**
Dublin	Employees reporting earning National Minimum Wage or less	53.8	47.5	45.1	34.7	30.0	38.6	34.0
	Employees reporting earning more than National Minimum Wage	476.0	491.4	502.4	505.5	499.0	520.4	526.6
	Not stated	49.7	44.7	46.8	45.5	55.7	28.8	40.0
	Total	**579.4**	**583.5**	**594.2**	**585.7**	**584.7**	**587.7**	**600.7**
Mid-East	Employees reporting earning National Minimum Wage or less	22.6	19.6	14.5	11.5	10.6	13.5	18.0
	Employees reporting earning more than National Minimum Wage	174.0	173.3	179.1	187.8	178.6	194.3	190.3
	Not stated	18.1	18.6	17.2	18.7	32.5	15.7	17.3
	Total	**214.7**	**211.5**	**210.7**	**218.1**	**221.6**	**223.5**	**225.7**
Mid-West	Employees reporting earning National Minimum Wage or less	15.0	15.9	12.6	11.8	12.1	17.4	14.9
	Employees reporting earning more than National Minimum Wage	105.6	115.9	118.1	120.9	117.0	112.2	109.0
	Not stated	14.2	9.9	14.5	11.1	16.0	12.7	21.7
	Total	**134.9**	**141.6**	**145.1**	**143.8**	**145.0**	**142.3**	**145.5**
South-East	Employees reporting earning National Minimum Wage or less	25.6	23.8	19.9	20.3	22.0	21.9	20.5
	Employees reporting earning more than National Minimum Wage	134.8	140.0	147.4	148.0	148.4	155.3	154.8
	Not stated	14.5	16.6	12.4	12.3	9.1	11.1	11.8
	Total	**174.9**	**180.4**	**179.7**	**180.5**	**179.5**	**188.3**	**187.1**
South-West	Employees reporting earning National Minimum Wage or less	29.9	24.9	21.4	26.0	19.7	29.7	22.5
	Employees reporting earning more than National Minimum Wage	180.4	186.0	188.5	202.1	222.4	216.6	215.6
	Not stated	34.4	50.8	42.5	28.7	26.9	17.8	22.2
	Total	**244.7**	**261.7**	**252.5**	**256.8**	**269.1**	**264.2**	**260.3**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by NUTS2 and NUTS3 regions (%)							
Border, Midland and Western	**27.0**	**29.4**	**28.3**	**27.1**	**29.6**	**31.4**	**28.6**
Border	14.2	14.1	14.3	14.5	13.9	12.9	12.7
Midland	5.0	5.3	[4]	[4.9]	6.3	6.9	7.5
West	7.9	10.1	9.9	7.7	9.3	11.7	8.4
Southern and Eastern	**72.9**	**70.6**	**71.7**	**72.9**	**70.4**	**68.6**	**71.4**
Dublin	26.7	25.5	28.5	24.3	22.4	21.9	22.1
Mid-East	11.2	10.5	9.2	8.0	7.9	7.7	11.7
Mid-West	7.4	8.5	8.0	8.3	9.0	9.9	9.7
South-East	12.7	12.8	12.6	14.2	16.4	12.4	13.3
South-West	14.8	13.3	13.5	18.2	14.7	16.8	14.6
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by NUTS2 and NUTS3 regions (%)							
Border, Midland and Western	**27.0**	**29.4**	**28.3**	**27.1**	**29.6**	**31.4**	**28.6**
Border	14.2	14.1	14.3	14.5	13.9	12.9	12.7
Midland	5.0	5.3	[4]	[4.9]	6.3	6.9	7.5
West	7.9	10.1	9.9	7.7	9.3	11.7	8.4
Southern and Eastern	**72.9**	**70.6**	**71.7**	**72.9**	**70.4**	**68.6**	**71.4**
Dublin	26.7	25.5	28.5	24.3	22.4	21.9	22.1
Mid-East	11.2	10.5	9.2	8.0	7.9	7.7	11.7
Mid-West	7.4	8.5	8.0	8.3	9.0	9.9	9.7
South-East	12.7	12.8	12.6	14.2	16.4	12.4	13.3
South-West	14.8	13.3	13.5	18.2	14.7	16.8	14.6
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Share of total employees by NUTS2 and NUTS3 regions (%)[1]							
Border, Midland and Western	**24.5**	**24.3**	**24.7**	**24.2**	**24.8**	**24.8**	**24.7**
Border	9.7	9.7	9.9	9.5	9.8	10.4	10.3
Midland	5.6	5.4	5.6	5.5	5.8	5.4	5.7
West	9.2	9.2	9.2	9.2	9.2	9.0	8.7
Southern and Eastern	**75.5**	**75.7**	**75.3**	**75.8**	**75.2**	**75.2**	**75.3**
Dublin	32.8	33.0	33.0	32.3	31.6	31.9	32.3
Mid-East	12.2	11.8	11.7	11.9	11.3	11.8	12.0
Mid-West	7.5	8.1	7.9	7.9	7.7	7.4	7.1
South-East	9.9	10.0	10.1	10.1	10.2	10.1	10.1
South-West	13.0	12.9	12.7	13.6	14.4	14.0	13.7
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Proportion of employees reporting earning National Minimum Wage or less within each NUTS2 and NUTS3 regions (%)1							
Border, Midland and Western	**13.8**	**13.8**	**10.9**	**9.6**	**9.5**	**12.7**	**10.3**
Border	18.3	16.6	13.9	13.1	11.3	12.5	10.9
Midland	11.0	11.1	[6.9]	[7.6]	8.8	12.7	11.8
West	10.8	12.5	10.2	7.2	8.1	13.1	8.6
Southern and Eastern	**12.1**	**10.6**	**9.1**	**8.2**	**7.5**	**9.2**	**8.4**
Dublin	10.2	8.8	8.2	6.4	5.7	6.9	6.1
Mid-East	11.5	10.2	7.5	5.8	5.6	6.5	8.6
Mid-West	12.4	12.1	9.6	8.9	9.4	13.4	12.0
South-East	16.0	14.5	11.9	12.1	12.9	12.4	11.7
South-West	14.2	11.8	10.2	11.4	8.1	12.1	9.4
Total	**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

[1] Note: Denominator excludes employees w hose National Minimum Wage status w as *Not stated*

Note: A new Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017 and, as a result, care should be taken w hen comparing data from before and after this period. Please see background notes of the Q3 2017 LFS release and CSO Information Note for additional information

Table 8 Employees aged 15 years and over classified by usual hours of work per week and National Minimum Wage earnings status

Usual hours of w ork per w eek/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by usual hours of work per week and National Minimum Wage status ('000)								
1-9 hours	Employees reporting earning National Minimum Wage or less	16.5	12.3	15.2	13.6	12.9	12.3	16.6
	Employees reporting earning more than National Minimum Wage	18.6	17.0	16.9	19.4	15.8	19.8	26.3
	Not stated	[3.9]	*	*	[4.4]	[5]	*	[4.8]
	Total	**39.0**	**32.4**	**36.0**	**37.4**	**33.8**	**35.7**	**47.7**
10-19 hours	Employees reporting earning National Minimum Wage or less	41.6	37.1	40.1	34.0	29.9	31.7	34.8
	Employees reporting earning more than National Minimum Wage	72.4	79.5	81.7	80.5	83.5	75.6	81.4
	Not stated	17.2	16.7	15.9	19.8	16.8	9.2	16.5
	Total	**131.2**	**133.3**	**137.8**	**134.3**	**130.2**	**116.6**	**132.6**
20-29 hours	Employees reporting earning National Minimum Wage or less	43.4	44.3	32.0	29.4	26.1	45.2	33.4
	Employees reporting earning more than National Minimum Wage	167.5	163.9	179.0	188.0	184.3	188.6	191.2
	Not stated	27.8	35.0	28.3	27.5	28.4	17.2	20.6
	Total	**238.7**	**243.2**	**239.3**	**244.8**	**238.7**	**251.1**	**245.2**
30-34 hours	Employees reporting earning National Minimum Wage or less	10.5	9.0	7.1	6.6	6.8	13.0	9.3
	Employees reporting earning more than National Minimum Wage	78.2	82.7	83.4	84.6	84.6	96.0	96.4
	Not stated	6.8	9.4	8.3	6.9	6.8	[4.5]	[5.5]
	Total	**95.5**	**101.1**	**98.7**	**98.0**	**98.2**	**113.5**	**111.2**
35-39 hours	Employees reporting earning National Minimum Wage or less	33.4	31.7	25.8	22.7	23.6	26.8	23.1
	Employees reporting earning more than National Minimum Wage	519.9	520.1	532.7	543.1	567.9	544.2	526.0
	Not stated	37.3	43.7	38.1	36.2	43.1	24.9	31.1
	Total	**590.6**	**595.4**	**596.6**	**602.0**	**634.5**	**595.9**	**580.2**
40-44 hours	Employees reporting earning National Minimum Wage or less	27.8	25.3	20.5	20.2	17.3	31.1	23.8
	Employees reporting earning more than National Minimum Wage	375.9	407.1	418.6	435.0	429.7	428.0	442.7
	Not stated	47.3	45.4	50.4	43.9	48.6	35.1	49.3
	Total	**450.9**	**477.8**	**489.4**	**499.1**	**495.6**	**494.3**	**515.8**
45 hours & over	Employees reporting earning National Minimum Wage or less	[6]	7.1	[4.2]	[4.6]	[4.6]	[7.1]	[5.9]
	Employees reporting earning more than National Minimum Wage	118.5	119.8	128.8	121.9	119.1	192.0	182.5
	Not stated	8.8	9.0	7.1	6.2	8.6	8.8	9.0
	Total	**133.3**	**135.9**	**140.0**	**132.8**	**132.3**	**207.9**	**197.4**
Variable hours	Employees reporting earning National Minimum Wage or less	22.1	19.9	13.4	12.0	12.7	9.2	[7.2]
	Employees reporting earning more than National Minimum Wage	60.7	58.3	58.9	57.2	57.0	33.7	34.2
	Not stated	17.3	16.2	16.1	13.5	12.9	11.0	12.0
	Total	**100.1**	**94.3**	**88.4**	**82.7**	**82.6**	**53.9**	**53.3**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by usual hours of work per week (%)

1-9 hours	8.2	6.6	9.6	9.5	9.6	7.0	10.8
10-19 hours	20.6	19.9	25.3	23.8	22.3	18.0	22.6
20-29 hours	21.5	23.7	20.2	20.6	19.5	25.6	21.7
30-34 hours	5.2	4.8	4.5	4.6	5.1	7.4	6.0
35-39 hours	16.6	17.0	16.3	15.9	17.6	15.2	15.0
40-44 hours	13.8	13.6	13.0	14.1	12.9	17.6	15.5
45 hours & over	[3]	3.8	[2.7]	[3.2]	[3.4]	[4]	[3.8]
Variable hours	11.0	10.7	8.5	8.4	9.5	5.2	[4.7]
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Share of total employees by usual hours of work per week (%)[1]

1-9 hours	2.2	1.8	1.9	2.0	1.7	1.8	2.5
10-19 hours	7.1	7.1	7.3	6.8	6.8	6.1	6.7
20-29 hours	13.1	12.7	12.7	13.0	12.6	13.3	12.9
30-34 hours	5.5	5.6	5.5	5.4	5.5	6.2	6.1
35-39 hours	34.3	33.8	33.7	33.8	35.3	32.5	31.7
40-44 hours	25.0	26.4	26.5	27.2	26.7	26.2	26.9
45 hours & over	7.7	7.8	8.0	7.6	7.4	11.3	10.9
Variable hours	5.1	4.8	4.4	4.1	4.2	2.4	2.4
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Proportion of employees reporting earning National Minimum Wage or less within each usual hours of work per week (%)1

1-9 hours	47.0	42.0	47.4	41.2	44.8	38.3	38.7
10-19 hours	36.5	31.8	32.9	29.7	26.4	29.5	30.0
20-29 hours	20.6	21.3	15.2	13.5	12.4	19.3	14.9
30-34 hours	11.8	9.8	7.9	7.2	7.4	11.9	8.8
35-39 hours	6.0	5.7	4.6	4.0	4.0	4.7	4.2
40-44 hours	6.9	5.9	4.7	4.4	3.9	6.8	5.1
45 hours & over	[4.8]	5.6	[3.2]	[3.6]	[3.7]	[3.6]	[3.1]
Variable hours	26.7	25.4	18.5	17.3	18.2	21.4	[17.4]
Total	**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 9 Employees aged 15 years and over classified by full-time/part-time status and National Minimum Wage earnings status

Full and part-time status/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by full-time/part-time status and National Minimum Wage status ('000)								
Full-time	Employees reporting earning National Minimum Wage or less	83.3	75.0	62.5	57.5	54.8	80.4	66.8
	Employees reporting earning more than National Minimum Wage	1,152.1	1,185.3	1,226.7	1,252.8	1,261.4	1,317.3	1,311.9
	Not stated	108.3	115.7	113.3	100.0	117.8	81.1	101.5
	Total	**1,343.8**	**1,376.0**	**1,402.4**	**1,410.2**	**1,434.0**	**1,478.8**	**1,480.2**
Part-time	Employees reporting earning National Minimum Wage or less	118.1	111.6	95.7	85.6	79.1	96.0	87.2
	Employees reporting earning more than National Minimum Wage	259.4	263.0	273.3	276.9	280.5	260.7	268.9
	Not stated	58.0	62.8	54.8	58.4	52.3	33.2	47.2
	Total	**435.5**	**437.4**	**423.8**	**420.9**	**411.9**	**390.0**	**403.3**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by full-time/part-time status (%)

Full-time	41.3	40.2	39.5	40.2	40.9	45.6	43.4
Part-time	58.6	59.8	60.5	59.9	59.1	54.4	56.6
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Share of total employees by full-time/part-time status (%)[1]

Full-time	76.6	77.2	77.8	78.3	78.6	78.9	78.3
Part-time	23.4	22.8	22.2	21.7	21.4	21.1	21.7
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Proportion of employees reporting earning National Minimum Wage or less within each full-time/part-time status (%)1

Full-time	6.7	6.0	4.8	4.4	4.2	5.8	4.8
Part-time	31.3	29.8	25.9	23.6	22.0	26.9	24.5
Total	**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 10 Employees aged 15 years and over classified by permanency of employment and National Minimum Wage earnings status								
Permanency of employment/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by permanency of employment and National Minimum Wage status ('000)								
Permanent employees	Employees reporting earning National Minimum Wage or less	142.3	128.1	111.6	105.1	92.2	110.9	101.3
	Employees reporting earning more than National Minimum Wage	1,322.5	1,355.6	1,409.3	1,442.4	1,451.5	1,459.2	1,467.6
	Not stated	121.3	132.8	127.6	122.4	134.3	88.5	117.4
	Total	**1,586.1**	**1,616.5**	**1,648.5**	**1,669.9**	**1,678.0**	**1,658.7**	**1,686.4**
Temporary employees	Employees reporting earning National Minimum Wage or less	57.7	56.4	44.9	36.7	40.8	64.3	51.7
	Employees reporting earning more than National Minimum Wage	85.4	89.7	87.8	83.8	86.8	115.8	109.2
	Not stated	22.3	23.4	20.7	18.5	17.5	22.0	27.3
	Total	**165.4**	**169.4**	**153.4**	**138.9**	**145.1**	**202.0**	**188.2**
Not stated	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
	Employees reporting earning more than National Minimum Wage	*	*	*	*	*	*	*
	Not stated	22.7	22.3	19.7	17.6	18.3	*	*
	Total	**27.7**	**27.5**	**24.4**	**22.3**	**22.8**	**8.1**	**8.9**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**
Share of employees reporting earning National Minimum Wage or less by permanency of employment (%)								
Permanent employees		70.6	68.6	70.5	73.5	68.9	62.9	65.8
Temporary employees		28.6	30.2	28.4	25.7	30.5	36.5	33.6
Not stated		*	*	*	*	*	*	*
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by permanency of employment (%)[1]								
Permanent employees		90.8	90.8	91.7	92.5	92.1	89.5	90.4
Temporary employees		8.9	8.9	8.0	7.2	7.6	10.3	9.3
Not stated		[0.3]	[0.3]	[0.3]	[0.3]	[0.3]	*	[0.3]
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each permanency of employment (%)1								
Permanent employees		9.7	8.6	7.3	6.8	6.0	7.1	6.5
Temporary employees		40.3	38.6	33.9	30.5	32.0	35.7	32.1
Not stated		*	*	*	*	*	*	*
Total		**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 11 Employees aged 15 years and over classified by supervisory duties and National Minimum Wage earnings status								
Supervisory duties/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by supervisory duties and National Minimum Wage status ('000)								
Person is a supervisor	Employees reporting earning National Minimum Wage or less	11.3	10.2	7.3	[5.4]	[5.1]	14.4	10.2
	Employees reporting earning more than National Minimum Wage	436.1	449.6	465.3	472.8	474.5	536.9	540.2
	Not stated	19.0	23.4	20.0	18.0	28.1	17.5	21.3
	Total	**466.4**	**483.3**	**492.6**	**496.2**	**507.7**	**568.8**	**571.7**
Person is not a supervisor	Employees reporting earning National Minimum Wage or less	190.2	176.2	150.9	137.7	128.4	160.3	140.9
	Employees reporting earning more than National Minimum Wage	973.8	996.9	1,032.5	1,055.2	1,065.0	1,019.3	1,032.6
	Not stated	121.4	132.2	126.1	122.6	121.6	90.7	101.4
	Total	**1,285.4**	**1,305.4**	**1,309.5**	**1,315.4**	**1,315.0**	**1,270.3**	**1,274.8**
Not stated	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
	Employees reporting earning more than National Minimum Wage	*	*	*	*	*	21.8	8.0
	Not stated	26.0	22.8	21.9	17.8	20.4	[6.1]	26.1
	Total	**27.5**	**24.8**	**24.2**	**19.5**	**23.2**	**29.7**	**37.0**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**
Share of employees reporting earning National Minimum Wage or less by supervisory duties (%)								
Person is a supervisor		5.6	5.5	4.6	[3.8]	[3.8]	8.2	6.6
Person is not a supervisor		94.4	94.4	95.4	96.3	95.9	90.9	91.5
Not stated		*	*	*	*	*	*	*
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by supervisory duties (%)[1]								
Person is a supervisor		27.7	28.1	28.5	28.6	28.6	31.4	31.7
Person is not a supervisor		72.2	71.8	71.4	71.3	71.2	67.2	67.6
Not stated		*	*	*	*	*	1.3	0.6
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each supervisory duties (%)1								
Person is a supervisor		2.5	2.2	1.5	[1.1]	[1.1]	2.6	1.9
Person is not a supervisor		16.3	15.0	12.8	11.5	10.8	13.6	12.0
Not stated		*	*	*	*	*	*	*
Total		**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 12 Employees aged 15 years and over classified by duration of employment and National Minimum Wage earnings status

Duration of employment/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by duration of employment and National Minimum Wage status ('000)								
Less than 3 months	Employees reporting earning National Minimum Wage or less	27.2	34.5	20.9	13.8	19.6	28.5	22.3
	Employees reporting earning more than National Minimum Wage	51.1	61.1	58.6	41.5	51.8	82.5	71.9
	Not stated	11.8	13.3	10.9	8.3	9.8	12.7	10.9
	Total	**90.1**	**108.9**	**90.5**	**63.6**	**81.1**	**123.7**	**105.1**
3-5 months	Employees reporting earning National Minimum Wage or less	18.6	23.2	21.6	16.1	13.6	20.3	16.2
	Employees reporting earning more than National Minimum Wage	53.7	54.0	63.3	64.1	57.7	65.5	68.1
	Not stated	10.1	9.6	10.6	8.7	10.0	[6.4]	[6.7]
	Total	**82.4**	**86.8**	**95.6**	**88.8**	**81.4**	**92.2**	**91.0**
6-11 months	Employees reporting earning National Minimum Wage or less	34.7	29.4	25.0	28.7	25.0	25.9	20.0
	Employees reporting earning more than National Minimum Wage	104.8	103.3	96.4	109.1	112.0	104.9	88.3
	Not stated	20.3	18.4	16.9	17.2	15.4	11.9	12.0
	Total	**159.8**	**151.0**	**138.3**	**155.0**	**152.4**	**142.7**	**120.3**
Total less than 1 year	Employees reporting earning National Minimum Wage or less	80.5	87.1	67.5	58.6	58.2	74.7	58.5
	Employees reporting earning more than National Minimum Wage	209.6	218.4	218.3	214.7	221.5	252.9	228.4
	Not stated	42.2	41.2	38.5	34.1	35.2	30.9	29.6
	Total	**332.3**	**346.7**	**324.3**	**307.4**	**314.9**	**358.5**	**316.5**
12-17 months	Employees reporting earning National Minimum Wage or less	21.2	17.9	18.1	16.2	15.2	18.0	20.5
	Employees reporting earning more than National Minimum Wage	77.4	80.7	86.2	90.7	90.9	82.9	94.5
	Not stated	14.0	13.7	13.7	12.8	12.5	[5.5]	8.6
	Total	**112.5**	**112.3**	**118.0**	**119.7**	**118.6**	**106.4**	**123.5**
18-23 months	Employees reporting earning National Minimum Wage or less	16.1	11.5	10.8	11.6	10.9	12.5	9.4
	Employees reporting earning more than National Minimum Wage	53.9	65.4	66.1	62.8	67.4	79.0	72.8
	Not stated	7.7	10.7	10.2	6.7	7.6	*	[5.1]
	Total	**77.7**	**87.6**	**87.1**	**81.1**	**85.9**	**96.3**	**87.3**
18-47 months	Employees reporting earning National Minimum Wage or less	28.1	26.2	24.1	20.6	17.1	24.2	25.4
	Employees reporting earning more than National Minimum Wage	138.8	166.6	165.0	148.0	176.0	202.3	208.5
	Not stated	17.7	23.0	18.5	21.3	24.2	14.6	17.1
	Total	**184.6**	**215.8**	**207.5**	**189.9**	**217.3**	**241.1**	**250.9**
48 months and greater	Employees reporting earning National Minimum Wage or less	52.0	40.3	33.8	32.3	29.7	37.4	33.2
	Employees reporting earning more than National Minimum Wage	900.7	886.4	926.6	973.1	945.0	884.8	907.2
	Not stated	61.0	65.6	59.5	58.6	65.3	37.1	40.1
	Total	**1,013.7**	**992.3**	**1,019.9**	**1,064.0**	**1,040.0**	**959.2**	**980.5**
Total 1 year and over	Employees reporting earning National Minimum Wage or less	117.5	96.0	86.6	80.7	72.9	92.0	88.5
	Employees reporting earning more than National Minimum Wage	1,170.7	1,199.1	1,243.9	1,274.5	1,279.2	1,248.9	1,282.9
	Not stated	100.4	112.9	101.9	99.5	109.6	62.1	70.8
	Total	**1,388.5**	**1,408.0**	**1,432.5**	**1,454.7**	**1,461.8**	**1,403.0**	**1,442.2**
Not stated	Employees reporting earning National Minimum Wage or less	[3.5]	*	*	[3.7]	*	9.7	[7]
	Employees reporting earning more than National Minimum Wage	31.2	30.9	37.8	40.5	41.2	76.3	69.5
	Not stated	23.7	24.4	27.6	24.8	25.3	21.3	48.3
	Total	**58.4**	**58.7**	**69.4**	**69.0**	**69.3**	**107.3**	**124.9**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by duration of employment (%)									
Less than 3 months			**13.5**	**18.5**	**13.2**	**9.7**	**14.6**	**16.2**	**14.5**
3-5 months			9.2	12.4	13.7	11.3	10.2	11.5	10.5
6-11 months			17.2	15.8	15.8	20.1	18.7	14.7	13.0
Total less than 1 year			40.0	46.7	42.7	41.0	43.5	42.3	38.0
12-17 months			**10.5**	**9.6**	**11.4**	**11.3**	**11.4**	**10.2**	**13.3**
18-23 months			8.0	6.2	6.8	8.1	8.1	7.1	6.1
24-47 months			13.9	14.0	15.2	14.4	12.8	13.7	16.5
48 months and greater			25.8	21.6	21.4	22.6	22.2	21.2	21.6
Total 1 year and over			58.3	51.4	54.7	56.4	54.4	52.2	57.5
Not stated			[1.7]	*	*	[2.6]	*	5.5	[4.5]
Total			**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by duration of employment (%)[1]									
Less than 3 months			**4.9**	**5.8**	**4.8**	**3.3**	**4.3**	**6.3**	**5.4**
3-5 months			4.5	4.7	5.1	4.8	4.3	4.9	4.9
6-11 months			8.6	8.1	7.3	8.2	8.2	7.5	6.2
Total less than 1 year			18.0	18.7	17.2	16.3	16.7	18.7	16.5
12-17 months			**6.1**	**6.0**	**6.3**	**6.4**	**6.3**	**5.8**	**6.6**
18-23 months			4.3	4.7	4.6	4.4	4.7	5.2	4.7
24-47 months			10.3	11.8	11.4	10.1	11.5	12.9	13.5
48 months and greater			59.1	56.7	57.9	60.1	58.2	52.6	54.2
Total 1 year and over			79.9	79.2	80.2	81.0	80.7	76.4	79.1
Not stated			2.2	2.1	2.5	2.6	2.6	4.9	4.4
Total			**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each duration of employment (%)1									
Less than 3 months			**34.7**	**36.1**	**26.3**	**25.0**	**27.5**	**25.7**	**23.7**
3-5 months			25.7	30.1	25.4	20.1	19.1	23.7	19.2
6-11 months			24.9	22.2	20.6	20.8	18.3	19.8	18.5
Total less than 1 year			27.7	28.5	23.6	21.4	20.8	22.8	20.4
12-17 months			**21.5**	**18.2**	**17.4**	**15.2**	**14.3**	**17.8**	**17.8**
18-23 months			23.0	15.0	14.0	15.6	13.9	13.7	11.4
24-47 months			16.8	13.6	12.8	12.2	8.9	10.7	10.9
48 months and greater			5.5	4.3	3.5	3.2	3.0	4.1	3.5
Total 1 year and over			9.1	7.4	6.5	6.0	5.4	6.9	6.5
Not stated			[10.1]	*	*	[8.4]	*	11.3	[9.2]
Total			**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**
Table 13 Employees aged 15 years and over classified by nationality and National Minimum Wage earnings status									
Nationality/National Minimum Wage status			Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by nationality and National Minimum Wage status ('000)									
Irish nationals		Employees reporting earning National Minimum Wage or less	150.8	144.7	118.8	105.4	102.0	135.6	116.0
		Employees reporting earning more than National Minimum Wage	1,205.5	1,232.9	1,278.8	1,296.6	1,302.1	1,316.1	1,322.9
		Not stated	134.1	142.4	133.6	129.6	137.5	91.0	106.3
		Total	**1,490.4**	**1,520.0**	**1,531.1**	**1,531.5**	**1,541.6**	**1,542.7**	**1,545.3**
Non-Irish nationals		Employees reporting earning National Minimum Wage or less	50.7	41.8	39.4	37.7	31.9	40.8	38.0
		Employees reporting earning more than National Minimum Wage	206.0	215.5	221.3	233.1	239.8	262.0	257.9
		Not stated	32.1	36.1	34.4	28.8	32.6	23.3	42.4
		Total	**288.9**	**293.4**	**295.1**	**299.6**	**304.3**	**326.1**	**338.3**
of which:	United Kingdom	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	30.7	34.4	35.6	36.7	36.6	38.5	40.2
		Not stated	[4.7]	*	*	*	*	*	*
		Total	**38.9**	**41.1**	**40.2**	**42.4**	**43.0**	**45.1**	**44.3**
	EU15 excl. Irl and UK	Employees reporting earning National Minimum Wage or less	[4.6]	*	*	*	*	*	*
		Employees reporting earning more than National Minimum Wage	33.4	34.0	33.7	36.4	37.9	39.4	41.4
		Not stated	*	[4.7]	[5.4]	*	[4.7]	*	*
		Total	**41.5**	**42.1**	**41.4**	**43.1**	**46.0**	**45.9**	**48.9**
	EU15 to EU28	Employees reporting earning National Minimum Wage or less	23.0	19.1	18.3	19.0	14.5	18.5	14.2
		Employees reporting earning more than National Minimum Wage	86.9	87.0	91.6	90.3	94.9	99.0	97.0
		Not stated	12.5	15.9	13.0	11.2	11.2	[6.8]	10.9
		Total	**122.3**	**122.0**	**122.9**	**120.6**	**120.5**	**124.3**	**122.1**
	Other	Employees reporting earning National Minimum Wage or less	19.7	16.1	16.6	13.5	12.0	14.7	18.3
		Employees reporting earning more than National Minimum Wage	55.0	60.0	60.3	69.7	70.5	85.1	79.3
		Not stated	11.5	12.0	13.6	10.4	12.4	[10.9]	25.4
		Total	**86.1**	**88.2**	**90.6**	**93.6**	**94.9**	**110.7**	**123.0**

All employees		Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
		Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
		Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
		Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**
Share of employees reporting earning National Minimum Wage or less by nationality (%)									
Irish nationals			74.8	77.5	75.1	73.7	76.2	76.9	75.3
Non-Irish nationals			25.2	22.4	24.9	26.4	23.8	23.1	24.7
of which:	United Kingdom		*	*	*	*	*	*	*
	EU15 excl. Irl and UK		[2.3]	*	*	*	*	*	*
	EU15 to EU28		11.4	10.2	11.6	13.3	10.8	10.5	9.2
	Other		9.8	8.6	10.5	9.4	9.0	8.3	11.9
Total			**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by nationality (%)[1]									
Irish nationals			84.1	84.3	84.3	83.8	83.8	82.7	82.9
Non-Irish nationals			15.9	15.7	15.7	16.2	16.2	17.3	17.1
of which:	United Kingdom		2.1	2.3	2.3	2.3	2.3	2.4	2.4
	EU15 excl. Irl and UK		2.4	2.3	2.2	2.3	2.5	2.5	2.6
	EU15 to EU28		6.8	6.5	6.6	6.5	6.5	6.7	6.4
	Other		4.6	4.7	4.6	5.0	4.9	5.7	5.6
Total			**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each nationality (%)1									
Irish nationals			11.1	10.5	8.5	7.5	7.3	9.3	8.1
Non-Irish nationals			19.8	16.2	15.1	13.9	11.7	13.5	12.8
of which:	United Kingdom		*	*	*	*	*	*	*
	EU15 excl. Irl and UK		[12.1]	*	*	*	*	*	*
	EU15 to EU28		20.9	18.0	16.7	17.4	13.3	15.7	12.8
	Other		26.4	21.1	21.6	16.2	14.5	14.7	18.8
Total			**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 14 Employees aged 15 years and over classified by highest level of education attained and National Minimum Wage earnings status

Highest level of education attained/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by highest level of education attained and National Minimum Wage status ('000)								
Primary or below	Employees reporting earning National Minimum Wage or less	10.3	8.4	9.1	7.3	[5.8]	7.6	[6.5]
	Employees reporting earning more than National Minimum Wage	37.4	38.0	34.0	34.5	33.7	32.6	28.7
	Not stated	10.3	10.5	8.8	8.6	8.4	*	[4.8]
	Total	**57.9**	**56.9**	**51.9**	**50.5**	**47.9**	**43.7**	**40.0**
Lower secondary	Employees reporting earning National Minimum Wage or less	33.5	35.9	26.3	19.4	23.5	31.6	22.6
	Employees reporting earning more than National Minimum Wage	106.8	110.0	115.4	117.8	115.7	124.3	116.0
	Not stated	17.9	21.4	18.2	15.5	14.8	9.6	11.2
	Total	**158.2**	**167.4**	**159.9**	**152.7**	**153.9**	**165.5**	**149.8**
Higher secondary	Employees reporting earning National Minimum Wage or less	86.4	78.6	69.2	67.2	57.1	76.9	70.1
	Employees reporting earning more than National Minimum Wage	323.9	330.0	342.2	339.6	359.8	322.0	336.9
	Not stated	48.1	55.3	51.3	55.3	51.1	32.7	37.7
	Total	**458.4**	**463.9**	**462.6**	**462.0**	**468.0**	**431.6**	**444.7**
Post secondary non-tertiary	Employees reporting earning National Minimum Wage or less	26.8	21.1	18.8	17.7	18.8	23.6	23.0
	Employees reporting earning more than National Minimum Wage	171.7	179.1	187.8	191.3	185.9	205.2	210.4
	Not stated	19.8	24.3	20.6	16.1	18.4	13.7	14.7
	Total	**218.3**	**224.6**	**227.1**	**225.1**	**223.1**	**242.4**	**248.1**
Third level non-honours degree	Employees reporting earning National Minimum Wage or less	21.0	17.9	16.6	14.4	13.2	9.6	[7.6]
	Employees reporting earning more than National Minimum Wage	275.4	280.1	290.8	296.0	294.6	197.7	196.8
	Not stated	23.5	22.8	20.6	19.6	25.5	10.6	10.8
	Total	**320.0**	**320.8**	**328.0**	**330.0**	**333.4**	**217.9**	**215.2**
Third level honours degree or above	Employees reporting earning National Minimum Wage or less	17.7	18.3	13.4	11.0	10.3	20.1	16.2
	Employees reporting earning more than National Minimum Wage	465.4	476.6	492.6	513.2	520.1	644.2	655.2
	Not stated	27.5	23.8	26.8	24.6	31.0	27.3	32.2
	Total	**510.6**	**518.7**	**532.9**	**548.8**	**561.4**	**691.6**	**703.6**
Other/Not stated	Employees reporting earning National Minimum Wage or less	[5.8]	[6.4]	[4.8]	[6]	[5.1]	[6.9]	8.1
	Employees reporting earning more than National Minimum Wage	30.9	34.5	37.2	37.4	32.1	52.1	36.9
	Not stated	19.2	20.3	21.7	18.7	20.9	17.0	37.2
	Total	**55.9**	**61.2**	**63.8**	**62.1**	**58.2**	**76.1**	**82.2**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**

Share of employees reporting earning National Minimum Wage or less by highest level of education attained (%)							
Primary or below	5.1	4.5	5.8	5.1	[4.3]	4.3	[4.2]
Lower secondary	16.6	19.2	16.6	13.6	17.6	17.9	14.7
Higher secondary	42.9	42.1	43.7	47.0	42.6	43.6	45.5
Post secondary non-tertiary	13.3	11.3	11.9	12.4	14.0	13.4	14.9
Third level non-honours degree	10.4	9.6	10.5	10.1	9.9	5.4	[4.9]
Third level honours degree or above	8.8	9.8	8.5	7.7	7.7	11.4	10.5
Other/Not stated	[2.9]	[3.4]	[3]	[4.2]	[3.8]	[3.9]	5.3
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by highest level of education attained (%)[1]							
Primary or below	3.0	2.8	2.6	2.5	2.4	2.3	2.0
Lower secondary	8.7	8.9	8.5	8.2	8.3	8.9	8.0
Higher secondary	25.4	25.0	24.8	24.3	24.9	22.7	23.5
Post secondary non-tertiary	12.3	12.2	12.5	12.5	12.2	13.0	13.4
Third level non-honours degree	18.4	18.2	18.5	18.6	18.4	11.8	11.8
Third level honours degree or above	30.0	30.3	30.5	31.3	31.7	37.9	38.7
Other/Not stated	2.3	2.5	2.5	2.6	2.2	3.4	2.6
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each highest level of education attained (%)1							
Primary or below	21.6	18.1	21.1	17.4	[14.7]	18.9	[18.5]
Lower secondary	23.9	24.6	18.6	14.1	16.9	20.3	16.3
Higher secondary	21.1	19.2	16.8	16.5	13.7	19.3	17.2
Post secondary non-tertiary	13.5	10.5	9.1	8.5	9.2	10.3	9.9
Third level non-honours degree	7.1	6.0	5.4	4.6	4.3	4.6	[3.7]
Third level honours degree or above	3.7	3.7	2.6	2.1	1.9	3.0	2.4
Other/Not stated	[15.8]	[15.6]	[11.4]	[13.9]	[13.7]	[11.7]	18.0
Total	**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 15 Employees aged 15 years and over classified by degree of urbanisation and National Minimum Wage earnings status

Degree of urbanisation/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by degree of urbanisation and National Minimum Wage status ('000)								
Densely-populated area	Employees reporting earning National Minimum Wage or less	66.6	64.5	60.5	50.4	42.2	58.8	47.7
	Employees reporting earning more than National Minimum Wage	555.5	577.9	603.7	619.3	604.4	621.0	627.9
	Not stated	66.7	67.2	65.3	63.9	64.9	39.4	52.9
	Total	**688.8**	**709.6**	**729.5**	**733.6**	**711.5**	**719.2**	**728.5**
Intermediate area	Employees reporting earning National Minimum Wage or less	46.1	42.8	35.0	38.6	30.3	47.0	47.8
	Employees reporting earning more than National Minimum Wage	303.2	293.3	312.4	325.1	348.7	380.0	383.0
	Not stated	32.4	40.2	36.4	32.3	42.7	33.9	37.0
	Total	**381.7**	**376.3**	**383.9**	**396.0**	**421.7**	**460.8**	**467.7**
Thinly-populated area	Employees reporting earning National Minimum Wage or less	88.7	79.3	62.7	54.1	61.4	70.6	58.5
	Employees reporting earning more than National Minimum Wage	552.8	577.1	583.9	585.3	588.8	577.1	569.9
	Not stated	67.2	71.1	66.3	62.1	62.5	41.0	58.9
	Total	**708.7**	**727.5**	**712.8**	**701.5**	**712.7**	**688.8**	**687.3**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**
Share of employees reporting earning National Minimum Wage or less by degree of urbanisation (%)								
Densely-populated area		33.1	34.6	38.2	35.2	31.5	33.3	31.0
Intermediate area		22.9	22.9	22.1	27.0	22.6	26.6	31.0
Thinly-populated area		44.0	42.5	39.6	37.8	45.9	40.0	38.0
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Share of total employees by degree of urbanisation (%)[1]								
Densely-populated area		38.6	39.3	40.1	40.0	38.6	38.7	38.9
Intermediate area		21.7	20.6	21.0	21.7	22.6	24.3	24.8
Thinly-populated area		39.8	40.1	39.0	38.2	38.8	36.9	36.2
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each degree of urbanisation (%)1								
Densely-populated area		10.7	10.0	9.1	7.5	6.5	8.6	7.1
Intermediate area		13.2	12.7	10.1	10.6	8.0	11.0	11.1
Thinly-populated area		13.8	12.1	9.7	8.5	9.4	10.9	9.3
Total		**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Table 16 Employees aged 15 years and over classified by household composition and National Minimum Wage earnings status

Household composition/National Minimum Wage status		Q2 16	Q3 16	Q4 16	Q1 17	Q2 17	Q3 17	Q4 17
Employees classified by household composition and National Minimum Wage status ('000)								
1 person aged 65+, no persons under 18	Employees reporting earning National Minimum Wage or less	*	*	*	*	*	*	*
	Employees reporting earning more than National Minimum Wage	[4]	[4.1]	[4.2]	[4.6]	5.3	*	*
	Not stated	*	*	*	*	*	*	*
	Total	**5.3**	**5.4**	**5.8**	**6.4**	**6.4**	**[5]**	**[4.8]**
1 person aged <65, no persons under 18	Employees reporting earning National Minimum Wage or less	7.7	7.3	7.0	[5.7]	6.2	10.6	10.6
	Employees reporting earning more than National Minimum Wage	104.0	105.2	102.4	104.8	104.4	127.8	128.1
	Not stated	8.7	9.6	7.9	7.6	[5.8]	[5.6]	7.9
	Total	**120.4**	**122.0**	**117.3**	**118.0**	**116.5**	**144.0**	**146.6**
2 persons (at least 1 aged 65+), no persons under 18	Employees reporting earning National Minimum Wage or less	[3.7]	[3.3]	[3.3]	*	*	[4]	*
	Employees reporting earning more than National Minimum Wage	28.7	28.4	34.3	36.0	37.3	30.7	36.2
	Not stated	[4.1]	6.0	5.9	[4.7]	[5.3]	[4.8]	[5]
	Total	**36.5**	**37.8**	**43.5**	**42.3**	**43.8**	**39.5**	**44.6**
2 persons (both aged <65), no persons under 18	Employees reporting earning National Minimum Wage or less	28.3	25.2	18.1	17.5	15.5	22.4	17.6
	Employees reporting earning more than National Minimum Wage	283.0	293.7	295.1	292.4	304.1	324.0	332.5
	Not stated	25.0	27.2	27.7	22.7	27.2	13.9	20.2
	Total	**336.3**	**346.1**	**340.9**	**332.6**	**346.8**	**360.3**	**370.3**
3 or more persons (all aged 18 or older), no persons under 18	Employees reporting earning National Minimum Wage or less	65.0	58.4	47.5	46.1	37.7	52.5	46.6
	Employees reporting earning more than National Minimum Wage	301.7	304.6	324.7	333.0	333.9	318.1	316.0
	Not stated	64.6	63.4	57.9	60.9	60.7	39.1	52.8
	Total	**431.3**	**426.4**	**430.0**	**440.1**	**432.3**	**409.7**	**415.3**
1 person (aged 18 or older), 1 or more persons aged under 18	Employees reporting earning National Minimum Wage or less	7.7	6.3	[5.4]	*	[5.3]	[7.4]	[8.8]
	Employees reporting earning more than National Minimum Wage	34.5	35.0	34.9	36.4	37.7	44.5	50.2
	Not stated	*	*	*	*	*	*	*
	Total	**44.1**	**43.3**	**42.3**	**41.9**	**45.8**	**54.1**	**61.8**
2 persons (both aged 18 or older), 1-3 persons under 18	Employees reporting earning National Minimum Wage or less	37.9	34.4	31.9	29.1	29.2	35.7	28.6
	Employees reporting earning more than National Minimum Wage	472.5	480.6	502.1	518.0	501.5	514.9	517.1
	Not stated	29.4	37.4	30.7	28.5	36.1	25.2	28.2
	Total	**539.8**	**552.4**	**564.7**	**575.6**	**566.8**	**575.8**	**574.0**
Other households with persons aged under 18	Employees reporting earning National Minimum Wage or less	50.5	51.1	44.2	38.9	38.5	42.9	37.8
	Employees reporting earning more than National Minimum Wage	183.1	196.7	202.4	204.5	217.7	214.7	197.3
	Not stated	31.9	32.2	35.0	30.8	31.4	22.7	31.0
	Total	**265.6**	**280.0**	**281.7**	**274.2**	**287.6**	**280.3**	**266.2**
All employees	Employees reporting earning National Minimum Wage or less	201.5	186.6	158.2	143.0	133.9	176.4	154.0
	Employees reporting earning more than National Minimum Wage	1,411.5	1,448.4	1,500.0	1,529.7	1,541.9	1,578.1	1,580.8
	Not stated	166.3	178.5	168.0	158.4	170.1	114.3	148.8
	Total	**1,779.3**	**1,813.5**	**1,826.2**	**1,831.1**	**1,846.0**	**1,868.8**	**1,883.5**
Share of employees reporting earning National Minimum Wage or less by household composition (%)								
1 person aged 65+, no persons under 18		*	*	*	*	*	*	*
1 person aged <65, no persons under 18		3.8	3.9	4.4	[4]	4.6	6.0	6.9
2 persons (at least 1 aged 65+), no persons under 18		[1.8]	[1.8]	[2.1]	*	*	[2.3]	*
2 persons (both aged <65), no persons under 18		14.0	13.5	11.4	12.2	11.6	12.7	11.4
3 or more persons (all aged 18 or older), no persons under 18		32.3	31.3	30.0	32.2	28.2	29.8	30.3
1 person (aged 18 or older), 1 or more persons aged under 18		3.8	3.4	[3.4]	*	[4]	[4.2]	[5.7]
2 persons (both aged 18 or older), 1-3 persons under 18		18.8	18.4	20.2	20.3	21.8	20.2	18.6
Other households with persons aged under 18		25.1	27.4	27.9	27.2	28.8	24.3	24.5
Total		**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Share of total employees by household composition (%)[1]							
1 person aged 65+, no persons under 18	[0.3]	[0.3]	0.3	0.3	0.3	[0.2]	[0.2]
1 person aged <65, no persons under 18	6.9	6.9	6.6	6.6	6.6	7.9	8.0
2 persons (at least 1 aged 65+), no persons under 18	2.0	1.9	2.3	2.3	2.3	2.0	2.3
2 persons (both aged <65), no persons under 18	19.3	19.5	18.9	18.5	19.1	19.7	20.2
3 or more persons (all aged 18 or older), no persons under 18	22.7	22.2	22.4	22.7	22.2	21.1	20.9
1 person (aged 18 or older), 1 or more persons aged under 18	2.6	2.5	2.4	2.4	2.6	3.0	3.4
2 persons (both aged 18 or older), 1-3 persons under 18	31.6	31.5	32.2	32.7	31.7	31.4	31.5
Other households with persons aged under 18	14.5	15.2	14.9	14.6	15.3	14.7	13.6
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Proportion of employees reporting earning National Minimum Wage or less within each household composition (%)1							
1 person aged 65+, no persons under 18	*	*	*	*	*	*	*
1 person aged <65, no persons under 18	6.9	6.5	6.4	[5.2]	5.6	7.7	7.6
2 persons (at least 1 aged 65+), no persons under 18	[11.5]	[10.4]	[8.8]	*	*	[11.5]	*
2 persons (both aged <65), no persons under 18	9.1	7.9	5.8	5.6	4.8	6.5	5.0
3 or more persons (all aged 18 or older), no persons under 18	17.7	16.1	12.8	12.2	10.1	14.2	12.9
1 person (aged 18 or older), 1 or more persons aged under 18	18.3	15.3	[13.4]	*	[12.3]	[14.3]	[14.9]
2 persons (both aged 18 or older), 1-3 persons under 18	7.4	6.7	6.0	5.3	5.5	6.5	5.2
Other households with persons aged under 18	21.6	20.6	17.9	16.0	15.0	16.7	16.1
Total	**12.5**	**11.4**	**9.5**	**8.5**	**8.0**	**10.1**	**8.9**

Appendix 3

List of Submissions received

1) Individual Worker	33) Individual Worker	65) Individual Worker
2) Individual Worker	34) Individual Worker	66) Individual Worker
3) Individual Worker	35) Individual Worker	67) Irish Congress of Trade Unions (ICTU)
4) Individual Worker	36) Individual Worker	68) Guinness Staff Union
5) Individual Worker	37) Individual Worker	69) Forsa Union
6) Individual Worker	38) Individual Worker	70) Individual Employer
7) Individual Worker	39) Individual Worker	71) Retail Grocery Dairy & Allied Trades Association (RGDATA)
8) Individual Worker	40) Individual Worker	72) Individual Worker
9) Individual Worker	41) Individual Worker	73) Individual Worker
10) Individual Worker	42) Individual Worker	74) Restaurants Association
11) Individual Worker	43) Individual Worker	75) Individual Employer
12) Individual Worker	44) Individual Worker	76) Nursing Homes Ireland
13) Individual Worker	45) Individual Worker	77) Social Justice Ireland
14) Individual Worker	46) Individual Worker	78) Licensed Vintners Association
15) Individual Worker	47) Individual Worker	79) Labour Party
16) Individual Worker	48) Individual Worker	80) Small Firms Association
17) Individual Worker	49) Individual Worker	81) IBEC
18) Individual Worker	50) Individual Worker	82) Vincentian Partnership for Social Justice (VPSJ)
19) Individual Worker	51) Individual Worker	83) St. Vincent dePaul (SVP)
20) Individual Worker	52) Individual Worker	84) Chambers Ireland
21) Individual Worker	53) Individual Worker	85) Retail Ireland
22) Individual Worker	54) Individual Worker	86) One Family
23) Individual Worker	55) Individual Worker	87) Irish SME Association (ISME)
24) Individual Worker	56) Individual Worker	88) Financial Services Union
25) Individual Worker	57) Individual Worker	89) Irish National Organisation of the Unemployed (INOU)
26) Individual Worker	58) Individual Worker	90) Retail Excellence
27) Individual Worker	59) Individual Worker	91) Irish Hotels Federation
28) Individual Worker	60) Individual Worker	92) TASC
29) Individual Worker	61) Individual Worker	93) Migrant Rights Centre Ireland (MRCI)
30) Individual Worker	62) Individual Worker	94) Irish Farmers Association
31) Individual Worker	63) Individual Worker	
32) Individual Worker	64) Individual Worker	

Appendix 4

Calculation of Minimum Wage

Under Section 20 of the National Minimum Wage Act 2000 the basic method of calculation for hourly pay is to divide the gross pay by the total number of hours worked.

There are a number of items that are not to be included in the minimum wage calculation, such as overtime premium, call-out premium, service pay, unsocial hours premium, tips (other than service charges distributed through the payroll which are reckonable as income), premiums for working public holidays, Saturdays or Sundays, allowances for special or additional duties, on-call or standby allowances, certain payments in relation to absences from work, for example, sick pay, holiday pay or pay during health and safety leave, payment connected with leaving the employment including retirement, contributions paid by the employer into any occupational pension scheme, redundancy payments, payment in kind or benefit in kind, other than board and/or lodgings, and compensation for injury or loss of tools.

For the purposes of the national minimum wage the gross wage includes the basic salary and any shift premium, bonus or service charge. If one receives food (known as board) and/or accommodation (known as lodgings) from an employer, this is taken into account in the minimum wage calculation. The Commission recommended moving from weekly/daily rates for board to an hourly rate as it is administratively simpler for employers and is of benefit to some employees. Prior to the Commission's recommendations the allowances provided for board and lodgings had remained unchanged since their introduction in 2000. The Government subsequently decided to increase the board and lodgings rates in line in percentage terms with the increase in the NMW.

An individual's working hours are whichever is the greater: the hours set out in any document such as a contract of employment, collective agreement or statement of terms of employment provided under the Terms of Employment (Information) Act 1994, or the actual hours worked or available for work and paid. "Working hours" include: overtime, travel time where this is part of the job, time spent on training authorised by the employer and during normal working hours.

"Working hours" does not include: time spent on standby other than at the workplace, time on leave, lay-off, strike or after payment in lieu of notice, time spent travelling to or from work. The employer selects the period, known as the pay reference period, from which the average hourly pay will be calculated. This might be, for example, on a weekly or fortnightly basis, but cannot be for a period longer than a month.

Appendix 5

Selected in-work income supports provided by the Department of Employment Affairs and Social Protection

Jobseeker's Allowance

- Jobseeker's Allowance (JA) is a social assistance scheme. To qualify, a claimant must be unemployed, capable of work, available for and genuinely seeking full-time work, satisfy the means test and meet the habitual residence condition. Reduced rates are generally payable to jobseekers under the age of 26.
- Jobseeker's Allowance is means-tested payment. The means test for earnings includes an incentive to take up work as there is a daily disregard (€20 per day for a maximum of three days) and a taper provided (whereby earnings above the disregard are assessed at 60%).
- The budget allocation for the Jobseeker's Allowance scheme is €1.837 billion in 2018.

Jobseeker's Benefit

- Jobseeker's Benefit (JB) is a weekly payment to insured people who are out of work. It is a non-means tested payment and it is paid at the same rate as the JA scheme. Reduced rates for those aged under 26 do not apply to the JB scheme.
- To qualify a claimant must be unemployed, be available for and genuinely seeking work, and have had a substantial loss of employment.
- Recipients can work up to three days a week and still qualify for the payment. In these cases, the weekly payment of Jobseeker's Benefit is reduced by a daily rate (one-fifth of the weekly rate) for each day worked (up to a maximum of three days).
- The budget allocation for the Jobseeker's Benefit scheme is €331.7 million in 2018.

The CSO's most recent Live Register publication (January 2018) reports that over 50,200 persons on the Live Register (i.e. in receipt of Jobseeker's Allowance, Jobseeker's Benefit or signing for credits) were working on a casual or part-time basis.

Back To Work Family Dividend

- The Back to Work Family Dividend (BTWFD) scheme was introduced in January 2015. It allows JA/JB recipients who have been jobseekers for 12 months or recipients of the One-Parent Family Payment to retain their full Increase for Qualified Children (IQC) for the first year in employment, tapering to 50% in the second year. From March 2018, BTWFD is payable at a rate of €31.80 per relevant child – up to a maximum of €127.20 for 4 children.
- The budget allocation for the BTFWD scheme is 20.7 million in 2018.

Working Family Payment (formerly Family Income Supplement)

- Working Family Payment provides support for employees with families who have low earnings in relation to their family size. The payment is provided tax-free and is paid weekly.

- Payment is calculated on the basis of 60% of the difference between the income limit for the family size and the weekly family income of the person(s) raising the children. Earnings are assessed net of tax, PRSI and superannuation payments. The income limits are outlined in the table below.

- To qualify for payment, a person must be engaged in full-time paid employment as an employee which is expected to last for at least 3 months and be working for a minimum of 38 hours per fortnight or 19 hours per week. A couple may combine their hours of employment to meet the qualification criteria. The applicant must also have at least one qualified child.

- An integral part of the scheme is that once the level of payment is determined, that rate continues to be payable for a period of 52 weeks, provided that the person remains in full-time employment. The exceptions to this rule are where there is an additional child born to the family during that period or following the termination of One-Parent Family Payment due to the age of the youngest child.

- The budget allocation for the Working Family Payment scheme is €431.3 million in 2018.

Table: Working Family Payment weekly family income thresholds, 2007 to 2018

	2007	2008	2009	2010 - 2015	2016	2017	2018
1 Child	€480	€490	€500	€506	€511	€511	€521
2 Children	€550	€570	€590	€602	€612	€612	€622
3 Children	€625	€655	€685	€703	€713	€713	€723
4 Children	€720	€760	€800	€824	€834	€834	€834
5 Children	€820	€870	€920	€950	€960	€960	€960
6 Children	€910	€970	€1,030	€,1066	€1,076	€1,076	€1,076
7 Children	€1,020	€1,090	€1,160	€1,202	€1,212	€1,212	€1,212
8 + Children	€1,090	€1,170	€1,250	€1,298	€1,308	€1,308	€1,308

Below are some examples of how in-work benefits from the Department of Employment Affairs and Social Protection can supplement the incomes of working families. In each case, the family is significantly better off in work than on welfare and the supports provided through the Working Family Payment and the Back to Work Family Dividend help to make work pay for families on low earnings.

Example 1.

A couple with two children are working 30 hours with assessable earnings[23] from employment of €360.

With the addition of the Working Family Payment total family income rises to €518.

If the family is moving from welfare to work it will mean they can qualify for the Back to Work Family Dividend. For this family that means an extra €63.60 per week in the first year, giving a total of €581.60 per week.

Example 2.

A Lone Parent with one child is working 19 hours a week at the National Minimum Wage of €9.55 per hour, giving assessable earnings from employment of €181.45.

With the addition of the Working Family Payment total family income rises to €385.45.

If the family is moving from welfare to work it will mean they can qualify for the Back to Work Family Dividend. For this family that means an extra €31.80 per week in the first year, giving a total of €417.25 per week.

Example 3.

A Lone Parent with two children is working 25 hours, with assessable earnings from employment of €300 per week.

With the addition of the Working Family Payment total family income rises to €494.

If the family is moving from welfare to work it will mean they can qualify for the Back to Work Family Dividend. For this family that means an extra €63.60 per week in the first year, giving a total of €557.60 per week.

Example 4.

A couple with three children are working 35 hours with assessable earnings from employment of €500.

With the addition of the Working Family Payment total family income rises to €634.

If the family is moving from welfare to work it will mean they can qualify for the Back to Work Family Dividend. For this family that means an extra €95.40 per week in the first year, giving a total of €729.40 per week.

[23] Assessable earnings are gross pay minus tax, employee PRSI, Universal Social Charge and superannuation including the Public Service Pension Levy.

Appendix 6

Membership of Low Pay Commission/Economic and Social Research Institute Research (ESRI) Partnership Steering Committee

Steering Group	
Chair	Mary Mosse (LPC)
Members	Seamus McGuinness (ESRI)
	Donal O'Neill (LPC)
	Brian Ring (CSO)
	Helen Russell (ESRI)

Appendix 7

LOW PAY COMMISSION
STATEMENT OF STATUTORY WORKPLACE ENTITLEMENTS

This notice must be displayed in all workplaces that employ workers on the statutory minimum wage. The entitlements detailed below are only intended to provide a brief outline of what is contained in a range of legislation detailing employee workplace entitlements. Full details of the various Acts listed below can be accessed at www.workplacerelations.ie. (A legal type disclaimer regarding the interpretation of the below content could also be included here).

1. Hourly Rates of Pay (*National Minimum Wage Acts, 2000 & 2015*)

Category of employee	***Hourly Rate as of 1 January 2018***
Experienced Adult Worker	€9.55
Under 18 years	€6.69
In the first year after the date of first employment over 18 years	€7.64
In the second year after the date of first employment over 18 years	€8.60
In the course of training or study undertaken in normal working hours over 18 years. Each one third period must be at least 1 month and no longer than 12 months	
First one third period	€7.16
Second one third period	€7.64
Third one third period	€8.60

2. Weekly Working Hours and Contract of Employment *(Terms of Employment (Information) Acts, 1994-2014)*

An entitlement to receive from your employer, within 2 months of commencing employment, a written statement of the terms and conditions of employment to include, but not restricted to

- *Name of employer*
- *Place of work*
- *Title of job or nature of work*
- *Expected duration of contract*
- *Hourly rate of pay and the pay reference period for the purpose of the National Minimum Wage Act 200*
- *Day and hours over which work will be structured*
- *How regular and by what method you will be paid*

3. **Payslip *(Payment of Wages Act, 1991)***
   - Employer must pay wages in/by cash, cheque, credit transfer, postal/money orders or bank draft
   - A worker has an entitlement to a written statement of wages (pay slip) which shows the gross and net wage and all deductions made
   - An employer cannot make deductions from wages unless authorised by law e.g. PAYE, PRSI,USC etc, without the permission of the worker

4. **Breaks (*Organisation of Working Time Act, 1997*)**
   - A daily rest period of 11 consecutive hours per 24 hour period
   - One period of 24 hours rest per week preceded by the 11 hours daily period
   - Daily breaks of 15 mins where more than 4.5 hours have been worked, 30 mins where more than 6 hours have been worked which may include the first break
   - Shop employees who work more than 6 hours daily that include the hours between 11.30am and 2.30pm must be allowed a break of 1 hour which must commence between the hours of 11am and 2.30pm

5. **Annual Leave (*Organisation of Working Time Act, 1997)***
   - Holiday pay is earned against time worked in accordance with the following calculations
   - 4 working weeks in which the employee works at least 1,365 hours unless it is a leave year in which the employee changes employment
   - One third of a working week per calendar month that the employee works at least 117 hours
   - 8% of the hours an employee works in a leave year but subject to a maximum of 4 working weeks
   - Payment for annual leave must be made in advance of the leave been taken

6. **Public Holiday Leave (*Organisation of Working Time Act, 1997)***
   - All employees are entitled to nine public holidays which are listed in the full Act
   - In respect of full time employees there is no service requirement
   - Part time employees must work at least 40 hours during the 5 weeks ending on the day before a public holiday to qualify for the public holiday
   - In respect if each public holiday an employee is entitled to one of the following as the employer may decide

     A paid day off on the holiday
     A paid day off within a month
     An extra day's annual leave
     An extra days pay
   - If the public holiday falls on a day on which the employee normally works they are entitled to one of the above entitlements
   - If the public holiday falls on a day on which the employee does not normally work they are entitled to one fifth of the normal weekly wage for the day

7. Protection Against Zero Hours (*Organisation of Working Time Act, 1997)*
In the event of work not being made available employees are entitled to be paid 25% of the time which they are required to be available.

Additional statutory employment rights are contained in the following pieces of legislation and more details of same can be accessed at www.workplacerelations.ie.

8. Equal Treatment *(Protection of Employees (Part-Time Work) Act, 2001)*
9. Employment Permits *(Amendment) Act, 2014)*
10. Maternity Leave *(Maternity Protection Act, 1994-2004)*
11. Adoptive Leave (Adoptive Leave Act, 1995-2005)
12. Paternity Leave (Paternity Leave Act,2016)
13. Parental Leave (Parental Leave Acts, 1998-2006)
14. Carer's Leave (Carer's Leave Act, 2001)
15. Minimum Notice (Minimum Notice and Terms of Employment Acts, 1973-2005)
16. Unfair Dismissal (Unfair Dismissals Act 1977-2015)
17. Redundancy (Redundancy Payments Acts, 1967-2014)

Appendix 8

Estimates of 'Bite' – NMW as % of Median

	Median Hourly Earnings €	Low Pay Threshold (66%)	NMW	Bite (%)
ESRI				
2014 (SILC)	€16.43	€10.84	€8.65	52.6%
2015 (SILC)	€16.33	€10.78	€8.65	53.0%
2016 (SILC)	€16.10	€10.63	€9.25	57.5%
LPC Estimates for 2016 and 2017				
2017 (ESRI 2016 + 1.7%)	€16.37	€10.80	€9.25	56.5%
2018 (2017 Est + 2.7%)	€16.81	€11.09	€9.55	56.8%

Note 1: The LPC estimates for 2017/2018 are based on available CSO quarterly Earnings data.

- 2017 - Estimate is based on a year on year average increase in hourly earnings for all sectors (1.7%),
- 2018 – Estimate is based on the increase in hourly earnings between Q1 2017 and Q1 2018 (2.7%)*

The rate in 2019 of €9.80 as a percentage of the 2018 estimated median would be 58.3%.

Note 2: It must be noted that the approach the LPC has used to estimate median hourly earnings in previous years has resulted in a higher median than the SILC data produces when it becomes available.

Source: LPC

*At the time of writing, the latest CSO earnings data available is up to Q1 2018.

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