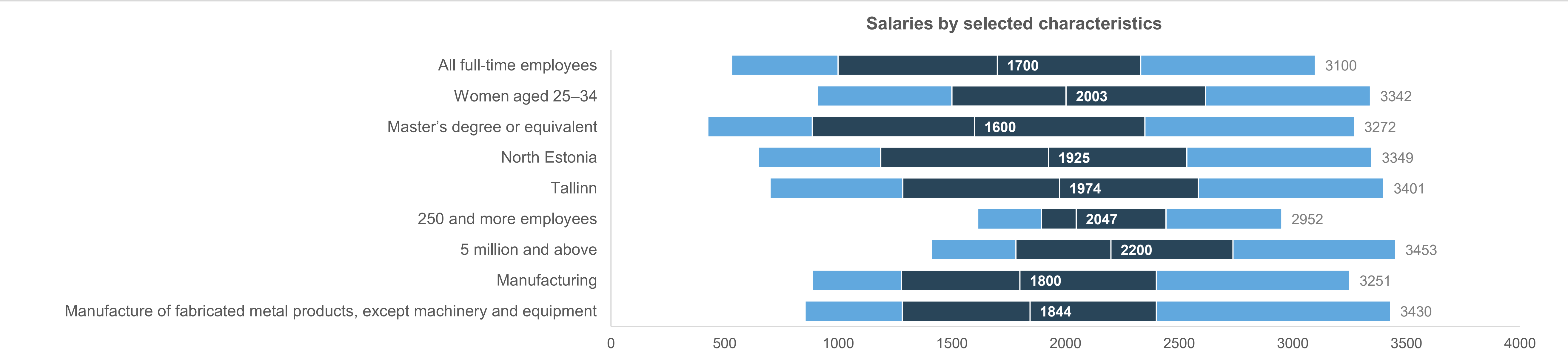
SIMPLE GROSS SALARY ANALYSIS

QUARTER 2, 2025

43110002 Bookkeeping clerk

Characteristics	Selected characteristics	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 2024/2025	Change of Median 2024/2025
Employees	All full-time employees	3557	4564	**1820**	531	999	**1700**	2331	3100	8,1%	7,8%
Age group and gender	Women aged 25–34	339	508	**2166**	909	1500	**2003**	2617	3342	5,2%	5,4%
Educational level	Master's degree or equivalent	1513	1527	**1772**	426	886	**1600**	2350	3272	8,4%	7,2%
Region	North Estonia	1710	2457	**2019**	649	1187	**1925**	2534	3349	7,6%	9,7%
County	Tallinn	1274	1995	**2081**	700	1284	**1974**	2584	3401	8,7%	9,7%
No of employees	250 and more employees	76	400	**2223**	1614	1894	**2047**	2443	2952	3,9%	2,4%
Group of turnover	5 million and above	470	1125	**2395**	1411	1782	**2200**	2737	3453	9,0%	10,0%
Economic activity	Manufacturing	378	471	**1983**	886	1279	**1800**	2400	3251	8,0%	8,4%
Economic activity NACE2	Manufacture of fabricated metal products, except machinery and equipment	55	59	**1949**	854	1282	**1844**	2400	3430	17,0%	27,7%



Job description

Accounting and bookkeeping clerks compute, classify, and record numerical data to keep financial records complete. They perform any combination of routine calculating, posting and verifying duties to obtain primary financial data for use in maintaining accounting records. Tasks include – (a) checking figures, postings and documents for correct entry, mathematical accuracy and proper codes; (b) operating computers programmed with accounting software to record, store and analyse information; (c) classifying, recording and summarizing numerical and financial data to compile and keep financial records, using journals and ledgers or computers; (d) calculating, preparing and issuing bills, invoices, account statements and other financial statements according to established procedures. (e) compiling statistical, financial, accounting or auditing reports and tables pertaining to such matters as cash receipts, expenditures, accounts payable and receivable, and profits and losses.

Explanations

The gross salary includes the basic salary and various bonuses, including irregular bonuses, and does not include sickness benefits.

Average wage – arithmetic mean, the sum of earnings of all full-time employees divided by the number of earners.
Median wage – a payment amount marking the point at which half the employees in this occupation earn more and half earn less.
Percentiles and quartiles show wage variability