

GROSS SALARY ANALYSIS

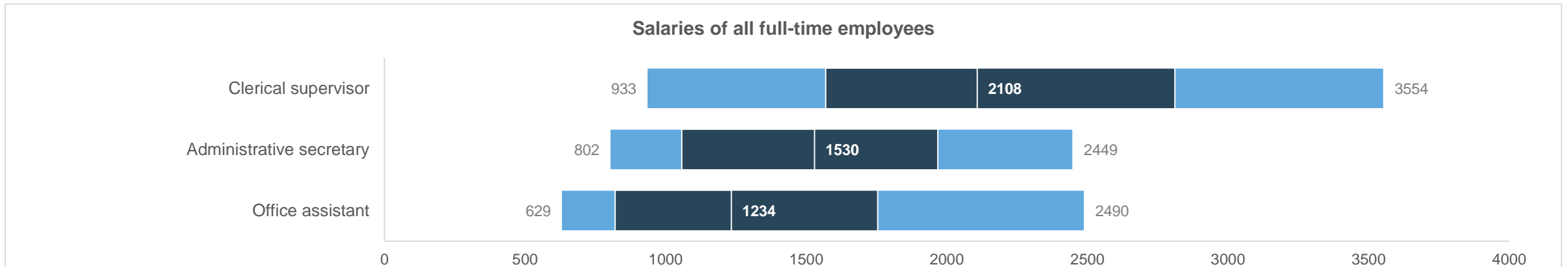
QUARTER 2, 2024

SELECTED OCCUPATIONS AND CHARACTERISTICS

Characteristic

All employees

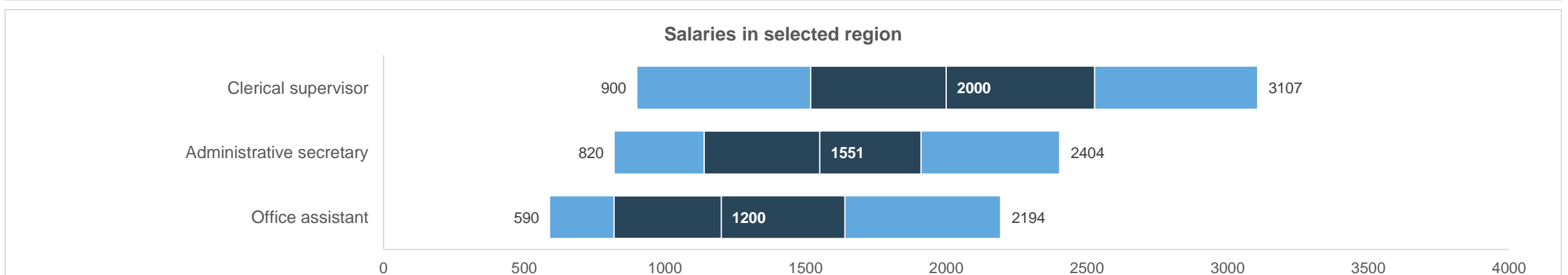
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2022/2023
33410001	Clerical supervisor	655	765	2303	933	1570	2108	2812	3554	6,1%	5,4%
33430001	Administrative secretary	1051	1280	1589	802	1058	1530	1968	2449	7,0%	7,0%
41100001	Office assistant	1142	1357	1388	629	820	1234	1754	2490	8,9%	5,7%



Salaries in selected region

South Estonia

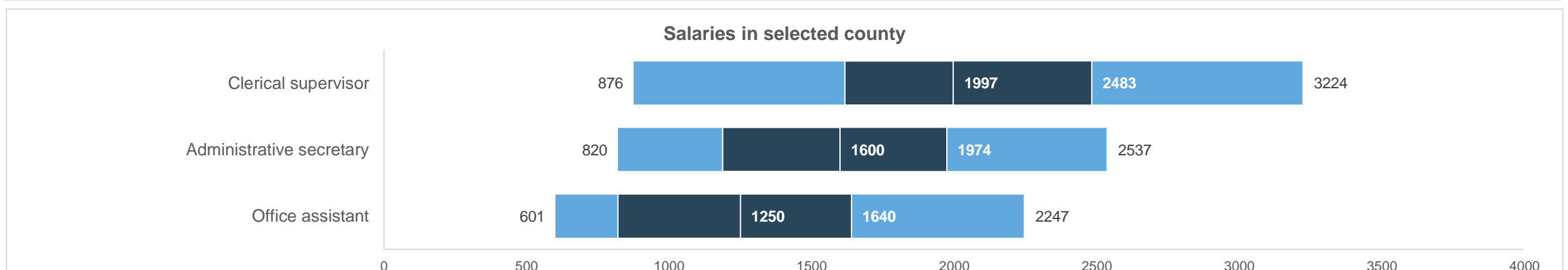
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2023/2024	Change of Median 2023/2024
33410001	Clerical supervisor	100	118	2052	900	1519	2000	2528	3107	5,6%	8,6%
33430001	Administrative secretary	209	247	1582	820	1140	1551	1911	2404	8,1%	8,5%
41100001	Office assistant	183	205	1265	590	820	1200	1640	2194	11,4%	15,4%



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	79	87	2076	876	1617	1997	2483	3224	5,6%	10,3%
33430001	Administrative secretary	127	155	1653	820	1188	1600	1974	2537	8,3%	6,7%
41100001	Office assistant	127	142	1325	601	820	1250	1640	2247	11,1%	10,8%



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QUARTER 2, 2024

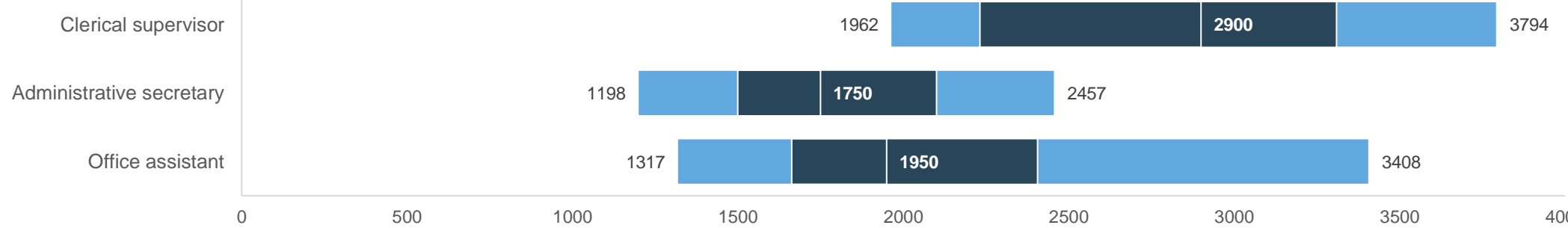
SELECTED OCCUPATIONS AND CHARACTERISTICS

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	42	114	2960	1962	2231	2900	3309	3794	11,1%	13,8%
33430001	Administrative secretary	58	157	1881	1198	1500	1750	2100	2457	8,5%	3,1%
41100001	Office assistant	22	51	2098	1317	1662	1950	2406	3408	5,6%	11,9%

Salaries by number of employees in the organisation

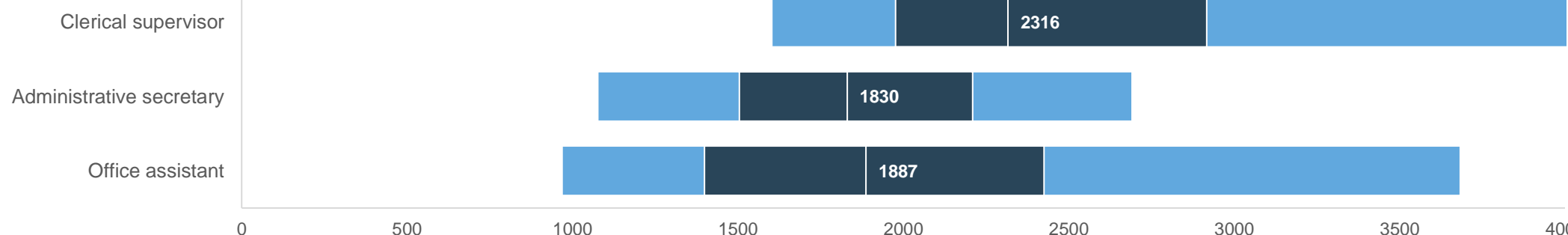


Salaries by number of turnover group

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	173	212	2659	1602	1977	2316	2917	4081	4,4%	1,4%
33430001	Administrative secretary	169	231	1921	1076	1504	1830	2210	2691	8,3%	7,6%
41100001	Office assistant	102	161	2077	969	1399	1887	2425	3684	15,1%	13,0%

Salaries by number of employees in the organisation

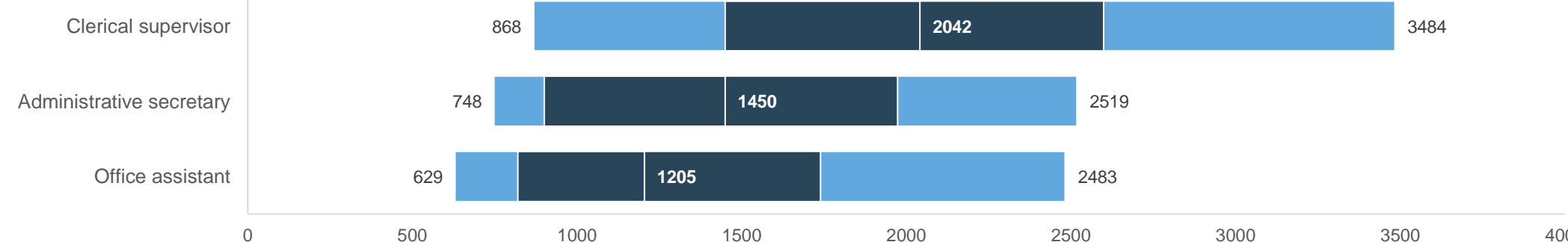


Salaries in selected sector

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	561	611	2219	868	1450	2042	2600	3484	4,5%	3,7%
33430001	Administrative secretary	717	819	1539	748	901	1450	1974	2519	6,6%	6,1%
41100001	Office assistant	1101	1302	1380	629	820	1205	1740	2483	8,9%	5,0%

Salaries in selected sector



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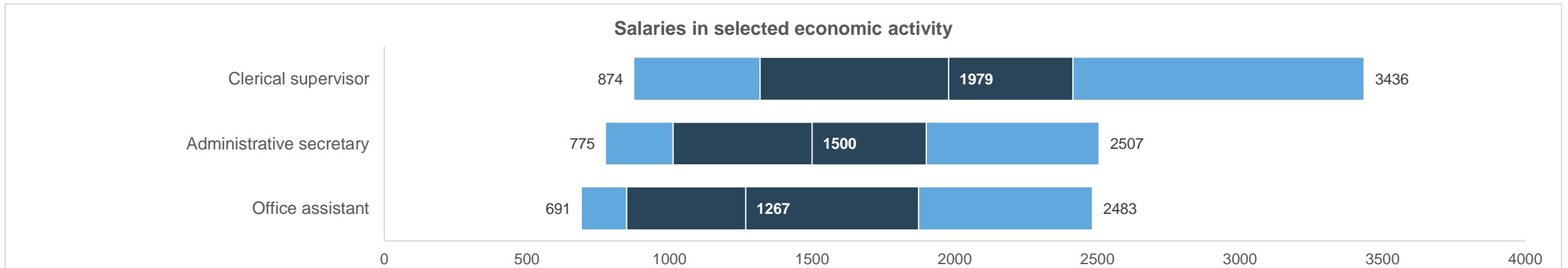
QUARTER 2, 2024

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	91	2120	874	1318	1979	2415	3436	-10,3%	-1,9%
33430001	Administrative secretary	126	157	1580	775	1013	1500	1900	2507	7,4%	9,7%
41100001	Office assistant	217	273	1517	691	850	1267	1874	2483	6,5%	3,9%



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	59	62	2208	833	1339	1998	2482	3678	-11,4%	-7,1%
33430001	Administrative secretary	70	89	1718	785	1200	1566	2117	2606	8,1%	8,0%
41100001	Office assistant	123	151	1538	725	977	1307	1908	2400	7,3%	3,1%

