Statistics Finland

Suomen virallinen tilasto Finlands officiella statistik Official Statistics of Finland

Wages, Salaries and Labour Costs 2021

## Index of Wage and Salary Earnings

2021, 1st quarter

# Wage and salary earners' earnings for regular working hours rose by 1.9 percent in January-March

According to Statistics Finland's preliminary data, the index of wage and salary earnings, which measures the rise in the nominal earnings of full-time wage and salary earners, rose by 1.9 per cent in January to March 2021 when compared with the respective period in 2020. Real earnings rose by 0,9 per cent compared to the first quarter of the previous year because the rise in earnings level was faster than that in consumer prices.

### Index of wage and salary earnings and real earnings 2000/1 to 2021/1, annual change percentage

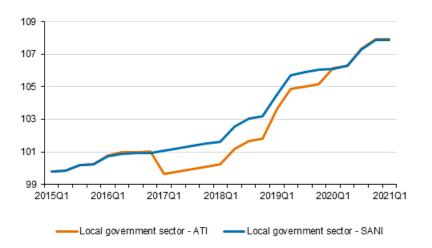


According to Statistics Finland's preliminary data, the nominal earnings of full-time wage and salary earners rose from January to March 2020 to the corresponding period in 2021 by 2.0 per cent in the private sector, by 1.5 per cent in the central government sector and by 1.6 per cent in the local government sector.

## The index of regular earnings describes the permanent change in earnings better

The index of regular earnings of full-time wage and salary earners rose by 1.9 per cent in January to March 2021 when compared with the respective period in 2020. The growth amounted to 2.0 per cent in the private sector, to 1.5 per cent in the central government sector, and to 1.6 per cent in the local government sector.

The figure examines the development of the index of wage and salary earnings (ATI) and the index for regular earnings (SANI) in the local government sector in 2015 to 2021. The examination ends in the latest published quarter, that is, the first quarter of 2021.



Index of wage and salary earnings and the index for regular earnings 2015=100

It was agreed in the Competitiveness Pact that public sector holiday bonuses would be reduced by 30 per cent in the years 2017 to 2019. This is visible in 2017 as negative earnings development in the index of wage and salary earnings of the local government sector. In 2019, the index of wage and salary earnings of the local government sector regular earnings thanks to the non-recurring item based on performance. The return of holiday bonuses to the level prior to 2017 raised the index of wage and salary earnings of the local government sector at the beginning of 2020 to the same level as the index of regular earnings.

Corresponding changes due to the cuts in holiday bonuses and the non-recurring item based on performance do not occur in the development of the index of regular earnings, because it does not take into account performance-based bonuses and non-recurring items included in collective agreements.

## The indices for 2021 are based on the effects of agreements and the wage drift

The indices are final as far as the year 2019 and they are based on final wage statistics. The indices for 2020 are still preliminary. They are based on final wage statistics and in addition to the effects of agreements and the wage drift. The indices for 2021 are based on the effects of agreements and the wage drift.

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### Appendix tables

### Appendix table 1. Index of wage and salary earnings 2015=100 by employer sector and base of payment

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Employer sector	Base of payment								
All sectors	Total	105,5	105,0	106,0	106,7	107,1	107,6	106,8	108,0
	Hourly paid	105,1	104,6	105,4	106,0	106,3	107,2	106,2	107,6
	Monthly paid	105,6	105,1	106,1	106,8	107,3	107,7	106,9	108,1
Private	Total	105,7	105,2	106,0	106,9	107,2	107,6	106,9	108,1
	Hourly paid	105,2	104,6	105,4	106,0	106,3	107,1	106,2	107,6
	Monthly paid	105,9	105,4	106,2	107,2	107,4	107,7	107,1	108,3
Local	Total	105,2	104,7	106,2	106,3	107,3	107,9	106,9	107,9
government	Hourly paid	104,9	104,3	106,0	106,2	107,2	107,8	106,8	107,8
	Monthly paid	105,2	104,7	106,2	106,3	107,3	107,9	106,9	107,9
Central government	Total	105,3	104,7	106,3	106,5	107,4	107,9	107,0	107,9
Others	Total	105,0	104,5	105,5	106,1	106,6	106,9	106,3	107,5

\* Preliminary

#### Appendix table 2. Index of regular earnings 2015=100 by employer sector and base of payment

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Employer sector	Base of payment								
All sectors	Total	105,8	105,2	106,0	106,6	107,1	107,6	106,8	108,0
	Hourly paid	105,2	104,6	105,4	106,0	106,3	107,1	106,2	107,6
	Monthly paid	105,9	105,3	106,1	106,7	107,3	107,6	106,9	108,0
Private	Total	105,8	105,2	105,9	106,8	107,1	107,5	106,9	108,1
	Hourly paid	105,2	104,6	105,4	106,0	106,3	107,1	106,2	107,6
	Monthly paid	105,9	105,4	106,1	107,1	107,4	107,7	107,1	108,2
Local	Total	106,0	105,5	106,1	106,3	107,3	107,9	106,9	107,9
government	Hourly paid	105,8	105,2	105,9	106,2	107,2	107,8	106,8	107,8
	Monthly paid	106,1	105,5	106,1	106,3	107,3	107,9	106,9	107,9
Central government	Total	106,1	105,5	106,3	106,4	107,4	107,9	107,0	107,9
Others	Total	105,3	104,7	105,7	106,2	106,7	107,0	106,4	107,7

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Employer sector	Gender								
All sectors	Total	105,5	105,0	106,0	106,7	107,1	107,6	106,8	108,0
	Male	104,6	104,1	104,9	105,6	105,9	106,4	105,7	106,9
	Female	106,4	105,8	107,1	107,7	108,4	108,8	108,0	109,1
Private	Total	105,7	105,2	106,0	106,9	107,2	107,6	106,9	108,1
	Male	104,7	104,2	104,9	105,8	106,0	106,5	105,8	107,1
	Female	107,3	106,7	107,6	108,7	109,0	109,3	108,6	109,7
Local	Total	105,2	104,7	106,2	106,3	107,3	107,9	106,9	107,9
government	Male	103,3	102,9	104,2	104,2	105,1	105,5	104,8	105,5
	Female	105,6	105,1	106,6	106,8	107,8	108,5	107,4	108,5
Central	Total	105,3	104,7	106,3	106,5	107,4	107,9	107,0	107,9
government	Male	104,2	103,6	105,2	105,4	106,4	106,9	106,0	106,9
	Female	106,9	106,2	107,9	108,1	109,0	109,5	108,6	109,5
Others	Total	105,0	104,5	105,5	106,1	106,6	106,9	106,3	107,5
	Male	104,8	104,3	104,9	105,5	105,8	106,1	105,6	106,9
	Female	105,1	104,5	106,0	106,6	107,2	107,6	106,8	108,1

#### Appendix table 3. Index of wage and salary earnings 2015=100 by employer sector and gender

\* Preliminary

#### Appendix table 4. Index of regular earnings 2015=100 by employer sector and gender

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Employer sector	Gender								
All sectors	Total	105,8	105,2	106,0	106,6	107,1	107,6	106,8	108,0
	Male	104,8	104,3	104,9	105,6	106,0	106,4	105,7	107,0
	Female	106,7	106,1	107,0	107,6	108,2	108,7	107,9	108,9
Private	Total	105,8	105,2	105,9	106,8	107,1	107,5	106,9	108,1
	Male	104,8	104,3	104,9	105,8	106,1	106,5	105,8	107,1
	Female	107,2	106,6	107,4	108,5	108,8	109,1	108,4	109,5
Local	Total	106,0	105,5	106,1	106,3	107,3	107,9	106,9	107,9
government	Male	104,3	103,8	104,2	104,3	105,1	105,5	104,8	105,5
	Female	106,5	105,9	106,5	106,7	107,8	108,4	107,4	108,4
Central	Total	106,1	105,5	106,3	106,4	107,4	107,9	107,0	107,9
government	Male	105,0	104,5	105,2	105,4	106,4	106,9	106,0	106,9
	Female	107,7	107,0	107,8	108,0	108,9	109,5	108,6	109,5
Others	Total	105,3	104,7	105,7	106,2	106,7	107,0	106,4	107,7
	Male	105,1	104,6	105,2	105,7	106,1	106,4	105,8	107,2
	Female	105,3	104,7	106,0	106,6	107,2	107,6	106,9	108,1

#### Appendix table 5. Index of wage and salary earnings 2015=100 by industry, (TOL 2008)

	2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Industry								
A Agriculture and forestry	105,8	105,4	106,0	106,4	107,0	106,9	106,6	107,8
Hourly paid	102,4	102,3	103,5	104,2	104,5	104,5	104,2	105,6
Monthly paid	106,8	106,4	106,8	107,1	107,9	107,8	107,4	108,6
C Manufacturing	103,6	103,2	103,5	104,5	104,8	105,2	104,5	106,1
Hourly paid	104,7	104,1	104,5	105,5	105,7	106,5	105,5	106,8
Monthly paid	103,0	102,7	102,9	104,0	104,3	104,5	103,9	105,6
10-11 Manufacture of food and beverages	103,9	103,6	105,3	106,2	106,6	106,8	106,2	106,8
Hourly paid	104,7	104,9	105,8	106,3	106,4	106,5	106,2	106,5
Monthly paid	103,6	103,0	105,2	106,2	106,8	107,0	106,3	107,0
13-15 Manufacture of textiles, clothes and leather	111,2	110,6	110,9	111,7	112,4	112,7	111,9	113,0
Hourly paid	109,8	109,4	109,6	110,8	111,2	111,7	110,8	112,3
Monthly paid	112,1	111,3	111,6	112,2	113,1	113,3	112,6	113,4
16 Manufacture of wood	104,7	104,5	104,5	105,7	106,2	106,3		106,8
Hourly paid	104,0		103,8	105,3	105,4	105,5		106,2
Monthly paid	106,0		105,7	106,4	107,6	107,8		107,8
17 Manufacture of paper and paper products	105,0		104,0	105,5	105,7	105,8		106,5
Hourly paid	105,1	104,9	104,6	106,1	106,2	106,3		106,9
Monthly paid	105,0		103,4	104,9	105,2	105,4	104,7	106,1
19-22 Manufacture of chemicals	105,6		106,3	107,9	108,2	108,5		109,2
Hourly paid	104,2		104,3	105,7	106,0	106,2		106,8
Monthly paid	106,4		107,3	109,0	109,3	109,6		110,3
23 Manufacture of mineral products	100,4	103,9	107,0	106,0	106,7	107,8		108,0
Hourly paid	104,7		100,0	105,1	105,7	106,8		107,0
Monthly paid	104,8		104,0	106,9	107,9	109,0		109,1
24-30 Metal industry	104,0		100,0	103,0	107,3	103,6		103,1
Hourly paid	102,5		102,0	103,0	105,0	106,5	-	104,3
Monthly paid	101,6		101,3	102,2	103,0	100,5		100,0
24 Basic metals, hourly paid	101,0		101,3	102,2	102,3	102,3		104,1
25 Metal products, hourly paid	106,8			107,2	100,8		100,9	109,2
26-27 Electrical and optical, hourly paid								
• • • • •	101,5		100,9	101,9	102,0	103,4		103,7
28-30 Machinery and transport eq. hourly paid	103,4		102,7	103,7	103,8	105,3		105,6
31 Manufacture of furniture	105,9		105,4	106,0	107,0	107,2		107,2
Hourly paid	105,8		105,8		107,5	107,7		107,7
Monthly paid	105,6		104,7	105,2	106,2	106,4		106,4
D Electricity, gas and air conditioning	107,4		107,6	108,7	109,4	109,7	108,9	109,7
Hourly paid	105,6		105,7	105,9	106,5	107,6		107,6
Monthly paid	107,7	106,9	107,9	109,1	109,9	110,1	109,2	110,1
E Water supply and waste	104,8		105,8		106,8	107,5		108,1
Hourly paid	104,8		105,9	106,9	107,5	108,1	107,1	109,4
Monthly paid	104,8		105,8		106,5	107,2		107,2
F Construction	106,7		107,7	107,8	108,6	110,0		110,1
Hourly paid	105,5		105,5	105,3	105,9	107,6		107,7
Monthly paid	107,9		109,8		111,0	112,2		112,3
G Trade	106,6		105,8	107,3	107,0	107,1	106,8	107,3
Hourly paid	106,8	106,1	108,1	109,0	110,3	110,8	109,5	110,9
Monthly paid	106,6	105,9	105,7	107,2	106,8	106,9	106,7	107,1
45 Sales and service of motor vehicles	106,0	105,2	105,8	106,5	106,4	106,3	106,2	107,2

Monthiy paid   105.8   105.4   105.4   105.4   105.4   105.4   105.4   105.4   107.4   107.3   106.9     H Transport and warehousing   106.1   107.4   107.5   107.4   108.2   107.7   108.8   108.3   109.3     Hourly paid   107.5   106.4   107.4   106.2   107.4   108.9   107.5   108.4   107.4   108.5   108.9   109.0   108.4   109.7     Hourly paid   106.5   105.1   107.4   108.6   107.4   108.6   107.7   108.6   107.7   108.6   107.7   108.6   107.7   108.6   106.0   106.3   107.0   108.6   106.7   108.5   108.0   108.4   108.7   107.7   108.2   108.3   108.4   108.1   108.3   108.4   108.1   108.3   108.4   108.1   108.5   106.5   106.5   106.5   106.5   106.7   108.5   106.5   106.5   106.5   106.5   108.5		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
46-47 Wholesale and retail trade 106,7 106,7 107,1 107,3 106,8 107,3   H Transport and warehousing 106,6 106,1 107,4 108,5 108,7 108,8 108,3 109,3   Hourly paid 107,5 106,8 108,1 109,7 109,7 109,7 109,7 109,7 109,2 109,9   49-51 Transport 107,5 106,6 107,4 108,5 108,9 109,0 109,7 109,2 109,9   Hourly paid 105,6 105,1 106,7 107,4 108,1 101,3 101,3 101,5 101,3 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,4 101,5 101,7 101,4 101,5 101,7 101,4 101,5 101,7 101,4 101,5 101,7 101,4 101,5 101,7 101,4 101,4 101,5 101,7 101,4 101,5 101,7 101,4 101,4 101,5 101,7 101,6 101,7 101,6 101,7 <td< td=""><td>Hourly paid</td><td>107,2</td><td>106,4</td><td>108,5</td><td>109,5</td><td>110,8</td><td>111,3</td><td>110,0</td><td>111,3</td></td<>	Hourly paid	107,2	106,4	108,5	109,5	110,8	111,3	110,0	111,3
H Transport and warehousing 106,6 107,4 108,5 108,7 108,8 108,3   Hourly paid 105,1 104,9 106,2 107,0 106,9 107,0 106,7 108,3   Monthly paid 107,5 106,8 108,1 109,3 109,7 109,7 109,2 109,9   49-51 Transport 105,6 105,1 107,4 108,5 107,4 107,5 107,2 109,0 108,4 107,3 107,4 107,5 109,0 108,2 108,8 108,3 108,3 108,3 108,3 108,0 108,0 108,0 109,0 100,0 109,0 100,0 109,0 100,0 109,0 100,0 108,4 108,8 108,3 108,5 108,5 108,6 108,5 10	Monthly paid	105,8	104,9	105,1	105,6	105,1	104,7	105,1	106,0
Hourly paid105.1104.9106.2107.0106.9107.0106.7108.3Monthly paid107.5105.4107.4108.5109.9109.7109.2109.949-51 Transport105.9105.4107.4108.5109.6107.3107.4107.5107.2109.0Monthly paid105.6105.1106.7107.4108.5107.4107.5107.2109.0S2 Warehousing and supporting activities for transport107.0106.6107.1108.1108.3108.3108.4108.1108.5I Accommodation and food service activities105.7105.2108.0109.0110.0109.9109.2110.6I Information and communication106.9106.6107.2108.2108.5108.6108.5108.6108.2107.7108.2Hourly paid105.5104.2105.5105.6105.7105.6105.7108.5106.6107.4108.0108.2109.8I Information and communication106.9106.6107.4108.6106.7108.5106.6107.7108.0108.5108.5Hourly paid105.5104.2105.5105.6105.7105.8105.6105.8105.6105.7108.5Hourly paid106.7106.3107.4108.0108.5105.7106.8105.7108.5Hourly paid105.5106.7106.8107.7108.010	46-47 Wholesale and retail trade	106,7	106,1	105,8	107,5	107,1	107,3	106,9	107,3
Monthly paid107.5106.8108.1109.3109.7109.7109.2109.949-51 Transport105.6105.4107.4108.5108.9109.0108.4109.7Hourly paid105.6105.6105.6106.7107.3107.4107.5107.2109.0Monthly paid106.2105.6106.7107.4107.8107.7107.7108.2S2 Warehousing and supporting activities for transport107.0106.6107.1108.4107.6107.4105.6106.5106.0106.3Monthly paid107.6107.1107.4108.3104.2108.5108.6108.3108.4108.1108.5I Accommodation and food service activities105.7105.2108.0109.0110.0109.9109.2110.6J Information and communication106.5106.1106.9107.7108.2108.6105.5105.6105.7105.6105.7<	H Transport and warehousing	106,6	106,1	107,4	108,5	108,7	108,8	108,3	109,3
49-51 Transport 105,9 105,4 107,4 108,5 108,9 109,0 108,4 109,7   Hourly paid 105,6 105,1 106,7 107,3 107,4 107,5 107,2 109,0   Monthly paid 106,2 105,6 108,0 109,6 110,3 109,7 108,2 107,0 107,7 108,2 107,7 108,2 107,7 108,2 107,0 107,7 108,2 108,3 108,3 108,4 108,4 107,4 105,6 105,1 108,1 108,3 108,3 108,4 108,4 108,5 108,0 108,1 108,2 108,3 108,4 108,4 108,5 108,0 108,1 108,2 108,3 108,4 108,5 108,6 108,1 108,5 108,6 108,1 108,5 108,6 108,1 108,5 108,6 108,2 108,3 108,4 108,5 108,6 108,1 108,5 108,6 108,1 108,5 108,6 108,1 108,5 108,6 108,5 108,5 108,6 108,5 108,5 108,5 108,5 1	Hourly paid	105,1	104,9	106,2	107,0	106,9	107,0	106,7	108,3
Hourly paid105,6106,7107,7107,4107,5107,2109,0Monthly paid106,2105,6108,0109,6110,3110,3109,5110,352 Warehousing and supporting activities for transport107,0106,6107,1108,1107,6105,6105,6105,6105,6106,0106,3Monthly paid103,8104,2105,4107,4108,3108,4108,1108,5108,2108,0I Accommodation and food service activities105,7105,2108,0109,0110,0109,9109,2110,61 Information and communication106,5106,1106,6107,2108,2108,5108,8108,2108,61 Feleommunication106,5104,2105,5105,6105,7107,8105,8106,6107,4108,0107,5107,8107,6107,8107,6108,061 Telecommunication106,7106,7106,7107,7108,0108,2107,7108,8105,6105,5105,7106,8107,6107,8107,6107,8107,6107,8107,6107,8107,6108,062-63 Computer programming and information106,9102,7104,3105,5105,7106,6107,1107,6107,8107,1108,064.66 Financial services100,0102,7104,3105,5105,7106,6105,5107,8107,1108,065 Insurace <td>Monthly paid</td> <td>107,5</td> <td>106,8</td> <td>108,1</td> <td>109,3</td> <td>109,7</td> <td>109,7</td> <td>109,2</td> <td>109,9</td>	Monthly paid	107,5	106,8	108,1	109,3	109,7	109,7	109,2	109,9
Monthly paid   106,2   105,6   108,0   109,6   110,3   110,3   109,5   110,3     52 Warehousing and supporting activities for transport   107,0   106,6   107,1   108,1   107,8   107,9   106,2   106,3   107,4   105,6   105,6   105,6   106,0   106,3     Monthly paid   107,6   107,7   107,7   108,2   108,3   108,3   108,4   108,1   108,5   106,5   106,0   107,5   108,2   108,5   108,8   108,2   108,5   108,6   107,5   107,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,0   107,5   108,8   108,0   107,5   108,8   108,0   107,5   108,0   108,0	49-51 Transport	105,9	105,4	107,4	108,5	108,9	109,0	108,4	109,7
52 Warehousing and supporting activities for transport 107,0 106,6 107,1 108,1 107,8 107,9 107,7 108,2   Hourly paid 103,8 104,2 105,4 107,4 105,6 105,6 106,0 106,3   Monthly paid 107,6 107,1 107,4 108,3 108,3 108,4 108,1 108,5   I Accommodation and communication 106,6 107,2 108,2 108,6 108,8 108,2 109,8   61 Telecommunication 106,5 106,1 106,6 107,7 108,0 108,2 107,7 108,8 108,2 107,5 108,8 108,2 107,5 108,8 107,5 108,8 107,5 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,8 107,7 108,6 108,7 107,7 108,5 107,7 </td <td>Hourly paid</td> <td>105,6</td> <td>105,1</td> <td>106,7</td> <td>107,3</td> <td>107,4</td> <td>107,5</td> <td>107,2</td> <td>109,0</td>	Hourly paid	105,6	105,1	106,7	107,3	107,4	107,5	107,2	109,0
Hourly paid103,8104,2105,4107,4105,6105,6106,0106,3Monthly paid107,6107,1107,4108,3108,3108,4108,1108,5I Accommodation and food service activities105,7105,2108,0109,0110,0109,9109,2110,6J Information and communication106,5106,1106,6107,2108,2108,5108,8108,2109,861 Telecommunication106,5104,2105,5105,6105,7105,8105,6105,7108,8Hourly paid106,7104,3107,0107,7108,0108,2107,7108,862-63 Computer programming and information106,9106,6107,4108,6107,4107,6107,8107,7108,064,66 Financial and insurance activities103,2102,7104,3105,5105,7106,6107,7108,6107,8107,1108,064,66 Financial services103,2102,7104,3107,6107,7108,6107,8107,1108,065 Insurance103,2102,7104,3105,5105,7106,6107,7108,6107,8107,1108,065 Insurance103,2107,7104,3105,6106,7106,8107,1108,0108,061 Insurance103,2107,7104,3105,6106,7106,6107,2104,0102,2107,0104 Professional,	Monthly paid	106,2	105,6	108,0	109,6	110,3	110,3	109,5	110,3
Monthly paid107,6107,1107,4108,3108,3108,4108,1108,5I Accommodation and food service activities105,7105,2108,0100,0110,0109,9109,2110,6J Information and communication106,5106,1106,9107,2108,2108,5108,8108,2109,861 Telecommunication106,5104,2105,5105,6107,7108,0107,5107,8108,0107,5105,8Hourly paid106,7106,3107,0107,7108,0108,2107,7108,8105,5105,6105,7105,8105,6105,7108,8107,7108,8107,7108,8107,7108,8107,7108,8107,7108,8107,7108,0106,9106,9106,1107,1107,6107,7108,0105,9106,1107,8107,7108,0105,9106,6105,9106,1107,1107,6107,1108,0108,0108,0107,1108,0107,1108,0108,0108,0108,0108,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1108,0107,1 <t< td=""><td>52 Warehousing and supporting activities for transport</td><td>107,0</td><td>106,6</td><td>107,1</td><td>108,1</td><td>107,8</td><td>107,9</td><td>107,7</td><td>108,2</td></t<>	52 Warehousing and supporting activities for transport	107,0	106,6	107,1	108,1	107,8	107,9	107,7	108,2
I Accommodation and food service activities105,7105,2108,0109,0109,0109,2109,2101,0J Information and communication106,5106,1106,5107,2108,2108,5108,8108,2109,861 Telecommunication106,5106,1106,9107,5107,6107,8108,0107,5108,6107,7108,0108,2107,7108,8105,6105,8105,6107,7108,0108,2107,7108,8108,5105,8105,6107,7108,0108,2107,7108,8108,5105,8106,6107,4108,6108,8109,1108,5101,5105,6105,7106,6107,7108,0108,2107,7108,01	Hourly paid	103,8	104,2	105,4	107,4	105,6	105,6	106,0	106,3
J Information and communication106,9106,6107,2108,2108,8108,8108,2109,861 Telecommunication106,5106,1106,9107,5107,8108,0107,5108,8108,0107,5108,8Hourly paid105,5104,2105,5105,6105,7105,8105,7105,8105,6105,7108,8108,0107,7108,0108,2107,7108,8108,8109,1108,5105,8105,6105,7108,8109,1108,5105,6105,7106,6107,4108,6108,8109,1108,5105,6105,7106,6105,5105,7106,6105,5105,7106,6105,5107,8107,1107,6107,8107,1107,6107,8107,1107,6107,8107,1108,064,66 Financial services106,0105,2102,7104,3105,5105,7106,6105,5107,8108,0108,065 Insurance103,2102,7104,3105,5105,7106,6105,5107,8108,0101,1112,0112,1114,0114,1114,0114,2114,4113,9116,171-72 Technical services, research and development105,9106,8106,7106,7106,8106,7106,6106,7106,0106,2106,0106,2106,0106,2106,0106,4104,0103,3104,9105,5106,7106,6106,7	Monthly paid	107,6	107,1	107,4	108,3	108,3	108,4	108,1	108,5
61 Telecommunication106,5106,1106,9107,5107,8108,0107,5108,5Hourly paid105,5104,2105,5105,6105,7105,8105,6105,7105,8105,8Monthly paid106,7106,7106,7106,7106,7108,8108,2107,7108,862-63 Computer programming and information106,9105,6107,4108,6108,8109,1108,064,66 Financial services106,0105,9106,1107,1107,6107,8107,1108,065 Insurance103,2102,7104,3105,5105,7106,6105,5107,8L Real estate activities110,8109,7111,4112,0112,3112,1112,0112,1M Professional, scientific and technical activities107,8107,7108,5109,9110,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9106,6106,7106,5106,7106,6106,7106,6106,4N Administration and defence105,5104,9106,5106,7106,6106,7106,6106,7106,6106,7104,80 Public administration106,5105,7106,5106,7106,6106,7106,6106,7106,6106,7106,6106,7106,6<	I Accommodation and food service activities	105,7	105,2	108,0	109,0	110,0	109,9	109,2	110,6
Hourly paid1005,104,2105,5105,6105,7105,8105,6105,8Monthly paid106,7106,3107,0107,7108,0108,2107,7108,862-63 Computer programming and information106,9106,6107,4108,6108,8100,1105,5105,7106,0105,8106,1107,4107,6107,7108,0108,0108,064,66 Financial services100,0105,7106,1107,1107,6107,7108,0105,5105,7106,1107,1107,6107,7108,065 Insurance103,2102,7104,3105,5105,7106,6107,3101,6107,3101,6107,3101,6107,3101,6107,1101,6107,3101,6101,7	J Information and communication	106,9	106,6	107,2	108,2	108,5	108,8	108,2	109,8
Monthly paid106,7106,3107,7108,0108,2107,7108,862-63 Computer programming and information106,6107,4108,6107,4108,8109,1108,5110,5K Financial and insurance activities105,6105,3105,8106,1107,1107,6107,8107,1108,864,66 Financial services106,0105,9106,1107,1107,6107,8107,1108,065 Insurance103,2102,7104,3105,5105,7106,6105,5107,8L Real estate activities110,8109,7111,4112,0112,3112,1112,0112,1M Professional, scientific and technical activities107,8107,3108,5109,4109,9101,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,6106,5106,6106,7106,2107,0N Administrative and support service activities104,6104,1105,4106,0106,5106,4106,4O Public administration and defence105,5104,9106,5106,7107,8108,4109,4108,4A1P ublic administration and defence105,5104,5105,5106,5106,7106,6106,7106,4106,4O Public administration and defence105,5 </td <td>61 Telecommunication</td> <td>106,5</td> <td>106,1</td> <td>106,9</td> <td>107,5</td> <td>107,8</td> <td>108,0</td> <td>107,5</td> <td>108,5</td>	61 Telecommunication	106,5	106,1	106,9	107,5	107,8	108,0	107,5	108,5
62-63 Computer programming and information106,9106,6107,4108,6108,8109,1108,5110,5K Financial and insurance activities105,6105,3105,8106,1107,1107,6107,8107,1108,064,66 Financial services106,0103,2102,7104,3105,5105,7106,6105,5107,865 Insurance103,2102,7104,3105,5105,7106,6105,5107,8L Real estate activities110,8107,7111,4112,0112,3112,1112,0112,1M Professional, scientific and technical activities107,8107,3108,5109,4109,9110,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,8107,6108,2108,5107,6N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0Hourly paid106,5105,7106,6106,7106,7106,2107,0108,2108,2107,4108,2Alt Public administration and defence105,5105,7106,6106,7106,7106,4104,4104,4104,4104,4104,4P Education105,1105,7105,5105,5106,2106,7106,5	Hourly paid	105,5	104,2	105,5	105,6	105,7	105,8	105,6	105,8
K Financial and insurance activities105,6105,3105,8106,8107,3107,6106,9108,064,66 Financial services106,0105,9106,1107,1107,6107,8107,1108,065 Insurance103,2102,7104,3105,5105,7106,6105,5107,8L Real estate activities110,8109,7111,4112,0112,3112,1112,0112,1M Professional, scientific and technical activities107,8107,3108,5109,4109,9110,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,8106,0106,5106,7106,2107,0N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0Hourly paid106,5104,7105,5106,7106,2105,6106,4106,4104,4109,40 Public administration and defence105,5105,7106,6106,7106,5106,7108,2108,4109,4842 Provision of services to the community105,7105,5105,5106,2106,6106,7106,5106,7106,6106,7106,5106,7106,5106,7106,6106,7106,7106,6106,7106,6106,7106	Monthly paid	106,7	106,3	107,0	107,7	108,0	108,2	107,7	108,8
64,66 Financial services106,0105,9106,1107,1107,6107,8107,1108,065 Insurance103,2102,7104,3105,5105,7106,6105,5107,8L Real estate activities110,8109,7111,4112,0112,3112,1112,1112,1M Professional, scientific and technical activities107,8107,3108,5109,4109,9110,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,8107,6108,2108,5107,8109,6N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,7106,7107,6108,1107,2108,2842 Provision of services to the community105,7105,7106,5106,7106,5106,7106,6107,3106,7Q Human health and social work activities104,8104,2105,5105,5106,5106,6107,3106,3107,386 Human health activities104,8104,2105,7105,5105,5106,5106,5107,5106,5107,5	62-63 Computer programming and information	106,9	106,6	107,4	108,6	108,8	109,1	108,5	110,5
65 Insurance103,2102,7104,3105,5105,7106,6105,5107,8L Real estate activities110,8109,7111,4112,0112,3112,1112,0112,1M Professional, scientific and technical activities107,8107,3108,5109,4109,9110,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,8107,6108,2108,5107,8109,6N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0Hourly paid104,6104,3104,9106,5106,7107,6108,1107,2108,8108,4O Public administration and defence105,5105,7106,5106,7107,6108,1107,2108,2841 Public administration106,5105,7105,5106,7107,8108,4109,4842 Provision of services to the community105,7105,5105,5106,5106,6106,7106,3106,7Q Human health and social work activities104,8104,2105,5105,7106,5106,7106,5106,7106,5106,7106,5106,7106,5106,7106,5106,7106,5106,7106,5106,7106,5106,7106,5<	K Financial and insurance activities	105,6	105,3	105,8	106,8	107,3	107,6	106,9	108,0
L Real estate activities110.8109.7111.4112.0112.3112.1112.0112.1M Professional, scientific and technical activities107.8107.3108.5109.4109.9110.2109.5111.469-70 Legal and accounting activities, consultancy112.3111.7112.9114.1114.2114.4113.9116.171-72 Technical services, research and development105.9105.6106.8107.6108.2108.5107.8109.6N Administrative and support service activities104.6104.1105.4106.0106.5106.7106.2107.0Hourly paid106.6106.3106.8108.0108.1108.2107.8108.8Monthly paid104.0103.3104.9105.4106.0106.2105.6106.4O Public administration and defence105.5104.9106.5106.7107.6108.1107.2108.2841 Public administration105.5105.9107.6107.8108.8109.4109.4109.4842 Provision of services to the community105.7105.1106.7107.6108.1107.5108.4P Education105.9104.5105.5105.5106.2106.6106.7106.6106.7Q Human health activities104.8104.2105.5105.5105.5106.6107.5106.5107.586 Human health activities105.1104.4105.7	64,66 Financial services	106,0	105,9	106,1	107,1	107,6	107,8	107,1	108,0
M Professional, scientific and technical activities107,8107,3108,5109,4109,9110,2109,5111,469-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,8107,6108,2108,5107,8109,6N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0Hourly paid106,6106,3106,8108,0108,1108,2107,8108,8Monthly paid104,6104,1105,5106,7106,7106,2105,4106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,7106,7107,8108,8109,4108,4109,49 Education105,7105,7106,7106,6106,7106,7106,6106,70 Human health and social work activities104,8104,2105,7105,5105,7106,5107,0106,5107,78 Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,48 Other service activities102,7102,2103,2103,5104,5105,5105,5105,5105,5105,5105,5105,5105,5	65 Insurance	103,2	102,7	104,3	105,5	105,7	106,6	105,5	107,8
69-70 Legal and accounting activities, consultancy112,3111,7112,9114,1114,2114,4113,9116,171-72 Technical services, research and development105,9105,6106,8107,6108,2108,5107,8109,6N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0106,2107,0Hourly paid106,6106,3106,3106,8108,0108,1106,2107,6106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,7105,7107,6107,8108,4109,4109,4842 Provision of services to the community105,7105,1106,7106,5106,7106,6106,7106,6106,7106,6106,7106,7106,6106,7106,7106,7106,7106,7108,4109,4109,4P Education105,7105,7105,5105,5105,5106,6106,7	L Real estate activities	110,8	109,7	111,4	112,0	112,3	112,1	112,0	112,1
71-72 Technical services, research and development105,9105,6106,8107,6108,2108,5107,8109,6N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0Hourly paid106,6106,3106,8108,0108,1108,2107,8108,8108,8Monthly paid104,0103,3104,9105,4106,0106,2105,6106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,7105,7106,7106,9107,9108,4109,4842 Provision of services to the community105,7105,1106,7106,5106,7106,6106,7106,6Q Human health and social work activities104,9104,3105,5105,5106,5106,6107,3106,3107,386 Human health activities105,1104,4105,7105,5105,5106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,5105,5105,5105,5105,5106,5107,5R Arts, entertainment and recreation103,4103,2103,9104,5105,5105,5105,5105,5105,5105,5105,5S Other service activities102,7102,2103,2103,5104,5105,010	M Professional, scientific and technical activities	107,8	107,3	108,5	109,4	109,9	110,2	109,5	111,4
N Administrative and support service activities104,6104,1105,4106,0106,5106,7106,2107,0Hourly paid106,6106,3106,8108,0108,1108,2107,8108,8Monthly paid104,0103,3104,9105,4106,0106,2105,6106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,7105,7107,6107,8108,8109,4109,4842 Provision of services to the community105,7105,1106,7106,9107,9108,4107,5108,4P Education105,0104,5105,5105,5105,5106,6107,3106,3107,3106,3107,3Q Human health activities104,8104,2105,5105,7106,5107,0106,2107,1107,187-88 Social work activities105,1104,4105,7105,5105,5105,2105,4104,5105,5107,0106,5107,0R Arts, entertainment and recreation103,4103,2103,2103,2103,5104,5105,5105,5105,5105,5105,5105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,5105,5105,5105,5105,5105,5105,5105,5105,5105,5105,5105	69-70 Legal and accounting activities, consultancy	112,3	111,7	112,9	114,1	114,2	114,4	113,9	116,1
Hourly paid106,6106,3106,8108,0108,1108,2107,8108,8Monthly paid104,0103,3104,9105,4106,0106,2105,6106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,9107,6107,8108,8109,4108,4109,4842 Provision of services to the community105,7105,1106,7106,9107,9108,4107,5108,4P Education105,0104,5105,5105,5106,2106,6106,0106,7Q Human health and social work activities104,8104,2105,5105,5106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,8107,0106,5107,5106,5107,0106,5107,187-88 Social work activities103,4103,2103,9104,5105,5105,7105,5105,7106,5107,0106,5107,5R Arts, entertainment and recreation103,4103,2103,2103,5104,5105,5105,7105,5105,7105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	71-72 Technical services, research and development	105,9	105,6	106,8	107,6	108,2	108,5	107,8	109,6
Monthly paid104,0103,3104,9105,4106,0106,2105,6106,4O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,9107,6107,8108,8109,4108,4109,4842 Provision of services to the community105,7105,1106,7106,9107,9108,4107,5108,4P Education105,0104,5105,5105,5106,2106,6106,0106,7Q Human health and social work activities104,8104,2105,5105,7106,5107,0106,2107,186 Human health activities105,1104,4105,7105,5105,7106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,8107,5106,5107,5R Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	N Administrative and support service activities	104,6	104,1	105,4	106,0	106,5	106,7	106,2	107,0
O Public administration and defence105,5104,9106,5106,7107,6108,1107,2108,2841 Public administration106,5105,9107,6107,8108,8109,4109,4842 Provision of services to the community105,7105,1106,7106,9107,9108,4107,5108,4P Education105,0104,5105,5105,5105,5106,2106,6106,0106,7Q Human health and social work activities104,9104,3105,5105,5105,5106,5107,0106,2107,186 Human health activities105,1104,4105,7105,5105,5106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,5105,2105,5105,5105,5106,5107,0106,5R Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,3S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	Hourly paid	106,6	106,3	106,8	108,0	108,1	108,2	107,8	108,8
841 Public administration106,5105,9107,6107,8108,8109,4108,4109,4842 Provision of services to the community105,7105,1106,7106,9107,9108,4107,5108,4P Education105,0104,5105,5105,5105,5106,2106,6106,0106,7Q Human health and social work activities104,9104,3105,6105,8106,6107,3106,3107,386 Human health activities104,8104,2105,5105,7106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,8107,5106,5107,5R Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	Monthly paid	104,0	103,3	104,9	105,4	106,0	106,2	105,6	106,4
842 Provision of services to the community105,7105,1106,7106,9107,9108,4107,5108,4P Education105,0104,5105,5105,5106,2106,6106,0106,7Q Human health and social work activities104,9104,3105,6105,5105,5106,6107,3106,3107,386 Human health activities104,8104,2105,5105,7106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,8107,5106,5107,5R Arts, entertainment and recreation103,4103,2103,2103,5104,5105,2105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	O Public administration and defence	105,5	104,9	106,5	106,7	107,6	108,1	107,2	108,2
P Education 105,0 104,5 105,5 105,5 106,2 106,6 106,0 106,7   Q Human health and social work activities 104,9 104,3 105,6 105,5 105,5 106,6 107,3 106,3 107,3   86 Human health activities 104,8 104,2 105,5 105,7 106,5 107,0 106,2 107,1   87-88 Social work activities 105,1 104,4 105,7 105,9 106,8 107,5 106,5 107,0 106,5 107,1   87-88 Social work activities 105,1 104,4 105,7 105,9 106,8 107,5 106,5 107,5   R Arts, entertainment and recreation 103,4 103,2 103,9 104,5 105,2 105,4 104,7 105,4   S Other service activities 102,7 102,2 103,2 103,5 104,5 105,0 104,0 105,3	841 Public administration	106,5	105,9	107,6	107,8	108,8	109,4	108,4	109,4
Q Human health and social work activities104,9104,3105,6105,8106,6107,3106,3107,386 Human health activities104,8104,2105,5105,7106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,8107,5106,5107,5R Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	842 Provision of services to the community	105,7	105,1	106,7	106,9	107,9	108,4	107,5	108,4
86 Human health activities104,8104,2105,5105,7106,5107,0106,2107,187-88 Social work activities105,1104,4105,7105,9106,8107,5106,5107,5R Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	P Education	105,0	104,5	105,5	105,5	106,2	106,6	106,0	106,7
87-88 Social work activities105,1104,4105,7105,9106,8107,5106,5107,5R Arts, entertainment and recreation103,4103,2103,9104,5105,2105,4104,7105,4S Other service activities102,7102,2103,2103,5104,5105,0104,0105,3	Q Human health and social work activities	104,9	104,3	105,6	105,8	106,6	107,3	106,3	107,3
R Arts, entertainment and recreation 103,4 103,2 103,9 104,5 105,2 105,4 104,7 105,4   S Other service activities 102,7 102,2 103,2 103,5 104,5 105,0 104,0 105,3	86 Human health activities	104,8	104,2	105,5	105,7	106,5	107,0	106,2	107,1
S Other service activities 102,7 102,2 103,2 103,5 104,5 105,0 104,0 105,3	87-88 Social work activities	105,1	104,4	105,7	105,9	106,8	107,5	106,5	107,5
	R Arts, entertainment and recreation	103,4	103,2	103,9	104,5	105,2	105,4	104,7	105,4
9491 Religious organisations 103,1 102,5 103,6 103,7 104,7 105,4 104,4 105,5	S Other service activities	102,7	102,2	103,2	103,5	104,5	105,0	104,0	105,3
	9491 Religious organisations	103,1	102,5	103,6	103,7	104,7	105,4	104,4	105,5

#### Appendix table 6. Index of regular earnings 2015=100 by industry, (TOL 2008)

	2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Industry								
A Agriculture and forestry	105,6	105,3	106,5	106,9	107,5	107,4	107,1	108,3
Hourly paid	102,4	102,2	103,5	104,2	104,4	104,4	104,1	105,5
Monthly paid	106,7	106,3	107,6	107,8	108,6	108,5	108,1	109,3
C Manufacturing	104,7	104,4	104,9	106,0	106,3	106,7	106,0	107,6
Hourly paid	104,7	104,2	104,5	105,6	105,8	106,6	105,6	106,9
Monthly paid	104,8	104,5	105,1	106,2	106,5	106,8	106,2	107,9
10-11 Manufacture of food and beverages	104,6	104,3	105,1	106,0	106,4	106,6	106,0	106,6
Hourly paid	104,6	104,7	105,4	105,9	106,0	106,1	105,9	106,1
Monthly paid	104,6	104,0	105,0	106,1	106,7	106,9	106,2	106,9
13-15 Manufacture of textiles, clothes and leather	111,1	110,4	111,0	111,8	112,5	112,8	112,0	113,1
Hourly paid	109,9	109,5	109,9	111,1	111,4	111,9	111,1	112,6
Monthly paid	111,8	111,0	111,6	112,2	113,1	113,3	112,6	113,4
16 Manufacture of wood	105,6	105,3	105,7	106,9	107,4	107,6	106,9	108,0
Hourly paid	104,8	104,7	104,8	106,3	106,4	106,5	106,0	107,2
Monthly paid	106,9	106,3	107,3	108,1	109,3	109,5	108,5	109,5
17 Manufacture of paper and paper products	105,2	105,0	105,3	106,8	107,0	107,2	106,6	107,9
Hourly paid	105,3	105,1	105,3	106,7	106,8	106,9	106,4	107,6
Monthly paid	105,1	104,9	105,4	106,9	107,2	107,5	106,7	108,2
19-22 Manufacture of chemicals	106,4		106,6	108,2	108,5	108,7	108,0	109,4
Hourly paid	104,7	104,4	104,7	106,2	106,4	106,6	106,0	107,2
Monthly paid	107,3		107,5	109,2	109,6	109,8		110,5
23 Manufacture of mineral products	104,3		104,9	105,6	106,4	107,5		107,6
Hourly paid	104,3		104,3	104,8	105,4	106,5	105,3	106,7
Monthly paid	104,2		105,7	106,5	107,5	108,6		108,8
24-30 Metal industry	104,2		104,4	105,4	105,5	106,0		107,3
Hourly paid	104,5		103,9	104,9	105,1	106,5		106,9
Monthly paid	104,1	104,0	104,5	105,5	105,6	105,8		107,5
24 Basic metals, hourly paid	106,4		105,8	106,8	106,9	108,4		108,8
25 Metal products, hourly paid	106,4		105,8	106,9	107,0		107,0	108,8
26-27 Electrical and optical, hourly paid	101,8		101,2	102,2	102,3	103,7	102,4	104,1
28-30 Machinery and transport eq. hourly paid	103,5			103,9	104,0	105,5		105,8
31 Manufacture of furniture	105,0		104,8	105,4	106,5	106,7	105,9	106,7
Hourly paid	105,6		105,6	106,3	107,4	107,6		107,6
Monthly paid	100,0	103,5	103,9	100,0	105,3	105,5		105,5
D Electricity, gas and air conditioning	107,1	106,3		108,2	109,0	109,3		109,3
Hourly paid	107,1		107,2	105,6	105,0	103,3		103,3
Monthly paid	103,4		107,5	103,0	100,3	107,3		107,5
	107,4		107,5	106,2	109,4	109,0		109,0
E Water supply and waste								
Hourly paid	104,6		105,9	106,9	107,5	108,1	107,1	109,5
Monthly paid	104,9		105,6	105,8	106,4	107,0		107,0
F Construction	106,4		106,9	107,0	107,7	109,2		109,2
Hourly paid	105,4		105,5	105,2	105,8	107,5		107,6
Monthly paid	107,4		108,2	108,6	109,5	110,7	109,3	110,7
G Trade	105,9			106,6	106,2	106,4	106,1	106,6
Hourly paid	107,6			108,9	110,1	110,6		110,7
Monthly paid	105,8		104,9	106,5	106,0	106,2		106,4
45 Sales and service of motor vehicles	106,0	105,2	105,9	106,6	106,5	106,3	106,3	107,3

	2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Hourly paid	107,9	107,2	108,2	109,2	110,5	111,0	109,7	111,0
Monthly paid	105,5	104,7	105,2	105,8	105,2	104,9	105,3	106,2
46-47 Wholesale and retail trade	105,9	105,3	104,9	106,6	106,2	106,4	106,0	106,4
H Transport and warehousing	106,3	105,8	106,9	107,9	108,1	108,2	107,8	108,8
Hourly paid	104,7	104,5	105,7	106,5	106,4	106,5	106,3	107,8
Monthly paid	107,2	106,5	107,5	108,7	109,0	109,1	108,6	109,2
49-51 Transport	105,5	105,0	106,3	107,4	107,8	107,9	107,3	108,6
Hourly paid	105,0	104,5	106,0	106,6	106,7	106,9	106,6	108,3
Monthly paid	106,0	105,4	106,5	108,1	108,8	108,9	108,1	108,9
52 Warehousing and supporting activities for transport	107,0	106,6	107,2	108,2	107,9	108,0	107,9	108,3
Hourly paid	104,0	104,4	105,6	107,6	105,8	105,8	106,2	106,5
Monthly paid	107,6	107,0	107,5	108,4	108,4	108,5	108,2	108,6
I Accommodation and food service activities	106,2	105,6	108,0	109,0	110,1	110,0	109,3	110,6
J Information and communication	107,3	106,9	107,5	108,5	108,8	109,1	108,5	110,1
61 Telecommunication	106,4	105,9	106,9	107,5	107,8	108,0	107,5	108,5
Hourly paid	105,6	104,4	105,6	105,7	105,8	105,9	105,8	105,9
Monthly paid	106,5	106,1	107,0	107,7	108,0	108,2	107,8	108,8
62-63 Computer programming and information	107,2	107,0	107,7	108,8	109,0	109,4	108,7	110,8
K Financial and insurance activities	107,0	106,8	107,0	108,0	108,4	108,7	108,0	109,1
64,66 Financial services	107,8	107,7	107,8	108,7	109,2	109,4	108,8	109,7
65 Insurance	103,4	102,9	103,2	104,5	104,6	105,5	104,5	106,7
L Real estate activities	110,3	109,3	110,1	110,8	111,1	110,9	110,7	110,9
M Professional, scientific and technical activities	106,6	106,1	107,1	107,9	108,4	108,7	108,0	109,9
69-70 Legal and accounting activities, consultancy	108,6	107,9	109,2	110,3	110,5	110,6	110,1	112,3
71-72 Technical services, research and development	106,0	105,7	106,5	107,4	107,9	108,2	107,5	109,4
N Administrative and support service activities	104,5	103,9	105,2	105,9	106,3	106,5	106,0	106,8
Hourly paid	106,5	106,3	106,7	107,9	108,0	108,1	107,7	108,7
Monthly paid	103,8	103,2	104,7	105,2	105,8	106,0	105,4	106,2
O Public administration and defence	106,5	105,8	106,5	106,7	107,6	108,2	107,2	108,2
841 Public administration	107,4	106,8	107,5	107,7	108,7	109,3	108,3	109,3
842 Provision of services to the community	106,5	105,9	106,7	106,9	107,8	108,4	107,5	108,4
P Education	105,5	105,1	105,5	105,5	106,2	106,6	105,9	106,7
Q Human health and social work activities	105,5	104,8	105,5	105,7	106,6	107,2	106,3	107,2
86 Human health activities	105,4	104,8	105,5	105,7	106,5	107,0	106,2	107,0
87-88 Social work activities	105,5	104,8	105,6	105,8	106,7	107,4	106,4	107,4
R Arts, entertainment and recreation	103,9	103,7	104,2	104,7	105,4	105,6	105,0	105,7
S Other service activities	102,7	102,2	102,9	103,3	104,2	104,8	103,8	105,0
9491 Religious organisations	103,5	102,9	103,6	103,7	104,7	105,4	104,4	105,5

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Employer sector	Gender								
All sectors	Total	117,5	116,9	118,0	118,7	119,3	119,8	118,9	120,2
	Male	115,5	114,9	115,8	116,6	117,0	117,5	116,7	118,1
	Female	119,2	118,5	119,9	120,7	121,4	121,9	121,0	122,2
Private	Total	117,8	117,2	118,1	119,1	119,4	119,8	119,1	120,4
	Male	115,8	115,2	116,0	117,0	117,3	117,8	117,0	118,4
	Female	120,6	119,9	120,9	122,1	122,5	122,8	122,1	123,3
Local	Total	115,9	115,3	116,9	117,1	118,2	118,9	117,8	118,9
government	Male	111,8	111,3	112,8	112,8	113,7	114,2	113,4	114,2
	Female	116,8	116,2	117,9	118,1	119,2	119,9	118,8	119,9
Central	Total	119,9	119,2	121,1	121,3	122,3	122,9	121,9	122,9
government	Male	117,8	117,1	118,9	119,1	120,2	120,9	119,8	120,9
	Female	123,0	122,2	124,2	124,4	125,4	126,1	125,0	126,1
Others	Total	117,5	116,9	118,1	118,7	119,2	119,6	118,9	120,3
	Male	114,6	114,0	114,7	115,3	115,7	116,0	115,4	116,9
	Female	119,0	118,3	120,0	120,7	121,4	121,8	121,0	122,4

#### Appendix table 7. Index of wage and salary earnings 2010=100 by employer sector and gender

#### Appendix table 8. Index of wage and salary earnings 2010=100 by industry, (TOL 2008)

	2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Industry	2010/4	_010	_0_0/ 1	-0-0/2	_0_0/0	2020/7	_0_0	
A Agriculture and forestry	117,4	117,0	117,7	118,1	118,8	118,8	118,4	119,7
Hourly paid	113,4	113,2	114,6	115,4	115,6	115,6	115,3	116,9
Monthly paid	119,6	119,1	119,6	119,9	120,7	120,6	120,2	121,6
C Manufacturing	115,0		114,9	116,1	116,4	116,9	116,1	117,8
Hourly paid	114,8	114,2	114,6	115,7	116,0	116,8	115,8	117,2
Monthly paid	115,4	115,1	115,3	116,5	116,8	117,1	116,5	118,4
10-11 Manufacture of food and beverages	114,4	114,1	115,9	116,9	117,3	117,5	116,9	117,5
Hourly paid	113,8	114,0	115,0	115,5	115,7	115,8	115,5	115,8
Monthly paid	115,0	114,4	116,7	117,9	118,5	118,8	118,0	118,8
13-15 Manufacture of textiles, clothes and leather	125,6	124,9	125,2	126,1	126,9	127,2	126,4	127,6
Hourly paid	120,8	120,3	120,6	121,9	122,3	122,8		123,6
Monthly paid	131,1	130,2	130,6	131,3	132,3	132,6	131,7	132,7
16 Manufacture of wood	119,8	119,6	119,6	120,9	121,5	121,7	120,9	122,2
Hourly paid	117,9		117,7	119,3	119,5	119,6	119,0	120,4
Monthly paid	123,9	123,2	123,4	124,4	125,8	125,9	124,9	126,0
17 Manufacture of paper and paper products	119,0	118,8	117,8	119,5	119,7	119,9	119,3	120,0
Hourly paid	118,0	117,8	117,5	119,1	119,2	119,4	118,8	120,1
Monthly paid	121,0	120,8	119,2	120,9	121,3	121,5	120,7	122,3
19-22 Manufacture of chemicals	117,0		117,8	119,6	119,9	120,2		120,9
Hourly paid	112,4	112,1	112,5	114,1	114,3	114,6	113,9	115,2
Monthly paid	120,6	120,0	121,6	123,5	123,9	124,2	123,3	125,0
23 Manufacture of mineral products	120,1	119,2	120,7	121,5	122,4	123,6	122,1	123,8
Hourly paid	114,3	113,5	114,4	114,9	115,6	116,8	115,4	116,9
Monthly paid	123,9	123,0	125,3	126,3	127,5	128,8	127,0	129,0
24-30 Metal industry	113,2	112,8	112,7	113,7	113,8	114,5	113,7	115,8
Hourly paid	114,3	113,3	113,6	114,7	114,8	116,4	114,9	116,8
Monthly paid	112,8	112,6	112,3	113,4	113,5	113,7	113,2	115,5
24 Basic metals, hourly paid	117,2		116,4	117,5				119,6
25 Metal products, hourly paid	115,7		115,0	116,1	116,2		116,3	118,3
26-27 Electrical and optical, hourly paid	115,3	115,6	114,5	115,7	115,8	117,4	115,8	117,8
28-30 Machinery and transport eq. hourly paid	111,5		110,8	111,9	112,0	113,5	112,0	113,9
31 Manufacture of furniture	118,0	117,3	117,5	118,1	119,3	119,5	118,6	119,5
Hourly paid	116,2	115,6	116,2	116,9	118,1	118,4	117,4	118,4
Monthly paid	121,3	120,5	120,2	120,8	121,9	122,2	121,3	122,2
D Electricity, gas and air conditioning	118,0	117,1	118,2	119,4	120,2	120,5	119,6	120,5
Hourly paid	116,4	115,6	116,6	116,8	117,5	118,6	117,4	118,6
Monthly paid	118,2	117,3	118,4	119,8	120,5	120,8	119,9	120,8
E Water supply and waste	114,4	113,8	115,6	116,1	116,7	117,4	116,4	118,1
Hourly paid	112,7	111,6	113,9	115,0	115,6	116,2	115,2	117,7
Monthly paid	116,5	116,1	117,6	117,8	118,5	119,1	118,3	119,1
F Construction	116,6	115,7	117,7	117,8	118,6	120,2	118,6	120,2
Hourly paid	113,0	112,1	113,1	112,8	113,5	115,3	113,6	115,4
Monthly paid	122,5	121,5	124,6	125,1	126,0	127,4	125,8	127,4
G Trade	120,0	119,3	119,1	120,8	120,4	120,6	120,2	120,8
Hourly paid	117,6		119,1	120,1	121,5			122,1
Monthly paid	120,1	119,4	119,2	120,9	120,4	120,6		120,8
45 Sales and service of motor vehicles	117,0	116,1	116,8	117,5	117,4	117,3	117,3	118,4

	2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Hourly paid	119,0	118,1	120,5	121,5	123,0	123,6	122,2	123,6
Monthly paid	116,5	115,5	115,7	116,3	115,7	115,3	115,7	116,7
46-47 Wholesale and retail trade	120,5	119,8	119,5	121,4	121,0	121,2	120,8	121,2
H Transport and warehousing	118,8	118,2	119,7	120,9	121,0	121,1	120,7	121,8
Hourly paid	116,4	116,1	117,5	118,4	118,3	118,4	118,2	119,9
Monthly paid	120,4	119,6	121,1	122,5	122,8	122,9	122,3	123,1
49-51 Transport	120,0	119,3	121,6	122,8	123,3	123,4	122,8	124,2
Hourly paid	118,6	118,0	119,8	120,4	120,6	120,7	120,4	122,3
Monthly paid	121,4	120,7	123,4	125,2	126,1	126,1	125,2	126,1
52 Warehousing and supporting activities for transport	115,4	114,9	115,5	116,6	116,2	116,3	116,2	116,6
Hourly paid	112,2	112,7	113,9	116,1	114,1	114,1	114,6	114,9
Monthly paid	116,0	115,4	115,8	116,7	116,7	116,8	116,5	116,9
I Accommodation and food service activities	115,9	115,3	118,4	119,5	120,6	120,5	119,8	121,3
J Information and communication	119,7	119,3	120,0	121,2	121,4	121,8	121,1	122,9
61 Telecommunication	119,2	118,7	119,5	120,2	120,5	120,8	120,3	121,4
Hourly paid	115,9	114,6	115,9	116,0	116,1	116,3	116,1	116,3
Monthly paid	119,4	119,0	119,8	120,5	120,8	121,1	120,6	121,8
62-63 Computer programming and information	120,1	119,8	120,7	122,0	122,2	122,6	121,8	124,1
K Financial and insurance activities	118,8	118,5	119,1	120,2	120,7	121,1	120,3	121,6
64,66 Financial services	120,1	119,9	120,3	121,3	121,9	122,1	121,4	122,3
65 Insurance	113,6	113,0	114,7	116,1	116,3	117,3	116,1	118,6
L Real estate activities	117,7	116,5	118,3	119,0	119,3	119,1	118,9	119,1
M Professional, scientific and technical activities	120,6	120,0	121,4	122,3	122,9	123,2	122,5	124,6
69-70 Legal and accounting activities, consultancy	124,2	123,4	124,8	126,1	126,3	126,4	125,9	128,4
71-72 Technical services, research and development	117,9	117,6	118,9	119,8	120,4	120,8	120,0	122,0
N Administrative and support service activities	118,5	117,9	119,4	120,2	120,7	120,9	120,3	121,3
Hourly paid	119,4	119,0	119,6	121,0	121,1	121,1	120,7	121,8
Monthly paid	118,2	117,5	119,3	119,9	120,5	120,8	120,1	121,0
O Public administration and defence	119,2	118,5	120,3	120,6	121,5	122,2	121,1	122,3
841 Public administration	119,1	118,4	120,3	120,5	121,6	122,3	121,2	122,3
842 Provision of services to the community	120,6	119,9	121,7	122,0	123,1	123,7	122,6	123,7
P Education	115,2	114,7	115,7	115,8	116,6	117,0	116,3	117,1
Q Human health and social work activities	116,4	115,7	117,2	117,4	118,3	119,0	118,0	119,1
86 Human health activities	117,8	117,2	118,7	118,8	119,8	120,3	119,4	120,4
87-88 Social work activities	114,6	113,9	115,3	115,5	116,4	117,3	116,1	117,3
R Arts, entertainment and recreation								
	117,0	116,7	117,6	118,2	119,0	119,3	118,5	119,3
S Other service activities	117,0 113,2	116,7 112,7		118,2 114,1	119,0 115,2	119,3 115,8	118,5 114,7	119,3 116,1

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Industry	Change								
All employees	Annual change	2,1	2,1	1,8	1,5	1,8	1,9	1,8	1,9
	Quarterly change	0,2		0,4	0,6	0,5	0,4		0,4
Male	Annual change	1,7	1,7	1,5	1,4	1,6	1,7	1,6	2,0
	Quarterly change	0,3		0,3	0,7	0,3	0,4		0,5
Female	Annual change	2,4	2,5	2,2	1,7	2,0	2,2	2,0	1,9
	Quarterly change	0,2		0,6	0,6	0,6	0,4		0,3
Hourly paid	Annual change	1,6	1,8	1,3	1,5	1,6	1,9	1,6	2,1
	Quarterly change	0,4		0,2	0,6	0,3	0,8		0,5
Monthly paid	Annual change	2,1	2,2	1,9	1,5	1,8	2,0	1,8	1,9
	Quarterly change	0,2		0,5	0,7	0,5	0,3		0,4
Central	Annual change	2,7	2,7	3,2	1,3	2,0	2,5	2,2	1,5
government	Quarterly change	0,0		1,0	0,1	0,9	0,5		0,0
Local	Annual change	3,3	3,4	2,4	1,4	2,2	2,6	2,1	1,6
government	Quarterly change	0,2		0,9	0,2	0,9	0,5		0,0
Private	Annual change	1,6	1,7	1,5	1,6	1,6	1,7	1,6	2,0
	Quarterly change	0,3	-	0,2	0,9	0,3	0,4		0,5
Others	Annual change	2,0	1,8	2,0	1,5	1,7	1,8	1,7	1,9
	Quarterly change	0,2		0,5	0,5	0,4	0,3		0,6
A Agriculture	Annual change	2,6	2,5	1,5	0,8	1,1	1,1	1,1	1,7
and forestry	Quarterly change	-0,1		0,2	0,3	0,6	-0,1		0,8
C Manufacturing	Annual change	1,2	1,2	0,6	1,3	1,5	1,6	1,3	2,5
	Quarterly change	0,3		-0,1	1,0	0,2	0,4		0,8
D Electricity, gas	Annual change	2,1	2,2	2,6	1,7	2,1	2,2	2,1	2,0
and air conditioning	Quarterly change	0,2		0,2	1,0	0,7	0,3		0,0
E Water supply	Annual change	2,2	1,8	2,5	2,0	2,3	2,6	2,3	2,2
and waste	Quarterly change	0,3		1,0	0,4	0,5	0,6		0,6
F Construction	Annual change	1,7	2,0	2,6	2,1	2,3	3,1	2,5	2,2
	Quarterly change	0,5		1,0	0,1	0,7	1,3		0,0
G Trade	Annual change	1,9	1,9	1,1	1,0	0,6	0,5	0,8	1,4
	Quarterly change	0,2		-0,7	1,4	-0,3	0,1		0,2
H Transport and	Annual change	2,5	2,4	2,3	2,1	2,1	2,0	2,1	1,8
warehousing	Quarterly change	0,2		0,8	1,0	0,2	0,1		0,5
1	Annual change	1,0	1,5	3,7	3,6	4,1	4,0	3,9	2,4
Accommodation	Quarterly change								
and food service activities		0,1		2,1	0,9	1,0	-0,1		0,6
J Information	Annual change	2,1	1,9	1,1	1,5	1,6	1,7	1,5	2,4
and communication	Quarterly change	0,2	.,-	0,3	0,9	0,2	0,3	.,.	0,9
K Financial and	Annual change	0,1	1,3	0,8	1,4	1,8	1,9	1,5	2,0
insurance activities	Quarterly change	0,1		0,3	0,9	0,4	0,3	.,0	0,4
L Real estate	Annual change	3,9	3,3	3,5	1,9	1,7	1,2	2,1	0,4
activities	Quarterly change	0,2	0,0	0,5	0,6	0,3	-0,2	۲, ۱	0,0
M Professional,	Annual change	2,1	1,9	1,8	1,9	2,2	2,2	2,0	2,6
scientific and	Quarterly change	۲, ۲	1,3	1,0	1,5	2,2	2,2	2,0	2,0
technical activities	Quarterry change	0,3		0,6	0,8	0,5	0,2		1,1

#### Appendix table 9. Index of wage and salary earnings 2015=100, percentage changes

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
N Administrative	Annual change	2,1	1,9	2,5	1,6	2,0	2,0	2,0	1,5
and support service activities	Quarterly change	0,2		0,7	0,6	0,5	0,2		0,3
O Public	Annual change	3,0	3,0	3,0	1,5	2,1	2,5	2,2	1,6
administration and defence	Quarterly change	0,1		0,9	0,2	0,8	0,5		0,1
P Education	Annual change	2,5	2,6	1,8	0,8	1,2	1,6	1,4	1,2
	Quarterly change	0,0	-	0,5	0,0	0,7	0,4	-	0,1
Q Human health	Annual change	3,1	3,0	2,4	1,3	1,8	2,2	1,9	1,6
and social work activities	Quarterly change	0,2	-	0,7	0,2	0,8	0,6		0,0
R Arts,	Annual change	1,4	1,7	1,3	1,0	1,8	1,9	1,5	1,4
entertainment and recreation	Quarterly change	0,1	-	0,5	0,5	0,7	0,2	-	0,1
S Other service	Annual change	1,3	1,3	1,9	1,2	1,9	2,3	1,8	2,0
activities	Quarterly change	0,2	•	0,5	0,3	0,9	0,6		0,2

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Industry	Change								
All employees	Annual change	2,1	2,2	1,6	1,3	1,5	1,7	1,5	1,9
	Quarterly change	0,2		0,2	0,6	0,5	0,4		0,4
Male	Annual change	1,9	1,9	1,4	1,3	1,4	1,6	1,4	2,0
	Quarterly change	0,3		0,1	0,7	0,3	0,4		0,5
Female	Annual change	2,4	2,4	1,8	1,3	1,6	1,8	1,6	1,9
	Quarterly change	0,2		0,2	0,6	0,6	0,4		0,3
Hourly paid	Annual change	1,6	1,8	1,2	1,4	1,5	1,9	1,5	2,1
	Quarterly change	0,4	-	0,2	0,6	0,3	0,8	-	0,5
Monthly paid	Annual change	2,2	2,2	1,6	1,2	1,5	1,7	1,5	1,9
	Quarterly change	0,2	-	0,2	0,7	0,5	0,3		0,4
Central	Annual change	2,2	2,2	2,3	0,4	1,2	1,6	1,4	1,5
government	Quarterly change	0,0		0,1	0,1	0,9	0,5		0,0
Local	Annual change	2,8	2,9	1,5	0,5	1,3	1,7	1,3	1,6
government	Quarterly change	0,2		0,1	0,2	0,9	0,5		0,0
Private	Annual change	1,9	2,0	1,5	1,5	1,6	1,7	1,6	2,0
	Quarterly change	0,3	-	0,2	0,9	0,3	0,4	-	0,5
Others	Annual change	2,2	2,0	1,9	1,4	1,5	1,7	1,6	1,9
	Quarterly change	0,2	-	0,4	0,5	0,4	0,3		0,6
A Agriculture	Annual change	2,5	2,4	2,1	1,4	1,7	1,7	1,7	1,7
and forestry	Quarterly change	-0,1	-	0,8	0,3	0,6	-0,1	-	0,8
C Manufacturing	Annual change	1,6	1,7	0,9	1,6	1,8	1,9	1,5	2,5
	Quarterly change	0,3		0,2	1,0	0,2	0,4		0,8
D Electricity, gas	Annual change	2,5	2,6	2,4	1,6	1,9	2,0	2,0	2,0
and air conditioning	Quarterly change	0,2	-	0,1	1,0	0,7	0,3	-	0,0
E Water supply	Annual change	2,3	1,9	2,4	1,9	2,2	2,5	2,2	2,2
and waste	Quarterly change	0,3	-	0,9	0,5	0,5	0,6	-	0,6
F Construction	Annual change	1,9	2,2	2,1	1,6	1,8	2,6	2,0	2,2
	Quarterly change	0,5	-	0,5	0,1	0,7	1,3		0,0
G Trade	Annual change	2,0	2,0	1,0	0,9	0,6	0,5	0,7	1,4
	Quarterly change	0,2		-0,8	1,4	-0,3	0,1		0,2
H Transport and	Annual change	2,3	2,2	2,0	1,9	1,9	1,8	1,9	1,8
warehousing	Quarterly change	0,2		0,5	1,0	0,1	0,1		0,5
1	Annual change	1,3	1,8	3,3	3,2	3,8	3,6	3,5	2,4
Accommodation and food service	Quarterly change								
activities		0,1		1,8	0,9	1,0	-0,1		0,6
J Information	Annual change	2,4	2,3	1,1	1,5	1,5	1,7	1,4	2,4
and communication	Quarterly change	0,2		0,2	0,9	0,2	0,3		0,9
K Financial and	Annual change	0,9		0,4	1,1	1,5	1,6		2,0
insurance activities	Quarterly change	0,2		-0,1	0,9	0,4	0,3		0,4
L Real estate	Annual change	3,8		2,8	1,2	1,0	0,5		0,7
activities	Quarterly change	0,0		-0,2	0,6	0,3	-0,2	.,,	0,0
M Professional,	Annual change	2,4	. 2,2	1,6	1,8	2,0	2,0	1,9	2,6
scientific and	Quarterly change	<b>_</b> ,-т	-,-	1,0	1,0	2,0	2,0	1,0	2,0
technical activities	Success on ange	0,3		0,5	0,8	0,5	0,2		1,1

#### Appendix table 10. Index of regular earnings 2015=100, percentage changes

		2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
N Administrative	Annual change	2,1	1,9	2,4	1,6	2,0	1,9	2,0	1,5
and support service activities	Quarterly change	0,2	-	0,7	0,6	0,5	0,2		0,3
O Public	Annual change	2,6	2,6	2,1	0,6	1,2	1,6	1,4	1,6
administration and defence	Quarterly change	0,1	-	0,0	0,2	0,8	0,5		0,1
P Education	Annual change	2,1	2,2	1,3	0,2	0,7	1,0	0,8	1,2
	Quarterly change	0,0	-	-0,1	0,0	0,7	0,4	-	0,1
Q Human health	Annual change	2,7	2,7	1,8	0,7	1,3	1,7	1,4	1,6
and social work activities	Quarterly change	0,2	-	0,1	0,2	0,8	0,6		0,0
R Arts,	Annual change	1,2	1,5	1,1	0,8	1,6	1,7	1,3	1,4
entertainment and recreation	Quarterly change	0,1	-	0,3	0,5	0,7	0,2	•	0,1
S Other service	Annual change	1,2	1,2	1,6	0,9	1,7	2,1	1,6	2,0
activities	Quarterly change	0,2	-	0,2	0,3	0,9	0,6	•	0,2

#### Appendix table 11. Average earnings by employer sector and gender, EUR/month

			2019/4	2019	2020/1*	2020/2*	2020/3*	2020/4*	2020*	2021/1*
Employer sector	Base of payment	Gender								
All sectors	Total	Total	3 557	3 532	3 565	3 587	3 604	3 619	3 594	3 632
		Male	3 867	3 838	3 873	3 900	3 913	3 929	3 904	3 948
		Female	3 251	3 229	3 262	3 281	3 301	3 314	3 290	3 323
	Hourly paid	Total	2 834	2 818	2 839	2 857	2 866	2 887	2 862	2 900
	Monthly paid	Total	3 691	3 669	3 700	3 723	3 741	3 755	3 730	3 768
Private and	Total	Total	3 640	3 615	3 650	3 679	3 690	3 704	3 681	3 723
Others		Male	3 883	3 853	3 890	3 920	3 931	3 946	3 922	3 969
		Female	3 299	3 278	3 313	3 342	3 354	3 364	3 344	3 378
Local	Total	Total	3 203	3 181	3 208	3 214	3 244	3 261	3 232	3 261
government		Male	3 544	3 520	3 546	3 548	3 577	3 592	3 566	3 592
		Female	3 107	3 085	3 112	3 118	3 149	3 167	3 137	3 167
Central	Total	Total	4 001	3 979	4 010	4 015	4 050	4 070	4 036	4 070
government		Male	4 234	4 213	4 245	4 252	4 290	4 313	4 275	4 313
		Female	3 745	3 723	3 754	3 759	3 791	3 810	3 778	3 810

### Revisions in these statistics

The data of the statistics have become revised according to the table below. For more information about data revisions in these statistics, see Section 3 of the quality description (in Finnish).

Aggregate	Reference period	Latest release 27.5.2021	1st release	Revision
Index of wage and salary earnings	Q1/2020	1,8	1,8	0,0
	Q2/2020	1,5	1,5	0,0
	Q3/2020	1,8	1,8	0,0
	Q4/2020	1,9	2,0	-0,1
	2020	1,8	1,8	0,0
Index of regular earnings	Q1/2020	1,6	1,6	0,0
	Q2/2020	1,3	1,3	0,0
	Q3/2020	1,5	1,6	-0,1
	Q4/2020	1,7	1,8	-0,1
	2020	1,5	1,6	-0,1

#### Revisions to data in the index of wage and salary earnings and the index of regular earnings <sup>1)</sup>

1) Revision describes the difference on annual change percentages between the latest and the first release (measured in percentage points). First release refers to the point of time when preliminary data for the reference period were first published.



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