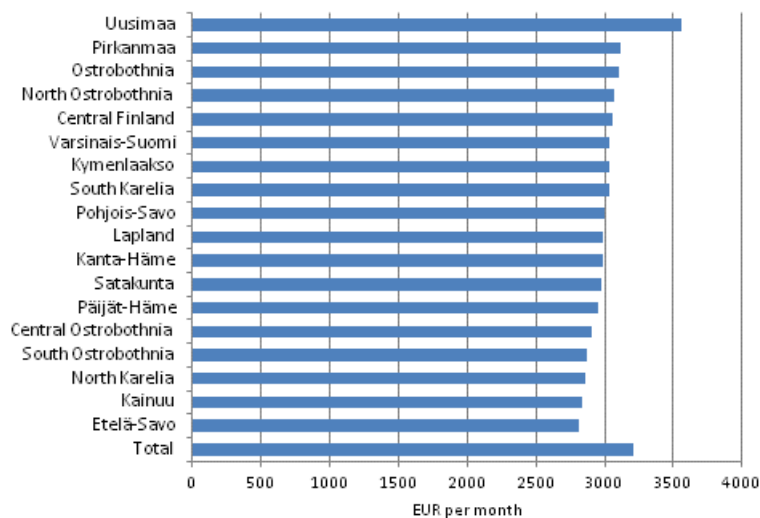


Structure of Earnings 2012

Wage and salary earners' average earnings considerably higher in Uusimaa than in other regions

According to Statistics Finland's Structure of Earnings statistics, the average monthly earnings of full-time wage and salary earners in the last quarter of 2012 were EUR 3,206 and the median earnings were EUR 2,853. Of the regions, average earnings were highest in Uusimaa, EUR 3,560. The regions with the lowest earnings were Etelä-Savo (EUR 2,815) and Kainuu (EUR 2,832). Besides earnings for regular working hours, the earnings also include all bonuses and benefits in kind but not one-off pay items, such as performance-based bonuses.

Average for total earnings of full-time wage and salary earners in 2012

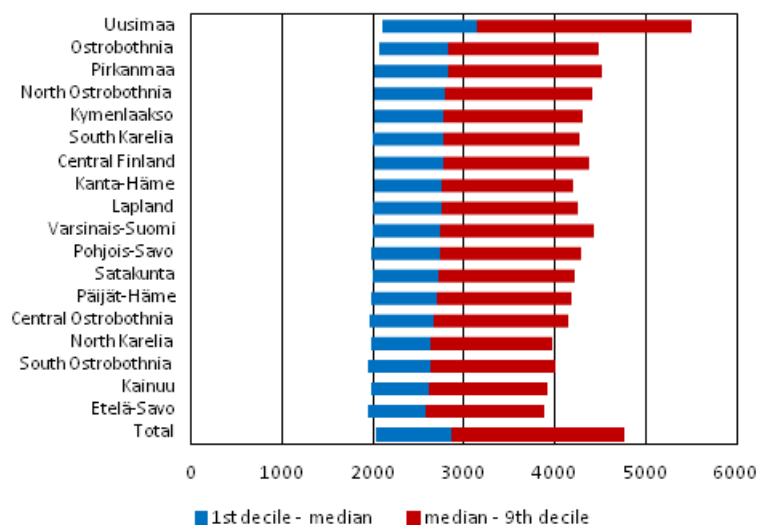


Average earnings in Uusimaa are boosted by the clearly higher earnings level in the highest earned income decile than in the rest of the country. The highest earning decile earned in Uusimaa EUR 5,505 or more. Correspondingly, the highest earning decile in Pirkanmaa earned at least EUR 4,520 and in Etelä-Savo EUR 3,872 in 2012.

The differences between regions are considerably smaller between the lowest earning decile (1st decile). In Uusimaa, a full-time wage or salary earner belonged to the first decile if he or she earned EUR 2,104 or less. In Pirkanmaa, the corresponding figure was EUR 2,008 and in Etelä-Savo EUR 1,942.

As a result of the bigger dispersion of wages and salaries, pay differentials are larger in Uusimaa than in other regions. The highest earning decile in Uusimaa earned 2.6 times or more than that earned by the lowest earning decile. The corresponding pay differential varied in other regions from 2.3 (Pirkanmaa) to 2.0 (Etelä-Savo). Detailed region-specific earnings data and dispersions can be found in Appendix table 1.

1st decile and 9th decile of full-time wage and salary earners by region in 2012, euros per month



The differences between regions in average earnings and dispersion of earnings are partly caused by differences in the structures of wage and salary earners. For example, more managers, professionals and associate professionals are working in Uusimaa than in the rest of the country. In these occupational groups, the earnings level is, on average, higher than in other occupational groups.

The data in the release derive from Statistics Finland's Structure of Earnings statistics. Monthly earnings for total hours worked are only calculated for full-time wage and salary earners. The earnings data released in the statistics are total earnings. Apart from earnings for regular working hours, total earnings also include pay for any possible overtime and working hour supplements, premium pays, supplements for location and adverse working conditions, supplements based on duties, professional skill and years of service, performance-based pay components, compensation for standby and on-call work and benefits in kind, but not one-off pay items, such as performance-based bonuses.

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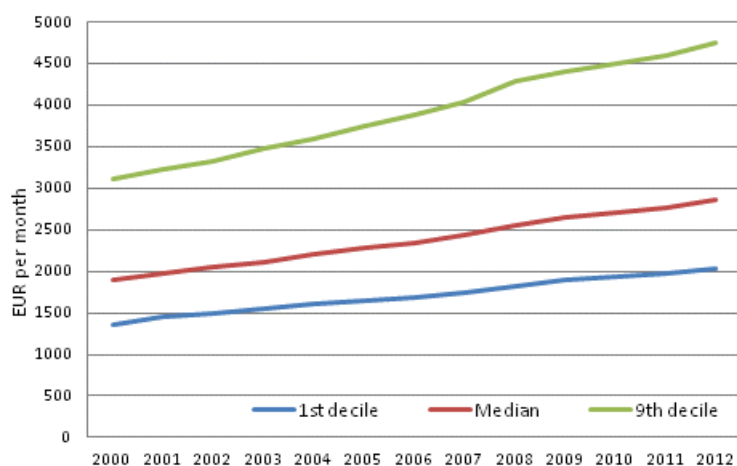
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Nominal median earnings of full-time wage and salary earners have risen by 50 per cent in the 2000s

According to Statistics Finland's Structure of Earnings statistics, the median of total earnings of full-time wage and salary earners was EUR 2,853 in 2012. The corresponding median earnings in 2000 were EUR 1,904. Nominal median earnings have thus risen by 50 per cent over the 2000s. In real terms, that is, when account is taken of the risen price level, median earnings rose by 21 per cent over the corresponding period. One-half of full-time wage and salary earners earn more than median earnings and one half less.

Figure 1. 1st decile, median and 9th decile of total earnings of full-time wage and salary earners in 2000 to 2012



The highest earning decile of full-time wage and salary earners earned at least EUR 4,756 in 2012. This is 53 per cent more than in 2000. The lowest earning decile earned EUR 2,027 or less in 2012, which is 48 per cent more than in 2000.

Because the earnings of the highest decile have grown faster than those of the lowest decile, the difference in earnings has grown between the upper and lower end of the pay distribution over the 2000s. The highest earning decile in 2012 earned at least 2.35 times more than that earned by the lowest earning decile. The corresponding figure in 2000 was 2.28.

Although real wages and salaries have increased in all decile categories from 2000 to 2012, the growth has taken place over the period 2000 to 2008. When the change in real wages and salaries is examined between 2009 to 2012, it can be seen that real wages and salaries have fallen slightly in the lowest income deciles and risen by a couple of tenths of a per cent in the highest income deciles.

Changes in decile and median earnings are caused by the growth in the earnings of wage and salary earners and by a structural change which makes jobs disappear and creates them.

Table 1. Percentage change of nominal and real earnings by decile in 2000 to 2012 and 2009 and 2012

| | EUR per month, year 2012 | Nominal change 2000–2012 | Real change 2000–2012 | Nominal change 2009–2012 | Real change 2009–2012 |
|---------------------|-----------------------------|-----------------------------|--------------------------|-----------------------------|--------------------------|
| 1st decile | 2 027 | 48,2 | 19,4 | 7,1 | -0,5 |
| 2nd decile | 2 250 | 48,2 | 19,4 | 7,1 | -0,5 |
| 3rd decile | 2 444 | 49,6 | 20,5 | 7,6 | -0,1 |
| 4th decile | 2 632 | 49,3 | 20,3 | 7,6 | -0,1 |
| 5th decile (median) | 2 853 | 49,9 | 20,7 | 7,9 | 0,2 |
| 6th decile | 3 114 | 50,3 | 21,1 | 7,9 | 0,2 |
| 7th decile | 3 453 | 51,0 | 21,7 | 8,4 | 0,6 |
| 8th decile | 3 920 | 51,2 | 21,8 | 8,2 | 0,5 |
| 9th decile | 4 756 | 52,7 | 23,1 | 7,9 | 0,2 |

Appendix tables

Appendix table 1. Average monthly earnings and dispersion of earnings of full-time wage and salary earners in 2012 by region

| Region | Total earnings, EUR / month | | | | |
|----------------------|-----------------------------|-------|------------|--------|------------|
| | Number | Mean | 1st decile | Median | 9th decile |
| Uusimaa | 500 945 | 3 560 | 3 132 | 2 104 | 5 505 |
| Varsinais-Suomi | 109 490 | 3 038 | 2 734 | 1 991 | 4 429 |
| Satakunta | 56 212 | 2 974 | 2 720 | 1 988 | 4 215 |
| Kanta-Häme | 41 327 | 2 984 | 2 744 | 2 002 | 4 196 |
| Pirkanmaa | 132 515 | 3 116 | 2 824 | 2 008 | 4 520 |
| Päijät-Häme | 47 939 | 2 955 | 2 691 | 1 974 | 4 183 |
| Kymenlaakso | 44 066 | 3 036 | 2 776 | 2 018 | 4 307 |
| South Karelia | 33 578 | 3 032 | 2 774 | 1 995 | 4 270 |
| Etelä-Savo | 33 710 | 2 815 | 2 578 | 1 942 | 3 872 |
| Pohjois-Savo | 57 343 | 2 995 | 2 726 | 1 976 | 4 285 |
| North Karelia | 36 671 | 2 856 | 2 627 | 1 973 | 3 961 |
| Central Finland | 64 514 | 3 052 | 2 767 | 2 006 | 4 367 |
| South Ostrobothnia | 44 415 | 2 867 | 2 621 | 1 940 | 4 000 |
| Ostrobothnia | 43 353 | 3 106 | 2 826 | 2 055 | 4 486 |
| Central Ostrobothnia | 14 683 | 2 902 | 2 671 | 1 964 | 4 144 |
| North Ostrobothnia | 95 637 | 3 067 | 2 787 | 2 015 | 4 400 |
| Kainuu | 16 112 | 2 832 | 2 606 | 1 981 | 3 908 |
| Lapland | 41 002 | 2 989 | 2 744 | 1 985 | 4 249 |
| Åland | 2 106 | 3 124 | 2 890 | 2 188 | 4 308 |
| Unknown | 325 | 3 383 | 3 202 | 2 215 | 4 746 |
| Total | 1 415 942 | 3 206 | 2 853 | 2 027 | 4 756 |

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Inquiries

Sampo Pehkonen 09 1734 3452

Jukka Pitkäjärvi 09 1734 3356

Director in charge:

Hannele Orjala

palkkarakenne@tilastokeskus.fi

www.stat.fi

Source: Structure of Earnings 2012, Statistics Finland