

## **In the 4th quarter, the average monthly gross wages and salaries exceeded 1,000 euros once again**

**According to Statistics Estonia, in the 4th quarter of 2014, the average monthly gross wages and salaries were 1,039 euros and increased by 5.3% compared to the 4th quarter of 2013. In 2014, the average monthly gross wages and salaries exceeded the 1,000 euro level in the 2nd and 4th quarter.**

Compared to the same quarter of 2013, the increase of the average monthly gross wages and salaries was bigger in the 4th quarter than in the 2nd quarter, when the monthly gross wages and salaries exceeded the level of 1,000 euros for the first time (in the 2nd quarter the growth was 4.8%, in the 4th quarter – 5.3%). Compared to the 4th quarter of 2013, the end-of-year irregular bonuses and premiums decreased by 2.4% per employee and decreased the growth of average gross monthly wages and salaries by 0.4 percentage points. Without irregular bonuses and premiums, the average monthly gross wages and salaries increased 5.7% in the 4th quarter.

Real wages, which take into account the influence of the change in the consumer price index, increased 5.8% in the 4th quarter of 2014 compared to the 4th quarter of 2013. The acceleration of the growth of real wages was influenced by a decrease in consumer prices in the 4th quarter of 2014. Compared to the same quarter of the previous year, real wages increased for the fourteenth quarter in succession.

In the 4th quarter, the average hourly gross wages and salaries were 6.35 euros and increased 6.0% compared to the 4th quarter of 2013.

The average monthly gross wages and salaries rose in all economic activities in the 4th quarter of 2014. Compared to the same quarter of the previous year, the average gross monthly wages and salaries grew the most in financial and insurance activities (12.5%) and the least in information and communication (0.5%). In the 4th quarter of 2014, the average gross hourly wages and salaries increased the most in financial and insurance activities (13.1%) and fell only in information and communication (0.2%).

The average monthly gross wages and salaries were 1,024 euros in October, 1,021 euros in November and 1,068 euros in December.

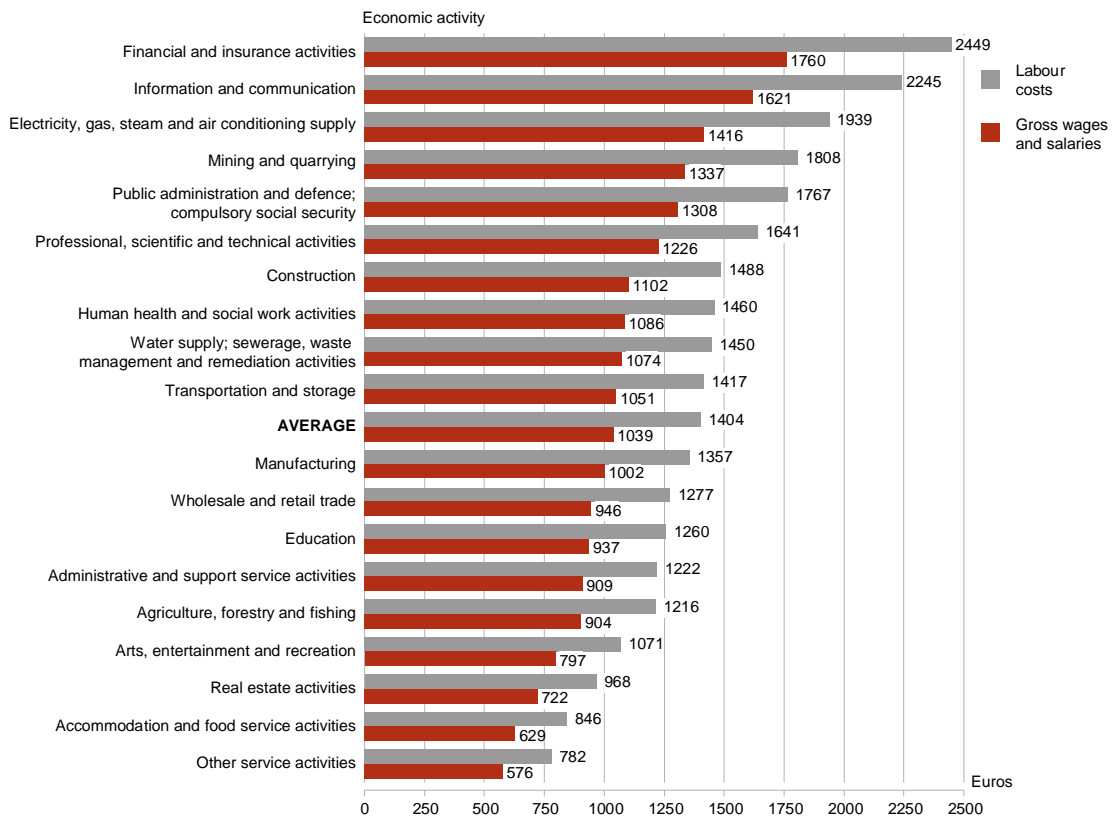
According to the Wages and Salaries Statistics Survey, the number of employees was 6.8% greater in the 4th quarter of 2014 than in the 4th quarter of 2013. The largest increase in the number of employees occurred in accommodation and food service activities (17.8%).

In the 4th quarter of 2014, the employer's average monthly labour costs per employee were 1,404 euros and the hourly labour costs were 9.2 euros. Compared to the 4th quarter of 2013, the average monthly labour costs per employee increased by 5.1% and the average hourly labour costs by 5.9%. The largest increase occurred in financial and insurance activities (12.8% per month and 14.8% per hour). The smallest increase in average monthly labour costs per employee occurred in information and communication (0.5%). The hourly labour costs per employee fell only in information and communication (0.9%).

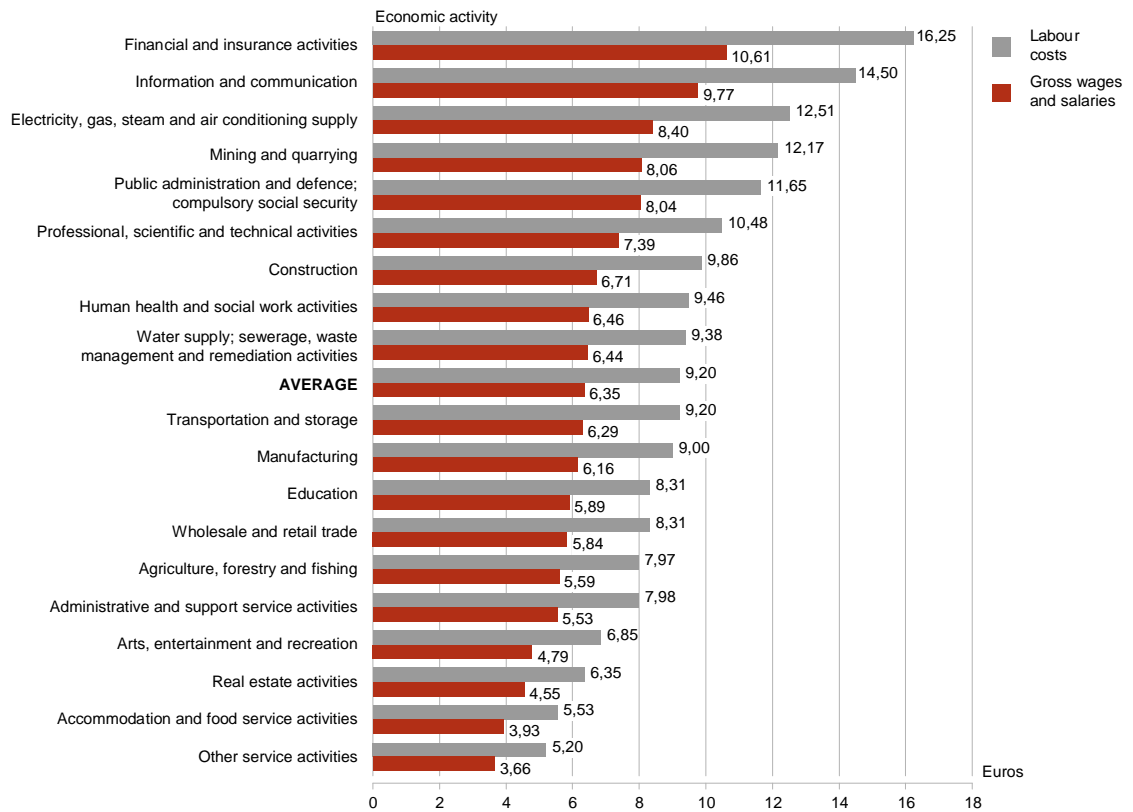
Statistics Estonia conducts the Wages and Salaries Statistics Survey on the basis of an international methodology since 1992. In 2014, the sample includes 11,920 enterprises, institutions and organisations. The average monthly gross wages and salaries have been given in full time units to enable a comparison 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.

**Average monthly gross wages and salaries, 1st quarter 2010 – 4th quarter 2014 (euros)**

Year	1st quarter	2nd quarter	3rd quarter	4th quarter	
2010	792	758	822	759	814
2011	839	792	857	809	865
2012	887	847	900	855	916
2013	949	900	976	930	986
2014		966	1 023	977	1 039

**Average monthly gross wages and salaries and monthly labour costs per employee, 4th quarter 2014 (euros)**

**Average hourly gross wages and salaries and hourly labour costs per employee, 4th quarter 2014 (euros)**



For further information:

Birgit Hännilane  
Leading Statistician  
Enterprise and Agricultural Statistics Department  
Statistics Estonia  
Tel. +372 625 9327

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