

The average hourly gross wages and salaries increased in all economic activities

According to Statistics Estonia, in the 3rd quarter of 2012, the average monthly gross wages and salaries were 855 euros and the average hourly gross wages and salaries were 5.21 euros. Compared to the 3rd quarter of 2011, the average monthly gross wages and salaries increased 5.7% and the average hourly gross wages and salaries increased 8.1%.

Compared to the 3rd quarter of 2011, the irregular bonuses and premiums per employee decreased 2.3% and influenced the growth of the average monthly gross wages and salaries by 0.2 percentage points. The average monthly gross wages and salaries without irregular bonuses and premiums increased 5.9%. Real wages, which take into account the influence of the change in the consumer price index, increased 1.9% in the 3rd quarter of 2012. Compared to the same quarter of the previous year, real wages increased for the fifth quarter in succession.

Compared to the 3rd quarter of 2011, the average monthly gross wages and salaries increased the most in other service activities (14.4%) and the average hourly gross wages and salaries in arts, entertainment and recreation (13.9%). The reason for the increase was the low level of wages and salaries in the previous year.

Compared to the 3rd quarter of 2011, the average monthly gross wages and salaries decreased only in transportation and storage (0.9%). The average hourly gross wages and salaries increased in all economic activities – the least in administrative and support service activities (2.5%).

The average gross wages and salaries were 861 euros in July, 842 euros in August and 864 euros in September.

According to the Wages and Salaries Statistics Survey, the number of employees as at the end of September had increased by 3.8% compared to the same period of 2011.

In the 3rd quarter of 2012, the employer's average monthly labour costs per employee were 1,158 euros and the average hourly labour costs were 8.22 euros. Compared to the 3rd quarter of 2011, the average monthly labour costs per employee increased by 5.7% and the average hourly labour costs by 7.5%. The average monthly labour costs per employee increased the most in other service activities (14.3%) and the average hourly labour costs in information and communication activity (16.4%).

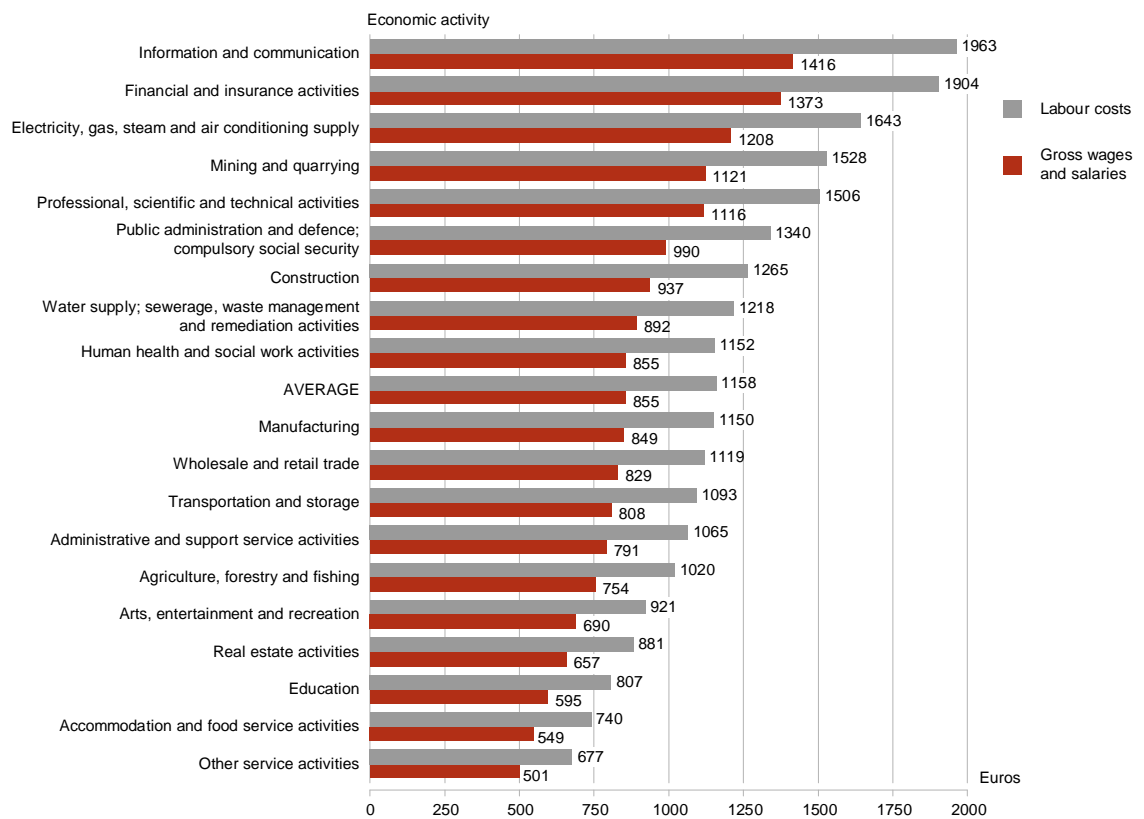
Compared to the 3rd quarter of 2011, the average monthly labour costs per employee decreased only in transportation and storage (1.0%) and the average hourly labour costs increased the least in the same activity (0.9%).

Statistics Estonia conducts the Wages and Salaries Statistics Survey on the basis of international methodology since 1992. In 2012, the sample includes 11,523 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 wages (salaries) of employees of education in the 3rd quarter was related to reflecting the holiday leave pay of most employees in the 2nd quarter.

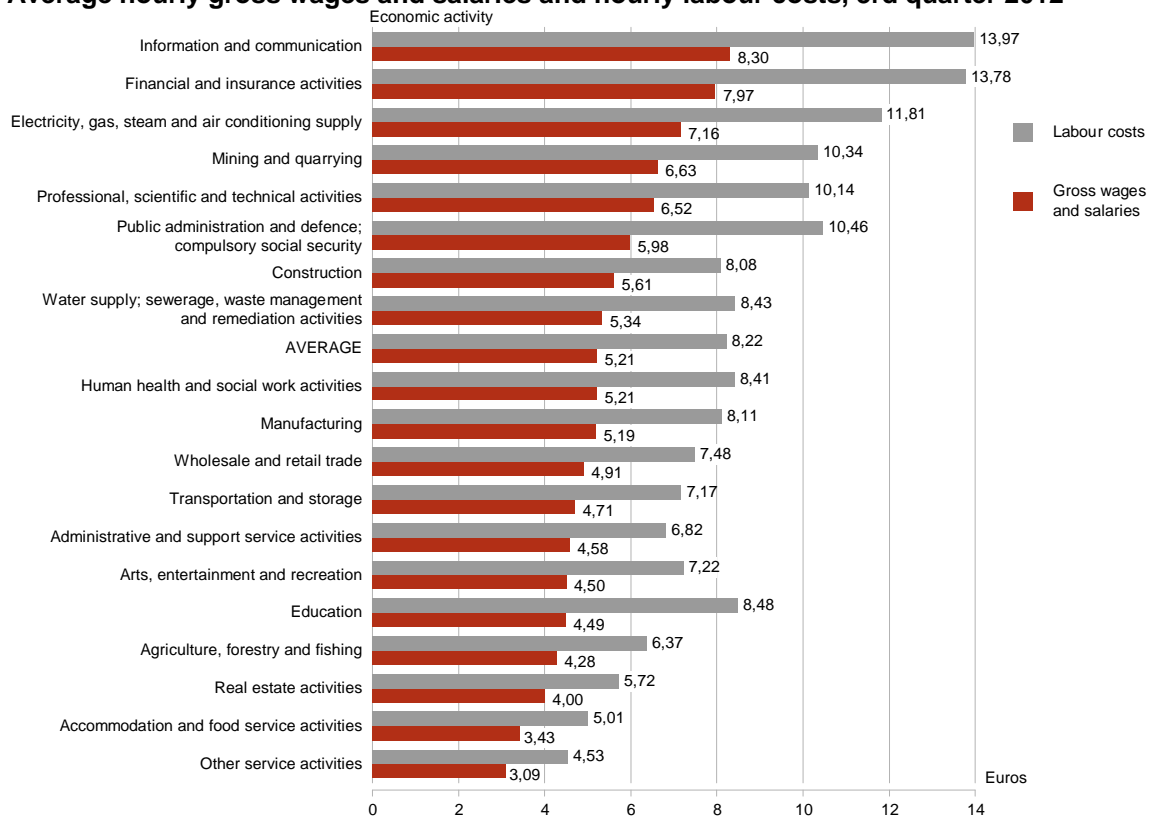
Average monthly gross wages and salaries, 1st quarter 2008 – 3rd quarter 2012 (euros)

| | Year | 1st quarter | 2nd quarter | 3rd quarter | 4th quarter |
|------|------|-------------|-------------|-------------|-------------|
| 2008 | 825 | 788 | 850 | 800 | 838 |
| 2009 | 784 | 776 | 813 | 752 | 783 |
| 2010 | 792 | 758 | 822 | 759 | 814 |
| 2011 | 839 | 792 | 857 | 809 | 865 |
| 2012 | | 847 | 900 | 855 | |

Average monthly gross wages and salaries and monthly labour costs per employee, 3rd quarter 2012



Average hourly gross wages and salaries and hourly labour costs, 3rd quarter 2012



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