

Index of Wage and Salary Earnings

2021, 4th quarter

Wage and salary earners' real earnings decreased by 1.1 per cent in October-December

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 2.3 per cent in October to December 2021 when compared with the respective period in 2020. Real earnings decreased by 1.1 per cent compared to the fourth quarter of the previous year because the rise in consumer prices was faster than that in earnings level.

Index of wage and salary earnings and real earnings 2000/1 to 2021/4, annual change percentage



According to Statistics Finland's preliminary data, the nominal earnings of full-time wage and salary earners rose from October to December 2020 to the corresponding period in 2021 by 2.4 per cent in the private sector, by 2.3 per cent in the central government sector and by 2.1 per cent in the local government sector.

Compared to the year before, the average increase in the level of earnings during 2021 was 2.3 per cent, whereas the increase in real earnings was 0.1 per cent according to preliminary data.

The development of real earnings started to decline in the last quarter of 2021. On a quarterly basis, real earnings had been growing steadily since the beginning of 2018. The 1.1 per cent decline in the fourth quarter of 2021 is the largest quarter-on-quarter decline in real earnings in the 21st century. The largest decline before that was 1.0 per cent in the first quarter of 2011. Due to the negative development towards the end of the year, the development of real earnings averaged almost zero in 2021 according to preliminary data.

The index of regular earnings increased by 2.3 per cent in October to December

The index for regular earnings describes the permanent change in earnings better than the index of wage and salary earnings because it does not take into account performance-based bonuses and non-recurring items included in collective agreements. The index of regular earnings rose by 2.3 per cent in October to December 2021 when compared with the respective period in 2020. The growth amounted to 2.4 per cent in the private sector, to 2.3 per cent in the central government sector, and to 2.1 per cent in the local government sector. The relative change in the index of regular earnings differed only marginally from the relative change in the index of wage and salary earnings in the fourth quarter of 2021.

Index of wage and salary earnings and index of regular earnings are final as far as the year 2020

The indices of wage and salary earnings and the indices for regular earnings are final until 2020. They are based on the realised earnings development. The indices for 2021 are preliminary and they are based on estimates of agreement effects and the wage drift. In addition, the data on performance-based bonuses of the Labour Cost Index are used to assess performance-based bonuses in the calculation of the preliminary indices of the index of wage and salary earnings.

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Employer sector	Base of payment								
All sectors	Total	107.4	107.8	107.0	108.3	109.5	109.9	110.3	109.5
	Hourly paid	106.5	107.3	106.3	107.9	108.7	109.0	109.8	108.9
	Monthly paid	107.5	107.9	107.1	108.3	109.6	110.1	110.4	109.6
Private	Total	107.5	108.0	107.2	108.6	109.6	110.0	110.6	109.7
	Hourly paid	106.5	107.3	106.3	107.9	108.7	109.0	109.8	108.9
	Monthly paid	107.8	108.1	107.5	108.8	109.8	110.3	110.8	109.9
Local government	Total	107.3	107.9	106.9	107.9	109.9	110.0	110.1	109.5
	Hourly paid	107.2	107.8	106.8	107.8	109.8	109.9	110.0	109.4
	Monthly paid	107.3	107.9	106.9	107.9	109.9	110.0	110.1	109.5
Central government	Total	107.4	107.9	107.0	107.9	109.1	110.3	110.4	109.4
Others	Total	106.6	106.9	106.3	107.5	108.5	109.1	109.4	108.6

* Preliminary

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Employer sector	Base of payment								
All sectors	Total	107.3	107.7	106.9	108.2	109.4	109.8	110.2	109.4
	Hourly paid	106.4	107.3	106.3	107.9	108.6	108.9	109.7	108.8
	Monthly paid	107.4	107.8	107.1	108.2	109.5	110.0	110.3	109.5
Private	Total	107.4	107.8	107.1	108.4	109.4	109.8	110.4	109.5
	Hourly paid	106.4	107.3	106.3	107.9	108.6	108.9	109.7	108.8
	Monthly paid	107.7	108.0	107.3	108.5	109.6	110.1	110.6	109.7
Local government	Total	107.3	107.9	106.9	107.9	109.9	110.0	110.1	109.4
	Hourly paid	107.2	107.8	106.8	107.8	109.8	109.9	110.0	109.4
	Monthly paid	107.3	107.9	106.9	107.9	109.9	110.0	110.1	109.4
Central government	Total	107.4	107.9	107.0	107.9	109.1	110.2	110.3	109.4
Others	Total	106.7	107.0	106.4	107.7	108.8	109.4	109.7	108.9

* Preliminary

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Employer sector	Gender								
All sectors	Total	107.4	107.8	107.0	108.3	109.5	109.9	110.3	109.5
	Male	106.2	106.6	105.9	107.3	108.3	108.8	109.2	108.4
	Female	108.5	108.9	108.1	109.2	110.6	111.0	111.4	110.5
Private	Total	107.5	108.0	107.2	108.6	109.6	110.0	110.6	109.7
	Male	106.4	106.8	106.1	107.6	108.5	108.9	109.5	108.6
	Female	109.2	109.6	108.8	110.0	111.1	111.5	112.2	111.2
Local government	Total	107.3	107.9	106.9	107.9	109.9	110.0	110.1	109.5
	Male	105.1	105.5	104.8	105.5	107.5	107.6	107.7	107.1
	Female	107.8	108.5	107.4	108.5	110.5	110.6	110.7	110.1
Central government	Total	107.4	107.9	107.0	107.9	109.1	110.3	110.4	109.4
	Male	106.4	106.9	106.0	106.9	108.1	109.3	109.4	108.4
	Female	109.0	109.5	108.6	109.5	110.7	111.9	112.0	111.0
Others	Total	106.6	106.9	106.3	107.5	108.5	109.1	109.4	108.6
	Male	105.8	106.2	105.6	106.8	107.8	108.3	108.6	107.9
	Female	107.3	107.7	106.9	108.1	109.2	109.9	110.2	109.3

* Preliminary

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Employer sector	Gender								
All sectors	Total	107.3	107.7	106.9	108.2	109.4	109.8	110.2	109.4
	Male	106.2	106.7	105.9	107.2	108.3	108.7	109.2	108.3
	Female	108.3	108.8	107.9	109.0	110.4	110.8	111.2	110.4
Private	Total	107.4	107.8	107.1	108.4	109.4	109.8	110.4	109.5
	Male	106.3	106.8	106.1	107.4	108.4	108.8	109.4	108.5
	Female	108.9	109.3	108.5	109.7	110.7	111.2	111.9	110.9
Local government	Total	107.3	107.9	106.9	107.9	109.9	110.0	110.1	109.4
	Male	105.1	105.5	104.8	105.5	107.5	107.6	107.7	107.1
	Female	107.8	108.4	107.4	108.4	110.4	110.5	110.6	110.0
Central government	Total	107.4	107.9	107.0	107.9	109.1	110.2	110.3	109.4
	Male	106.4	106.9	106.0	106.9	108.1	109.2	109.4	108.4
	Female	108.9	109.5	108.6	109.5	110.7	111.8	111.9	111.0
Others	Total	106.7	107.0	106.4	107.7	108.8	109.4	109.7	108.9
	Male	106.1	106.4	105.8	107.2	108.2	108.7	109.0	108.3
	Female	107.3	107.7	106.9	108.2	109.3	110.0	110.3	109.4

* Preliminary

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

	2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Industry								
A Agriculture and forestry	106.8	106.8	106.4	107.7	108.8	109.3	109.2	108.7
Hourly paid	103.4	103.5	103.3	104.6	105.4	105.6	105.6	105.3
Monthly paid	107.9	107.8	107.5	108.7	109.9	110.5	110.3	109.8
C Manufacturing	104.8	105.2	104.5	106.2	107.3	107.6	108.1	107.3
Hourly paid	105.5	106.3	105.4	106.7	107.9	108.2	108.9	107.9
Monthly paid	104.4	104.6	104.0	105.9	107.0	107.3	107.5	106.9
10-11 Manufacture of food and beverages	106.4	106.5	106.1	106.8	108.3	109.1	109.3	108.3
Hourly paid	105.9	105.8	105.8	105.9	107.3	108.1	108.2	107.4
Monthly paid	106.8	107.0	106.3	107.4	108.9	109.7	109.9	109.0
13-15 Manufacture of textiles, clothes and leather	112.3	112.6	111.8	113.0	114.5	115.1	115.4	114.5
Hourly paid	111.0	111.4	110.6	112.1	113.7	113.9	114.2	113.5
Monthly paid	113.1	113.3	112.6	113.5	115.1	115.9	116.1	115.2
16 Manufacture of wood	107.0	107.4	106.4	108.1	109.7	110.0	110.2	109.5
Hourly paid	106.1	106.6	105.5	107.5	109.0	109.1	109.2	108.7
Monthly paid	108.7	108.9	107.8	109.3	110.9	111.7	111.9	110.9
17 Manufacture of paper and paper products	105.5	105.6	105.1	106.9	108.4	108.6	108.7	108.1
Hourly paid	105.9	105.9	105.5	107.0	108.5	108.6	108.7	108.2
Monthly paid	105.2	105.4	104.7	106.7	108.3	108.6	108.8	108.1
19-22 Manufacture of chemicals	108.2	108.4	107.7	109.2	110.8	111.0	111.2	110.6
Hourly paid	105.9	105.9	105.5	106.6	108.1	108.3	108.5	107.9
Monthly paid	109.3	109.6	108.8	110.4	112.1	112.3	112.5	111.8
23 Manufacture of mineral products	106.2	107.1	105.9	107.4	107.9	108.5	109.5	108.3
Hourly paid	104.7	105.4	104.6	105.6	106.1	106.7	107.6	106.5
Monthly paid	107.9	109.0	107.4	109.4	109.9	110.6	111.7	110.4
24-30 Metal industry	103.0	103.5	102.9	104.9	105.7	105.9	106.5	105.7
Hourly paid	104.8	106.2	104.9	106.6	107.4	107.5	109.0	107.6
Monthly paid	102.3	102.5	102.1	104.1	105.0	105.2	105.4	105.0
24 Basic metals, hourly paid	107.3	109.0	107.2	109.4	110.3	110.4	111.9	110.5
25 Metal products, hourly paid	106.4	107.7	106.6	108.1	108.9	109.0	110.5	109.1
26-27 Electrical and optical, hourly paid	102.7	104.5	102.5	104.9	105.7	105.8	107.2	105.9
28-30 Machinery and transport eq. hourly paid	103.3	104.4	103.5	104.8	105.6	105.7	107.2	105.8
31 Manufacture of furniture	107.5	107.8	106.8	107.9	109.5	110.4	110.7	109.6
Hourly paid	108.0	108.3	107.3	108.4	110.0	110.9	111.1	110.1
Monthly paid	106.6	106.8	106.0	107.0	108.7	109.6	109.8	108.8
D Electricity, gas and air conditioning	109.3	109.6	108.8	109.2	110.7	111.7	112.1	110.9
Hourly paid	105.7	106.6	105.7	106.4	106.6	108.2	109.1	107.6
Monthly paid	109.9	110.1	109.2	109.7	111.3	112.3	112.5	111.5
E Water supply and waste	106.9	107.6	106.7	108.3	109.4	109.8	110.3	109.5
Hourly paid	108.0	108.8	107.5	110.1	110.9	111.1	111.3	110.9
Monthly paid	106.6	107.2	106.4	107.4	108.6	109.4	110.1	108.9
F Construction	109.2	110.8	109.1	111.7	111.9	112.6	114.0	112.6
Hourly paid	107.0	109.1	107.0	109.4	109.0	109.5	111.3	109.8
Monthly paid	111.2	112.4	110.9	113.8	114.5	115.3	116.4	115.0
G Trade	108.6	108.8	108.2	109.1	110.5	110.7	110.9	110.3
Hourly paid	110.0	110.4	109.4	110.6	111.8	112.3	112.5	111.8
Monthly paid	108.6	108.7	108.2	109.0	110.5	110.6	110.8	110.2
45 Sales and service of motor vehicles	106.8	106.6	106.6	107.7	108.7	108.9	109.1	108.6

	2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Hourly paid	110.7	111.2	109.9	111.2	112.4	113.0	113.2	112.5
Monthly paid	105.7	105.3	105.6	106.7	107.6	107.7	107.9	107.5
46-47 Wholesale and retail trade	109.0	109.2	108.6	109.4	110.9	111.0	111.3	110.6
H Transport and warehousing	108.9	109.0	108.6	109.7	110.6	110.9	111.2	110.6
Hourly paid	106.9	107.1	106.8	108.5	109.4	109.4	109.5	109.2
Monthly paid	110.0	110.1	109.6	110.2	111.2	111.7	112.1	111.3
49-51 Transport	108.9	109.0	108.4	109.7	110.7	111.1	111.2	110.7
Hourly paid	107.5	107.6	107.3	109.0	109.7	109.9	110.0	109.7
Monthly paid	110.3	110.3	109.5	110.3	111.6	112.2	112.3	111.6
52 Warehousing and supporting activities for transport	107.9	108.0	107.9	108.4	109.4	109.6	110.4	109.4
Hourly paid	105.8	105.9	106.2	108.1	110.4	108.5	108.5	108.9
Monthly paid	108.3	108.4	108.2	108.5	109.3	109.8	110.7	109.6
I Accommodation and food service activities	106.3	106.2	106.2	106.7	107.4	107.5	109.6	107.8
J Information and communication	108.5	108.8	108.2	109.6	110.7	111.0	111.3	110.7
61 Telecommunication	107.7	108.4	107.5	108.7	110.4	110.6	110.8	110.1
Hourly paid	105.0	105.6	105.1	105.6	107.8	107.9	108.0	107.3
Monthly paid	108.0	108.7	107.8	109.1	110.8	110.9	111.1	110.4
62-63 Computer programming and information	108.8	109.1	108.5	110.3	111.3	111.4	111.6	111.1
K Financial and insurance activities	107.5	107.8	107.1	107.6	109.2	110.0	110.2	109.2
64, 66 Financial services	107.8	108.0	107.4	107.6	109.3	110.3	110.5	109.4
65 Insurance	105.7	106.6	105.5	107.1	108.2	108.4	108.7	108.1
L Real estate activities	111.8	111.2	111.5	110.7	112.5	113.4	113.7	112.6
M Professional, scientific and technical activities	110.8	111.1	110.2	112.2	113.2	113.7	114.0	113.3
69-70 Legal and accounting activities, consultancy	116.3	116.4	115.5	118.0	119.0	119.3	119.5	119.0
71-72 Technical services, research and development	108.2	108.5	107.8	109.5	110.6	111.1	111.3	110.6
N Administrative and support service activities	106.5	106.6	106.1	106.8	108.5	109.1	109.3	108.4
Hourly paid	107.4	107.2	107.2	107.9	109.7	109.9	110.1	109.4
Monthly paid	106.1	106.3	105.7	106.5	108.0	108.8	109.0	108.1
O Public administration and defence	107.5	108.1	107.2	108.1	109.6	110.3	110.5	109.6
841 Public administration	108.8	109.4	108.4	109.4	111.0	111.7	111.8	111.0
842 Provision of services to the community	107.9	108.4	107.5	108.4	109.7	110.8	110.9	109.9
P Education	106.2	106.6	106.0	106.7	108.1	108.5	108.6	108.0
Q Human health and social work activities	106.7	107.5	106.4	107.5	109.0	109.3	109.8	108.9
86 Human health activities	106.7	107.4	106.4	107.4	109.1	109.3	109.8	108.9
87-88 Social work activities	106.8	107.5	106.5	107.5	108.9	109.3	109.9	108.9
R Arts, entertainment and recreation	104.9	105.1	104.5	105.0	106.3	107.0	107.2	106.4
S Other service activities	104.6	105.2	104.2	105.4	106.5	107.2	107.7	106.7
9491 Religious organisations	104.7	105.4	104.4	105.5	106.8	107.5	107.7	106.9

* Preliminary

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

	2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Industry								
A Agriculture and forestry	107.4	107.3	107.0	108.2	109.3	109.8	109.7	109.3
Hourly paid	103.6	103.7	103.5	104.8	105.5	105.7	105.8	105.5
Monthly paid	108.6	108.5	108.1	109.3	110.6	111.2	111.0	110.5
C Manufacturing	106.3	106.7	106.0	107.5	108.7	109.0	109.4	108.7
Hourly paid	105.6	106.3	105.5	106.7	107.8	108.1	108.9	107.9
Monthly paid	106.6	106.8	106.2	108.0	109.1	109.5	109.7	109.1
10-11 Manufacture of food and beverages	106.2	106.3	105.9	106.4	107.8	108.6	108.8	107.9
Hourly paid	105.5	105.5	105.5	105.5	106.9	107.7	107.8	107.0
Monthly paid	106.7	106.9	106.2	106.9	108.4	109.2	109.4	108.5
13-15 Manufacture of textiles, clothes and leather	112.4	112.7	112.0	113.0	114.6	115.2	115.4	114.6
Hourly paid	111.3	111.7	111.0	112.4	114.0	114.2	114.5	113.8
Monthly paid	113.1	113.3	112.6	113.4	115.0	115.8	116.0	115.1
16 Manufacture of wood	108.5	108.9	107.8	109.4	110.9	111.3	111.4	110.8
Hourly paid	107.6	108.2	107.0	108.9	110.4	110.5	110.7	110.1
Monthly paid	110.1	110.2	109.1	110.2	111.9	112.7	112.9	111.9
17 Manufacture of paper and paper products	106.8	106.9	106.4	107.6	109.2	109.3	109.5	108.9
Hourly paid	106.5	106.5	106.1	107.1	108.5	108.6	108.8	108.3
Monthly paid	107.2	107.5	106.7	108.2	109.8	110.0	110.2	109.6
19-22 Manufacture of chemicals	108.4	108.5	107.9	109.2	110.8	111.1	111.3	110.6
Hourly paid	105.9	106.0	105.6	106.6	108.1	108.4	108.6	107.9
Monthly paid	109.6	109.8	109.0	110.5	112.1	112.4	112.6	111.9
23 Manufacture of mineral products	106.0	106.9	105.7	107.0	107.6	108.2	109.2	108.0
Hourly paid	104.6	105.4	104.6	105.5	106.0	106.6	107.5	106.4
Monthly paid	107.5	108.6	107.1	108.8	109.3	110.0	111.1	109.8
24-30 Metal industry	105.4	105.9	105.2	107.2	108.1	108.3	108.8	108.1
Hourly paid	104.7	106.1	104.9	106.4	107.3	107.4	108.9	107.5
Monthly paid	105.6	105.8	105.4	107.4	108.4	108.6	108.8	108.3
24 Basic metals, hourly paid	107.6	109.4	107.6	109.7	110.6	110.7	112.2	110.8
25 Metal products, hourly paid	106.3	107.6	106.5	108.0	108.8	108.9	110.4	109.0
26-27 Electrical and optical, hourly paid	103.6	105.5	103.4	105.8	106.6	106.7	108.2	106.8
28-30 Machinery and transport eq. hourly paid	103.0	104.1	103.2	104.5	105.3	105.4	106.8	105.5
31 Manufacture of furniture	106.7	107.0	106.1	107.0	108.6	109.5	109.7	108.7
Hourly paid	107.6	107.9	106.9	107.9	109.5	110.4	110.7	109.6
Monthly paid	105.6	105.8	105.0	105.8	107.5	108.4	108.6	107.6
D Electricity, gas and air conditioning	108.9	109.2	108.4	109.2	110.7	111.7	112.0	110.9
Hourly paid	105.6	106.5	105.6	106.5	106.7	108.3	109.2	107.7
Monthly paid	109.4	109.6	108.8	109.6	111.3	112.2	112.5	111.4
E Water supply and waste	106.8	107.4	106.6	108.1	109.1	109.6	110.0	109.2
Hourly paid	108.1	108.9	107.6	110.3	111.1	111.3	111.4	111.0
Monthly paid	106.4	107.0	106.2	107.0	108.2	108.9	109.6	108.4
F Construction	108.3	109.9	108.2	110.0	110.3	110.9	112.3	110.9
Hourly paid	106.9	109.0	106.9	109.3	108.9	109.4	111.2	109.7
Monthly paid	109.5	110.7	109.3	110.8	111.5	112.3	113.4	112.0
G Trade	107.4	107.6	107.0	107.8	109.2	109.3	109.5	109.0
Hourly paid	109.7	110.1	109.0	110.2	111.4	111.9	112.1	111.4
Monthly paid	107.3	107.5	106.9	107.6	109.1	109.2	109.4	108.8
45 Sales and service of motor vehicles	106.8	106.7	106.6	107.6	108.7	108.9	109.1	108.6

	2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Hourly paid	110.4	110.8	109.6	110.8	112.0	112.6	112.8	112.1
Monthly paid	105.7	105.4	105.7	106.7	107.6	107.7	108.0	107.5
46-47 Wholesale and retail trade	107.5	107.8	107.1	107.8	109.3	109.4	109.6	109.0
H Transport and warehousing	108.4	108.5	108.0	109.1	110.0	110.4	110.7	110.0
Hourly paid	106.5	106.6	106.3	108.1	108.9	108.9	109.0	108.7
Monthly paid	109.5	109.5	109.0	109.7	110.6	111.1	111.5	110.7
49-51 Transport	107.8	107.9	107.3	108.6	109.6	110.0	110.1	109.6
Hourly paid	106.8	106.9	106.6	108.3	109.0	109.2	109.4	109.0
Monthly paid	108.8	108.8	108.0	108.8	110.1	110.7	110.9	110.1
52 Warehousing and supporting activities for transport	107.9	108.1	108.0	108.5	109.5	109.7	110.5	109.5
Hourly paid	105.9	105.9	106.3	108.1	110.5	108.6	108.6	108.9
Monthly paid	108.4	108.5	108.3	108.6	109.5	110.0	110.9	109.7
I Accommodation and food service activities	106.4	106.3	106.3	107.0	107.6	107.8	109.9	108.1
J Information and communication	108.8	109.1	108.5	110.1	111.3	111.6	111.8	111.2
61 Telecommunication	107.7	108.4	107.5	109.0	110.7	110.8	111.0	110.4
Hourly paid	105.1	105.7	105.3	105.7	108.0	108.1	108.2	107.5
Monthly paid	108.0	108.8	107.8	109.4	111.0	111.1	111.4	110.7
62-63 Computer programming and information	109.0	109.4	108.7	110.8	111.8	111.9	112.1	111.6
K Financial and insurance activities	108.6	108.9	108.1	109.3	110.9	111.8	112.0	111.0
64, 66 Financial services	109.4	109.6	109.0	109.9	111.6	112.6	112.8	111.7
65 Insurance	104.6	105.5	104.5	106.7	107.7	108.0	108.3	107.7
L Real estate activities	110.5	109.9	110.2	109.9	111.7	112.6	112.8	111.8
M Professional, scientific and technical activities	109.4	109.7	108.8	110.8	111.9	112.4	112.6	111.9
69-70 Legal and accounting activities, consultancy	112.6	112.7	111.9	114.4	115.4	115.7	115.9	115.4
71-72 Technical services, research and development	107.9	108.2	107.5	109.3	110.3	110.8	111.0	110.3
N Administrative and support service activities	106.3	106.4	105.9	106.7	108.4	109.0	109.2	108.3
Hourly paid	107.3	107.2	107.1	107.8	109.7	109.8	110.0	109.3
Monthly paid	105.9	106.1	105.5	106.3	107.9	108.7	108.9	108.0
O Public administration and defence	107.6	108.1	107.2	108.2	109.7	110.4	110.6	109.7
841 Public administration	108.7	109.3	108.3	109.3	111.0	111.6	111.7	110.9
842 Provision of services to the community	107.8	108.4	107.5	108.4	109.7	110.7	110.9	109.9
P Education	106.2	106.6	105.9	106.7	108.1	108.5	108.6	108.0
Q Human health and social work activities	106.7	107.4	106.4	107.4	108.9	109.2	109.8	108.8
86 Human health activities	106.7	107.4	106.3	107.4	109.0	109.3	109.8	108.9
87-88 Social work activities	106.7	107.4	106.4	107.4	108.8	109.2	109.8	108.8
R Arts, entertainment and recreation	105.1	105.3	104.7	105.4	106.7	107.4	107.5	106.7
S Other service activities	104.3	104.9	103.9	105.1	106.2	106.9	107.4	106.4
9491 Religious organisations	104.7	105.4	104.4	105.5	106.8	107.5	107.7	106.9

* Preliminary

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Employer sector	Gender								
All sectors	Total	119.5	120.0	119.1	120.5	121.9	122.3	122.8	121.9
	Male	117.3	117.8	117.0	118.5	119.6	120.1	120.6	119.7
	Female	121.5	122.0	121.1	122.3	123.9	124.3	124.8	123.8
Private	Total	119.8	120.2	119.4	120.9	122.0	122.5	123.2	122.2
	Male	117.6	118.2	117.3	118.9	120.0	120.5	121.1	120.1
	Female	122.7	123.1	122.3	123.6	124.8	125.4	126.1	125.0
Local government	Total	118.2	118.9	117.8	118.9	121.1	121.2	121.3	120.6
	Male	113.7	114.2	113.4	114.2	116.3	116.4	116.6	115.9
	Female	119.2	119.9	118.8	119.9	122.1	122.3	122.4	121.7
Central government	Total	122.3	122.9	121.9	122.9	124.3	125.6	125.7	124.6
	Male	120.2	120.9	119.8	120.9	122.2	123.5	123.6	122.5
	Female	125.4	126.1	125.0	126.1	127.4	128.8	128.9	127.8
Others	Total	119.3	119.7	119.0	120.3	121.4	122.1	122.4	121.6
	Male	115.7	116.0	115.4	116.7	117.9	118.4	118.7	117.9
	Female	121.5	121.9	121.1	122.4	123.6	124.4	124.7	123.8

* Preliminary

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

	2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Industry								
A Agriculture and forestry	118.6	118.6	118.2	119.6	120.8	121.3	121.3	120.7
Hourly paid	114.4	114.6	114.3	115.8	116.6	116.8	116.8	116.5
Monthly paid	120.8	120.7	120.3	121.6	123.0	123.7	123.5	123.0
C Manufacturing	116.4	116.8	116.1	118.0	119.2	119.6	120.0	119.2
Hourly paid	115.8	116.6	115.6	117.1	118.4	118.7	119.5	118.4
Monthly paid	116.9	117.2	116.5	118.6	119.9	120.3	120.5	119.8
10-11 Manufacture of food and beverages	117.1	117.3	116.7	117.6	119.2	120.1	120.3	119.3
Hourly paid	115.1	115.0	115.0	115.1	116.7	117.5	117.6	116.7
Monthly paid	118.5	118.8	118.0	119.2	120.9	121.7	122.0	120.9
13-15 Manufacture of textiles, clothes and leather	126.8	127.2	126.3	127.5	129.3	130.0	130.3	129.3
Hourly paid	122.1	122.6	121.7	123.4	125.1	125.3	125.6	124.8
Monthly paid	132.3	132.6	131.7	132.8	134.6	135.6	135.8	134.7
16 Manufacture of wood	122.5	123.0	121.7	123.8	125.5	125.9	126.1	125.3
Hourly paid	120.3	120.9	119.6	121.9	123.6	123.7	123.8	123.2
Monthly paid	127.0	127.2	126.0	127.7	129.5	130.5	130.7	129.6
17 Manufacture of paper and paper products	119.6	119.7	119.1	121.1	122.8	123.0	123.2	122.5
Hourly paid	118.9	118.9	118.5	120.2	121.8	121.9	122.0	121.5
Monthly paid	121.3	121.5	120.7	123.1	124.9	125.2	125.4	124.6
19-22 Manufacture of chemicals	119.9	120.1	119.3	120.9	122.7	123.0	123.2	122.5
Hourly paid	114.2	114.3	113.8	115.0	116.6	116.9	117.1	116.4
Monthly paid	123.9	124.2	123.3	125.1	127.0	127.3	127.5	126.7
23 Manufacture of mineral products	121.7	122.8	121.5	123.1	123.7	124.4	125.6	124.2
Hourly paid	114.4	115.3	114.4	115.5	116.0	116.7	117.7	116.5
Monthly paid	127.5	128.8	127.0	129.2	129.9	130.7	132.0	130.5
24-30 Metal industry	113.8	114.3	113.6	115.8	116.8	117.0	117.6	116.8
Hourly paid	114.6	116.1	114.7	116.5	117.4	117.5	119.1	117.6
Monthly paid	113.5	113.7	113.2	115.5	116.5	116.7	117.0	116.4
24 Basic metals, hourly paid	118.1	120.0	118.0	120.5	121.4	121.6	123.2	121.7
25 Metal products, hourly paid	115.3	116.7	115.5	117.1	118.0	118.1	119.7	118.2
26-27 Electrical and optical, hourly paid	116.6	118.7	116.4	119.1	120.0	120.1	121.8	120.2
28-30 Machinery and transport eq. hourly paid	111.4	112.6	111.6	113.0	113.9	114.0	115.6	114.1
31 Manufacture of furniture	119.8	120.1	119.1	120.2	122.0	123.1	123.3	122.2
Hourly paid	118.7	119.0	117.9	119.0	120.8	121.8	122.1	120.9
Monthly paid	122.5	122.7	121.7	122.9	124.8	125.9	126.1	124.9
D Electricity, gas and air conditioning	120.1	120.4	119.5	120.0	121.6	122.8	123.1	121.9
Hourly paid	116.6	117.5	116.6	117.3	117.5	119.3	120.3	118.6
Monthly paid	120.5	120.8	119.9	120.3	122.2	123.2	123.5	122.3
E Water supply and waste	116.8	117.5	116.5	118.4	119.5	120.0	120.5	119.6
Hourly paid	116.1	117.0	115.6	118.4	119.3	119.5	119.7	119.2
Monthly paid	118.5	119.1	118.3	119.5	120.8	121.6	122.4	121.1
F Construction	119.3	121.1	119.2	122.0	122.3	123.0	124.5	123.0
Hourly paid	114.6	116.9	114.7	117.2	116.8	117.3	119.2	117.6
Monthly paid	126.2	127.6	125.9	129.2	129.9	130.9	132.1	130.5
G Trade	122.3	122.5	121.9	122.8	124.4	124.6	124.9	124.2
Hourly paid	121.2	121.6	120.5	121.8	123.1	123.7	124.0	123.1
Monthly paid	122.4	122.6	122.0	122.9	124.6	124.7	124.9	124.3
45 Sales and service of motor vehicles	117.9	117.7	117.6	118.8	120.0	120.2	120.5	119.9

	2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Hourly paid	122.9	123.4	122.0	123.5	124.8	125.5	125.7	124.9
Monthly paid	116.3	115.9	116.3	117.4	118.5	118.6	118.8	118.3
46-47 Wholesale and retail trade	123.1	123.4	122.6	123.5	125.3	125.4	125.7	125.0
H Transport and warehousing	121.3	121.4	120.9	122.1	123.2	123.5	123.8	123.2
Hourly paid	118.4	118.5	118.2	120.1	121.1	121.1	121.2	120.9
Monthly paid	123.3	123.4	122.7	123.5	124.5	125.1	125.6	124.7
49-51 Transport	123.4	123.5	122.8	124.2	125.4	125.9	126.0	125.4
Hourly paid	120.6	120.8	120.4	122.3	123.2	123.4	123.5	123.1
Monthly paid	126.0	126.1	125.2	126.0	127.5	128.2	128.4	127.5
52 Warehousing and supporting activities for transport	116.3	116.4	116.3	116.8	118.0	118.1	119.0	118.0
Hourly paid	114.4	114.5	114.8	116.8	119.3	117.3	117.3	117.7
Monthly paid	116.7	116.8	116.6	116.9	117.8	118.4	119.3	118.1
I Accommodation and food service activities	116.6	116.5	116.5	117.0	117.7	117.8	120.2	118.2
J Information and communication	121.4	121.8	121.1	122.7	124.0	124.3	124.6	123.9
61 Telecommunication	120.5	121.3	120.3	121.6	123.6	123.7	123.9	123.2
Hourly paid	115.4	116.0	115.5	116.0	118.4	118.6	118.7	117.9
Monthly paid	120.8	121.7	120.6	122.1	123.9	124.1	124.3	123.6
62-63 Computer programming and information	122.2	122.6	121.8	123.9	125.0	125.1	125.4	124.8
K Financial and insurance activities	121.0	121.3	120.5	121.1	122.9	123.8	124.1	123.0
64, 66 Financial services	122.2	122.4	121.6	121.9	123.9	125.0	125.2	124.0
65 Insurance	116.3	117.3	116.1	117.9	119.0	119.3	119.6	119.0
L Real estate activities	118.7	118.1	118.4	117.6	119.5	120.5	120.7	119.6
M Professional, scientific and technical activities	124.0	124.3	123.3	125.5	126.7	127.2	127.5	126.7
69-70 Legal and accounting activities, consultancy	128.5	128.7	127.7	130.5	131.6	131.8	132.1	131.5
71-72 Technical services, research and development	120.4	120.8	120.0	121.9	123.1	123.6	123.9	123.1
N Administrative and support service activities	120.7	120.8	120.3	121.1	122.9	123.7	123.9	122.9
Hourly paid	120.3	120.1	120.0	120.8	122.9	123.0	123.3	122.5
Monthly paid	120.7	120.9	120.3	121.1	122.9	123.8	124.0	122.9
O Public administration and defence	121.5	122.1	121.1	122.1	123.8	124.7	124.8	123.8
841 Public administration	121.6	122.3	121.2	122.3	124.1	124.9	125.0	124.1
842 Provision of services to the community	123.1	123.7	122.6	123.7	125.2	126.4	126.5	125.4
P Education	116.6	117.0	116.3	117.1	118.6	119.0	119.2	118.5
Q Human health and social work activities	118.5	119.3	118.1	119.3	120.9	121.3	121.9	120.8
86 Human health activities	120.0	120.8	119.6	120.8	122.6	122.9	123.4	122.4
87-88 Social work activities	116.4	117.3	116.1	117.3	118.7	119.2	119.8	118.8
R Arts, entertainment and recreation	118.7	118.9	118.2	118.9	120.3	121.1	121.3	120.4
S Other service activities	115.4	116.0	114.9	116.2	117.4	118.2	118.7	117.6
9491 Religious organisations	113.0	113.8	112.6	113.9	115.2	116.0	116.2	115.3

* Preliminary

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Industry	Change								
All employees	Annual change	2.0	2.2	1.9	2.0	2.5	2.4	2.3	2.3
	Quarterly change	0.5	0.4	.	0.4	1.1	0.4	0.4	.
Male	Annual change	1.8	2.0	1.8	2.2	2.4	2.4	2.4	2.4
	Quarterly change	0.4	0.4	.	0.6	1.0	0.4	0.4	.
Female	Annual change	2.1	2.4	2.1	1.9	2.6	2.3	2.3	2.3
	Quarterly change	0.6	0.4	.	0.3	1.3	0.4	0.4	.
Hourly paid	Annual change	1.7	2.1	1.7	2.4	2.4	2.4	2.3	2.4
	Quarterly change	0.3	0.8	.	0.6	0.7	0.3	0.7	.
Monthly paid	Annual change	2.0	2.2	2.0	2.0	2.5	2.4	2.3	2.3
	Quarterly change	0.5	0.4	.	0.4	1.2	0.4	0.3	.
Central government	Annual change	2.0	2.5	2.2	1.5	2.5	2.7	2.3	2.2
	Quarterly change	0.9	0.5	.	0.0	1.1	1.1	0.1	.
Local government	Annual change	2.2	2.6	2.1	1.6	3.4	2.5	2.1	2.4
	Quarterly change	0.9	0.5	.	0.0	1.9	0.1	0.1	.
Private	Annual change	2.0	2.1	1.9	2.3	2.3	2.3	2.4	2.3
	Quarterly change	0.3	0.4	.	0.6	0.9	0.4	0.5	.
Others	Annual change	1.7	1.8	1.8	1.8	2.3	2.4	2.3	2.2
	Quarterly change	0.5	0.3	.	0.5	1.0	0.6	0.3	.
A Agriculture and forestry	Annual change	0.9	1.0	1.0	1.7	2.4	2.3	2.3	2.2
	Quarterly change	0.6	0.0	.	0.8	1.0	0.5	-0.1	.
C Manufacturing	Annual change	1.5	1.6	1.3	2.6	2.7	2.7	2.7	2.7
	Quarterly change	0.2	0.4	.	1.0	1.1	0.3	0.4	.
D Electricity, gas and air conditioning	Annual change	2.0	2.1	2.1	1.5	1.9	2.2	2.2	2.0
	Quarterly change	0.6	0.3	.	-0.3	1.4	0.9	0.3	.
E Water supply and waste	Annual change	2.4	2.7	2.4	2.3	2.9	2.7	2.5	2.6
	Quarterly change	0.6	0.6	.	0.7	0.9	0.4	0.4	.
F Construction	Annual change	2.8	3.8	3.0	3.4	3.4	3.1	2.9	3.2
	Quarterly change	0.8	1.5	.	0.8	0.2	0.6	1.2	.
G Trade	Annual change	2.2	2.1	2.2	2.1	1.7	1.9	1.9	1.9
	Quarterly change	0.0	0.1	.	0.3	1.3	0.1	0.2	.
H Transport and warehousing	Annual change	2.4	2.2	2.3	1.9	1.7	1.8	2.0	1.8
	Quarterly change	0.2	0.1	.	0.6	0.8	0.3	0.3	.
I Accommodation and food service activities	Annual change	0.6	0.5	1.0	0.5	1.1	1.1	3.1	1.5
	Quarterly change	0.1	-0.1	.	0.4	0.6	0.1	2.0	.
J Information and communication	Annual change	1.6	1.8	1.5	2.3	2.4	2.4	2.2	2.3
	Quarterly change	0.3	0.3	.	0.7	1.0	0.3	0.2	.
K Financial and insurance activities	Annual change	2.0	2.1	1.7	1.5	2.0	2.3	2.2	2.0
	Quarterly change	0.4	0.3	.	-0.2	1.5	0.8	0.2	.
L Real estate activities	Annual change	1.1	0.4	1.6	-0.5	0.7	1.5	2.2	1.0
	Quarterly change	0.1	-0.5	.	-0.4	1.6	0.9	0.2	.
M Professional, scientific and technical activities	Annual change	3.1	3.0	2.7	3.0	2.9	2.6	2.6	2.8
	Quarterly change	0.7	0.2	.	1.0	0.9	0.4	0.2	.

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
N Administrative and support service activities	Annual change	2.0	1.9	2.0	1.4	2.3	2.5	2.6	2.2
	Quarterly change	0.4	0.1	.	0.2	1.5	0.6	0.2	.
O Public administration and defence	Annual change	2.1	2.4	2.2	1.5	2.7	2.6	2.2	2.2
	Quarterly change	0.8	0.5	.	0.0	1.4	0.7	0.1	.
P Education	Annual change	1.2	1.6	1.4	1.2	2.4	2.1	1.9	1.9
	Quarterly change	0.7	0.4	.	0.1	1.3	0.4	0.2	.
Q Human health and social work activities	Annual change	1.9	2.4	2.0	1.8	3.0	2.4	2.2	2.3
	Quarterly change	0.9	0.7	.	0.0	1.4	0.3	0.5	.
R Arts, entertainment and recreation	Annual change	1.5	1.6	1.3	1.3	2.0	2.1	2.0	1.8
	Quarterly change	0.6	0.2	.	0.0	1.2	0.7	0.1	.
S Other service activities	Annual change	2.1	2.5	2.0	2.0	2.7	2.5	2.4	2.4
	Quarterly change	0.9	0.5	.	0.2	1.1	0.7	0.4	.

* Preliminary

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

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Industry	Change								
All employees	Annual change	1.7	1.9	1.6	2.0	2.5	2.4	2.3	2.3
	Quarterly change	0.5	0.4	.	0.4	1.1	0.4	0.4	.
Male	Annual change	1.6	1.8	1.6	2.1	2.4	2.4	2.3	2.3
	Quarterly change	0.4	0.4	.	0.5	1.0	0.4	0.4	.
Female	Annual change	1.7	1.9	1.7	1.9	2.6	2.3	2.3	2.3
	Quarterly change	0.6	0.4	.	0.3	1.3	0.4	0.4	.
Hourly paid	Annual change	1.6	2.0	1.6	2.3	2.4	2.3	2.3	2.3
	Quarterly change	0.3	0.8	.	0.5	0.7	0.3	0.7	.
Monthly paid	Annual change	1.7	1.8	1.6	2.0	2.5	2.4	2.3	2.3
	Quarterly change	0.5	0.4	.	0.4	1.2	0.4	0.3	.
Central government	Annual change	1.2	1.6	1.4	1.5	2.5	2.7	2.3	2.2
	Quarterly change	0.9	0.5	.	0.0	1.1	1.1	0.1	.
Local government	Annual change	1.3	1.7	1.3	1.6	3.4	2.5	2.1	2.4
	Quarterly change	0.9	0.5	.	0.0	1.9	0.1	0.1	.
Private	Annual change	1.8	2.0	1.8	2.2	2.2	2.3	2.4	2.3
	Quarterly change	0.3	0.4	.	0.5	0.9	0.4	0.5	.
Others	Annual change	1.6	1.7	1.6	2.0	2.4	2.5	2.4	2.3
	Quarterly change	0.5	0.3	.	0.6	1.0	0.6	0.3	.
A Agriculture and forestry	Annual change	1.6	1.6	1.6	1.7	2.4	2.3	2.3	2.2
	Quarterly change	0.6	0.0	.	0.8	1.0	0.5	-0.1	.
C Manufacturing	Annual change	1.8	1.8	1.5	2.5	2.5	2.6	2.6	2.5
	Quarterly change	0.2	0.4	.	0.8	1.1	0.3	0.4	.
D Electricity, gas and air conditioning	Annual change	1.8	1.9	1.9	1.9	2.3	2.6	2.6	2.3
	Quarterly change	0.6	0.3	.	0.0	1.4	0.9	0.3	.
E Water supply and waste	Annual change	2.3	2.6	2.3	2.2	2.7	2.6	2.4	2.5
	Quarterly change	0.6	0.6	.	0.6	0.9	0.4	0.4	.
F Construction	Annual change	2.3	3.3	2.5	2.7	2.7	2.4	2.2	2.5
	Quarterly change	0.8	1.5	.	0.2	0.2	0.6	1.2	.
G Trade	Annual change	1.7	1.6	1.7	2.0	1.6	1.8	1.8	1.8
	Quarterly change	0.0	0.1	.	0.2	1.3	0.1	0.2	.
H Transport and warehousing	Annual change	2.2	2.0	2.1	1.9	1.7	1.8	2.0	1.9
	Quarterly change	0.2	0.1	.	0.6	0.8	0.3	0.3	.
I Accommodation and food service activities	Annual change	0.3	0.1	0.6	0.8	1.3	1.3	3.4	1.7
	Quarterly change	0.1	-0.1	.	0.7	0.6	0.1	2.0	.
J Information and communication	Annual change	1.5	1.7	1.4	2.5	2.6	2.6	2.4	2.5
	Quarterly change	0.3	0.3	.	0.9	1.0	0.3	0.2	.
K Financial and insurance activities	Annual change	1.6	1.7	1.3	2.1	2.6	3.0	2.8	2.6
	Quarterly change	0.4	0.3	.	0.4	1.5	0.8	0.2	.
L Real estate activities	Annual change	0.4	-0.4	0.9	-0.1	1.2	1.9	2.7	1.4
	Quarterly change	0.1	-0.5	.	0.0	1.6	0.9	0.2	.
M Professional, scientific and technical activities	Annual change	3.0	2.9	2.6	3.1	3.0	2.7	2.7	2.9
	Quarterly change	0.7	0.2	.	1.1	0.9	0.4	0.2	.

		2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
N Administrative and support service activities	Annual change	1.9	1.8	1.9	1.5	2.4	2.6	2.7	2.3
	Quarterly change	0.4	0.1	.	0.3	1.5	0.6	0.2	.
O Public administration and defence	Annual change	1.2	1.6	1.3	1.6	2.8	2.7	2.3	2.3
	Quarterly change	0.8	0.5	.	0.1	1.4	0.7	0.1	.
P Education	Annual change	0.7	1.0	0.8	1.2	2.4	2.1	1.9	1.9
	Quarterly change	0.7	0.4	.	0.1	1.3	0.4	0.2	.
Q Human health and social work activities	Annual change	1.4	1.9	1.5	1.8	3.0	2.4	2.2	2.3
	Quarterly change	0.9	0.7	.	0.0	1.4	0.3	0.5	.
R Arts, entertainment and recreation	Annual change	1.3	1.4	1.0	1.3	2.1	2.2	2.1	1.9
	Quarterly change	0.6	0.2	.	0.1	1.2	0.7	0.1	.
S Other service activities	Annual change	1.8	2.1	1.7	2.0	2.8	2.5	2.4	2.4
	Quarterly change	0.9	0.5	.	0.2	1.1	0.7	0.4	.

* Preliminary

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

			2020/3	2020/4	2020	2021/1*	2021/2*	2021/3*	2021/4*	2021*
Employer sector	Base of payment	Gender								
All sectors	Total	Total	3,606	3,620	3,595	3,636	3,677	3,692	3,706	3,678
		Male	3,916	3,932	3,907	3,955	3,995	4,011	4,027	3,997
		Female	3,300	3,313	3,289	3,323	3,365	3,378	3,390	3,364
	Hourly paid	Total	2,863	2,884	2,860	2,900	2,921	2,929	2,950	2,925
		Monthly paid	Total	3,748	3,762	3,735	3,779	3,824	3,840	3,852
	Private and Others	Total	Total	3,691	3,704	3,682	3,726	3,761	3,777	3,795
Male			3,934	3,949	3,925	3,976	4,012	4,028	4,046	4,016
Female			3,355	3,365	3,344	3,382	3,414	3,431	3,448	3,419
Local government	Total	Total	3,234	3,248	3,223	3,248	3,308	3,312	3,315	3,296
		Male	3,573	3,586	3,562	3,586	3,653	3,656	3,660	3,639
		Female	3,138	3,153	3,128	3,153	3,211	3,215	3,218	3,199
Central government	Total	Total	4,051	4,071	4,037	4,071	4,116	4,160	4,164	4,127
		Male	4,291	4,314	4,276	4,314	4,361	4,408	4,412	4,374
		Female	3,791	3,810	3,779	3,810	3,852	3,893	3,897	3,863

* Preliminary

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).

Revisions to data in the index of wage and salary earnings and the index of regular earnings ¹⁾

Aggregate	Reference period	Latest release 4.2.2022	1st release	Revision
Index of wage and salary earnings	Q1/2021	2,0	1,9	0,1
	Q2/2021	2,5	2,4	0,1
	Q3/2021	2,4	2,4	0,0
Index of regular earnings	Q1/2021	2,0	1,9	0,1
	Q2/2021	2,5	2,4	0,1
	Q3/2021	2,4	2,4	0,0

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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Source: Index of wage and salary earnings 2021, 4th quarter. Statistics Finland