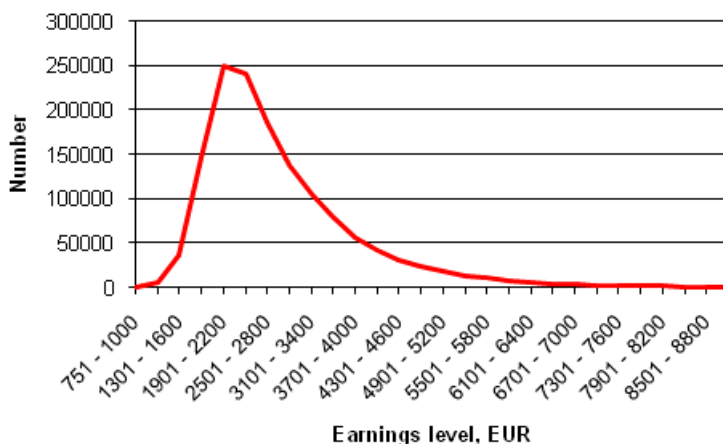


# Structure of Earnings 2008

## Pay differentials continued to grow in 2008

According to Statistics Finland's Structure of Earnings statistics, the average monthly earnings of all full-time wage and salary earners were EUR 2,876 in the last quarter of 2008 and the median<sup>1)</sup> earnings were EUR 2,551. The earnings of the best paid tenth (9th decile) of wage and salary earners exceeded EUR 4,287 while the lowest paid tenth (1st decile) earned less than EUR 1,826 per month. Thus, the best paid decile earned at least 2.35 times more than the decile with the lowest earnings. The difference in earnings between the highest and the lowest decile grew by around three percentage points from the previous year.

### Distribution of monthly earnings of full-time wage and salary earners in 2008



The main reason for the observed growth in pay differentials was that the earnings of well-paid wage and salary earners developed faster than average in 2008. The rising of the earnings of the best paid wage and salary earners speeded up especially because the number of wage and salary earners fell in performing tasks with medium pay. While the earnings of the best paid decile rose by 5.9 per cent in the year, the earning of the lowest paid decile only went up by 4.5 per cent over the same time period.

Despite the growth of the pay differentials at the general level, the gender pay gap narrowed in 2008 (see data released from Structure of Earnings statistics on 6 November 2009). The narrowing of the gender pay gap is explained by both a change in the structure of the wage and salary earning population and better development of women's than men's earnings in 2008. In the 2008 Structure of Earnings statistics the changed structure of the wage and salary earning population showed as a reduced number of full-time wage and salary earning men in manufacturing. The improved coverage of the private services sector and the local government sector in the Structure of Earnings statistics was also one reason why women's earnings showed faster development than men's.

<sup>1)</sup>Fifty per cent of wage and salary earners earn more and fifty per cent less than the median earnings.

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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## Pay differentials largest in Uusimaa, smallest in North Karelia

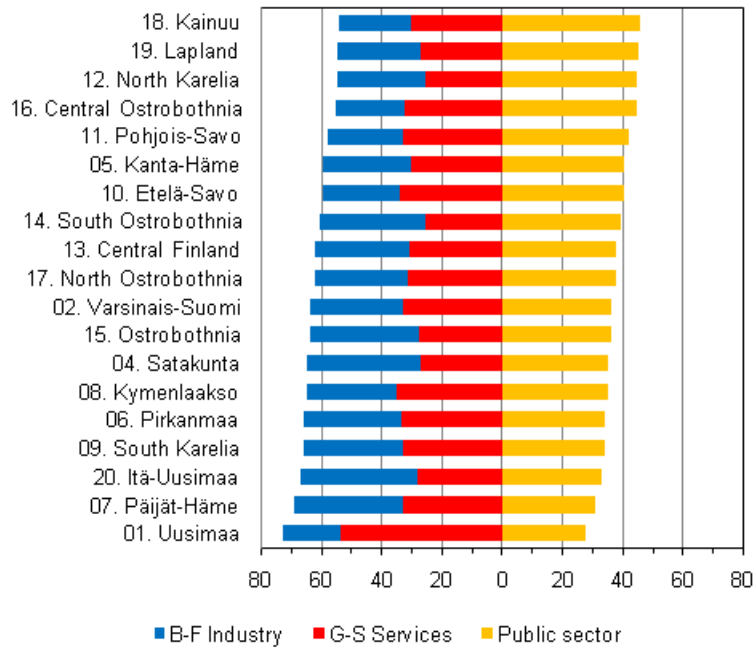
In 2008, average earnings were highest in Uusimaa at EUR 3,202. No other region achieved the level of average earnings for the whole country. The regions with the lowest earnings were Etelä-Savo (EUR 2,550) and South Ostrobothnia (EUR 2,574). In Uusimaa, the best paid decile earned at least 2.62 times more than the decile with the lowest earnings. North Karelia was the region with the smallest pay differential of only 2-fold between the deciles. The differentials in the dispersion of earnings between the regions are mostly caused by differences in the structures of their wage and salary earning populations and jobs.

### Average monthly earnings and dispersion of earnings of full-time wage and salary earners by region in 2008 by Region and Total earnings, EUR / month

Region	Total earnings, EUR / month				
	Number	Mean	1st decile	Median	9th decile
Total	1 438 034	2876	1 826	2 551	4 287
01. Uusimaa	492 613	3202	1 899	2 806	4 984
02. Varsinais-Suomi	118 897	2728	1 796	2 449	4 000
04. Satakunta	55 904	2681	1 785	2 446	3 842
05. Kanta-Häme	41 734	2654	1 782	2 417	3 787
06. Pirkanmaa	128 499	2789	1 807	2 527	4 065
07. Päijät-Häme	51 308	2632	1 772	2 391	3 739
08. Kymenlaakso	42 108	2749	1 802	2 507	3 887
09. South Karelia	34 585	2746	1 816	2 521	3 838
10. Etelä-Savo	35 292	2550	1 738	2 338	3 541
11. Pohjois-Savo	60 876	2656	1 783	2 415	3 762
12. North Karelia	35 363	2578	1 800	2 360	3 612
13. Central Finland	65 668	2724	1 814	2 468	3 879
14. South Ostrobothnia	42 380	2574	1 738	2 354	3 612
15. Ostrobothnia	41 892	2794	1 851	2 549	4 010
16. Central Ostrobothnia	14 403	2651	1 781	2 462	3 743
17. North Ostrobothnia	95 406	2778	1 807	2 492	4 046
18. Kainuu	17 471	2591	1 791	2 384	3 652
19. Lapland	42 250	2680	1 806	2 455	3 769
20. Itä-Uusimaa	19 351	2809	1 821	2 498	4 209

At the end of 2008, more than one-third of all full-time wage and salary earners were located in the region of Uusimaa. The share employed by the public sector was highest in Kainuu, Lapland and North Karelia. By contrast, the share of wage and salary earners employed by the private sector was significant in industrialised regions like Itä-Uusimaa, Päijät-Häme and Satakunta and, due to a large share of service industries, also in Uusimaa, South Karelia and Pirkanmaa.

**Shares of employer sectors of employment relationships recorded in statistics in different regions in 2008, % of full-time wage and salary earners in region**



## Appendix tables

### Average monthly earnings of full-time wage and salary earners by main industry class (TOL2008) and employer sector in 2008<sup>1)</sup>

Industry class	Total earnings, EUR/month			
	Sectors total	Private sector	Local government sector	Central government sector
Total	2 876	2 933	2 644	3 199
A Agriculture, forestry and fishing	2 363	2 944	2 167	–
B Mining and quarrying	2 846	2 846	..	–
C Manufacturing	3 016	3 017	2 316	..
D Electricity, gas, steam and air conditioning supply	3 381	3 433	3 141	–
E Water supply; sewerage, waste management and remediation activities	2 689	2 694	2 679	–
F Construction	2 855	2 866	2 275	3 629
G Wholesale and retail trade; repair of motor vehicles and motorcycles	2 797	2 799	2 196	–
H Transportation and storage	2 684	2 671	2 747	4 004
I Accommodation and food service activities	2 152	2 199	1 965	–
J Information and communication	3 713	3 723	2 867	..
K Financial and insurance activities	3 549	3 548	–	..
L Real estate activities	3 047	3 091	2 148	–
M Professional, scientific and technical activities	3 291	3 436	2 580	3 413
N Administrative and support service activities	2 292	2 345	2 025	2 471
O Public administration and defence; compulsory social security	2 995	3 063	2 655	3 227
P Education	3 094	3 019	3 090	3 144
Q Human health and social work activities	2 534	2 401	2 561	2 978
R Arts, entertainment and recreation	2 562	2 789	2 266	2 651
S Other service activities	2 488	2 489	..	–
U Activities of extraterritorial organisations and bodies	..	–	–	..

1) .. Data too uncertain for presentation

- Magnitude nil

**Average monthly earnings of full-time wage and salary earners and dispersion of earnings by main class of industry (TOL 2008) in 2008 <sup>1)</sup>**

Industry class	Total earnings, EUR/month				
	Number	Mean	1st decile	Median	9th decile
Total	1 438 034	2876	1 826	2 551	4 287
A Agriculture, forestry and fishing	5 230	2363	1 746	2 253	3 044
B Mining and quarrying	5 473	2846	1 990	2 615	3 990
C Manufacturing	279 352	3016	1 956	2 738	4 392
D Electricity, gas, steam and air conditioning supply	10 234	3381	2 211	3 095	4 890
E Water supply; sewerage, waste management and remediation activities	8 363	2689	1 876	2 491	3 730
F Construction	91 812	2855	1 945	2 648	3 979
G Wholesale and retail trade; repair of motor vehicles and motorcycles	146 396	2797	1 707	2 370	4 421
H Transportation and storage	69 086	2684	1 927	2 446	3 711
I Accommodation and food service activities	35 446	2152	1 631	1 998	2 796
J Information and communication	63 622	3713	2 233	3 424	5 435
K Financial and insurance activities	36 600	3549	2 200	2 909	5 653
L Real estate activities	10 713	3047	1 756	2 594	4 836
M Professional, scientific and technical activities	78 741	3291	1 990	2 950	5 006
N Administrative and support service activities	57 950	2292	1 544	2 052	3 220
O Public administration and defence; compulsory social security	112 659	2995	1 987	2 690	4 429
P Education	120 862	3094	1 923	3 060	4 262
Q Human health and social work activities	252 424	2534	1 808	2 288	3 236
R Arts, entertainment and recreation	20 217	2562	1 790	2 306	3 566
S Other service activities	32 822	2488	1 495	2 202	3 765
U Activities of extraterritorial organisations and bodies	32	..	..	..	..

1) .. Data too uncertain for presentation

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