

## GROSS SALARY ANALYSIS

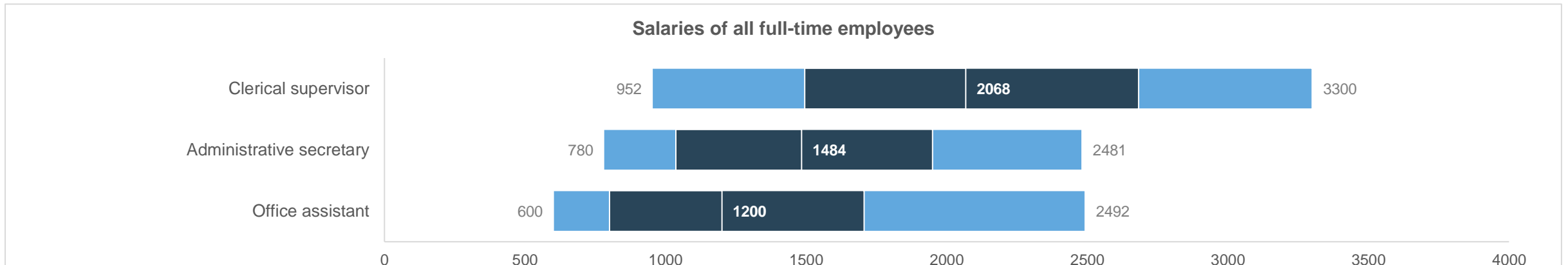
QUARTER 1, 2024

### SELECTED OCCUPATIONS AND CHARACTERISTICS

#### Characteristic

#### All employees

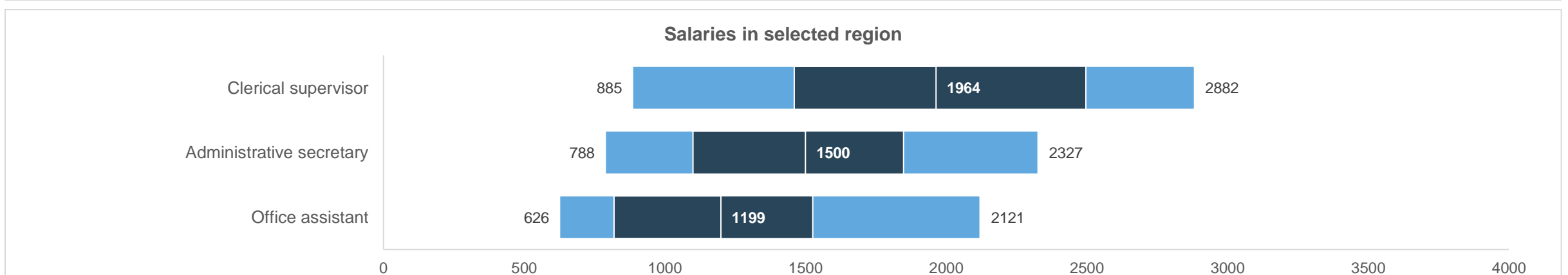
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2022/2023
33410001	Clerical supervisor	647	761	2191	952	1495	2068	2682	3300	6,6%	6,1%
33430001	Administrative secretary	1069	1306	1552	780	1036	1484	1950	2481	8,5%	7,8%
41100001	Office assistant	1158	1373	1364	600	800	1200	1706	2492	10,0%	9,1%



#### Salaries in selected region

#### South Estonia

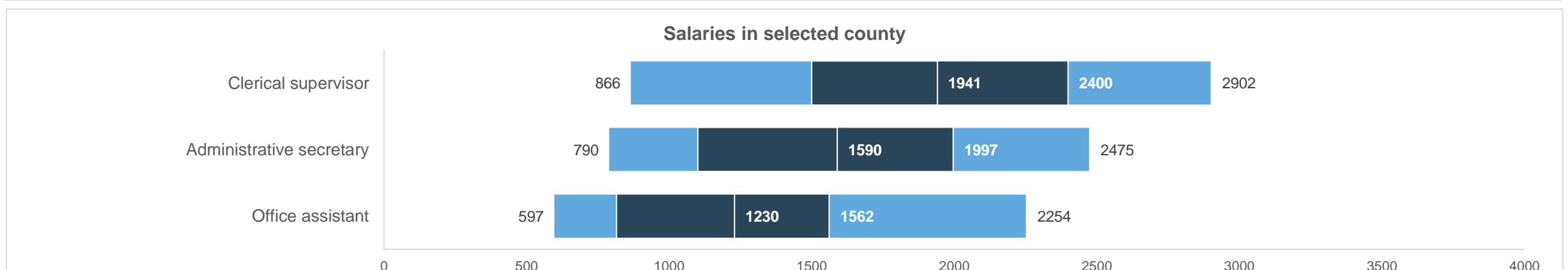
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	102	118	1980	885	1460	1964	2497	2882	10,9%	16,7%
33430001	Administrative secretary	214	256	1519	788	1100	1500	1849	2327	9,9%	12,5%
41100001	Office assistant	181	197	1243	626	820	1199	1526	2121	8,7%	12,6%



#### Salaries in selected county

#### Tartu county

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	81	87	1972	866	1500	1941	2400	2902	11,0%	13,0%
33430001	Administrative secretary	129	161	1592	790	1101	1590	1997	2475	10,9%	17,6%
41100001	Office assistant	127	138	1281	597	816	1230	1562	2254	6,6%	5,4%



## GROSS SALARY ANALYSIS

QUARTER 1, 2024

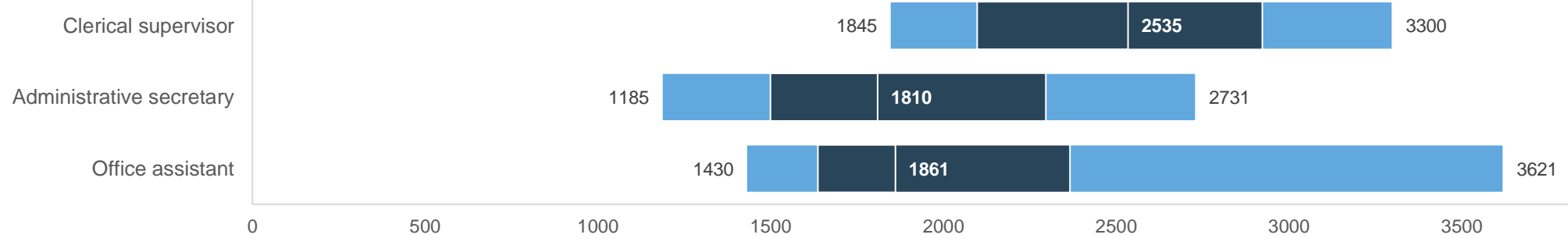
### SELECTED OCCUPATIONS AND CHARACTERISTICS

#### Salaries by number of employees in the organisation

250 and more employees

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	38	110	2621	1845	2098	2535	2923	3300	7,7%	7,8%
33430001	Administrative secretary	60	168	1894	1185	1500	1810	2297	2731	14,5%	12,1%
41100001	Office assistant	21	54	2180	1430	1637	1861	2367	3621	10,0%	13,0%

Salaries by number of employees in the organisation

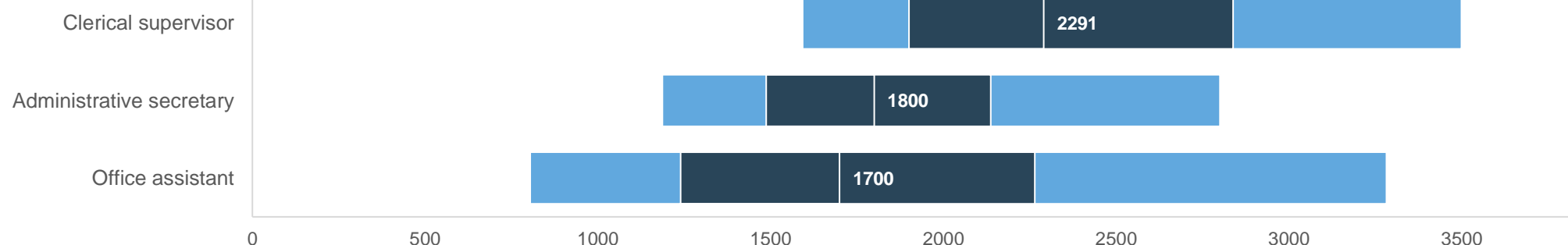


#### Salaries by number of turnover group

5 million and above

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	170	211	2570	1593	1900	2291	2838	3500	6,5%	7,6%
33430001	Administrative secretary	175	238	1877	1187	1487	1800	2137	2800	8,1%	10,4%
41100001	Office assistant	106	173	1977	804	1240	1700	2265	3283	9,2%	3,8%

Salaries by number of employees in the organisation

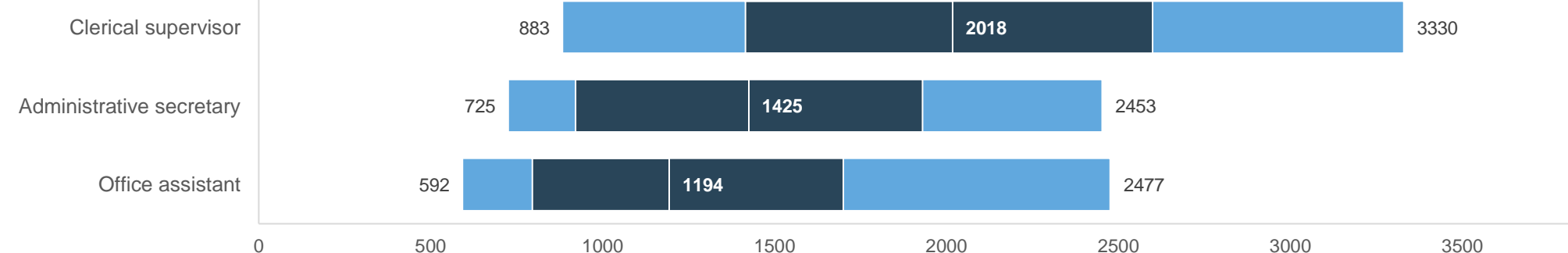


#### Salaries in selected sector

Private sector

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	557	611	2151	883	1415	2018	2600	3330	5,5%	5,5%
33430001	Administrative secretary	733	835	1498	725	921	1425	1931	2453	6,5%	7,9%
41100001	Office assistant	1116	1318	1353	592	796	1194	1700	2477	9,3%	9,1%

Salaries in selected sector



**GROSS SALARY ANALYSIS**

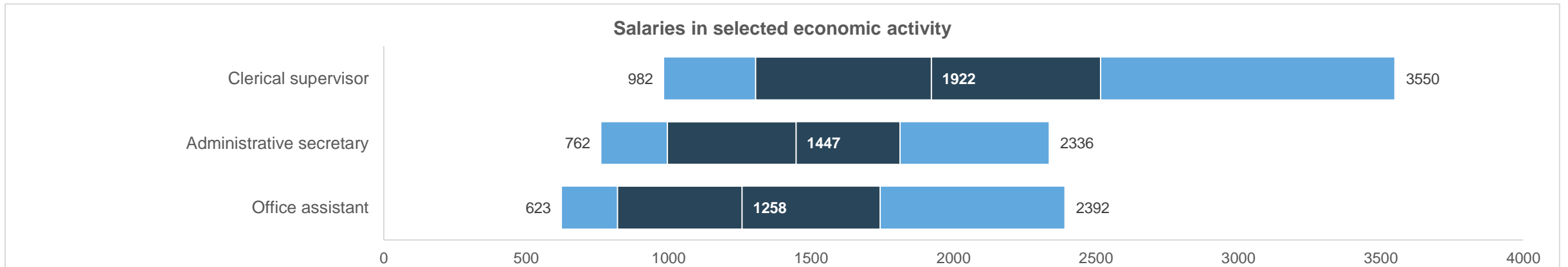
**QUARTER 1, 2024**

**SELECTED OCCUPATIONS AND CHARACTERISTICS**

**Salaries in selected economic activity**

**Wholesale and retail trade; repair of motor vehicles and motorcycles**

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	87	93	2173	982	1306	1922	2516	3550	-0,1%	-1,4%
33430001	Administrative secretary	130	160	1499	762	996	1447	1812	2336	6,8%	10,6%
41100001	Office assistant	228	282	1492	623	820	1258	1742	2392	7,0%	4,8%



**Salaries in selected economic activity (NACE2)**

**Wholesale trade, except of motor vehicles and motorcycles**

Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	60	64	2319	974	1399	1999	2649	3790	-0,1%	-0,1%
33430001	Administrative secretary	77	94	1570	747	1037	1463	1914	2408	2,7%	6,3%
41100001	Office assistant	125	152	1552	695	880	1344	1881	2392	9,8%	11,1%

