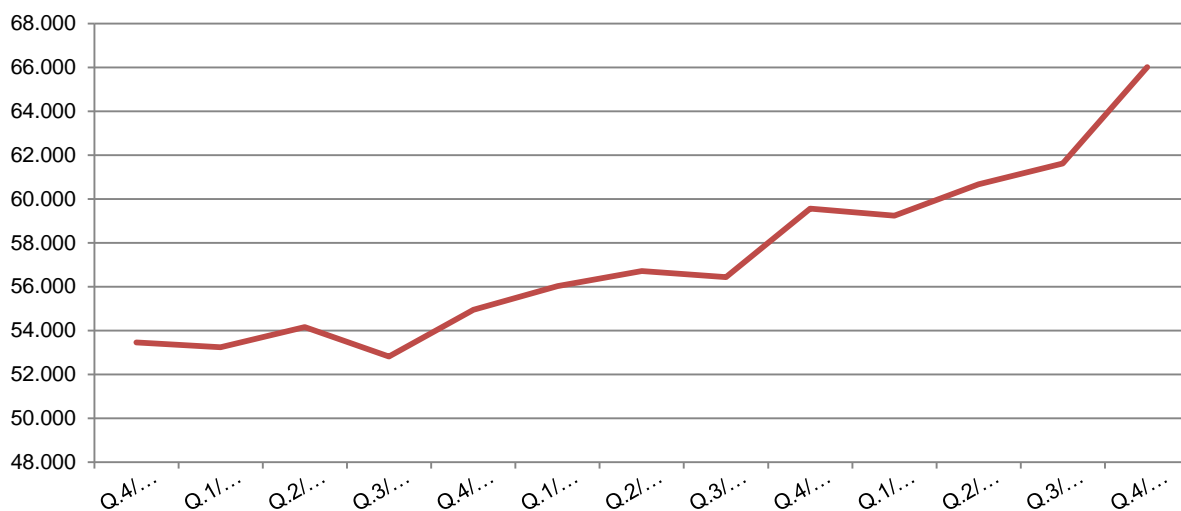


# Wage Statistics

## Quarter 4/2022

**Tirana, 10 March 2023:** During the fourth quarter of 2022, the average gross monthly wage per employee in Albania is 66,014 ALL, showing an increase by 10.8 % compared to the same quarter in the last year.

Fig. 1 Average gross monthly wage per employee in Albania (ALL) <sup>1</sup>



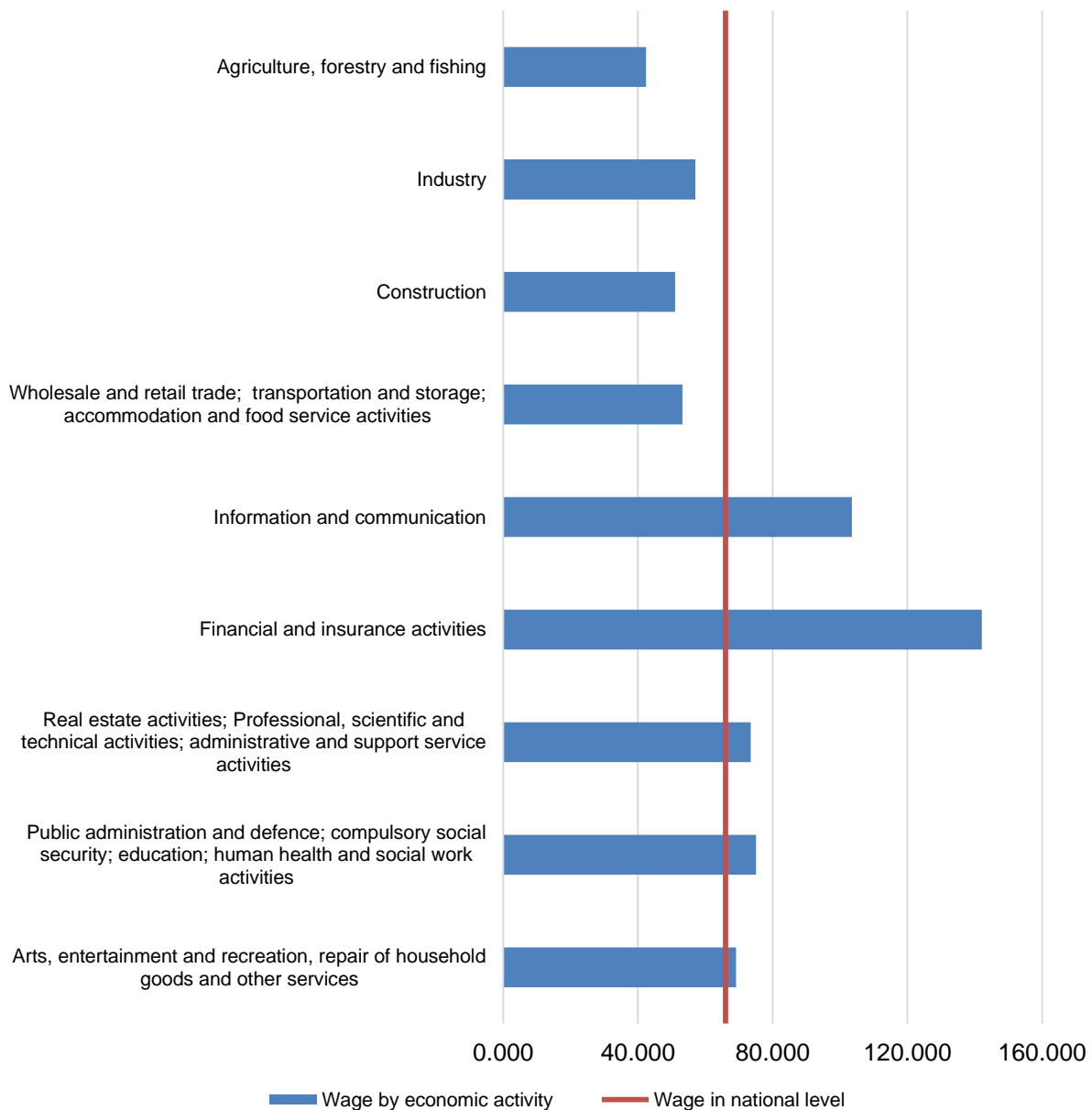
During the fourth quarter of 2022, the average gross monthly wage per employee for Financial and insurance activities is 2,15 times higher compared to the national average, while the average gross monthly wage in group-activity of Agriculture, forestry and fishing<sup>2</sup> is lower by 35.7 %.

In the fourth quarter of 2022, the average gross monthly wage per employee in the activity of Agriculture, forestry and fishing has the highest increase, 18.2 % compared to the same quarter of last year while in the group-activity of Public administration and defence; compulsory social security; education; human health and social work activities show a smallest growth of 6.2 %.

<sup>1</sup> Bonuses and additional payments are a part of gross monthly wage per employee, which significantly increase the average gross monthly salary at the end of each semester (see methodological note).

<sup>2</sup> For salary contributors in the sector of Agriculture, forestry and fishing (see the methodological note)

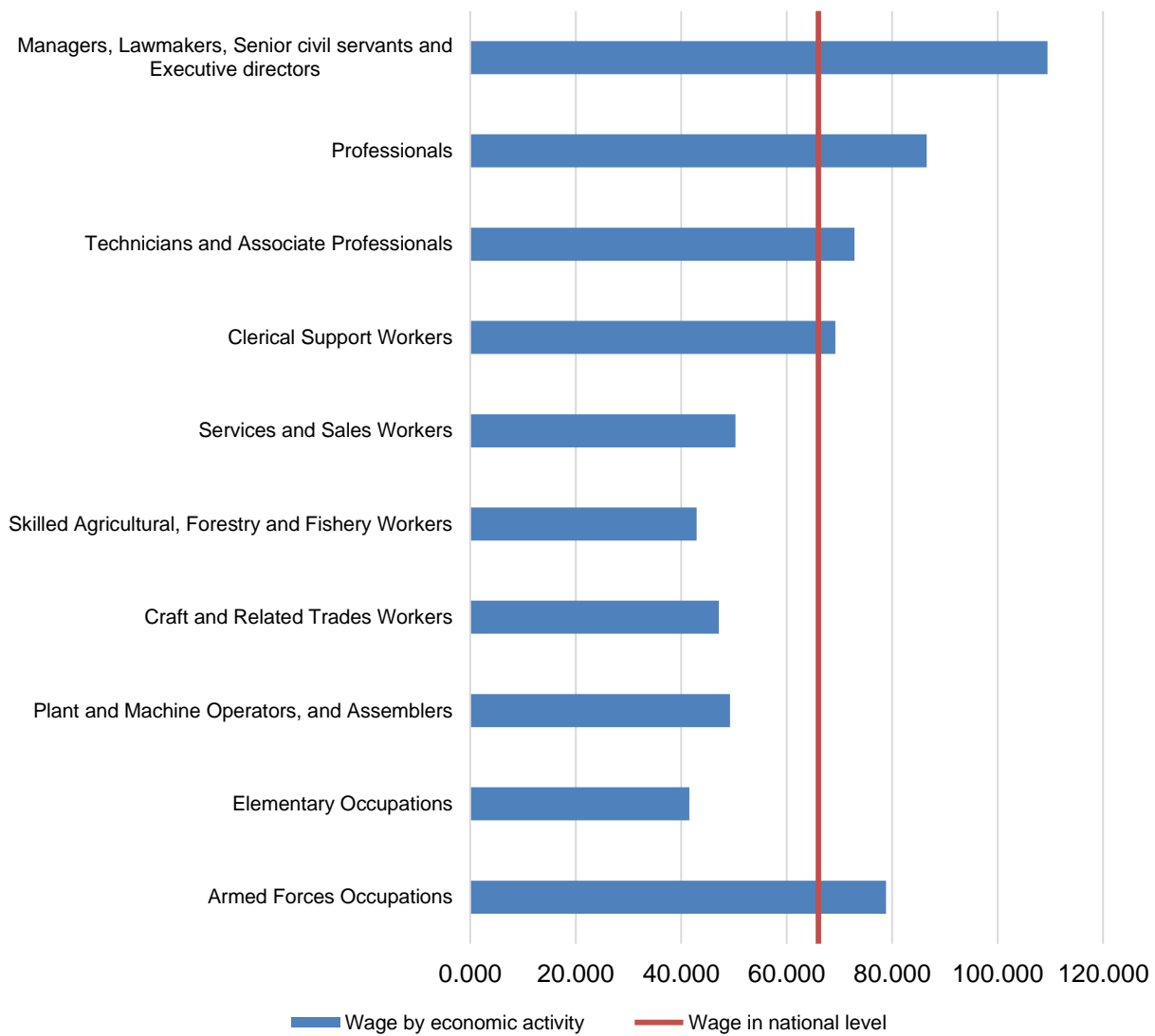
Fig. 2 Average gross monthly wage by economic activities (ALL)



During the fourth quarter of 2022, the average gross monthly wage for an employee in a group of Managers, Lawmakers, Senior civil servants and Executive directors is higher by 65.8 % compared to the national average, while for Elementary Occupations is lower by 37 %.

In the fourth 2022, the average gross monthly wage per employee in Skilled Agricultural, Forestry and Fishery Workers has increased by 17 % compared to the same quarter of 2021, while the group-occupation of Managers, Lawmakers, Senior civil servants and Executive directors shows a smallest growth of 7 %.

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



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

Description	Q.4/19	Q.1/20	Q.2/20	Q.3/20	Q.4/20	Q.1/21	Q.2/21	Q.3/21	Q.4/21	Q1/22	Q2/22	Q3/22	Q4/22
<b>Average monthly wage per employee</b>	53,458	53,232	54,149	52,815	54,951	56,019	56,710	56,435	59,565	59,242	60,666	61,613	66,014
Average monthly wage per employee in public sector	63,826	63,116	63,389	64,334	66,479	67,769	68,196	67,538	70,531	67,045	68,245	70,593	74,450
Average monthly wage per employee in private sector	48,767	48,272	49,280	47,486	49,440	50,330	51,247	51,305	54,482	55,638	57,327	57,613	62,198
<b>Approved minimum wage</b>	26,000	26,000	26,000	26,000	26,000	30,000	30,000	30,000	30,000	30,000	32,000	32,000	34,000

Source of information: General Directorate of Taxation, social insurance contributors; INSTAT's calculation

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

NACE Rev2 (sections)	Economic activity by NACE Rev2	Q,4/19	Q,1/20	Q,2/20	Q,3/20	Q,4/20	Q,1/21	Q,2/21	Q,3/21	Q,4/21	Q,1/22	Q2/22	Q3/22	Q4/22
	<b>Total</b>	<b>53,458</b>	<b>53,232</b>	<b>54,149</b>	<b>52,815</b>	<b>54,951</b>	<b>56,019</b>	<b>56,710</b>	<b>56,435</b>	<b>59,565</b>	<b>59,242</b>	<b>60,666</b>	<b>61,613</b>	<b>66,014</b>
A	Agriculture, forestry and fishing	35,105	33,850	33,856	33,500	32,474	35,256	35,887	35,627	35,881	38,445	40,044	41,205	42,428
B,C,D,E	Industry	45,418	45,088	45,536	45,264	45,954	48,060	48,093	48,228	51,104	50,682	53,266	53,551	57,079
F	Construction	42,292	41,560	41,531	41,845	41,532	42,519	42,505	43,433	44,949	46,953	48,210	49,062	51,025
G,H,I	Wholesale and retail trade; transportation and storage; accommodation and food service activities	40,147	39,964	39,415	39,051	41,148	42,516	43,034	43,491	45,988	46,987	48,630	49,434	53,178
J	Information and communication	80,003	78,460	84,589	76,763	82,851	80,707	88,345	85,232	90,707	101,564	96,789	93,910	103,520
K	Financial and insurance activities	115,094	104,985	117,941	102,262	115,189	101,521	120,571	108,646	122,106	114,334	130,872	119,135	142,141
L,M,N	Real estate activities; Professional, scientific and technical activities; administrative and support service activities	60,214	60,355	60,963	60,333	62,505	61,745	61,392	62,707	66,055	66,975	67,129	68,768	73,543
O,P, Q	Public administration and defense; compulsory social security; education; human health and social work activities	63,577	63,134	63,860	64,591	66,435	68,385	68,341	68,264	70,694	68,048	68,389	71,675	75,059
R,S,T,U	Arts, entertainment and recreation, repair of household goods and other services	60,431	57,814	57,140	56,921	60,736	60,532	61,172	60,088	64,854	62,142	64,061	65,024	69,168

Source of information: General Directorate of Taxation, social insurance contributors; INSTAT's calculation

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

Group-occupations ISCO-08	Q,4/19	Q,1/20	Q,2/20	Q,3/20	Q,4/20	Q,1/21	Q,2/21	Q,3/21	Q,4/21	Q,1/22	Q2/22	Q,3/22	Q,4/22
<b>Total</b>	<b>53,458</b>	<b>53,232</b>	<b>54,149</b>	<b>52,815</b>	<b>54,951</b>	<b>56,019</b>	<b>56,710</b>	<b>56,435</b>	<b>59,565</b>	<b>59,242</b>	<b>60,666</b>	<b>61,613</b>	<b>66,014</b>
Managers, Lawmakers, Senior civil servants and Executive directors	99,166	94,709	95,987	93,738	99,259	96,836	98,823	95,959	102,304	102,853	102,156	100,256	109,465
Professionals	72,350	70,540	71,024	71,325	74,172	75,158	76,375	76,460	79,476	78,288	79,925	82,374	86,542
Technicians and Associate Professionals	60,151	59,175	59,508	59,830	61,573	63,031	63,619	64,007	67,711	66,377	67,437	68,749	72,863
Clerical Support Workers	57,668	56,550	58,501	56,929	60,633	58,762	58,871	58,539	62,410	62,406	63,363	63,544	69,219
Services and Sales Workers	39,733	40,259	40,951	39,823	41,186	42,584	43,108	43,032	45,157	44,626	45,751	46,732	50,279
Skilled Agricultural, Forestry and Fishery Workers	33,040	33,426	32,934	32,882	32,753	35,073	35,580	36,021	36,691	37,929	39,832	40,615	42,915
Craft and Related Trades Workers	36,831	36,517	36,733	36,759	37,346	38,785	39,522	39,728	41,602	41,803	43,810	44,515	47,130
Plant and Machine Operators, and Assemblers	37,253	36,315	36,719	36,622	37,999	38,995	39,632	40,241	42,514	42,760	45,495	46,253	49,272
Workers (Elementary Occupations)	32,247	31,814	31,898	31,874	32,454	34,295	34,747	35,097	36,281	36,852	38,620	39,402	41,572
Armed Forces Occupations	64,274	63,448	63,662	64,041	64,495	65,705	65,232	65,287	70,493	65,303	65,359	77,362	78,837

Source of information: General Directorate of Taxation, social insurance contributors; INSTAT's calculation

# 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, based to the memorandum of cooperation, The 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 of interest 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,

*Salary contributors in the sector of Agriculture, Forestry and fishing* - are considered all employees declared in the General Directorate of Taxation, by farms / agricultural enterprises,

## 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>	

ISCO_08	Description
41	General and keyboard clerks
42	Customer services clerks
43	Numerical and material recording clerks
44	Other clerical support workers
<b>5.</b>	<b>Service and sales workers</b>
51	Personal service workers
52	Sales workers
53	Personal care workers
54	Protective services workers
<b>6.</b>	<b>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.</b>	<b>Craft and related trades workers</b>
71	Building and related trade's 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.</b>	<b>Plant and machine operators, and assemblers</b>
81	Stationary plant and machine operators
82	Assemblers
83	Drivers and mobile plant operators
<b>9.</b>	<b>Elementary occupations</b>
91	Cleaners and helpers
92	Agricultural, forestry and fishery employees
93	Employees 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.</b>	<b>Armed forces occupations</b>
01	Commissioned armed forces officers
02	Non-commissioned armed forces officers
03	Armed forces occupations, other ranks