

In the 3rd quarter, the year-over-year increase in average monthly gross wages was 5%

According to Statistics Estonia, in the 3rd quarter of 2014, the average monthly gross wages and salaries were 977 euros and the average hourly gross wages and salaries were 5.89 euros. Compared to the 3rd quarter of 2013, the average monthly gross wages increased by 5.0% and the average hourly gross wages by 5.6%.

The average monthly gross wages and salaries without irregular bonuses and premiums increased 5.7% in the 3rd quarter. Compared to the 3rd quarter of 2013, irregular bonuses and premiums decreased 20.4% per employee and reduced the rise in average monthly gross wages by 0.7 percentage points.

Real wages, which take into account the influence of the change in the consumer price index, increased 5.6% in the 3rd quarter of 2014. Compared to the same quarter of the previous year, real wages increased for the thirteenth quarter in succession.

According to the Wages and Salaries Statistics Survey, the number of employees as at the end of September was 4.9% higher than at the same time in 2013. The increase in the number of employees was the biggest in accommodation and food service activities and in real estate activities – slightly over 14% in each.

In the 3rd quarter of 2014 compared to the 3rd quarter of 2013, the average monthly and hourly gross wages and salaries increased the most in real estate activities (by 12.8% and 13.9%, respectively).

Compared to the 3rd quarter of 2013, the average monthly gross wages and salaries decreased the most in information and communication (3.2%). The hourly gross wages decreased only in information and communication (3.6%). The irregular bonuses and premiums in information and communication decreased by 53% per employee compared to the 3rd quarter of 2013, which caused the fall in the average monthly gross wages in this economic activity. The average monthly gross wages and salaries without irregular bonuses and premiums increased by 0.9% in information and communication.

The average gross wages and salaries were 984 euros in July, 956 euros in August and 990 euros in September.

In the 3rd quarter of 2014, the employer's average monthly labour costs per employee were 1,319 euros and the average hourly labour costs were 9.33 euros. Compared to the 3rd quarter of 2013, the average monthly labour costs per employee increased by 5.1% and the average hourly labour costs by 5.4%.

Compared to the 3rd quarter of 2013, the average monthly labour costs per employee and the average hourly labour costs increased the most in real estate activities (by 12.9% and 14.8%, respectively)

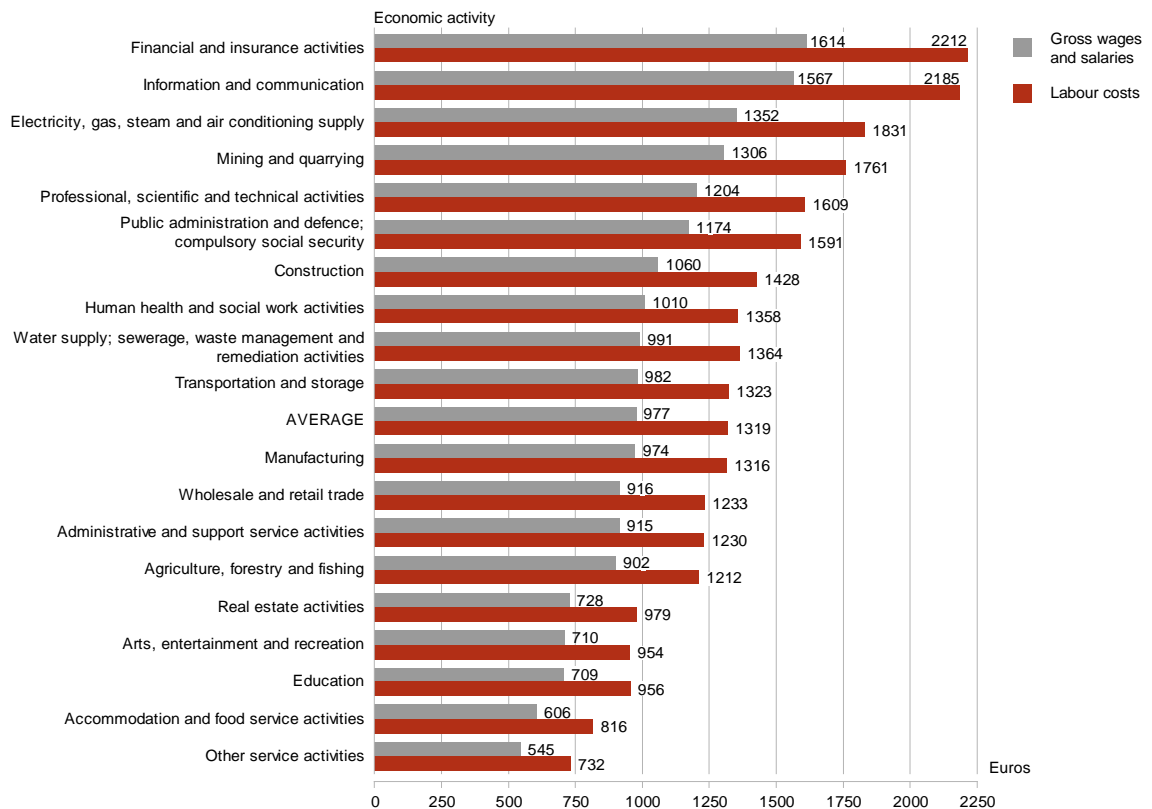
Compared to the 3rd quarter of 2013, the average monthly labour costs per employee decreased the most in information and communication (2.3%). The average hourly labour costs decreased only in information and communication (0.8%).

Statistics Estonia conducts the Wages and Salaries Statistics Survey on the basis of an international methodology since 1992. In 2014 the sample includes 11,920 enterprises, institutions and organisations. 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. Calculations of the monthly gross wages and salaries are based on payments for actually worked time and remuneration for time not worked. The hourly gross wages and salaries do not include remuneration for time not worked (holiday leave pay, benefits, etc.). 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 low monthly gross wages in education in the 3rd quarter were related to the fact that the holiday leave pay of most employees in education was reported in the 2nd quarter.

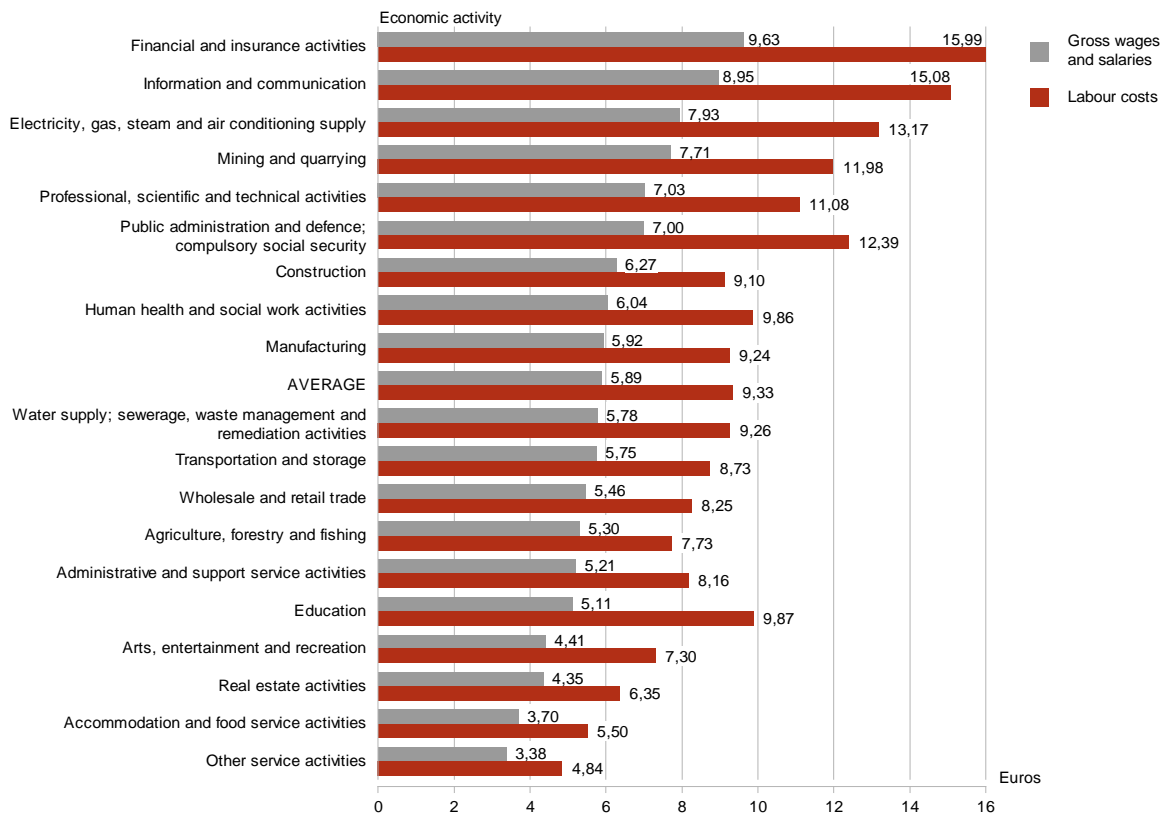
Average monthly gross wages and salaries, 1st quarter 2010 – 3rd quarter 2014 (euros)

	Year	1st quarter	2nd quarter	3rd quarter	4th quarter
2010	792	758	822	759	814
2011	839	792	857	809	865
2012	887	847	900	855	916
2013	949	900	976	930	986
2014		966	1 023	977	

Average monthly gross wages and salaries and monthly labour costs per employee, 3rd quarter 2014



Average hourly gross wages and salaries and hourly labour costs, 3rd quarter 2014



For further information:

Mare Kusma
Leading Statistician-Methodologist
Data Processing and Registers Department
Statistics Estonia
Tel. +372 625 9221

More detailed data have been published in the [Statistical Database](#).