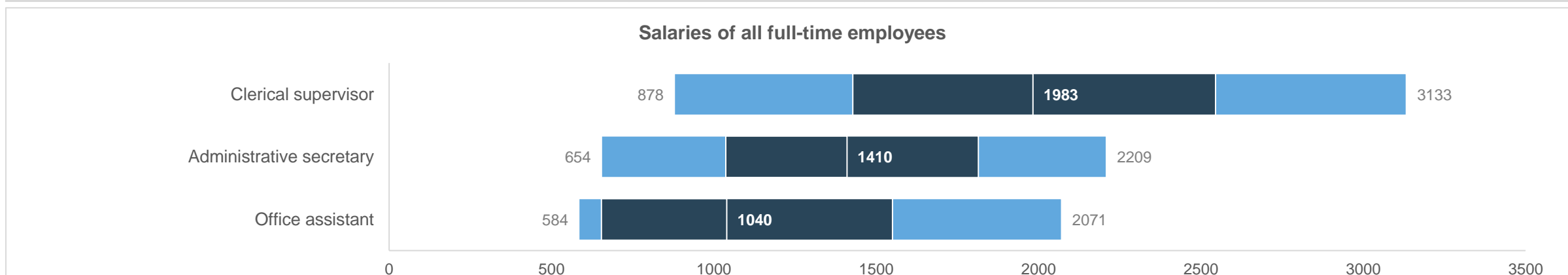


GROSS SALARY ANALYSIS
SELECTED OCCUPATIONS AND CHARACTERISTICS
Characteristic
All employees

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	581	684	2060	878	1428	1983	2545	3133	12,3%	16,1%
33430001	Administrative secretary	890	1119	1462	654	1037	1410	1815	2209	8,4%	10,2%
41100001	Office assistant	718	872	1263	584	654	1040	1550	2071	15,3%	14,5%



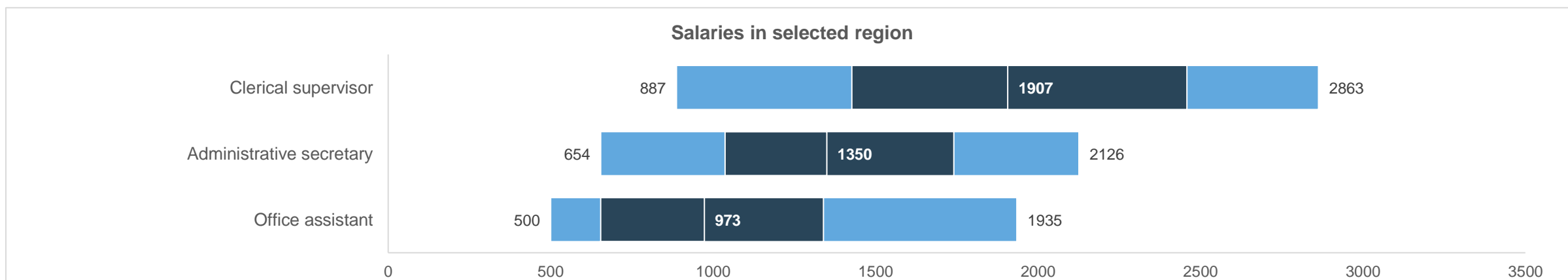
GROSS SALARY ANALYSIS

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	78	97	1898	887	1427	1907	2458	2863	17,2%	21,3%
33430001	Administrative secretary	187	224	1387	654	1037	1350	1741	2126	11,2%	9,5%
41100001	Office assistant	120	129	1089	500	654	973	1340	1935	17,6%	25,1%



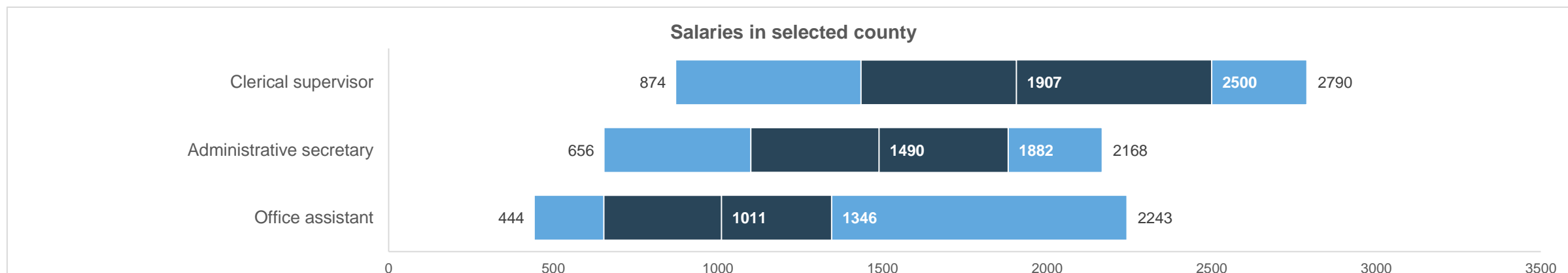
GROSS SALARY ANALYSIS

SELECTED OCCUPATIONS AND CHARACTERISTICS

Salaries in selected county

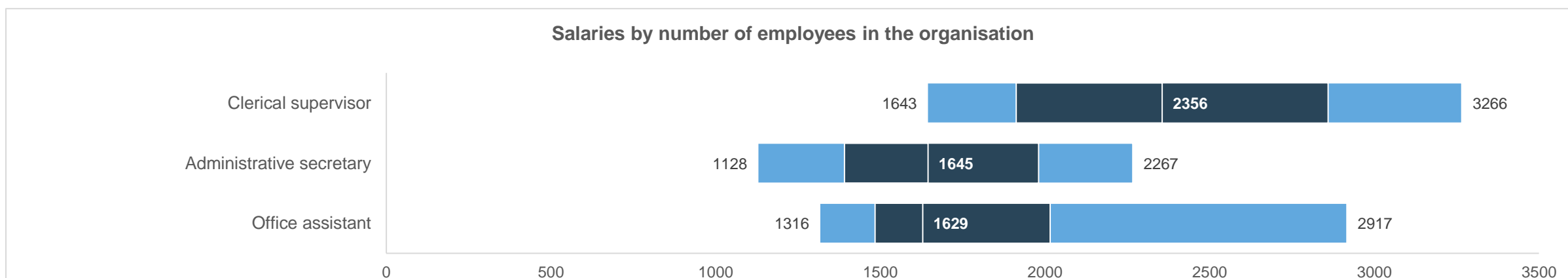
Tartu county

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	58	68	1915	874	1435	1907	2500	2790	16,0%	18,8%
33430001	Administrative secretary	110	135	1472	656	1100	1490	1882	2168	15,4%	19,0%
41100001	Office assistant	77	84	1125	444	654	1011	1346	2243	18,7%	26,4%



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	43	111	2425	1643	1913	2356	2860	3266	8,9%	10,3%
33430001	Administrative secretary	66	170	1690	1128	1391	1645	1981	2267	11,4%	10,3%
41100001	Office assistant	23	56	1879	1316	1484	1629	2016	2917	24,9%	12,0%



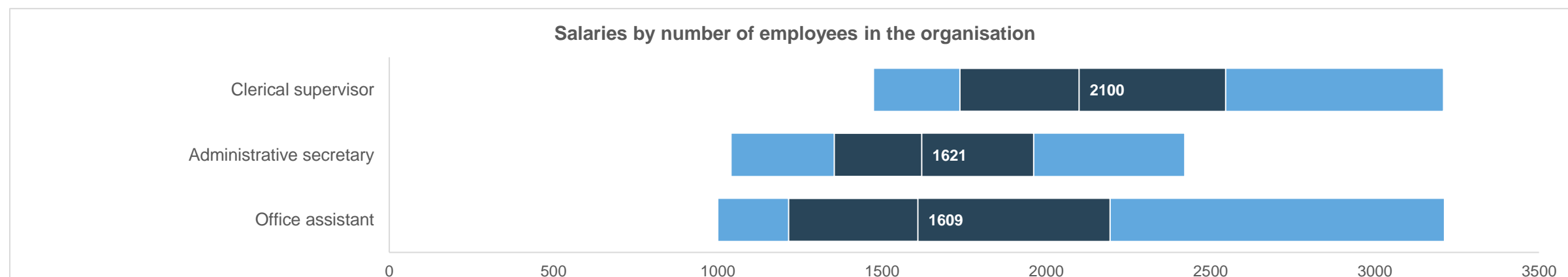
GROSS SALARY ANALYSIS

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	154	179	2252	1474	1737	2100	2546	3209	N/A	N/A
33430001	Administrative secretary	154	211	1704	1040	1355	1621	1962	2422	N/A	N/A
41100001	Office assistant	78	143	2062	1000	1216	1609	2194	3212	N/A	N/A



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	492	535	1972	778	1357	1919	2428	3037	12,3%	14,5%
33430001	Administrative secretary	574	669	1407	654	886	1354	1766	2217	6,8%	12,9%
41100001	Office assistant	670	815	1258	584	654	1021	1539	2068	15,2%	14,3%



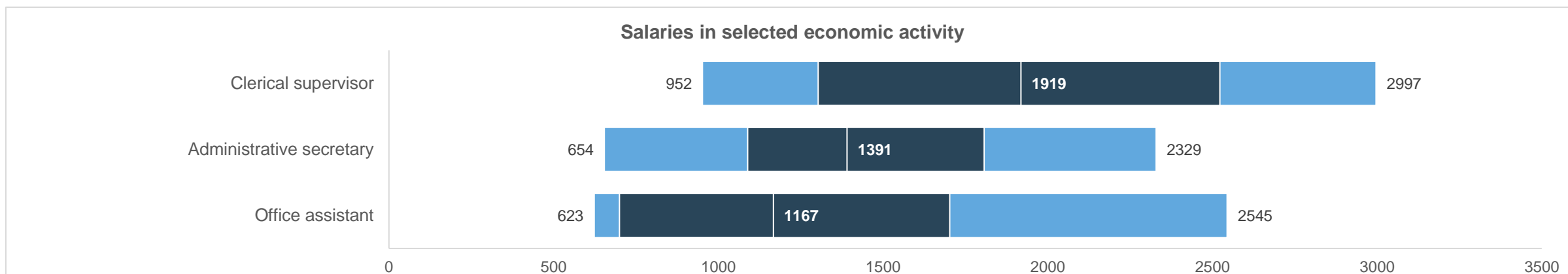
GROSS SALARY ANALYSIS

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	76	82	2022	952	1303	1919	2523	2997	12,6%	12,9%
33430001	Administrative secretary	94	116	1501	654	1089	1391	1807	2329	-13,0%	16,2%
41100001	Office assistant	139	183	1568	623	700	1167	1703	2545	10,4%	12,0%



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	56	2129	774	1282	2036	2602	3131	14,9%	19,5%
33430001	Administrative secretary	53	67	1642	646	1214	1472	1858	2458	-23,2%	20,9%
41100001	Office assistant	78	99	1343	599	697	1208	1750	2253	7,7%	11,7%

