

**In the 4th quarter the average monthly gross wages (salaries) and the real wages grew**

**According to Statistics Estonia, in the 4th quarter of 2011, the average monthly gross wages and salaries were 865 euros and the average hourly gross wages and salaries were 5.19 euros. Compared to the 4th quarter of 2010, the average monthly gross wages and salaries grew 6.3% and the average hourly gross wages and salaries by 7.4%.**

The real wages which took into account the influence of the change in the consumer price index and which shows the purchasing power of wages and salaries, increased 2.1% in the 4th quarter of 2011. Compared to the same quarter of the previous year, the real wages increased for the second quarter in succession. Before that the real wages had been in decline for eleven quarters.

The average monthly gross wages and salaries without irregular bonuses and premiums increased 6.1%. Compared to the 4th quarter of 2010, the irregular bonuses and premiums per employee grew 11.6% and influenced the growth of the average monthly gross wages and salaries by 0.2 percentage points.

According to the Wages and Salaries Statistics Survey, the number of employees increased by 1.7% compared to the same period of 2010.

Compared to the 4th quarter of 2010, the average monthly gross wages and salaries increased the most in wholesale and retail trade (11.8%), and decreased only in other service activities (4.5%).

Compared to the 4th quarter of 2010, the average hourly gross wages and salaries increased the most in real estate activities (15.5%), and decreased only in other service activities (9.0%).

The average gross wages and salaries were 813 euros in October, 868 euros in November and 918 euros in December.

In the 4th quarter of 2011, the employer's average monthly labour costs per employee were 1,175 euros and the average hourly labour costs were 7.54 euros. Compared to the 4th quarter of 2010, the average monthly labour costs per employee increased by 6.3% and the average hourly labour costs by 7.0%.

Compared to the 4th quarter of 2010, the average monthly labour costs per employee increased the most in wholesale and retail trade (12.1%) and decreased only in other service activities (4.7%).

Compared to the 4th quarter of 2010, the average hourly labour costs increased the most in real estate activities (14.3%) and decreased the most in other service activities (6.2%).

Statistics Estonia conducts the survey of wages and salaries statistics on the basis of international methodology since 1992. In 2011, the sample includes 11,277 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.

For further information:

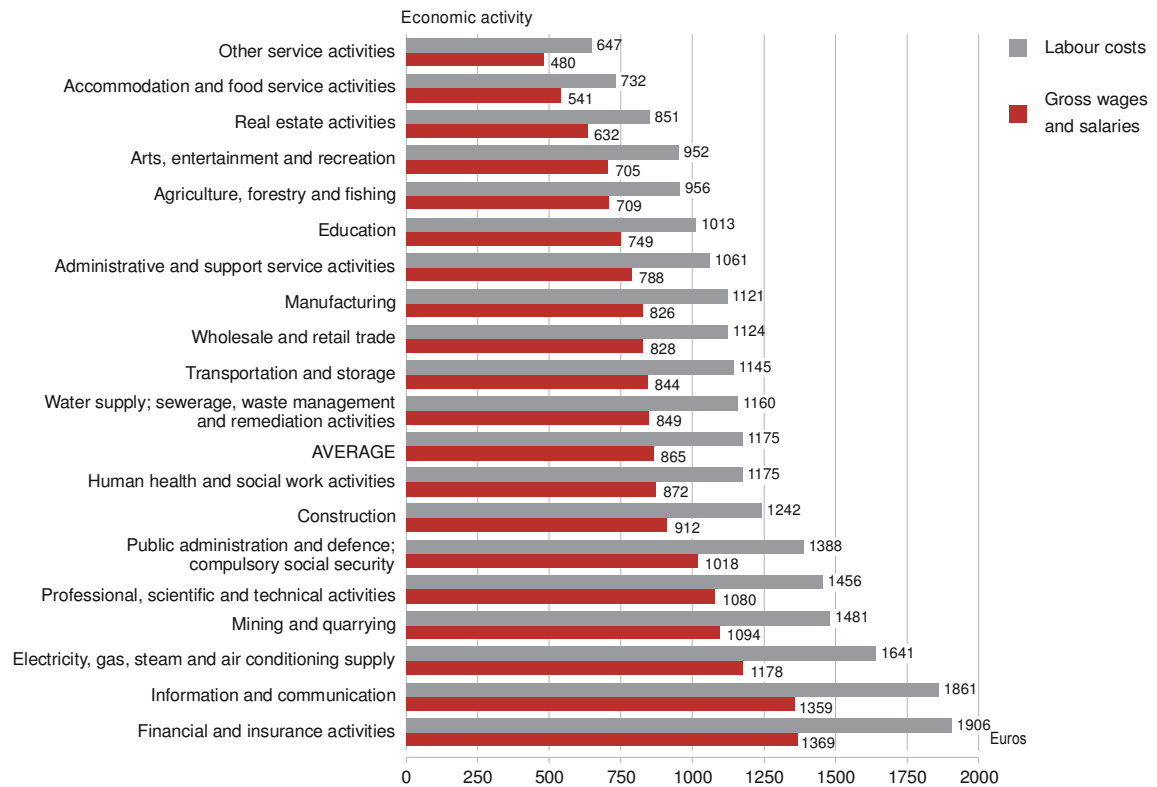
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More detailed data have been published in the Statistical Database ([http://www.stat.ee/sdb-update?db\\_update\\_id=11275](http://www.stat.ee/sdb-update?db_update_id=11275)).

**Average monthly gross wages and salaries, 1st quarter 2007 – 4th quarter 2011 (euros)**

Year	1st quarter	2nd quarter	3rd quarter	4th quarter
2007	724	660	738	697
2008	825	788	850	800
2009	784	776	813	752
2010	792	758	822	759
2011	792	857	809	865

**Average monthly gross wages and salaries and monthly labour costs per employee, 4th quarter 2011**



**Average hourly gross wages and salaries and hourly labour costs, 4th quarter 2011**

