

GROSS SALARY ANALYSIS

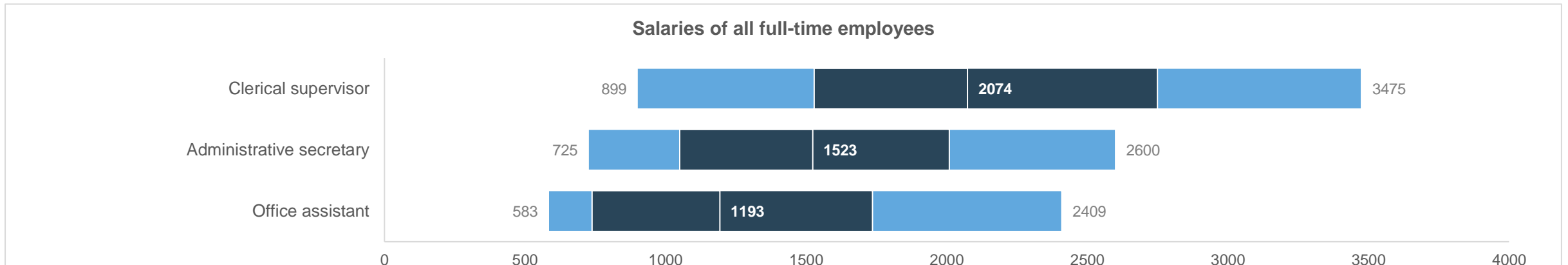
QUARTER 4, 2023

SELECTED OCCUPATIONS AND CHARACTERISTICS

Characteristic

All employees

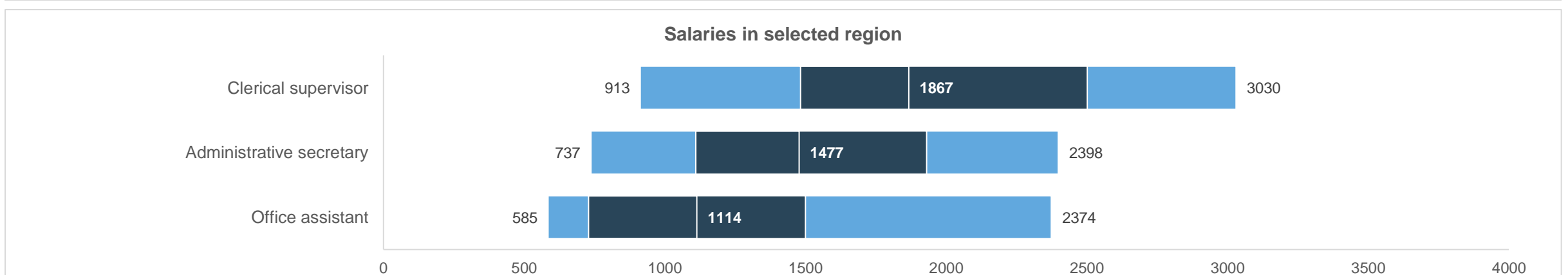
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	657	773	2233	899	1529	2074	2750	3475	8,4%	5,8%
33430001	Administrative secretary	1083	1311	1609	725	1050	1523	2009	2600	10,0%	10,0%
41100001	Office assistant	1193	1408	1318	583	738	1193	1736	2409	4,1%	4,8%



Salaries in selected region

South Estonia

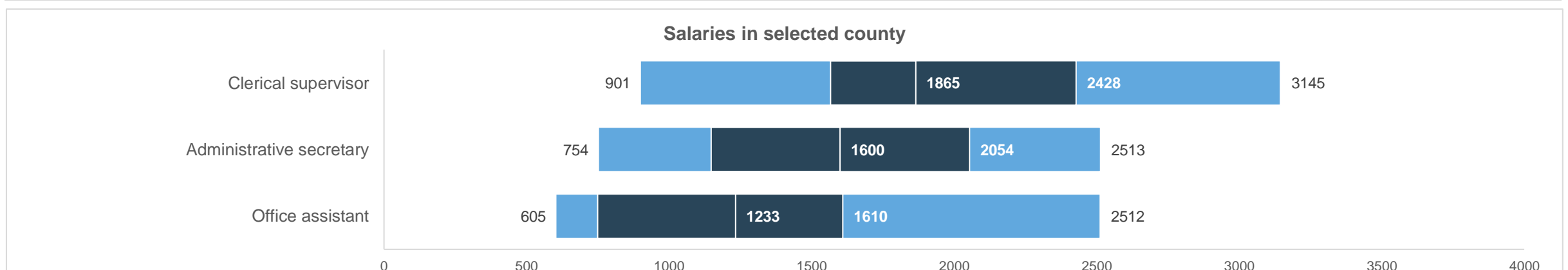
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33410001	Clerical supervisor	98	116	1992	913	1483	1867	2501	3030	6,9%	2,2%
33430001	Administrative secretary	221	261	1559	737	1110	1477	1930	2398	11,0%	11,8%
41100001	Office assistant	195	210	1231	585	729	1114	1500	2374	9,1%	3,8%



Salaries in selected county

Tartu county

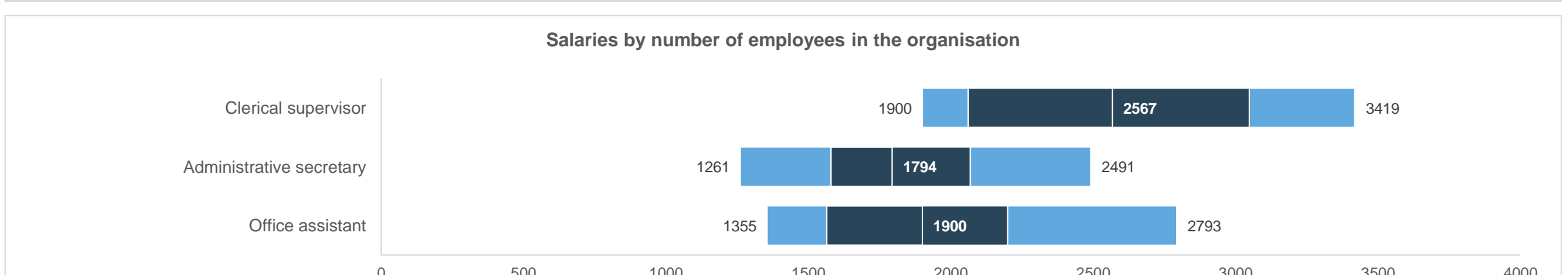
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33410001	Clerical supervisor	77	85	1992	901	1567	1865	2428	3145	4,2%	-2,0%
33430001	Administrative secretary	133	161	1637	754	1148	1600	2054	2513	12,7%	14,0%
41100001	Office assistant	134	145	1315	605	750	1233	1610	2512	11,4%	5,7%



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 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	42	115	2699	1900	2061	2567	3048	3419	9,3%	7,4%
33430001	Administrative secretary	60	163	1847	1261	1579	1794	2069	2491	10,5%	9,1%
41100001	Office assistant	22	57	1977	1355	1564	1900	2200	2793	7,9%	17,6%



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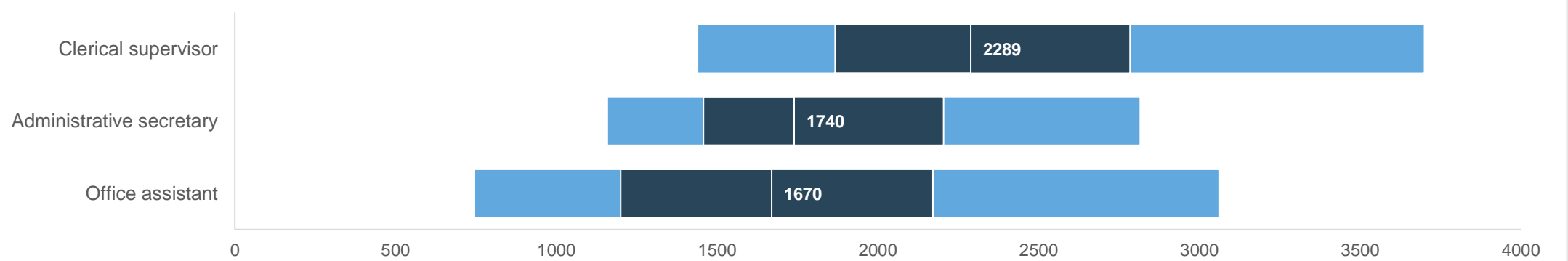
SELECTED OCCUPATIONS AND CHARACTERISTICS

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 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	182	222	2489	1439	1867	2289	2785	3700	9,7%	9,7%
33430001	Administrative secretary	184	244	1888	1159	1458	1740	2204	2817	8,4%	5,5%
41100001	Office assistant	107	178	1830	745	1200	1670	2171	3062	-9,9%	5,3%

Salaries by number of employees in the organisation

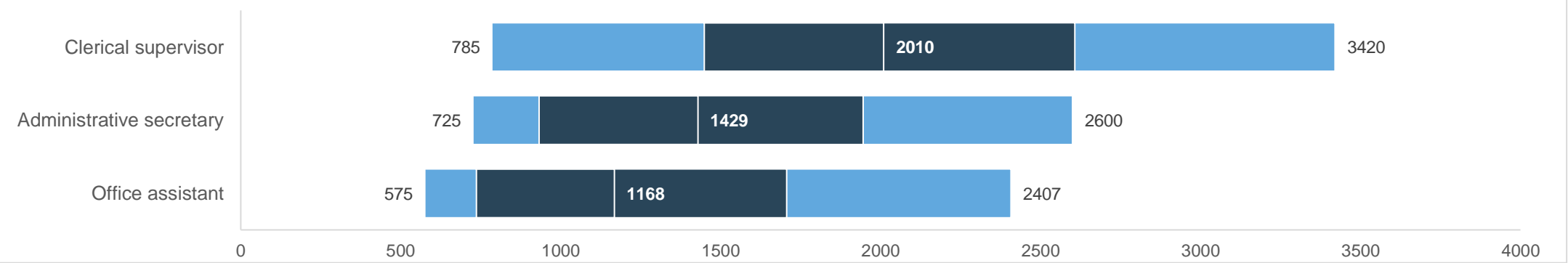


Salaries in selected sector

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 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	568	624	2156	785	1449	2010	2607	3420	8,1%	2,0%
33430001	Administrative secretary	750	844	1532	725	933	1429	1946	2600	7,9%	4,3%
41100001	Office assistant	1148	1345	1306	575	736	1168	1706	2407	3,2%	1,0%

Salaries in selected sector

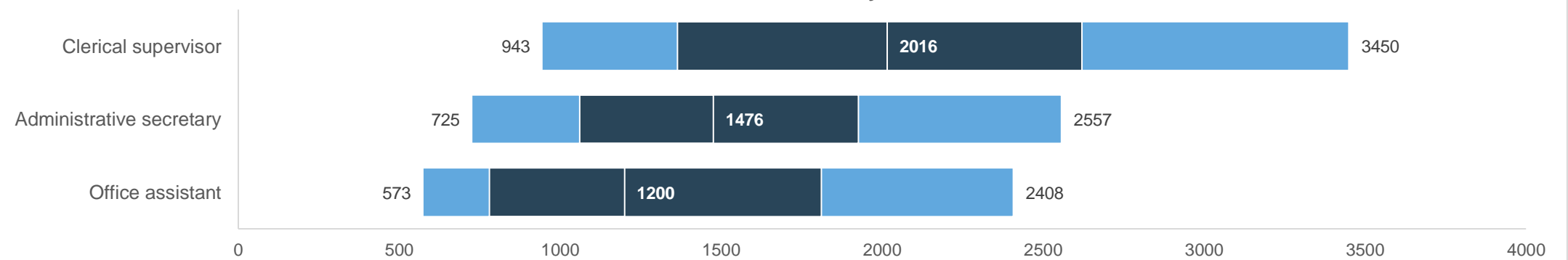


Salaries in selected economic activity

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 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	96	103	2201	943	1364	2016	2620	3450	5,9%	5,0%
33430001	Administrative secretary	126	152	1626	725	1060	1476	1926	2557	7,2%	9,2%
41100001	Office assistant	227	283	1464	573	780	1200	1811	2408	-4,9%	-0,1%

Salaries in selected economic activity



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 2022/2023	Change of Median 2022/2023
33410001	Clerical supervisor	66	72	2358	747	1430	2110	2933	3848	9,0%	4,5%
33430001	Administrative secretary	74	88	1773	754	1167	1545	2025	2523	10,9%	13,9%
41100001	Office assistant	125	154	1508	625	891	1283	1836	2375	7,6%	-1,2%

Salaries in selected economic activity (NACE2)

