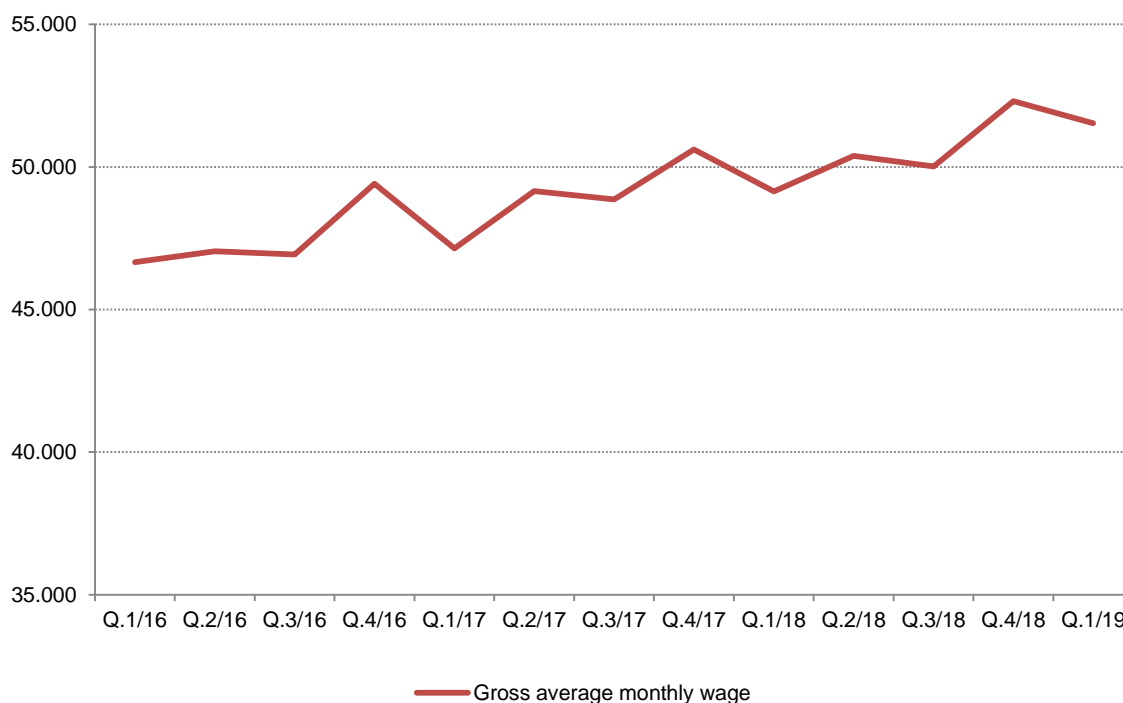


## Wage Statistics

### Quarter 1/2019

**Tirana, 11 June 2019:** During the first quarter of 2019, the average gross monthly wage<sup>1</sup> per employee in Albania is 51,531 ALL, showing an increase by 4.9 % compared to the same quarter in the last year.

Fig. 1 Average gross monthly wage per employee in Albania (ALL)

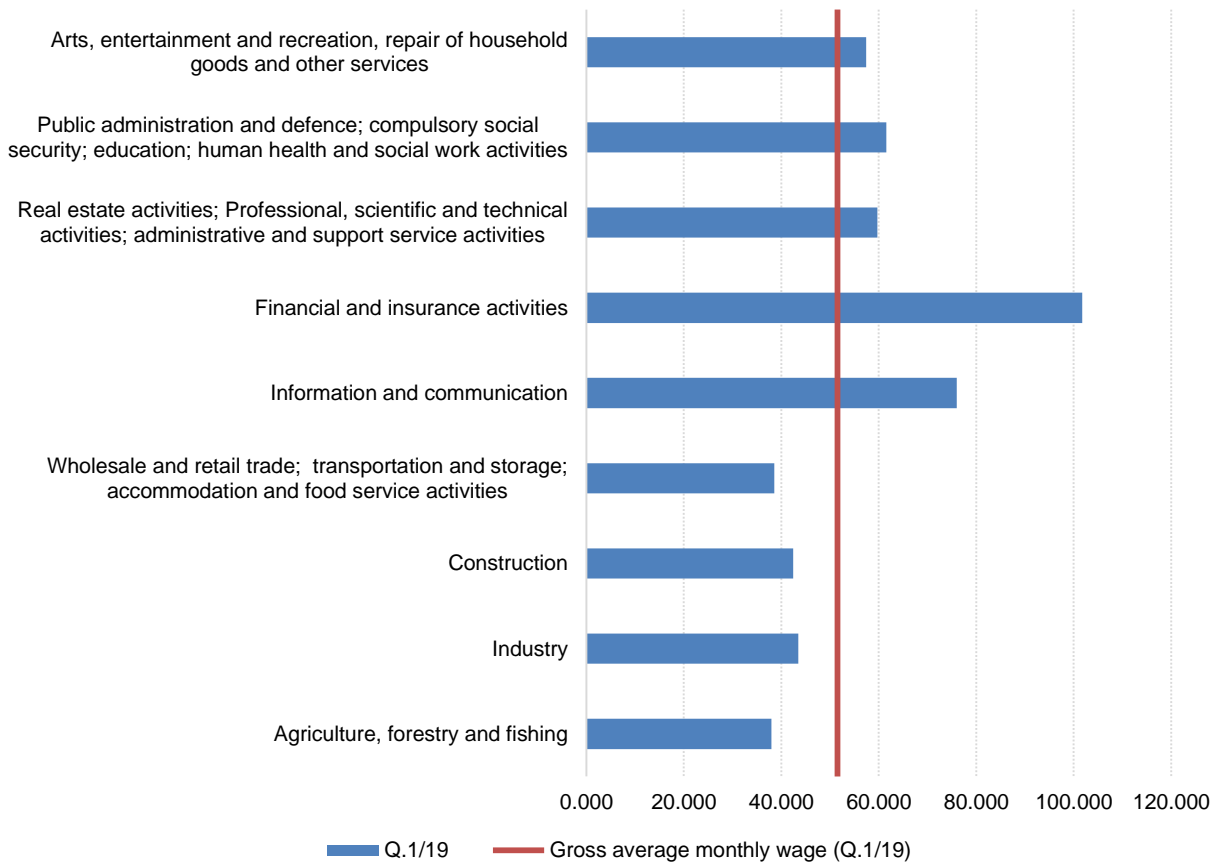


During the first quarter of 2019, the average gross monthly wage per employee for financial and insurance activities is higher by 97.4 % compared to the national average, while the average gross monthly wage for Agriculture, forestry and fishing is lower by 26.3 %.

In the first quarter of 2019, the group-activity of Arts, entertainment and recreation, repair of household goods and other services has the highest increase, 16.3 % compared to the same quarter of last year while the group-activity of Construction is the only group that show a decrease, 1.2 %.

<sup>1</sup> Source of Information General Directorate of Taxation

Fig. 2 Average gross monthly wage by economic activities (ALL)



During the first quarter of 2019, the average gross monthly wage for Managers is higher by 87.6 % compared to the national average, while for Services and Sales Workers is lower by 37.2 %.

In the first quarter 2019, the group-occupation of Clerical Support Workers has the highest increase, 8.1 % compared to the same quarter of 2018, while the group-occupation of workers in Armed Forces has the highest decrease, 0.4 %.

Fig. 3 Average gross monthly wage by group-occupations (ALL)



Tab. 1 Average gross monthly wage per employee and approved minimum wage

| Description   | Q.1/16        | Q.2/16        | Q.3/16        | Q.4/16        | Q.1/17        | Q.2/17        | Q.3/17        | Q.4/17        | Q.1/18        | Q.2/18        | Q.3/18        | Q.4/18        | Q.1/19        |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Average gross monthly wage per employee</b>      | <b>46,664</b> | <b>47,038</b> | <b>46,933</b> | <b>49,409</b> | <b>47,143</b> | <b>49,150</b> | <b>48,863</b> | <b>50,614</b> | <b>49,145</b> | <b>50,392</b> | <b>50,015</b> | <b>52,312</b> | <b>51,531</b> |
| Average monthly wage per employee in public sector  | 54,300        | 54,500        | 54,550        | 54,600        | 56,500        | 60,500        | 60,650        | 61,600        | 59,728        | 60,595        | 60,494        | 63,276        | 61,384        |
| Average monthly wage per employee in private sector | 42,846        | 43,161        | 42,851        | 45,792        | 42,853        | 43,997        | 43,630        | 45,631        | 44,796        | 45,667        | 45,274        | 47,299        | 46,982        |
| <b>Approved minimum wage</b>                        | <b>22,000</b> | <b>22,000</b> | <b>22,000</b> | <b>22,000</b> | <b>22,000</b> | <b>24,000</b> | <b>24,000</b> | <b>24,000</b> | <b>24,000</b> | <b>24,000</b> | <b>24,000</b> | <b>24,000</b> | <b>26,000</b> |

Source of information: INSTAT's calculation based on the data provided by General Directorate of Taxation, social insurance contributors

Tab. 2 Average gross monthly wage per employee by economic activity

| NACE Rev2 (sections) | Economic activity by NACE Rev2   | Q.1/16 | Q.2/16  | Q.3/16 | Q.4/16  | Q.1/17 | Q.2/17  | Q.3/17 | Q.4/17  | Q.1/18  | Q.2/18  | Q.3/18  | Q.4/18  | Q.1/19  |
|----------------------|--|--------|---------|--------|---------|--------|---------|--------|---------|---------|---------|---------|---------|---------|
|                      | <b>Total</b>   | 46,664 | 47,038  | 46,933 | 49,409  | 47,143 | 49,150  | 48,863 | 50,614  | 49,145  | 50,392  | 50,015  | 52,312  | 51,532  |
| A                    | Agriculture, forestry and fishing  | 32,889 | 33,944  | 34,292 | 35,065  | 34,621 | 36,657  | 36,489 | 37,187  | 36,822  | 36,961  | 36,334  | 37,343  | 37,956  |
| B,C,D,E              | Industry   | 39,500 | 39,158  | 40,193 | 42,451  | 39,247 | 39,688  | 39,911 | 42,615  | 41,023  | 41,464  | 41,711  | 44,672  | 43,463  |
| F                    | Construction   | 41,239 | 40,827  | 41,042 | 44,225  | 42,394 | 42,612  | 43,354 | 44,015  | 43,630  | 43,654  | 43,749  | 43,475  | 42,428  |
| G,H,I                | Wholesale and retail trade; transportation and storage; accommodation and food service activities                        | 33,276 | 33,622  | 33,545 | 35,483  | 33,553 | 34,560  | 34,788 | 35,501  | 35,375  | 36,561  | 36,555  | 38,292  | 38,558  |
| J                    | Information and communication  | 71,377 | 78,884  | 71,051 | 79,757  | 69,591 | 77,004  | 72,284 | 74,782  | 71,497  | 78,423  | 75,597  | 77,719  | 76,037  |
| K                    | Financial and insurance activities   | 96,760 | 107,133 | 95,314 | 106,047 | 95,403 | 111,199 | 96,523 | 111,368 | 100,455 | 114,162 | 100,609 | 111,626 | 101,734 |
| L,M,N                | Real estate activities; Professional, scientific and technical activities; administrative and support service activities | 54,510 | 51,943  | 53,151 | 56,547  | 54,494 | 54,729  | 56,086 | 58,355  | 57,819  | 58,247  | 59,157  | 60,807  | 59,726  |
| O,P, Q               | Public administration and defense; compulsory social security; education; human health and social work activities        | 55,432 | 55,746  | 56,278 | 57,073  | 56,666 | 60,403  | 60,826 | 61,755  | 60,306  | 60,756  | 61,103  | 62,070  | 61,554  |
| R,S,T,U              | Arts, entertainment and recreation, repair of household goods and other services   | 44,749 | 45,430  | 45,673 | 49,005  | 47,515 | 49,528  | 49,186 | 51,301  | 49,349  | 49,740  | 49,168  | 56,560  | 57,402  |

Source of information: INSTAT's calculation based on the data provided by General Directorate of Taxation, social insurance contributors

Tab. 3 Average gross monthly wage per employee by group-occupations

| Group-occupations ISCO-08                          | Q.1/16 | Q.2/16 | Q.3/16 | Q.4/16 | Q.1/17 | Q.2/17 | Q.3/17 | Q.4/17 | Q.1/18 | Q.2/18  | Q.3/18 | Q.4/18  | Q.1/19 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|--------|---------|--------|
| <b>Total</b>                                       | 46,664 | 47,038 | 46,933 | 49,409 | 47,143 | 49,150 | 48,863 | 50,614 | 49,145 | 50,392  | 50,015 | 52,312  | 51,532 |
| Managers   | 93,982 | 96,513 | 95,383 | 97,838 | 91,777 | 97,165 | 93,109 | 99,371 | 96,166 | 100,035 | 97,297 | 101,886 | 96,656 |
| Professionals                                      | 64,098 | 63,906 | 63,841 | 66,616 | 63,616 | 66,561 | 66,469 | 68,471 | 66,097 | 67,491  | 68,024 | 70,032  | 68,667 |
| Technicians and Associate Professionals            | 51,406 | 51,344 | 51,499 | 54,246 | 52,453 | 54,028 | 53,824 | 55,954 | 54,650 | 55,562  | 56,168 | 59,932  | 58,923 |
| Clerical Support Workers                           | 45,977 | 46,872 | 47,335 | 51,078 | 49,051 | 50,219 | 51,133 | 53,041 | 51,082 | 51,758  | 52,981 | 56,312  | 55,213 |
| Services and Sales Workers                         | 34,319 | 34,473 | 34,533 | 36,011 | 35,209 | 37,021 | 37,123 | 37,924 | 37,770 | 38,077  | 37,040 | 38,235  | 39,081 |
| Skilled Agricultural, Forestry and Fishery Workers | 26,841 | 27,728 | 28,285 | 28,104 | 28,104 | 29,918 | 30,643 | 30,816 | 30,861 | 30,932  | 31,151 | 31,164  | 32,370 |
| Craft and Related Trades Workers                   | 30,332 | 30,531 | 30,987 | 33,913 | 32,176 | 33,085 | 33,711 | 35,340 | 33,898 | 34,516  | 34,782 | 36,438  | 35,578 |
| Plant and Machine Operators, and Assemblers        | 31,401 | 31,445 | 31,668 | 33,759 | 32,467 | 33,812 | 34,379 | 35,716 | 34,653 | 35,141  | 35,439 | 36,637  | 35,781 |
| Workers (Elementary Occupations)                   | 26,674 | 26,944 | 27,090 | 28,166 | 27,467 | 28,942 | 29,311 | 30,101 | 29,910 | 30,344  | 30,407 | 31,334  | 31,409 |
| Armed Forces Occupations                           | 53,368 | 53,563 | 53,797 | 55,463 | 55,029 | 58,457 | 58,318 | 60,466 | 59,613 | 59,645  | 59,087 | 59,150  | 59,379 |

Source of information: INSTAT's calculation based on the data provided by General Directorate of Taxation, social insurance contributors

# Methodology

This publication contains detailed data on the level of wages, their distribution and the change over the quarters. These statistics offer an opportunity to compare salaries in different industries and for different occupational groups. Wage statistics are also of particular importance to the monitoring of economic indicators that are used by policy-makers, employers and trade unions to assess job supply and job requirements.

## Legal Base

- Law No.17/2018 on Official Statistics
- Official Statistics National Programme 2017-2021
- Memorandum of Cooperation with the General Directorate of Taxation

## Source of Information

The source of Information on wages is the General Directorate of Taxation. base to the memorandum of cooperation. Data are from the enterprises payroll (E- SIG 025 form).

This form serves to declare three types of tax liabilities:

- Social Security Contributions.
- Health Insurance Contributions
- Income from Employment of Employees.

Variables are three types: original variables from DPT. additional variables from INSTAT and derived variables. The two main variables are the number of employees and the gross wage paid to the employee.

## Definitions

*Average monthly wage* - is the gross wage of an employee for the work performed per month.

This is constituted by the following elements:

- Basic wage for job performed
- Additional payment for managerial duties
- Additional payment for years at work
- Additional payment for difficult working conditions
- Other regular additional payments

Social security contributions and taxation on income are not deducted from the average monthly wage.

*Monthly minimum wage* - is the official minimum wage approved by a Decision of the Council of Ministers.

## Classifications

- The classification of enterprises is done according to the Nomenclature of Economic Activities, NACE Rev. 2 as follows:

| Nace Rev2. (Sections) | Description  |
|-----------------------|--|
| A                     | Agriculture, forestry and fishing  |
| B                     | Mining and quarrying   |
| C                     | Manufacturing  |
| D                     | Electricity, gas, steam and air conditioning supply  |
| E                     | Water supply; sewerage, waste management and remediation activities  |
| F                     | Construction   |
| G                     | Wholesale and retail trade; repair of motor vehicles and motorcycles   |
| H                     | Transportation and storage   |
| I                     | Accommodation and food service activities  |
| J                     | Information and communication  |
| K                     | Financial and insurance activities   |
| L                     | Real estate activities   |
| M                     | Professional, scientific and technical activities  |
| N                     | Administrative and support service activities  |
| O                     | Public administration and defense; compulsory social security  |
| P                     | Education  |
| Q                     | Human health and social work activities  |
| R                     | Arts, entertainment and recreation   |
| S                     | Other service activities   |
| T                     | Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use |
| U                     | Activities of extraterritorial organizations and bodies  |

- Classification of occupations is done according to International Classification of Occupations, ISCO-08 as follows:

| ISCO_08   | Description   |
|---|---|
| <b>1. Managers</b>                                |   |
| 11  | Chief executives, senior officials and legislators          |
| 12  | Administrative and commercial managers                      |
| 13  | Production and specialized services managers                |
| 14  | Hospitality, retail and other services managers             |
| <b>2. Professionals</b>                           |   |
| 21  | Science and engineering professionals                       |
| 22  | Health professionals  |
| 23  | Teaching professionals                                      |
| 24  | Business and administration professionals                   |
| 25  | Information and communications technology professionals     |
| 26  | Legal, social and cultural professionals                    |
| <b>3. Technicians and associate professionals</b> |   |
| 31  | Science and engineering associate professionals             |
| 32  | Health associate professionals                              |
| 33  | Business and administration associate professionals         |
| 34  | Legal, social, cultural and related associate professionals |
| 35  | Information and communications technicians                  |
| <b>4. Clerical support workers</b>                |   |
| 41  | General and keyboard clerks                                 |
| 42  | Customer services clerks                                    |

|  |   |
|--|---|
| 43   | Numerical and material recording clerks   |
| 44   | Other clerical support workers  |
| <b>5. Service and sales workers</b>                          |   |
| 51   | Personal service workers  |
| 52   | Sales workers   |
| 53   | Personal care workers   |
| 54   | Protective services workers   |
| <b>6. Skilled agricultural, forestry and fishery workers</b> |   |
| 61   | Market-oriented skilled agricultural workers                                      |
| 62   | Market-oriented skilled forestry, fishery and hunting workers                     |
| 63   | Subsistence farmers, fishers, hunters and gatherers                               |
| <b>7. Craft and related trades workers</b>                   |   |
| 71   | Building and related trades workers, excluding electricians                       |
| 72   | Metal, machinery and related trades workers                                       |
| 73   | Handicraft and printing workers   |
| 74   | Electrical and electronic trades workers  |
| 75   | Food processing, wood working, garment and other craft and related trades workers |
| <b>8. Plant and machine operators, and assemblers</b>        |   |
| 81   | Stationary plant and machine operators  |
| 82   | Assemblers  |
| 83   | Drivers and mobile plant operators  |
| <b>9. Elementary occupations</b>                             |   |
| 91   | Cleaners and helpers  |
| 92   | Agricultural, forestry and fishery laborer's                                      |
| 93   | Laborer's in mining, construction, manufacturing and transport                    |
| 94   | Food preparation assistants   |
| 95   | Street and related sales and service workers                                      |
| 96   | Refuse workers and other elementary workers                                       |
| <b>0. Armed forces occupations</b>                           |   |
| 01   | Commissioned armed forces officers  |
| 02   | Non-commissioned armed forces officers  |
| 03   | Armed forces occupations, other ranks   |