

In the 1st quarter, the average wages and salaries were 1,242 euros

According to Statistics Estonia, in the 1st quarter of 2018, the average monthly gross wages and salaries were 1,242 euros, having increased by 7.7% compared to the 1st quarter of 2017. The year-on-year growth in average monthly gross wages and salaries was 0.2 percentage points higher than in the previous quarter.

The average monthly gross wages and salaries were 1,220 euros in January, 1,213 euros in February and 1,295 euros in March. Compared to the previous quarter, the average monthly gross wages and salaries decreased by 2.2%, mainly due to a decrease in irregular bonuses and premiums. Without irregular bonuses and premiums, the average monthly gross wages and salaries decreased by 1.1% compared to the previous quarter. In the 1st quarter of 2018 compared to the 4th quarter of 2017, irregular bonuses and premiums decreased by 22% per employee and increased by 24% per employee compared to the 1st quarter of 2017. Irregular bonuses and premiums affected the year-on-year increase in average monthly gross wages and salaries by 0.6 percentage points. Without irregular bonuses and premiums, the average monthly gross wages and salaries increased by 7.1% compared to the 1st quarter of 2017.

Real wages, which take into account the influence of the change in the consumer price index, increased slower compared to the 1st quarter of 2017 than the average monthly gross wages and salaries due to an increase in consumer prices. The increase in real wages was 4.5%. Compared to the same quarter of the previous year, real wages have been increasing since the second half of 2011.

In the 1st quarter of 2018, the average hourly gross wages and salaries were 7.38 euros, having increased by 3.5% compared to the 1st quarter of 2017.

In the 1st quarter of 2018, the average monthly gross wages and salaries were the highest in financial and insurance activities, energetics and information and communication. Compared to the 1st quarter of 2017, the average monthly gross wages and salaries increased the most in other service activities (incl. activities of organisations, repair of household goods, beauty treatment), where the average monthly gross wages and salaries are among the lowest. The year-on-year growth in this economic activity is due to an increase in minimum wages from 470 euros to 500 euros as well as a change in Statistics Estonia's wage statistics methodology, according to which since 2018 also non-profit organisations with less than 50 employees are included. In the 1st quarter of 2018, the average monthly gross wages and salaries increased in all economic activities, being more modest in administrative and support service activities, information and communication, and transportation and storage.

The average monthly gross wages and salaries were the highest in state institutions and enterprises (1,537) and in enterprises owned by foreign private entities (1,510 euros). The year-on-year increase in average monthly gross wages and salaries in the 1st quarter of 2018 was the fastest in state and municipal institutions and enterprises and the slowest in enterprises owned by foreign private entities.

In the 1st quarter of 2018, by county, the average monthly gross wages and salaries were the highest in Harju (1,386 euros) and Tartu (1,209 euros) counties and the lowest in Hiiu (896 euros) and Saare (930 euros) counties. The year-on-year growth in average monthly gross wages and salaries was the fastest in Rapla, Saare, Põlva and Jõgeva counties. Since the 1st quarter of 2018, data by county are presented based on the new administrative division.

According to the Wages and Salaries Statistics Survey, in the 1st quarter of 2018, the number of employees converted to full-time units remained at the level of the 1st quarter of 2017 and increased by 1% compared to the 4th quarter of 2017. The biggest year-on-year increase in the number of employees in full-time units occurred in other service activities, arts, entertainment and recreation activities and in real estate activities. The change in these economic activities is

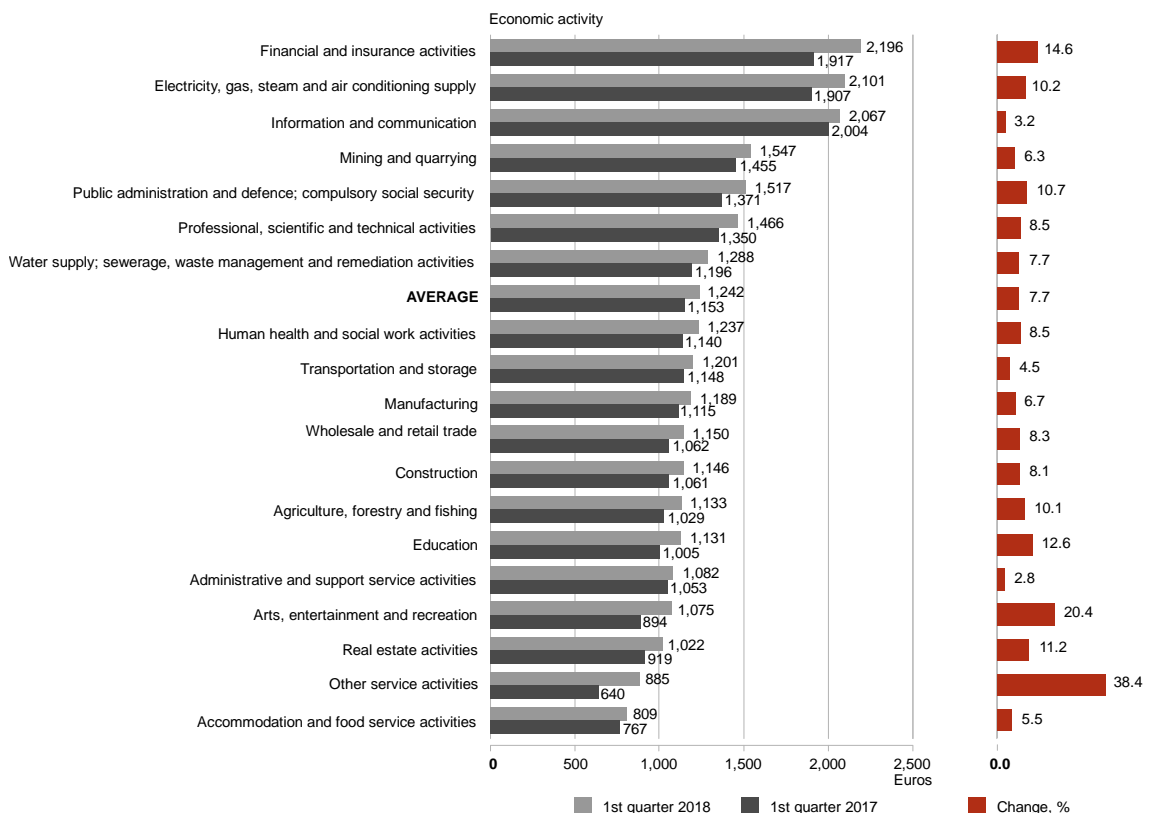
largely due to the inclusion of non-profit organisations with less than 50 employees in the population.

In the 1st quarter of 2018, the average monthly labour costs per employee were 1,667 euros and the hourly labour costs 10.81 euros. Compared to the 1st quarter of 2017, the average monthly labour costs per employee increased by 7.1%.

Average monthly gross wages and salaries per employee and the change, 1st quarter 2016 – 1st quarter 2018

Year	Quarter	Average monthly gross wages and salaries, euros	Change on previous year, %
2016	I	1,091	8.1
	II	1,163	7.6
	III	1,119	7.1
	IV	1,182	6.9
2017	I	1,153	5.7
	II	1,242	6.8
	III	1,201	7.4
	IV	1,271	7.5
2018	I	1,242	7.7

Average monthly gross wages and salaries per employee and the change by economic activity, 1st quarter, 2017–2018



Statistics Estonia conducts the Wages and Salaries Statistics Survey on the basis of an international methodology since 1992. The average monthly gross wages and salaries have been given in full-time units to enable a comparison of different wages and salaries, irrespective of the length of working time. The hourly gross wages and salaries do not include remuneration for time not worked or irregular premiums. In short-term statistics, the average gross wages and salaries are measured as a component of labour costs. Labour costs include gross wages and salaries, employer's contributions and employer's imputed social contributions to employees.

The statistics are based on the questionnaire "Wages and salaries and labour force", the deadline of which was 18 April 2018. Statistics Estonia published the quarterly summary in 28 working days. For the

statistical activity “Wages and salaries”, the main representative of public interest is the Ministry of Economic Affairs and Communications, commissioned by whom Statistics Estonia collects and analyses the data necessary for conducting the statistical activity.

Since 2018, the samples and questionnaires of statistical activities “Wages and salaries” and “Job vacancies and labour turnover” have been combined and data are collected with a new questionnaire “Wages and salaries and labour force”. From the 1st quarter of 2018, changes have been made in the population and sample: the sample was optimised and non-profit organisations with less than 50 employees were included in the population. Data are collected with the new questionnaire “Wages and salaries and labour force”, which replaced the previous questionnaires “Wages and salaries” and “Wages and salaries by county”. From the 1st quarter of 2018, data by county are published according to the new administrative division.

For further information:

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More detailed data have been published in the [statistical database](#).