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SALARY ANALYSES

Survey

The Salary Information Agency has been gathering salary data from organisations and employees twice a year – April salaries in the spring and October salaries in the autumn – since 2013.

The occupations are classified according to the Classification of Occupations (ISCO). The number in brackets after each occupation is the ISCO code.

A minimum of 6 respondents must match your chosen criteria and filters in order for your search results to be returned as a graph or a table.

Definitions

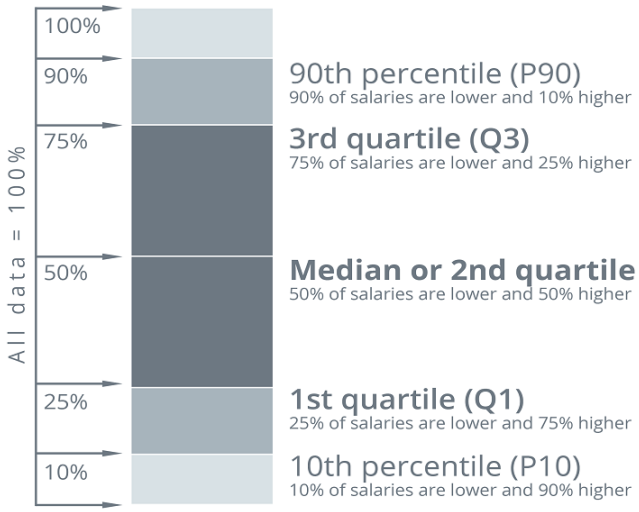
Salaries include basic salary and regular extra pay.

Gross salary – salary figure before the deduction of income tax, unemployment insurance premium and the funded pension contribution.

Net salary – the employee's take-home salary figure.

Data displayed on the graph

On the graph, the column shows the range of the 1st and 3rd quartile, which represents the salaries of half the respondents, that is, 25% of salaries are below the lowest amount in the column and 25% above its highest amount. The lines mark the 10th and 90th percentiles, whereas 10% of salaries are higher than the top line and 10% lower than the bottom line.



$$\text{Average} = \frac{\text{Total sum of salaries}}{\text{Total number of respondents}}$$

Data displayed in the table

NO of records. In the employee salary survey and in the organisation salary survey the number of records means the number of respondents. In the employee salary expectations survey the number of records means the number of submitted salary expectations per occupation.

Statistical average – total sum of salaries divided by the number of respondents

Median – divides salaries listed by size in half, that is, 50% of salaries are higher and 50% lower than the median.

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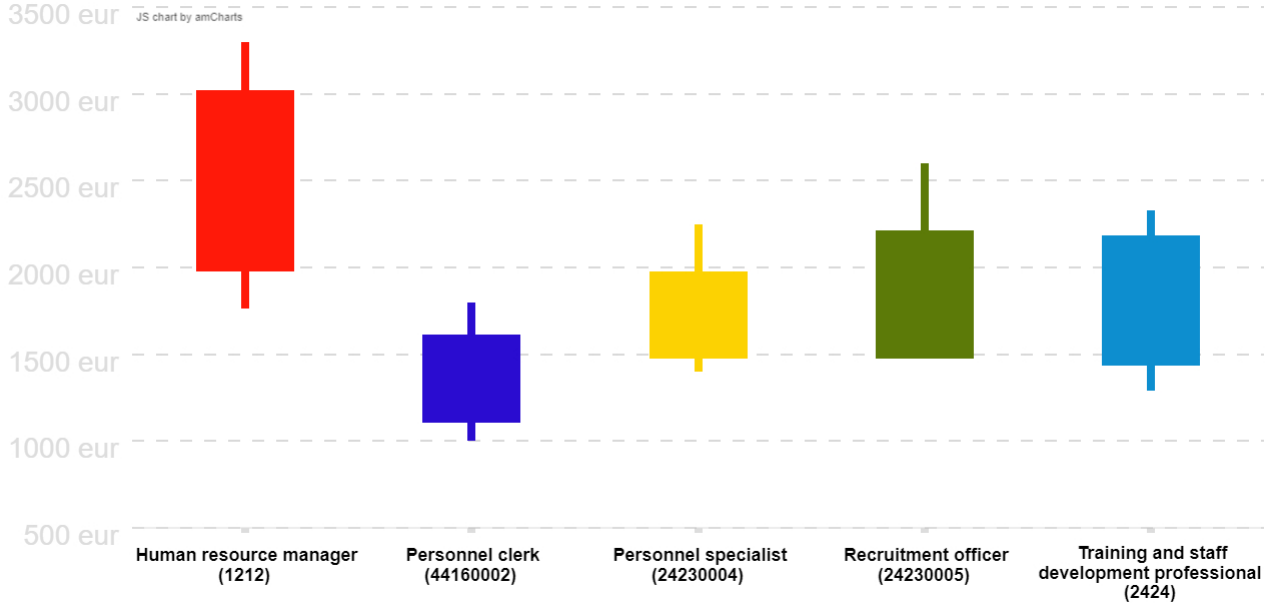
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Gross wages, organisations and employees *Autumn 2020*



DATA AS TABLE

Occupations	NO of records	Statistical average	Median
Human resource manager (1212)	95	2539	2491
Personnel clerk (44160002)	30	1367	1381
Personnel specialist (24230004)	104	1778	1750
Recruitment officer (24230005)	21	1936	1850
Training and staff development professional (2424)	48	1802	1680

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