

**In the 4th quarter the growth of the average monthly gross wages and salaries slightly decelerated**

**According to Statistics Estonia, in the 4th quarter of 2013, the monthly wages and salaries increased 7.6% compared to the 4th quarter of 2012.**

Compared to the same quarter of the previous year, the growth of the average monthly gross wages and salaries was slightly slower than in the 3rd and 2nd quarters when the yearly growth was 8.8% and 8.5%, respectively. Without irregular bonuses and premiums, the average monthly gross wages and salaries increased 7.2% in the 4th quarter. Compared to the 4th quarter of 2012, irregular bonuses and premiums per employee grew 17.0% and influenced the growth of the average monthly gross wages and salaries by 0.4 percentage points. Real wages, which take into account the influence of the change in the consumer price index, increased 6.0% in the 4th quarter of 2013. Compared to the same quarter of the previous year, real wages increased for the tenth quarter in succession.

The average hourly gross wages and salaries were 5.99 euros in the 4th quarter of 2013, and hourly wages and salaries increased 8.3% compared to the 4th quarter of 2012.

According to the Wages and Salaries Statistics Survey, the number of employees as at the end of December was 2.4% lower than at the end of December 2012.

Compared to the 4th quarter of 2012, the average monthly and hourly gross wages and salaries increased the most in agriculture, forestry and fishing activities – by 19.3% and 21.4%, respectively.

The average monthly gross wages and salaries decreased compared to the 4th quarter of 2012 only in professional, science and technical activities (4.4%). In the same activities, the average hourly gross wages and salaries also decreased the most (4.1%).

The average gross wages and salaries were 962 euros in October, 968 euros in November and 1,028 euros in December.

In the 4th quarter of 2013, the employer's average monthly labour costs per employee were 1,336 euros and the average hourly labour costs were 8.69 euros. Compared to the 4th quarter of 2012, the average monthly labour costs per employee increased by 6.9% and the average hourly labour costs by 7.6%

Compared to the 4th quarter of 2012, the average monthly labour costs per employee and hourly labour costs increased the most in agriculture, forestry and fishing activities – 19.0% and 22.8%, respectively.

Compared to the 4th quarter of 2012, the average monthly labour costs per employee decreased only in professional, science and technical activities (6.5%). The average hourly labour costs also decreased the most in these activities (7.2%).

Statistics Estonia conducts the Wages and Salaries Statistics Survey on the basis of international methodology since 1992. In 2013, the sample included 11,592 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.

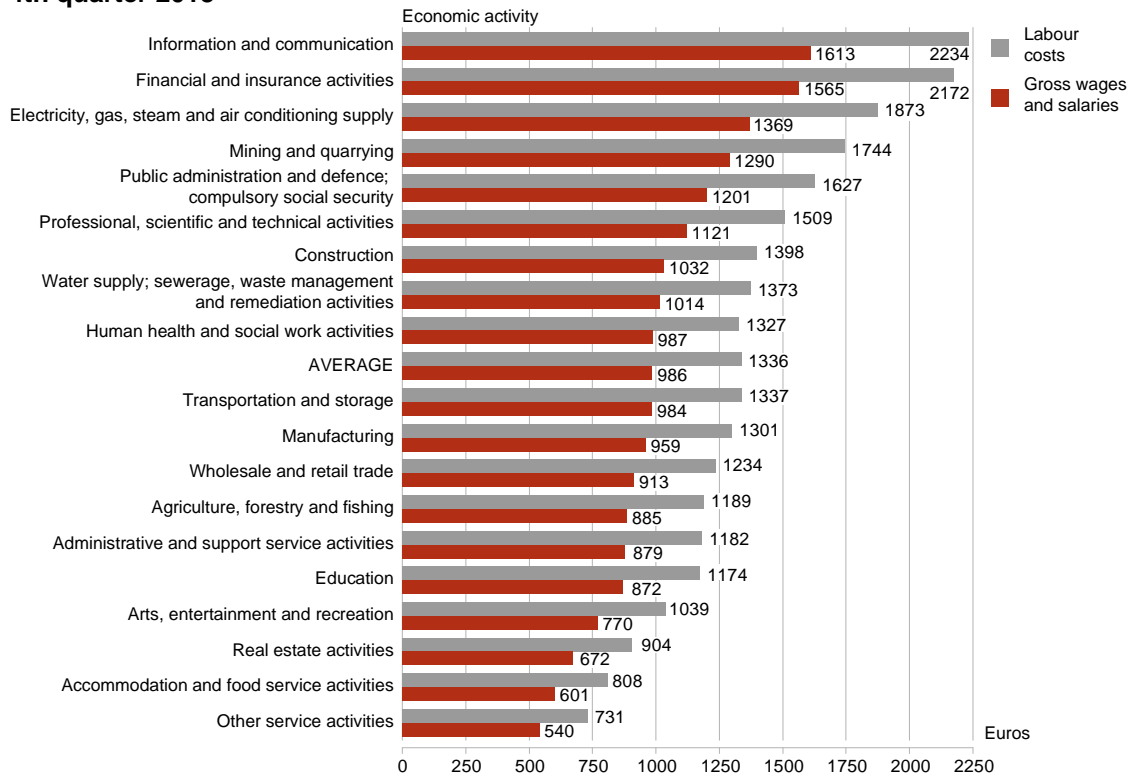
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More detailed data have been published in the  
[Statistical Database](#).

**Average monthly gross wages and salaries, 1st quarter 2009 – 4th quarter 2013 (euros)**

Year	1st quarter	2nd quarter	3rd quarter	4th quarter
2009	784	813	752	783
2010	792	822	759	814
2011	839	857	809	865
2012	887	900	855	916
2013	900	976	930	986

**Average monthly gross wages and salaries and monthly labour costs per employee, 4th quarter 2013**



**Average hourly gross wages and salaries and hourly labour costs, 4th quarter 2013**

