

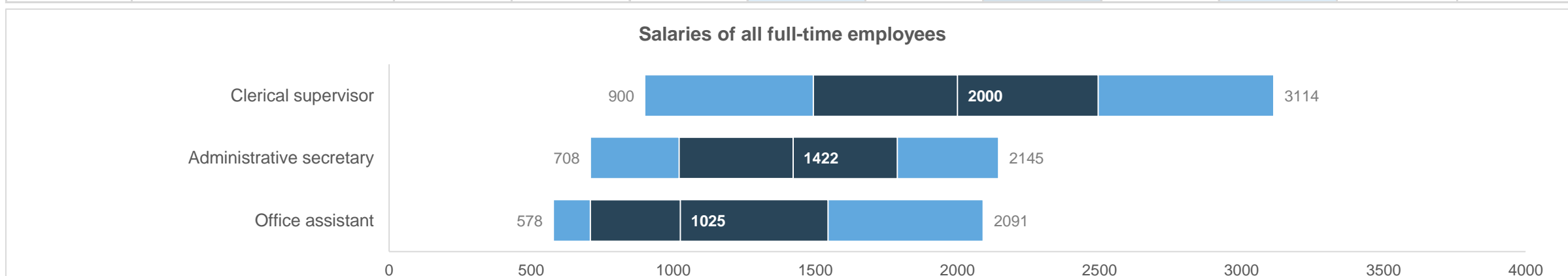
GROSS SALARY ANALYSIS

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	580	687	2084	900	1493	2000	2496	3114	14,2%	15,8%
33430001	Administrative secretary	867	1092	1445	708	1021	1422	1789	2145	14,5%	15,3%
41100001	Office assistant	704	847	1230	578	708	1025	1545	2091	10,6%	11,5%



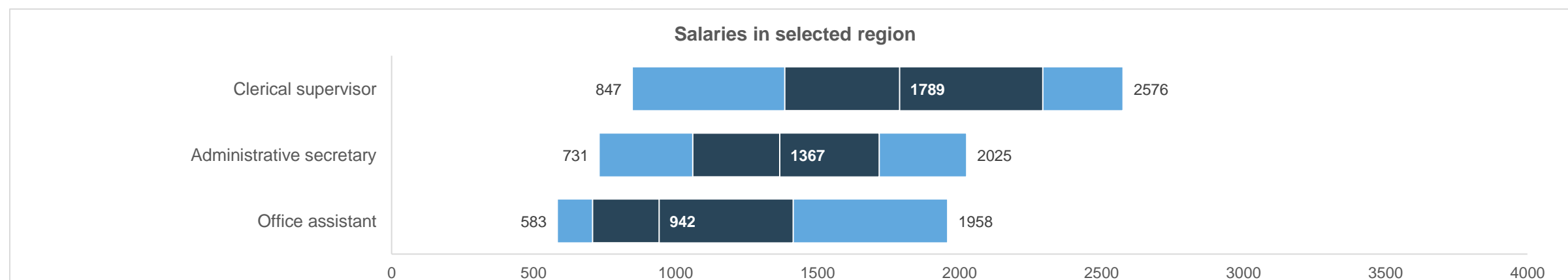
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	82	99	1813	847	1385	1789	2293	2576	12,1%	15,6%
33430001	Administrative secretary	181	218	1402	731	1061	1367	1717	2025	18,1%	15,3%
41100001	Office assistant	105	113	1123	583	708	942	1414	1958	14,2%	8,7%



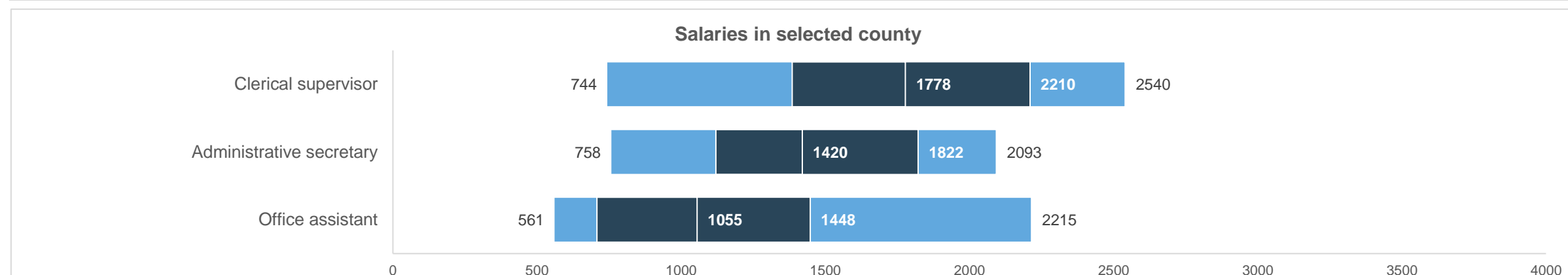
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected county

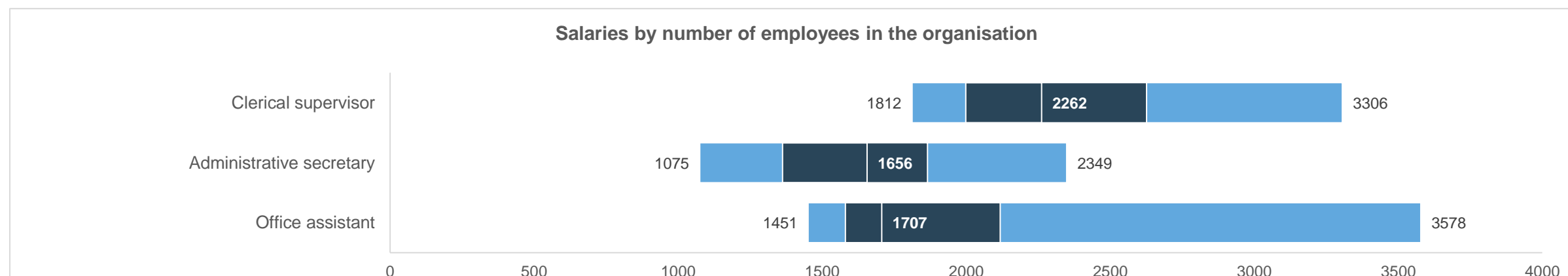
Tartu county

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	64	72	1783	744	1385	1778	2210	2540	9,4%	14,9%
33430001	Administrative secretary	107	131	1476	758	1120	1420	1822	2093	19,7%	26,4%
41100001	Office assistant	68	74	1169	561	708	1055	1448	2215	17,6%	8,8%



GROSS SALARY ANALYSIS
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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	44	117	2432	1812	1999	2262	2626	3306	14,7%	14,6%
33430001	Administrative secretary	61	159	1648	1075	1363	1656	1866	2349	14,6%	19,2%
41100001	Office assistant	20	48	2053	1451	1581	1707	2118	3578	10,8%	14,3%



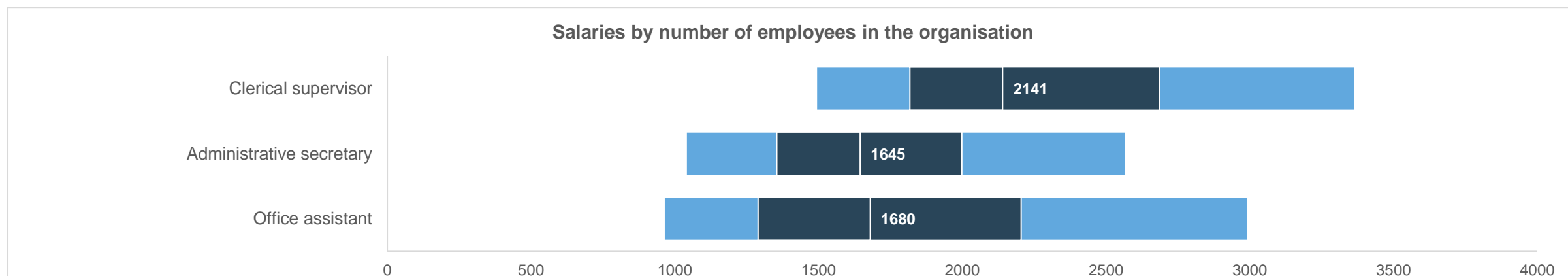
GROSS SALARY ANALYSIS

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	163	191	2415	1493	1818	2141	2686	3367	11,9%	11,6%
33430001	Administrative secretary	169	228	1728	1040	1355	1645	1999	2569	15,0%	14,7%
41100001	Office assistant	86	150	1846	963	1290	1680	2205	2993	15,6%	17,4%



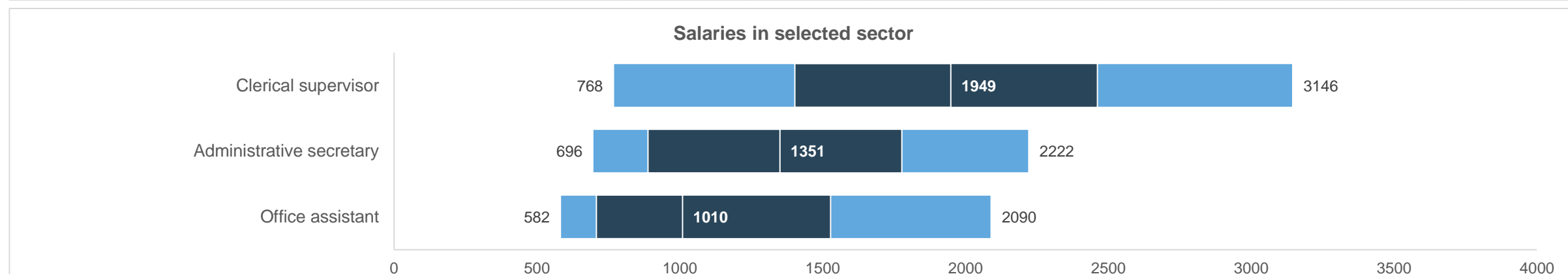
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	489	530	2041	768	1403	1949	2462	3146	13,3%	16,2%
33430001	Administrative secretary	561	656	1407	696	889	1351	1777	2222	13,3%	13,5%
41100001	Office assistant	653	788	1227	582	708	1010	1528	2090	10,8%	11,6%



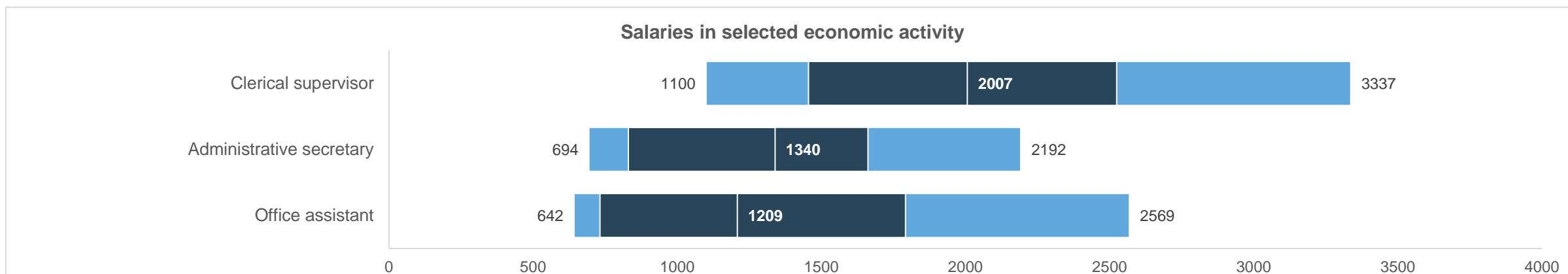
GROSS SALARY ANALYSIS

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	77	81	2217	1100	1456	2007	2525	3337	18,1%	19,7%
33430001	Administrative secretary	93	118	1397	694	831	1340	1662	2192	15,8%	11,1%
41100001	Office assistant	134	178	1440	642	732	1209	1792	2569	17,1%	20,2%



GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

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 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	51	54	2381	964	1533	2043	2868	3750	18,2%	20,0%
33430001	Administrative secretary	52	68	1564	714	1212	1517	1920	2444	24,4%	23,3%
41100001	Office assistant	74	96	1475	636	756	1237	1880	2437	19,1%	7,1%

