

Salary Market Forecast Survey 2024 Estonia

11.01.2024

FIGURE 

Figure Baltic Advisory

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Table of contents refers to actual report not to this document

Purpose of the Survey, Sample and Methods



- The Forecast Survey provides an overview of current trends in the salary market, looks back at what happened last year, and summarizes plans and forecasts for 2024.
- The sample of the survey consisted of 495 customers who participated or purchased General Compensation Survey 2023 Estonia.
- 102 organizations completed the survey.
- The data was collected using an online questionnaire in December 2023.

Terms Used

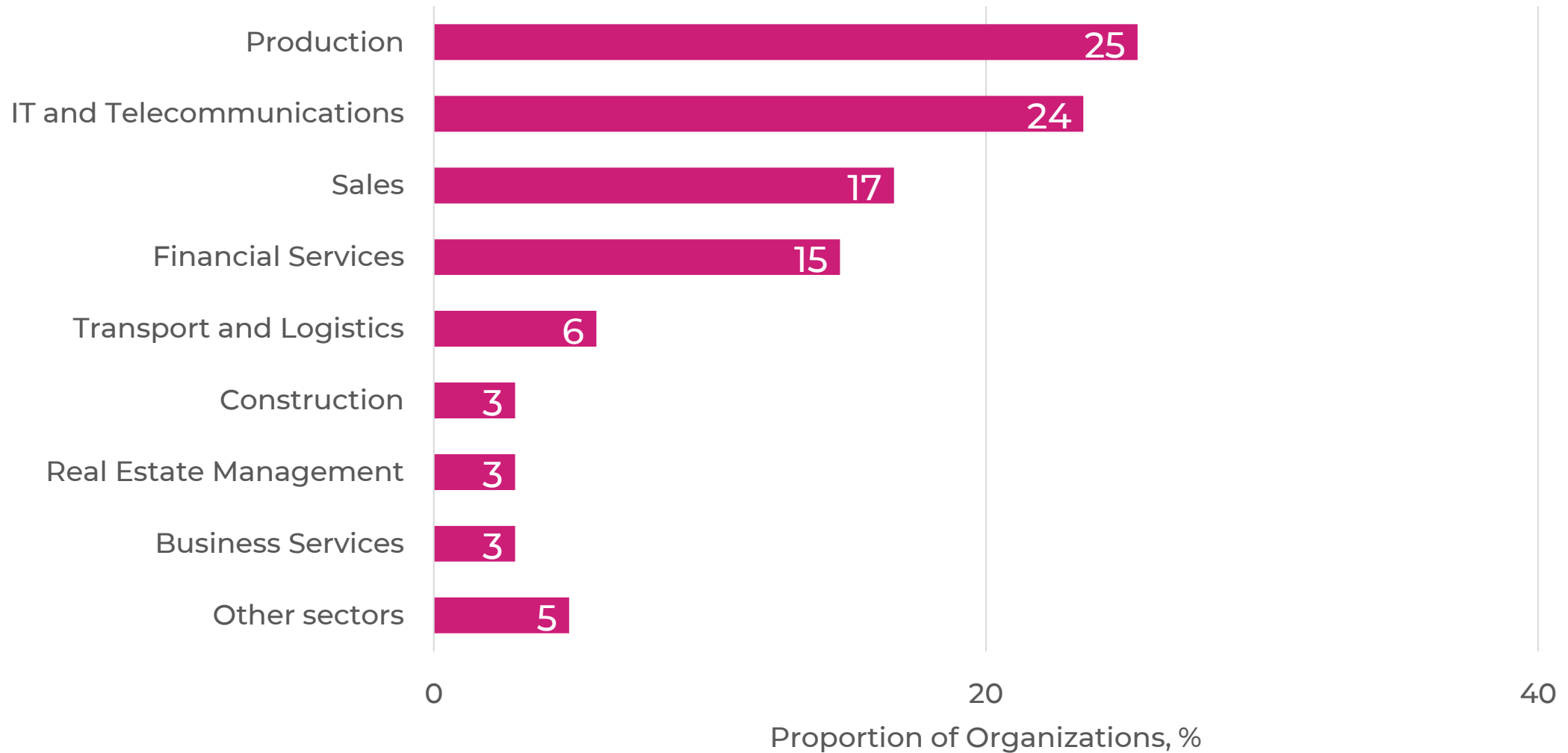


- **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- **90%** - 10% of values are higher than the presented value.
- **75%** - 25% of values are higher than the presented value.
- **Median** - the central member in the sequence of salaries, which are in order from the highest to the smallest. Both parts have an equal number of members.
- **25%** - 25% of values are lower than the presented value.
- **10%** - 10% of values are lower than the presented value.



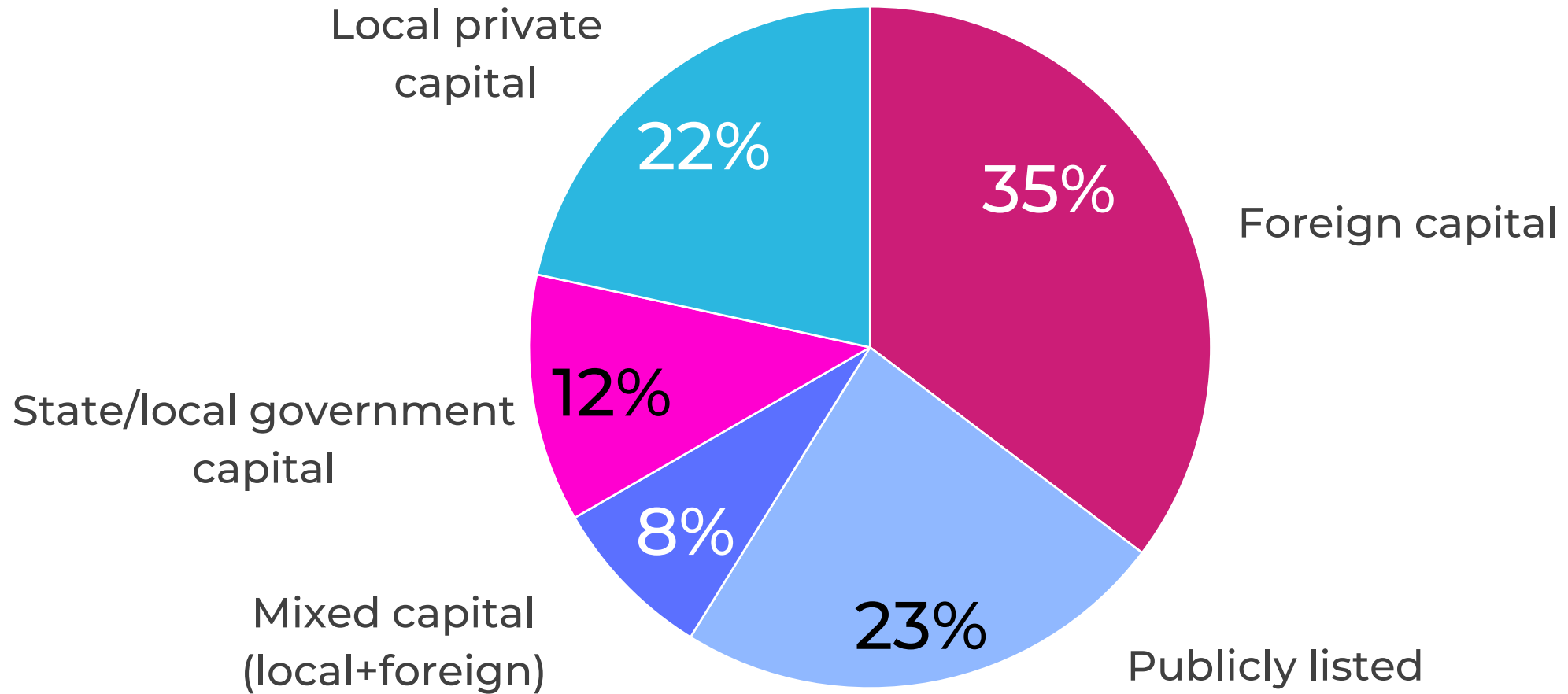
Description of Participating Organizations

Organizations by Field of Activity



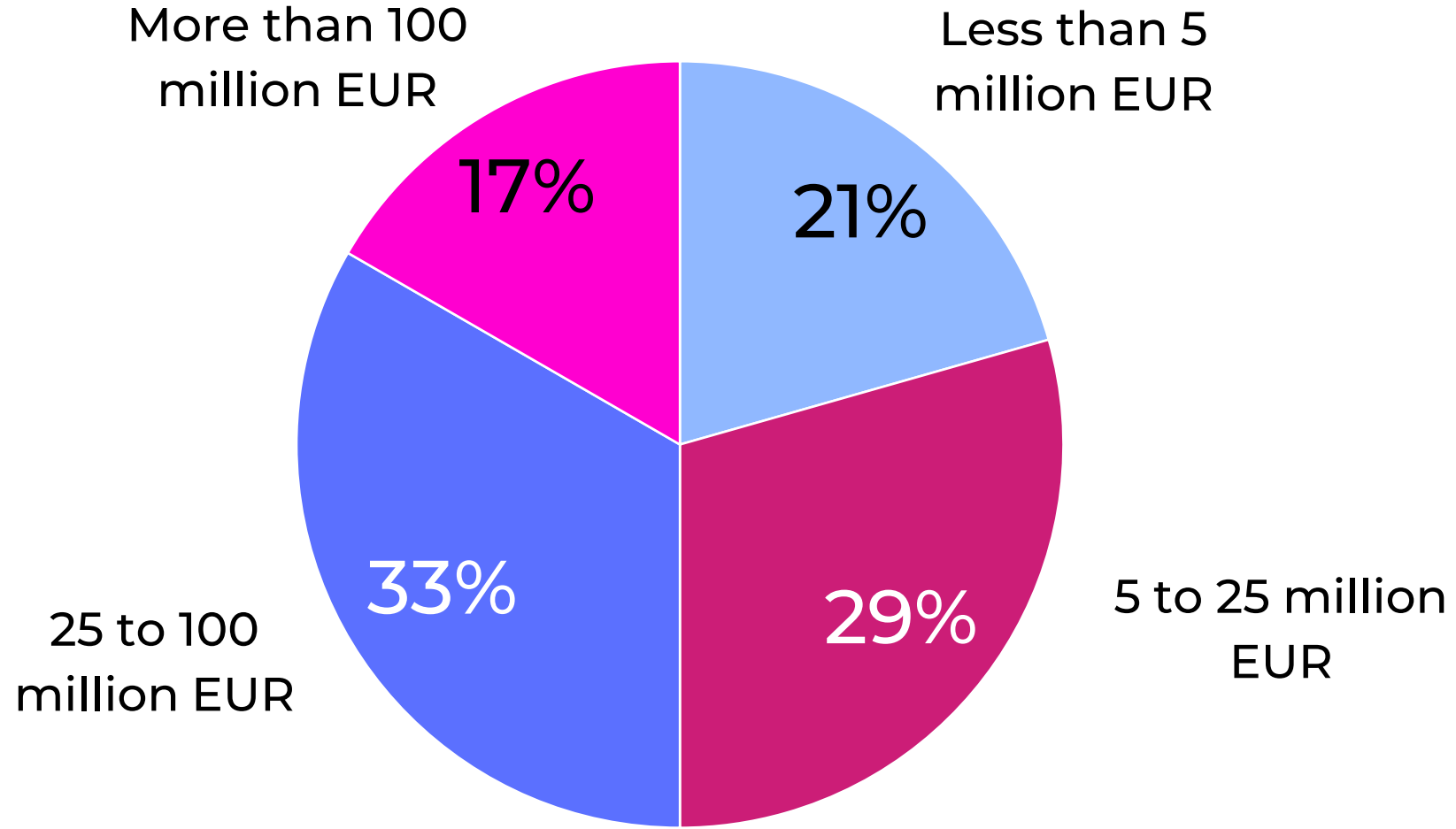
Graph is calculated using the data of 102 organizations.

Organizations by Capital Ownership



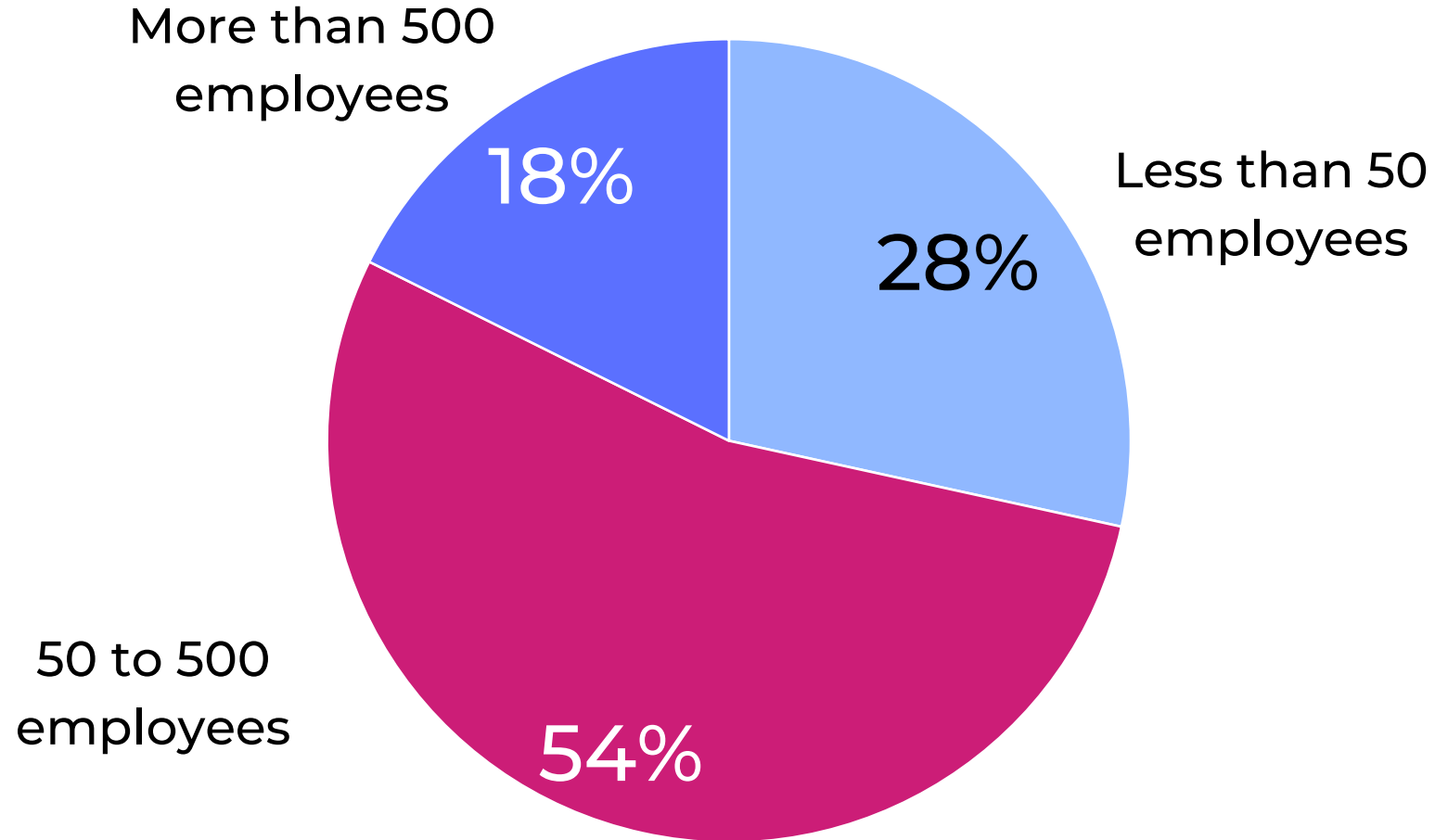
Graph is calculated using the data of 102 organizations.

Organizations by Sales Revenue



Graph is calculated using the data of 102 organizations.

Organizations by Number of Employees



Graph is calculated using the data of 102 organizations.

List of Participating Organizations I



Business Services

Ernst & Young Baltic AS
Finnair Business Services OÜ
Linde Gas AS

Construction

Eventus Ehitus OÜ
Merko Ehitus Eesti AS
YIT Eesti AS

Energy

Eesti Energia AS
Elering AS

Financial Services

AB "Lietuvos draudimas" Eesti filiaal
BIGBANK AS
Change Group AS
Compensa Vienna Insurance Group, ADB Eesti filiaal
Eesti Pank
Holm Bank AS

If P&C Insurance AS
If P&C Insurance Ltd (publ) Eesti filiaal
LEI Register OÜ
Luminor Bank AS
NASDAQ Tallinn AS
Nordea Bank Abp Eesti filiaal
SEB Pank AS
Swedbank AS
Wise Payments Limited Eesti filiaal

Infrastructure

Tallinna Lennujaam AS

IT and Telecommunications

Accenture Eesti OÜ
AdaCore Estonia OÜ
Adcash OÜ
Begin OÜ
Boku Network Services Estonia OÜ
Citic Telecom CPC Estonia OÜ
Cloudmore OÜ

List of Participating Organizations II



Eesti Interneti SA

Elisa Eesti AS

Evocon OÜ

Games Global Estonia OÜ

gotoAndPlay OÜ

Helmes AS

Kodality OÜ

Linn Systems OÜ

Net Group OÜ

Nets Estonia AS

Playtech Estonia OÜ

Primend OÜ

Rahandusministeeriumi Infotehnoloogiakeskus

Riigi Info- ja kommunikatsioonitehnoloogia Keskus

Siseministeeriumi infotehnoloogia- ja arenduskeskus

Stebby OÜ

Telema AS

Production

A. Le Coq AS

Anora Estonia AS

AQ Trafotek AS

Carpenter Engineered Foams OÜ

Eesti Killustik OÜ

Ericsson Eesti AS

Estiko - Plastar AS

FLIR Systems Estonia OÜ

Foxway OÜ

GPV Estonia AS

Hilding Anders Baltic AS

JELD-WEN Eesti AS

Leibur AS

Makron Estonia OÜ

MDC Max Daetwyler Eesti AS

Mirion Technologies Selmic Baltic OÜ

Norma AS

NPM Narva OÜ

O-I Estonia AS

Paljassaare Kalatööstus AS

Repligen Estonia OÜ

Saarioinen Eesti OÜ

Saint-Gobain Glass Estonia SE

List of Participating Organizations III



Saku Õlletehase AS
Tarmetec OÜ
Viking Window AS

Public Sector

Eesti Töötukassa

Real Estate Management

Endover OÜ
Tallinna Teaduspark TEHNOPOOL SA
Ülemiste Center OÜ

Sales

AbbVie OÜ
Amgen Balti filiaal
Antalis OÜ
Baltic Agro Machinery AS
Baltika AS
Circle K Eesti AS
Infotark AS
Klick Eesti AS

MarkIT Eesti AS
Novo Nordisk Estonia OÜ
Paulig Estonia AS
Rickman Trade OÜ
Rimi Eesti Food AS
Roche Eesti OÜ
SCA Metsad Eesti AS
STADA Estonia OÜ
Tamro Eesti OÜ

Services

Ragn-Sells AS

Transport and Logistics

Coop Eesti Keskühistu
Lennuliiklusteeninduse AS
Operail AS
Schenker AS
Silsteve AS
Smarten Logistics AS

Compensation Surveys 2024



- We welcome you to participate in this year's compensation surveys!
 - Estonian General Compensation Survey 2024 report is published in the end of August
 - Estonian Top Executive Compensation Survey 2024 report is ready in the end of November
 - Sector compensation surveys are conducted throughout the year according to the interest of participants. If you are interested in a sector specific compensation survey that might interest other organizations, feel free to contact us
- Satisfaction, motivation, organization culture surveys and equal pay expert analysis are carried out in accordance with the organizations needs.

Thank you for participating!



Best wishes,
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