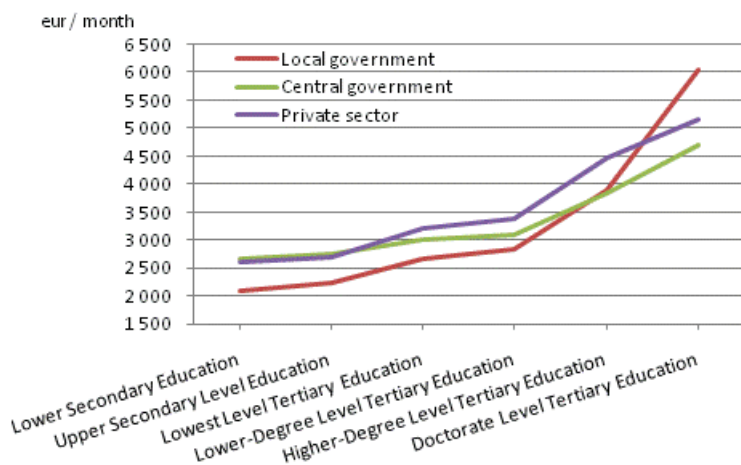


Structure of Earnings 2009

Education had the most significant effect on pay among local government wage and salary earners in 2009

According to Statistics Finland's Structure of Earnings statistics, when comparing the total earnings of full-time wage and salary earners in different employer sectors in 2009, the higher level of education pushes the level of earnings up the most for the wage and salary earners employed by local government. Higher level qualifications had a pay rising impact in all employer sectors, especially completion of higher university and doctorate level education seems to have a significant effect on the pay level.

Monthly earnings by employer sector and level of education in 2009



The average earnings of those with doctorate level education were quite high particularly in the local government sector in relation to lower level qualifications. The large pay differentials with other levels of education in the local government sector are partly explained by that the majority of those with doctorate level education are doctors or teachers in higher level education, whose pay is high relative to other local government occupations. It should also be noted in this examination that the effects of other factors than education on pay were not considered, so the pay differentials may be based on other factors than the level of education, such as occupation, age or the employer's industry.

The average monthly earnings of all full-time wage and salary earners amounted to EUR 2,977 in the last quarter of 2009. The average earnings of wage and salary earners in central government amounted to EUR

3,321, in the private sector to EUR 3,040 and in the local government sector to EUR 2,731. These differences in earnings result from, i.a., structural differences related to wage and salary earners and tasks in different employer sectors.

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.

Monthly earnings by major group of the Classification of Occupations and employer sector in 2009

Classification of occupations	Total earnings, EUR/month			
	Total	Private sector	Local government	Central government
1 Legislators, senior officials and managers	5 184	5 413	4 281	5 254
2 Professionals	3 782	4 077	3 506	3 627
3 Technicians and associate professionals	3 021	3 181	2 629	2 867
4 Clerks	2 441	2 522	2 146	2 363
5 Service and care workers, and shop and market sales workers	2 230	2 169	2 222	3 025
6 Skilled agricultural and fishery workers	2 064	1 841	2 086	2 488
7 Craft and related trades workers	2 727	2 744	2 440	2 591
8 Plant and machine operators and assemblers	2 717	2 726	2 414	2 462
9 Elementary occupations	2 106	2 161	1 995	2 173
0 Armed forces	3 679	-	-	3 679
Unknown	2 847	2 885	2 279	2 996

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Gender pay gap narrowed in 2009

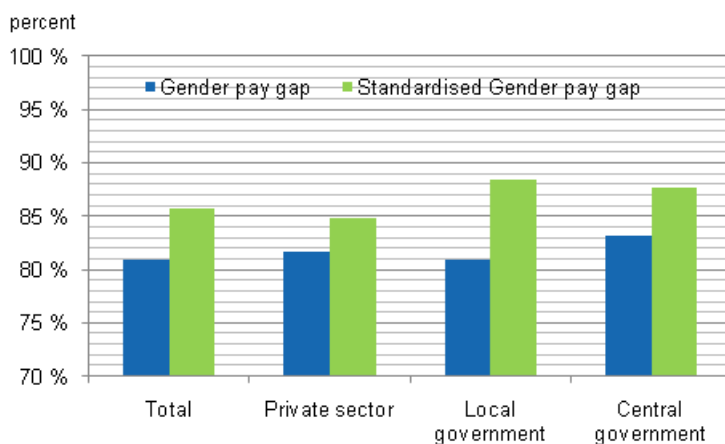
According to Statistics Finland's Structure of Earnings statistics, the gender pay gap narrowed last year when the total earnings of full-time wage and salary earners are compared between 2008 and 2009. While in 2008, women's average monthly earnings were 80.8 per cent of men's earnings; in 2009 the respective proportion was 81.0 per cent, in other words, the gender pay gap narrowed by 0.2 percentage points in one year.

Table 1. Monthly earnings by employer sector and gender in 2009

Employer sector	Women	Men	ratio of wages, %
Total	2 669	3 297	81,0
Private sector	2 677	3 277	81,7
Local government sector	2 599	3 213	80,9
Central government sector	3 007	3 614	83,2

The narrowing of the gender pay gap is explained by the better development of women's than men's earnings in 2009. According to the Structure of Earnings statistics, women's average earnings rose by 3.7 per cent and men's by 3.5 per cent. According to the fixed index of regular earnings, women's earnings rose 0.3 per cent more than men's earnings in the corresponding time period, which means that the change in the structure of wage and salary earners has had a diminishing effect on the development of the gender pay gap measured in the Structure of Earnings data. Women's earnings rose faster than men's in the public sector, while in the private sector earnings rose equally fast among both genders. The pay gap between women and men was the lowest for central government wage and salary earners and the highest for local government wage and salary earners.

Figure 1. Gender pay gap by employer sector in 2009



When comparing the pay gap between women and men it should be noted that the pay received is influenced by such as the person's age and level of education and the employer's industry and location. When these background variables are standardised, or when compared is the pay of wage and salary earners with a corresponding level of education, working in the same occupations and in the same industries and areas, the ratio of earnings between the genders is 85.8 per cent according to the Structure of Earnings statistics. Besides gender, this pay gap may be influenced by other factors, such as the competence requirements of the task.

Figure 1 shows that when the background factors are taken into consideration, the pay gap narrows in all employer sectors; especially in the local government sector the pay gap narrows down the most due to standardisation, since the percentage of women there is high and their share of lower pay level tasks is also large.

Appendix tables

Appendix table 1. Average monthly earnings of full-time wage and salary earners by employer sector and field of education in 2009

Education	Total	Private sector	Local government	Central government
General education	2 819	2 912	2 347	2 632
Teacher education and educational science	3 165	3 135	3 140	3 683
Humanities and arts	3 080	2 920	3 195	3 418
Social sciences and Business	3 194	3 295	2 667	3 331
Natural sciences	3 725	3 878	3 562	3 555
Technology	3 225	3 262	2 780	3 392
Agriculture and Forestry	2 835	2 876	2 493	3 356
Health and Welfare	2 840	2 763	2 844	3 499
Services	2 493	2 409	2 213	3 486
Other or Unknown field	2 204	2 495	2 095	2 678

Appendix table 2. Average monthly earnings of full-time wage and salary earners by employer sector and age in 2009

Age group	Total	Private sector	Local government	Central government
15 - 19	1 727	1 715	1 789	1 929
20 - 24	2 131	2 140	2 061	2 242
25 - 29	2 538	2 554	2 451	2 604
30 - 34	2 912	2 978	2 630	3 042
35 - 39	3 120	3 231	2 736	3 307
40 - 44	3 146	3 259	2 784	3 429
45 - 49	3 128	3 254	2 786	3 457
50 - 54	3 077	3 176	2 813	3 465
55 - 59	3 042	3 117	2 804	3 534
60 - 69	3 110	3 142	2 814	3 887
Unknown	3 029	3 024	2 443	5 702

Appendix table 3. Average hourly earnings of wage and salary earners by major group of the Classification of Occupations and employer sector and in 2009

Classification of occupation	Total	Private sector	Local government	Central government
Total	17,63	17,99	15,98	20,48
1 Legislators, senior officials and managers	32,15	33,14	27,84	33,27
2 Professionals	22,63	25,14	19,81	22,92
3 Technicians and associate professionals	18,26	19,30	15,77	17,44
4 Clerks	14,85	15,22	13,34	14,63
5 Service and care workers, and shop and market sales workers	13,21	12,91	13,28	17,78
6 Skilled agricultural and fishery workers	12,41	10,95	12,57	14,51
7 Craft and related trades workers	16,31	16,43	14,26	15,34
8 Plant and machine operators and assemblers	16,29	16,36	14,10	13,92
9 Elementary occupations	12,44	12,77	11,78	12,83
0 Armed forces	21,87	-	-	21,87
Unknown	16,75	16,96	13,77	18,80

Suomen virallinen tilasto
Finlands officiella statistik
Official Statistics of Finland

Wages, Salaries and Labour Costs 2010

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