

## GROSS SALARY ANALYSIS

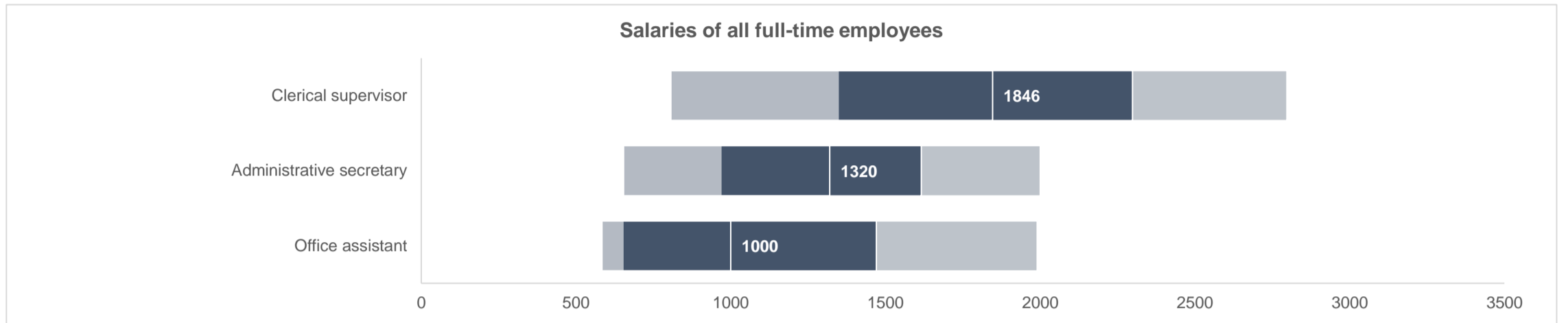
QUARTER 3, 2022

### SELECTED OCCUPATIONS AND CHARACTERISTICS

#### Salaries of all full-time employees

#### All employees

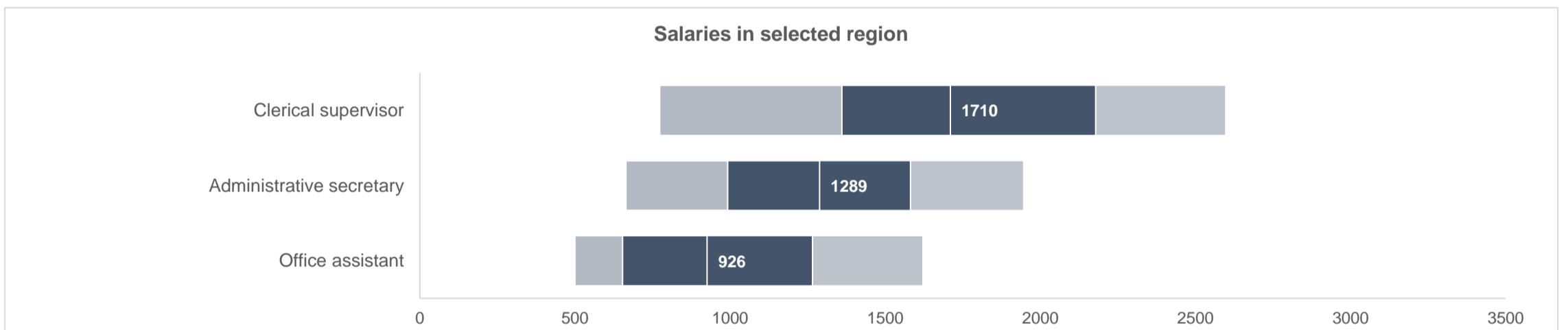
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	553	657	1902	807	1349	1846	2298	2797	10,3%	12,0%
33430001	Administrative secretary	879	1115	1334	654	971	1320	1616	2000	9,5%	9,2%
41100001	Office assistant	711	858	1166	584	654	1000	1471	1990	13,0%	14,9%



#### Salaries in selected region

#### South Estonia

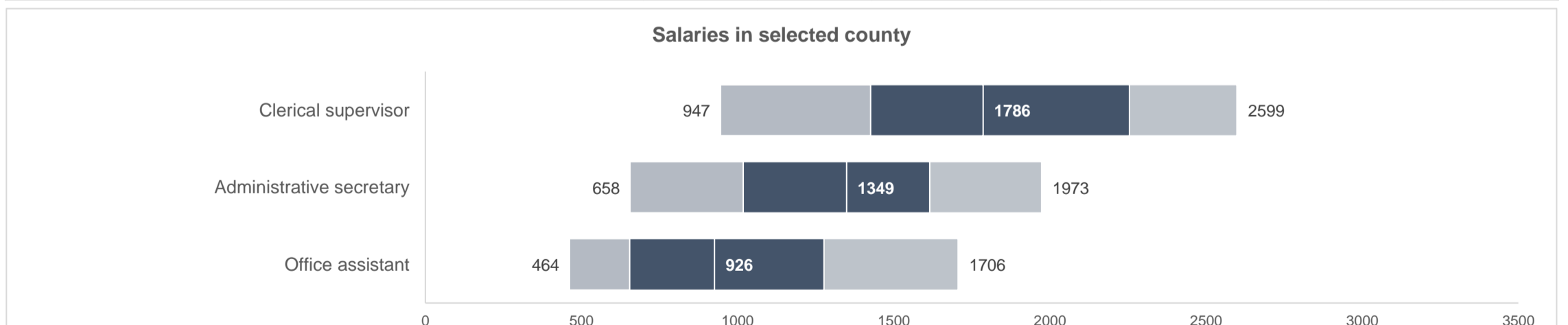
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	77	99	1741	773	1361	1710	2179	2598	16,9%	17,3%
33430001	Administrative secretary	183	222	1306	664	992	1289	1582	1947	11,6%	12,1%
41100001	Office assistant	117	126	1018	500	654	926	1266	1622	8,6%	15,8%



#### 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	56	67	1788	947	1426	1786	2255	2599	23,4%	25,2%
33430001	Administrative secretary	113	138	1338	658	1018	1349	1615	1973	10,8%	15,3%
41100001	Office assistant	77	84	1025	464	654	926	1277	1706	8,0%	14,3%



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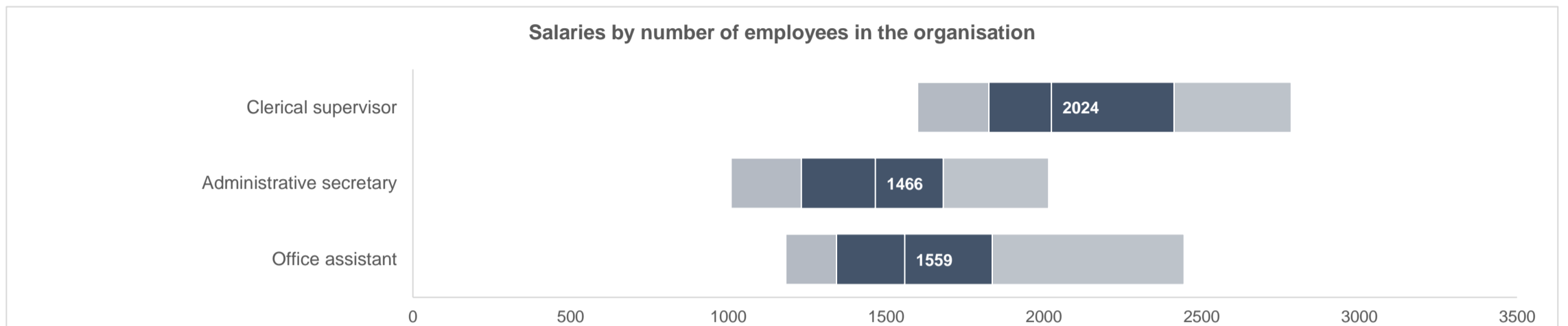
QUARTER 3, 2022

### 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	40	109	2189	1600	1826	2024	2413	2785	9,5%	8,2%
33430001	Administrative secretary	66	171	1497	1009	1231	1466	1681	2015	5,2%	7,9%
41100001	Office assistant	22	54	1676	1182	1343	1559	1837	2445	10,6%	11,4%



#### Salaries in selected sector

Private sector

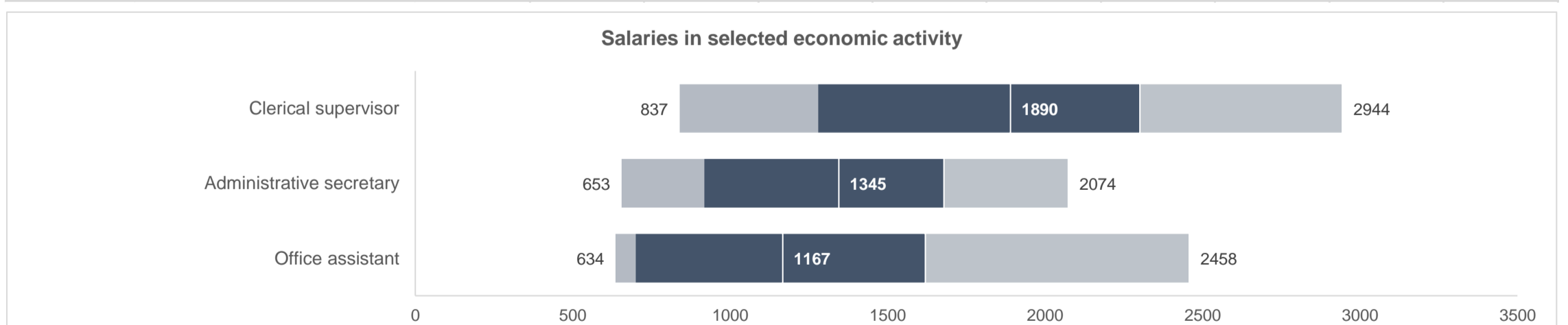
Code	Occupations	No of org-s	No of employees	Average	10th percentile (10%)	1st quartile (25%)	Median (50%)	3rd quartile (75%)	90th percentile (90%)	Change of Average 2021/2022	Change of Median 2021/2022
33410001	Clerical supervisor	471	512	1868	721	1240	1806	2255	2789	10,4%	12,9%
33430001	Administrative secretary	569	673	1324	654	869	1300	1650	2105	11,0%	11,3%
41100001	Office assistant	663	802	1165	584	654	1000	1469	2017	13,2%	17,2%



#### 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	80	87	1940	837	1280	1890	2301	2944	17,5%	14,5%
33430001	Administrative secretary	92	114	1352	653	918	1345	1679	2074	14,2%	13,6%
41100001	Office assistant	135	179	1345	634	700	1167	1620	2458	31,2%	13,9%



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### SELECTED OCCUPATIONS AND CHARACTERISTICS

#### Salaries in selected economic activity (NACE2)

#### Retail 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
3341	Clerical supervisor	52	69	2073	1065	1426	<b>1938</b>	2173	2898	18,9%	11,1%
33430001	Administrative secretary	18	22	1215	743	886	<b>1250</b>	1466	1856	-1,9%	12,9%
41100001	Office assistant	29	52	1641	704	950	<b>1227</b>	1913	3350	11,1%	16,0%

