

# Structure of Earnings 2011

## Average total monthly earnings of wage and salary earners EUR 3,111 in 2011

According to Statistics Finland's Structure of Earnings statistics, in the last quarter of 2011 the average monthly earnings of all full-time wage and salary earners were EUR 3,111 and the median earnings EUR 2,776. The average hourly earnings of wage and salary earners were EUR 18.35 and the median earnings EUR 16.17. Very high earnings have a lower impact on median earnings than on average earnings and the figure thus describes better the level of earnings of an average wage and salary earner.

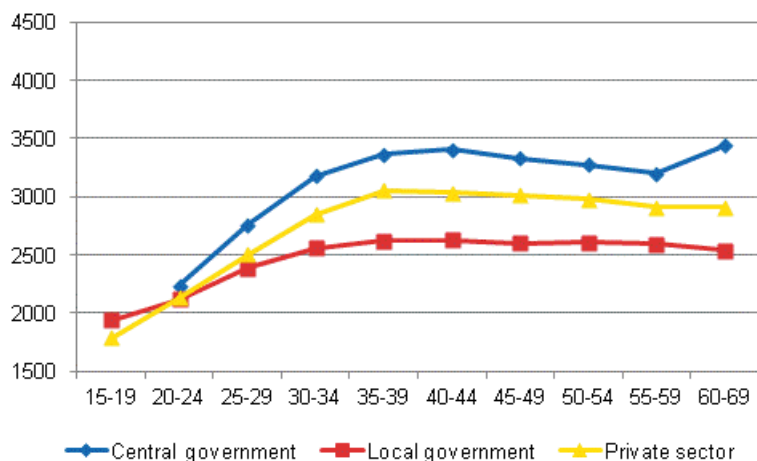
Wage and salary earners were best paid in the central government sector where their hourly earnings were EUR 21.65. In the private sector the average hourly earnings were EUR 18.70 and in the local government sector EUR 16.84. The high level of earnings in the central government sector is explained by the structure of its employees. The central government is a small employer sector and the tasks of its employees are mainly those of experts. An examination by occupational group improves the comparability of the level of earnings between the sectors. In several occupational groups the employees in the private sector are the best paid. Local government employees are the worst paid in all occupational groups.

### Monthly earnings by major group of the Classification of Occupations and employer sector in 2011

Classification of occupations	Total earnings, EUR/hour			
	Total	Private sector	Central government	Local government
Total	18,35	18,70	21,65	16,84
1 Legislators, senior officials and managers	34,67	35,67 <sup>1)</sup>	38,57	29,67
2 Professionals	24,63	26,17	25,50	22,04
3 Technicians and associate professionals	19,15	20,22	19,67	16,58
4 Clerks	15,47	15,74	16,07	13,92
5 Service and care workers, and shop and market sales workers	13,79	13,72	18,60	13,62
6 Skilled agricultural and fishery workers	13,28	12,10	15,87	13,43
7 Craft and related trades workers	16,75	16,85	16,92	14,59
8 Plant and machine operators and assemblers	16,66	16,73	15,95	13,78
9 Elementary occupations	12,46	12,67	13,43	11,91
0 Armed forces	22,45	–	22,45	–

In a comparison by age group, the group of 40 to 44-year-olds is the best paid, on the average, in all employer sectors when the monthly earnings of full-time employees are compared. It should also be noted that the age group in question is the turning point after which earnings start to decline in all age groups on the average. The earnings of those on the threshold of retirement age only seem to rise sharply in the central government sector.

### Monthly median earnings of employees by age in 2011



These data derive from Statistics Finland's Structure of Earnings statistics, which cover all employer sectors. Monthly earnings for total hours worked are only calculated for full-time wage and salary earners. Besides earnings for regular working hours, the earnings also include pay for any possible overtime and working hour supplements but not one-off performance-based bonuses.

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## *Hourly earnings of fixed-term employees about 15 per cent lower than those of permanent employees in 2011*

According to Statistics Finland's Structure of Earnings statistics, the hourly earnings of fixed-term employees were around 15 per cent lower than those of permanent employees in 2011. The Structure of Earnings statistics for 2011 included 1,050,556 employees with permanent employment relationships. There were 168,913 wage and salary earners with fixed-term employment relationships. During the past good decade, very little changes have taken place in the ratio of earnings, as in 2000 an employee with a fixed-term contract earned about 17 per cent less per hour than an employee with a permanent contract.

### **Average hourly earnings of wage and salary earners by employer sector in 2011**

Labour market sector	Permanent employees	Fixed term employees	Difference, %
Local government	17,56	16,18	8 %
Central government	22,15	20,22	9 %
Private sector	19,11	15,69	18 %
Total	18,92	16,12	15 %

The relative number of fixed-term employees is higher in the public sector than in the private sector. In the public sector, 19 per cent of wage and salary earners had a fixed-term employment relationship. The corresponding figure for the private sector was ten per cent. Compared to the public sector, the hourly earnings of fixed-term employees are, however, clearly lower than those of permanent employees in the private sector.

### **Average hourly earnings of wage and salary earners by employer sector and gender in 2011**

Employer sector	Women		Men	
	Permanent	Fixed term	Permanent	Fixed term
<b>Local government</b>	16,76	15,66	20,61	18,42
<b>Central government</b>	20,45	19,41	23,77	21,27
<b>Private sector</b>	17,05	14,89	20,68	16,61
<b>Total</b>	17,10	15,47	20,82	17,27

The influence of the type of employment relationship on pay varies by sex. The difference between the hourly earnings of permanent and fixed-term employees is eight percentage points, i.e. one-half, smaller among women than among men. The phenomenon is quite similar to that in respective comparisons of different sectors. The majority of wage and salary earners working in fixed-term employment relationships are women, but the influence of the type of employment contract on hourly pay is smaller among women.

## Appendix tables

**Appendix table 1. Average monthly earnings of full-time wage and salary earners by employer sector and field of education in 2011**

Education	Total	Private sector	Local government	Central government
General education	2 938	3 017	2 459	2 864
Teacher education and educational science	3 307	3 390	3 284	3 765
Humanities and arts	3 191	3 116	3 298	3 336
Social sciences and Business	3 369	3 478	2 782	3 541
Natural sciences	3 843	3 886	3 676	3 970
Technology	3 352	3 391	2 877	3 615
Agriculture and Forestry	2 970	3 020	2 620	3 588
Health and Welfare	2 974	2 932	2 978	3 508
Services	2 577	2 531	2 305	3 578
Other or Unknown field	2190	2 602	2 180	3 457

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Source: Structure of Earnings 2011, Statistics Finland