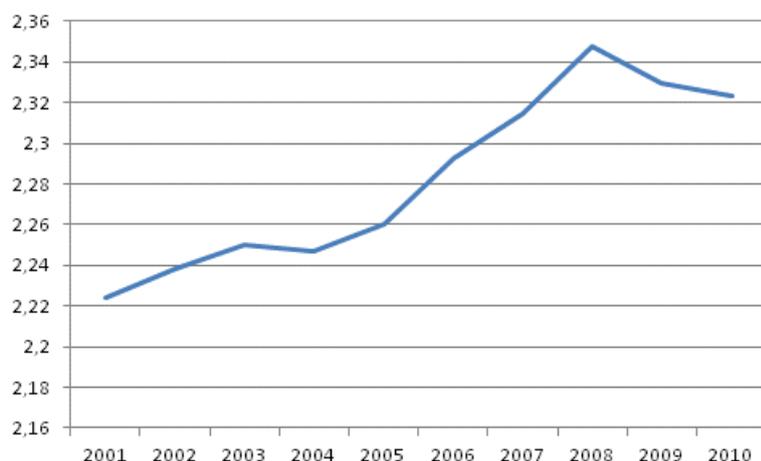


Structure of Earnings 2010

Wage and salary earners' pay differentials contracted further in 2010

According to Statistics Finland's Structure of Earnings statistics, the average monthly earnings of all full-time wage and salary earners were EUR 3,040 in the last quarter of 2010 and the median¹⁾ earnings were EUR 2,715. The earnings of the best paid tenth (9th decile) of wage and salary earners exceeded EUR 4,498 while the lowest paid tenth (1st decile) earned less than EUR 1,937 per month. Thus, the best paid decile earned at least 2.32 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.

Pay differential of full-time wage and salary earners in Finland in the 2000s



Wage and salary earners' pay differentials have been growing in the 2000s but the difference in their earnings has been contracting since 2008. The main reason for the observed contraction in the pay differentials was accelerated development of earnings among low-paid wage and salary earners in 2010. The earnings of the highest paid decile rose by 2.1 per cent in the year while at the same time the earnings of the lowest paid decile went up by 2.4 per cent.

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

Pay differential of full-time wage and salary earners in Finland in the 2000s by employer sector

Year	Wage differences (D9/D1)			
	Total	Private sector	Local government	Central government
2001	2,224	2,272	2,044	2,250
2002	2,238	2,273	2,041	2,270
2003	2,249	2,300	2,034	2,278
2004	2,247	2,308	2,027	2,268
2005	2,259	2,320	2,052	2,232
2006	2,292	2,369	2,050	2,260
2007	2,315	2,401	2,058	2,254
2008	2,348	2,431	2,074	2,273
2009	2,329	2,412	2,064	2,28
2010	2,323	2,395	2,065	2,218

Compared to the same time period of the previous year, pay differentials contracted most among wage and salary earners in the central government sector. In 2010, the pay differential was the smallest in the local government sector where the highest paid decile of wage and salary earners earned 2.07 times more than the lowest paid decile.

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.

Contents

Pay differentials largest in Uusimaa, smallest in North Karelia.....	4
--	---

Tables

Table 1. Average monthly earnings and dispersion of earnings of full-time wage and salary earners by region in 2010 by Region and Total earnings, EUR / month.....	4
--	---

Appendix tables

Appendix table 1. Average hourly earnings of wage and salary earners by main industry class (TOL2008) and employer sector in 2010.....	6
--	---

Figures

Figure 1. Shares of employer sectors of employment relationships recorded in statistics in different regions in 2010, % of full-time wage and salary earners in region.....	5
---	---

Pay differentials largest in Uusimaa, smallest in North Karelia

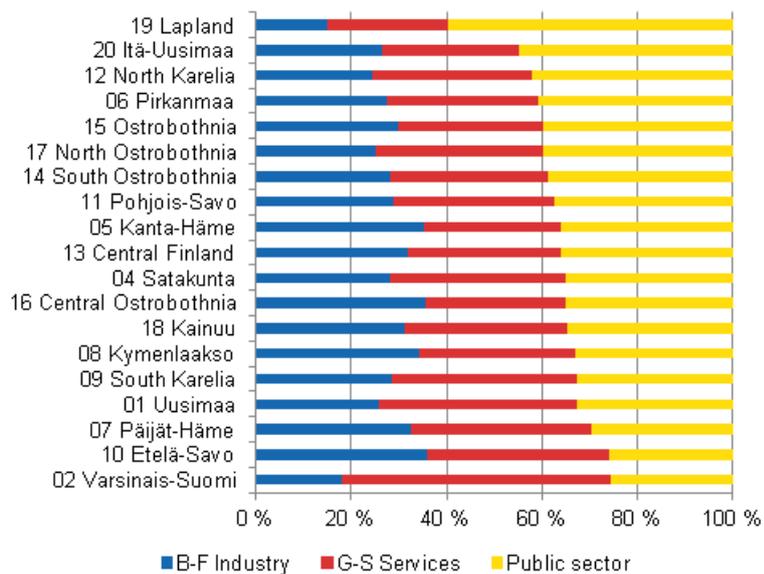
In 2010, average earnings were highest in Uusimaa at EUR 3,369. No other region achieved the level of average earnings for the whole country. The regions with the lowest earnings were Etelä-Savo (EUR 2,682) and South Ostrobothnia (EUR 2,695). In Uusimaa, the best paid decile earned at least 2.56 times 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.

Table 1. Average monthly earnings and dispersion of earnings of full-time wage and salary earners by region in 2010 by Region and Total earnings, EUR / month

Region	Total earnings, EUR / month				
	Number	Mean	1st decile	Median	9th decile
Total	1 394 260	3 040	1 937	2 715	4 498
01. Uusimaa	475 916	3 369	2 023	2 977	5 174
02. Varsinais-Suomi	113 975	2 904	1 901	2 618	4 233
04. Satakunta	53 885	2 849	1 887	2 592	4 045
05. Kanta-Häme	44 064	2 820	1 899	2 585	4 013
06. Pirkanmaa	124 838	2 926	1 909	2 653	4 246
07. Päijät-Häme	47 319	2 802	1 881	2 564	3 954
08. Kymenlaakso	41 445	2 912	1 922	2 649	4 161
09. South Karelia	30 555	2 884	1 912	2 692	3 996
10. Etelä-Savo	32 239	2 692	1 833	2 482	3 745
11. Pohjois-Savo	57 173	2 820	1 886	2 580	4 000
12. North Karelia	38 928	2 736	1 891	2 521	3 809
13. Central Finland	66 092	2 959	1 931	2 679	4 275
14. South Ostrobothnia	41 923	2 694	1 842	2 473	3 749
15. Ostrobothnia	39 439	2 931	1 933	2 666	4 190
16. Central Ostrobothnia	15 662	2 844	1 902	2 624	4 020
17. North Ostrobothnia	90 620	2 947	1 923	2 680	4 262
18. Kainuu	20 372	2 846	1 939	2 582	4 094
19. Lapland	40 901	2 813	1 902	2 592	3 947
20. Itä-Uusimaa	17 048	2 990	1 947	2 751	4 336

At the end of 2010, 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 Lapland and Itä-Uusimaa. By contrast, the share of wage and salary earners employed by the private sector was significant in Varsinais-Suomi and Etelä-Savo and, due to a large share of service industries, also in Uusimaa and South Karelia.

Figure 1. Shares of employer sectors of employment relationships recorded in statistics in different regions in 2010, % of full-time wage and salary earners in region



Appendix tables

Appendix table 1. Average hourly earnings of wage and salary earners by main industry class (TOL2008) and employer sector in 2010¹⁾

Industry class	Total earnings, EUR/hour			
	Sectors total	Private sector	Local government sector	Central government sector
Total	17,93	18,28	16,4	21
A Agriculture, forestry and fishing	15,12	18,73	14,18	–
B Mining and quarrying	19,4	19,4	..	–
C Manufacturing	19,09	19,1	14,72	–
D Electricity, gas, steam and air conditioning supply	21,43	21,67	19,93	–
E Water supply; sewerage, waste management and remediation activities	17,05	17,33	16,52	–
F Construction	18,01	18,04	14,4	26,9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	16,7	16,71	13,96	–
H Transportation and storage	16,62	16,62	16,71	–
I Accommodation and food service activities	13,35	13,65	12,15	–
J Information and communication	23,26	23,31	18,53	22,1
K Financial and insurance activities	22,75	22,74	–	..
L Real estate activities	19,33	19,85	14,11	17,24
M Professional, scientific and technical activities	21,49	22,38	16,63	22,74
N Administrative and support service activities	13,17	13,29	12,61	..
O Public administration and defence; compulsory social security	19,26	21,35	16,85	20,81
P Education	19,35	21,66	17,72	20,18
Q Human health and social work activities	16,29	15,69	16,43	19
R Arts, entertainment and recreation	16,07	17,22	14,54	17,44
S Other service activities	15,91	15,92	..	–

1) .. Data too uncertain for presentation
 - Magnitude nil

Suomen virallinen tilasto
Finlands officiella statistik
Official Statistics of Finland

Wages, Salaries and Labour Costs 2012

Inquiries

Mika Idman 09 1734 3445

Jukka Pitkäjärvi 09 1734 3356

Director in charge:

Kari Molnar

palkkarakenne@tilastokeskus.fi

www.stat.fi

Source: Structure of Earnings 2010, Statistics Finland