

Structure of Earning Survey

Tirana, on 13 November 2024: Structure of Earnings Survey referring financial year of 2022 (SES 2022) conducted by the Institute of Statistics of Albania. Structure of Earnings Survey SES 2022 according to Council Regulation (EC) No. 530/1999, Commission Regulation (EC) no. 1916/2000 (amended) and Commission Regulation (EC) No. 1738/2005, is carried out once every 4 years and for the second time it conducted in 2023.

The purpose of this survey is to measure the real earning received by an employee in a certain economic activity for the month of October and the reference year 2022 as well as to provide accurate and harmonized data on income from work in the Member States of EU for policy making and research purposes. The results are also useful for creating a good strategy for the management of human resources in the Labor Market.

The publication contains data on earnings structured by the main characteristics of employees (gender, age, level of achievement, profession, etc.) and enterprises (economic activity, size, etc.).

Data from the Structure of Earning Survey, 2022 are relatively comparable to data on the average gross monthly salary and data on the number of employees from other sources that INSTAT uses to produce the statistical indicators from enterprises on Labour Market. This is due to the specific coverage of the survey in terms of observed economic activities (sections B in S of NACE Rev. 2, excluding section O) and the population of employees (those who received salary and remuneration in the reference month, October 2022).

The accomplishment of the INSTAT mission for the production of transparent, updated and neutral statistics, which assisted in reflecting the economic and financial reality within the country was made possible with the full engagement of qualified employees and field enumerators.

Thanks to the enterprises that were part of this survey who answered the questions by making available their employees and the information required in the survey. It is also worth pointing out their readiness to respond in time and in the required data quality, to the questions in the survey

For publication 13/11/2024

In accordance with law no. 17, dated 05.04.2018, "On Official Statistics", INSTAT guarantees the use of their data for statistical purposes only and confidentiality.

The results of the survey are related to the number of employees during October 2022 for all enterprises with over 10 employees (sections B in S of NACE Rev. 2, excluding section O). The number of employees during this month in these enterprises was 424,576. During October 2022, the average hourly earnings per employee are 406 ALL and the average monthly earnings per employee is 70,806 ALL. The average annual earning per employee during 2022 is 849,180 ALL.

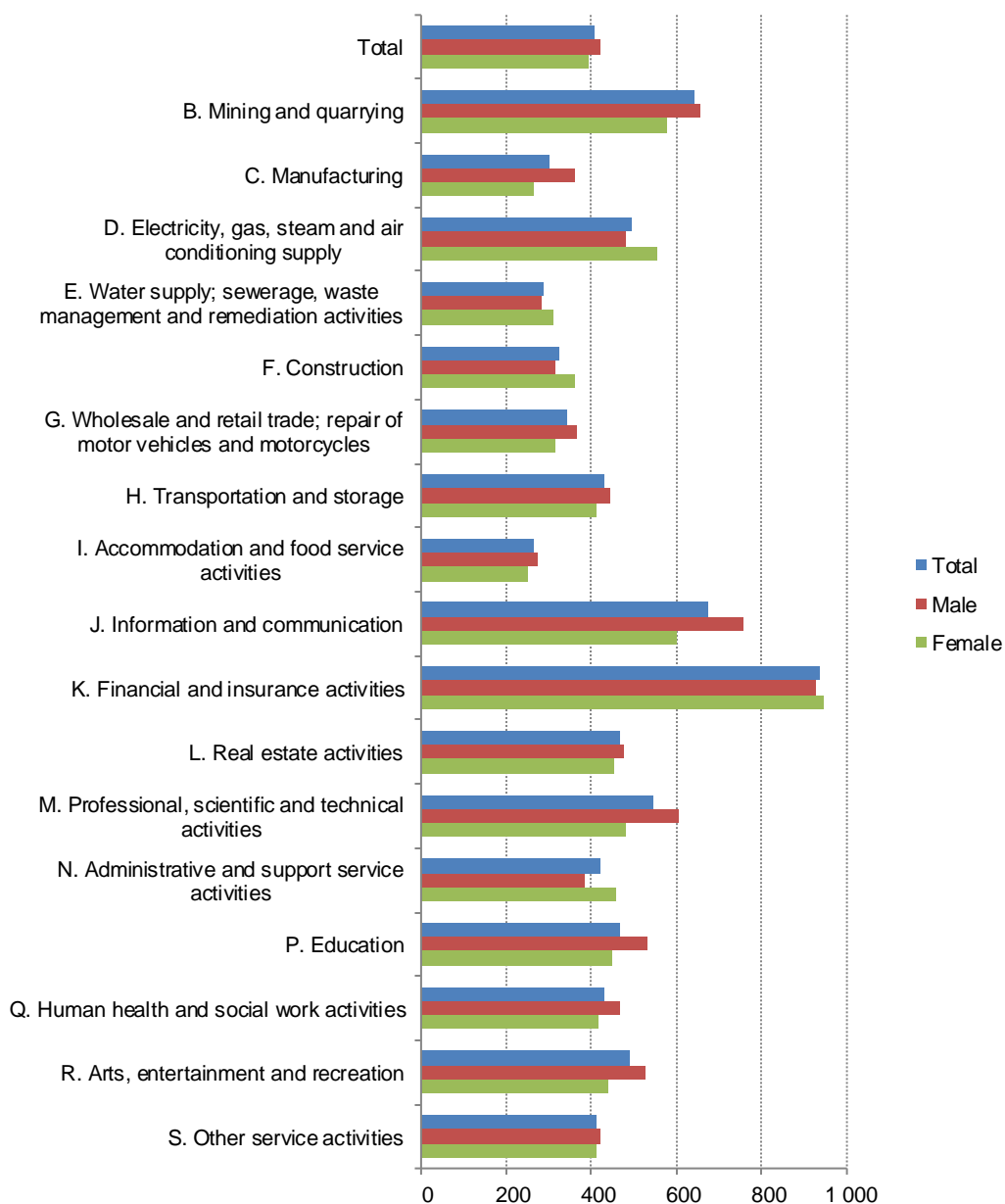
According to the results, 51.8% of the total number of employees is female and 48.2 % is male. Male employees predominate in the Mining and quarrying industry by about 84.6 %, while female employees predominate in the Education sector by about 76.6 %. According to the size of the enterprise, male employees predominate in enterprises with 10-49 employees and female employees predominate in enterprises with over 1000 employees.

During October 2022, the Gender pay gap on average hourly earnings was 6.7 %. The gender pay gap shows the difference between a male's average hourly earnings and that of a female, and this difference has been greater in the Manufacturing industry, with 26.99 % and lower in the Administrative and support service activities sector, with 18.6 %. Gender inequality of earning is higher for full-time employees at 14.2 % while for part-time employees it is lower at 6.6%. According to working hours, women account for the largest share of part-time employees with 53.1%, while among full-time employees women account for 51.8 %.

Earnings per employee according to the economic activities of enterprises

According to economic activity, the average hourly earnings per employee are higher in the Financial and insurance activities with about 938 ALL per working hour. In this activity, hourly earnings are higher for females than for males, about 944 ALL for females and for males about 928 ALL (Fig.1).

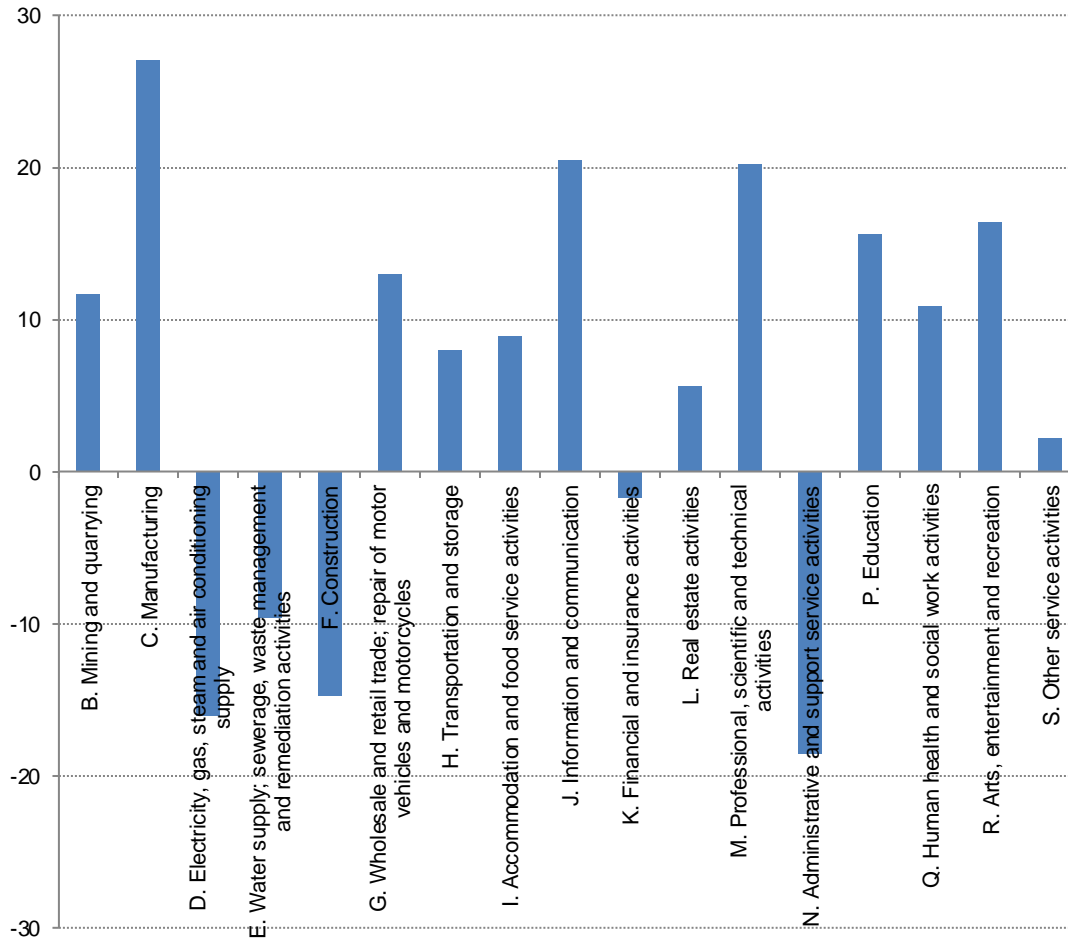
Fig. 1 Average hourly earnings per employee by economic activity and sex (ALL)



Source of information: Structure of Earning Survey, 2022

The average hourly earnings per employee are lowest in the activity of accommodation and food service, with about 264 ALL per hour. In this activity, hourly earnings are higher for males than for females, about 275 ALL for males and for females about 251 ALL. (Fig.1).

Fig. 2 Gender pay gap on average hourly earnings by economic activity (%)



Source of information: Structure of Earning Survey, 2022

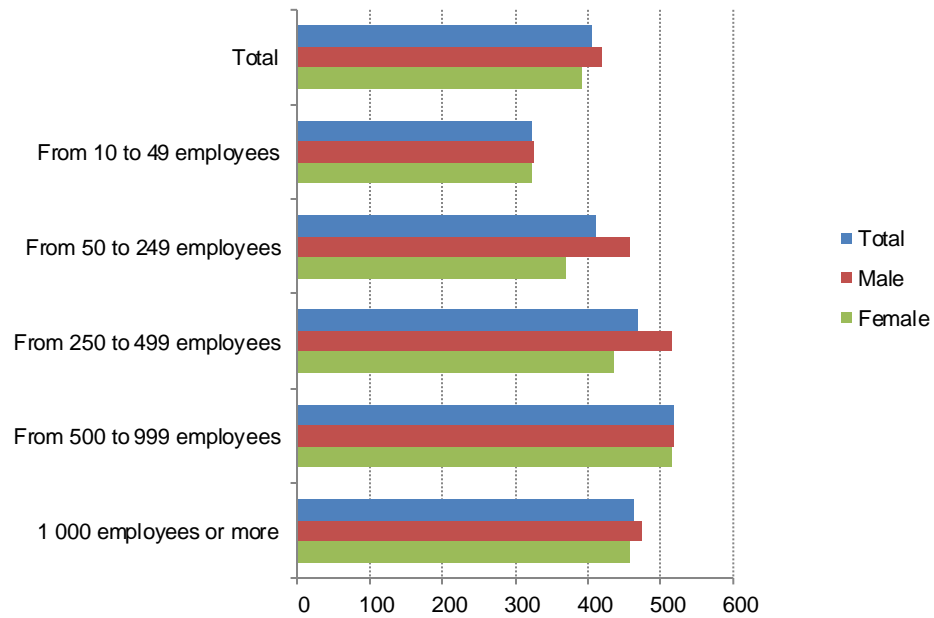
The gender pay gap on average hourly earnings is higher in the Manufacturing industry with about 26.99 % (Fig.2). In this sector, the gender pay gap of the average hourly earnings is higher in the occupations of specialists with higher education (Professionals) with about 32.48 % and lower in the occupations of Skilled agricultural, forestry and fishery workers with about 0.65 % (T.8.3).

In the Administrative and support service activities, the gender gap on average hourly earnings is lower with about 18.6% (Fig.2). In this sector, the gender gap of the average hourly earnings is higher in the occupations of Technicians and associate professionals, with about 38.1% and lower in the occupations of Craft and related trades workers, with about 100.7% (T.8.3).

Earnings per employee according to the size of enterprises

According to the size of the enterprise, the average hourly earnings per employee are higher in enterprises with 500 - 999 employees with about 518 ALL per working hour. In these enterprises, earnings are higher for males than for females, with about 520 ALL for males and for females about 515 ALL (Fig.3).

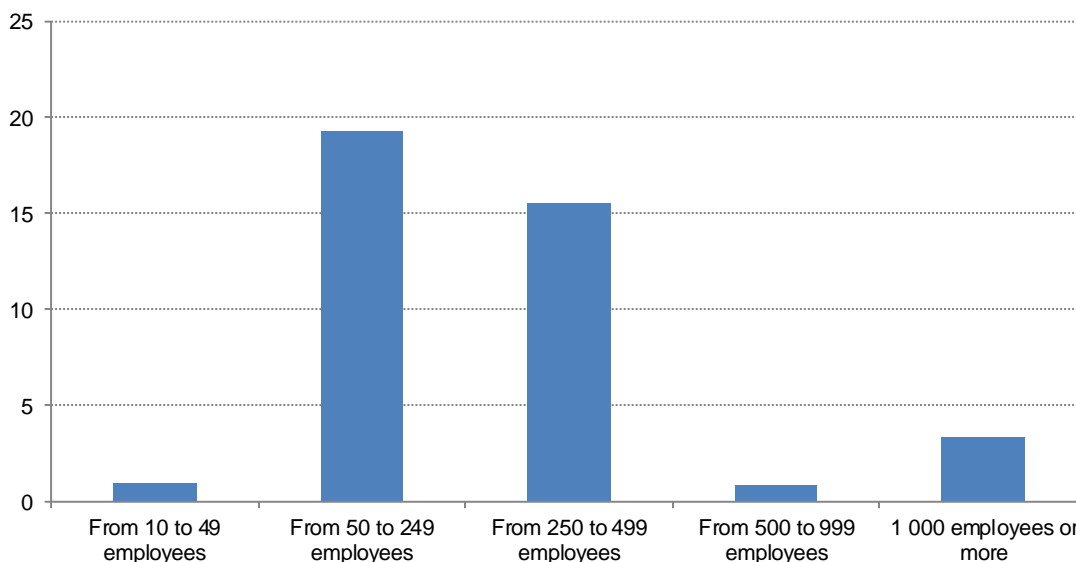
Fig. 3 Average hourly earnings by size of enterprise and sex (ALL)



Source of information: Structure of Earning Survey, 2022

The average hourly earnings per employee are lowest in enterprises with 10-49 employees, with about 324 ALL per hour. In these enterprises, the average hourly earnings for males are higher than females with 326 ALL and 322 ALL, respectively. (Fig.3).

Fig. 4 Gender pay gap on average hourly earnings by size of enterprise (%)



Source of information: Structure of Earning Survey, 2022

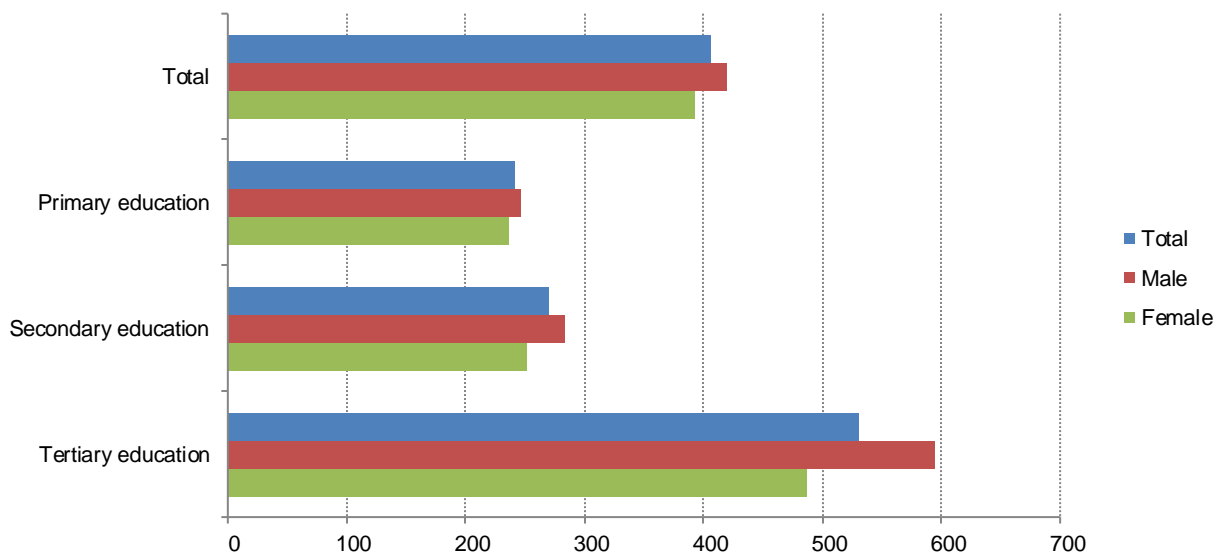
The gender pay gap on average hourly earnings is highest in enterprises with 50 - 249 employees with about 19.3 % (Fig.4). In these enterprises the gender pay gap of the average hourly earnings is higher in the occupations of Plant and machine operators, and assemblers with about 24.1 % and lower in the occupations of Clerical support workers with about 0.3 % (T.8.3).

In the enterprises with 500-999 employees, the gender gap on average hourly earnings is lower, with about 0.8 % (Fig.4). In these enterprises, the gender gap of the average hourly earnings is higher in the occupations of Skilled agricultural, forestry and fishery workers by about 100 % and lower in the occupations of Managers by about 32.1 % (T. 8.3).

Earnings per employee according to the educational attainment

According to the educational attainment of employees, the average hourly earnings per employee are higher among employees with Tertiary education, with about 531 ALL per working hour. Males with this educational attainment have higher hourly earnings than females with about 595 ALL for males and for females about 487 ALL (Fig.5).

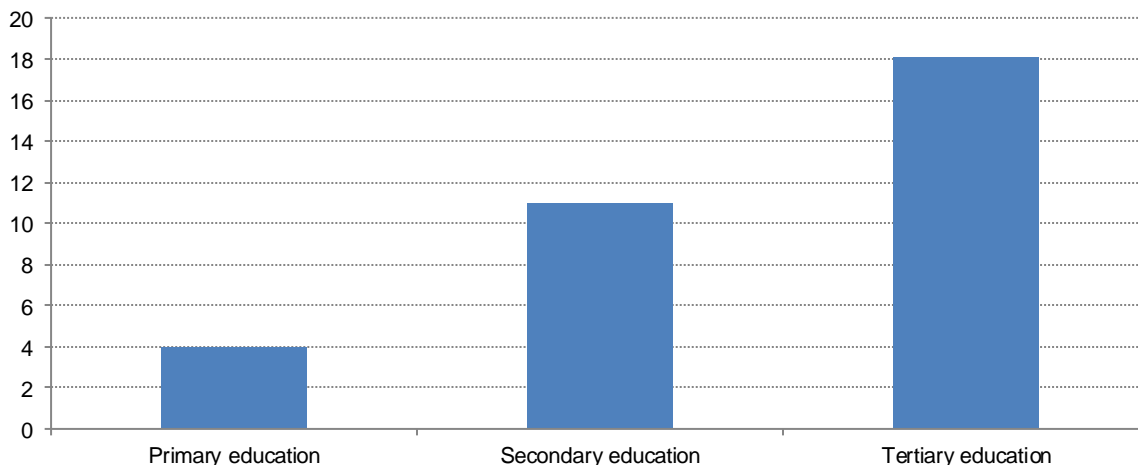
Fig. 5 Average hourly earnings per employee by educational attainment and sex (ALL)



Source of information: Structure of Earning Survey, 2022

The average hourly earnings per employee are lowest in employees with of educational attainment 8/9 years (Primary education) with about 242 ALL per hour. Males with this education attainment have higher income than females, with about 247 ALL for males and for females about 237 ALL (Fig.5).

Fig. 6 Gender pay gap on average hourly earnings by educational attainment (%)



Source of information: Structure of Earning Survey, 2022

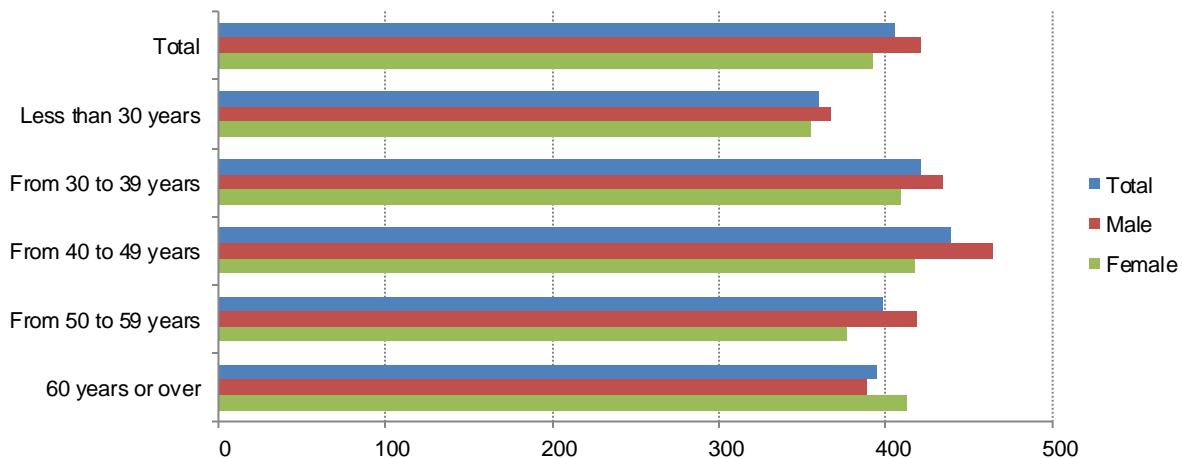
The gender gap on average hourly earnings is higher for employees with Tertiary education with about 18.1 % (Fig.6). For these employees, the gender gap of the average hourly earnings is higher in the activity of the Transportation and storage, with about 40.3 % and lower in the activity of the Electricity, gas, steam and air conditioning supply, with about 14.3 % (T. 8.2).

Gender gap on average hourly earnings is lower among Primary education employees, about 3.9% (Fig.6). For these employees the gender gap of the average hourly earnings is higher in the activity of the Construction with about 16 % and lower in the activity of Electricity, gas, steam and air conditioning supply with about 39.2 % (T.8.2).

Earnings per employee to the age-group

Të ardhurat nga puna sipas grupmoshës së të punësuarve me pagë, janë më të larta në grupmoshën e të punësuarve 40-49 vjeç, me rreth 439 lekë për orë pune. Meshkujt në këtë grupmoshë kanë të ardhura nga puna më të larta se femrat, të ardhurat mesatare për orë pune për meshkuj janë rreth 464 lekë dhe për femrat rreth 418 lekë (Fig.7).

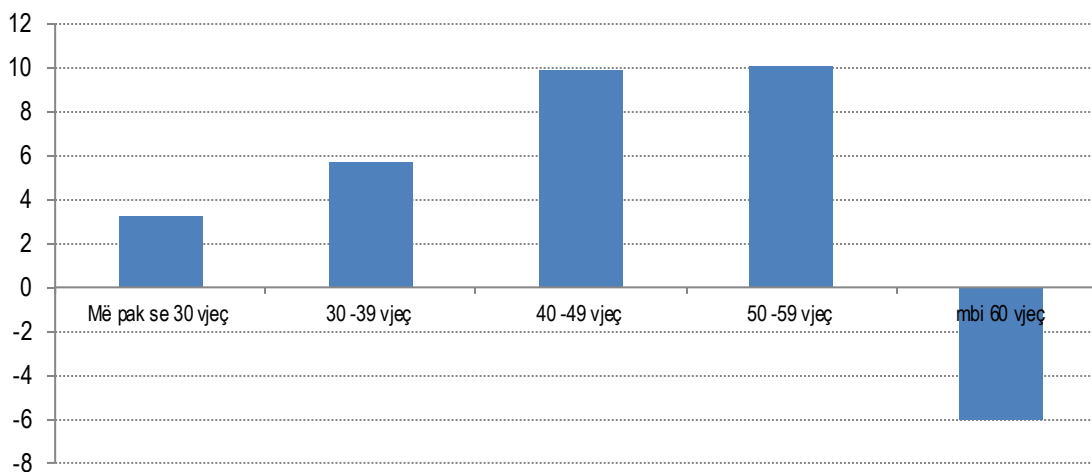
Fig. 7 Average hourly earnings per employee by age-group and sex (ALL)



Source of information: Structure of Earning Survey, 2022

The average hourly earnings per employee are lowest in the age group less than 30 years with about 360 ALL. Males in this age group have higher hourly earnings than females with about 367 ALL for males and for females about 355 ALL. (Fig.7)

Fig. 8 Gender pay gap on average hourly earnings by age-group (%)



Source of information: Structure of Earning Survey, 2022

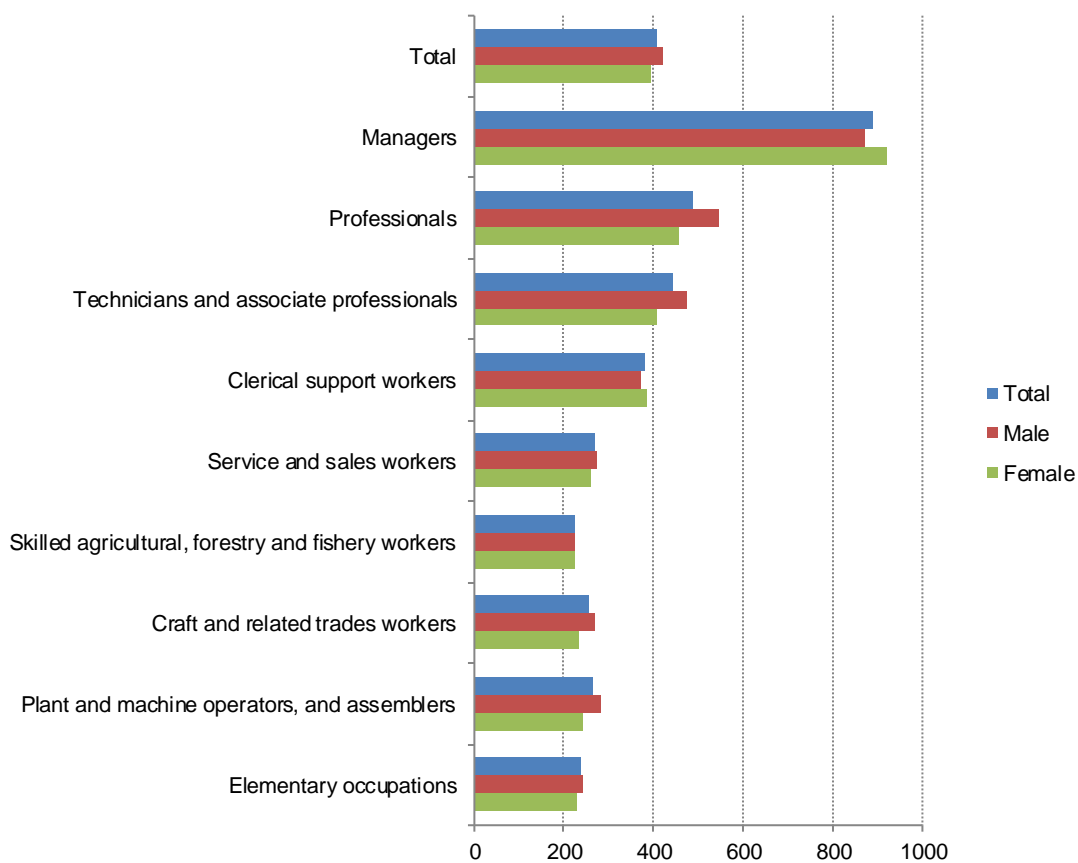
Gender gap on average hourly earnings is higher for employees aged 50-59, about 10.1% (Fig.8). For these employees, the gender gap on average hourly earnings is higher in the activity of the Information and communication with about 48.98 % and lower in the activity of the Financial and insurance activities, with about 14.8 % (T.8.1)

Gender gap on average hourly earnings is lower for employees in the age-group 60 years or over, about 6.1 % (Fig.8). For these employees, the gender gap in hourly earnings is higher in the activity of the Accommodation and food service activities, with about 31.6 % and lower in the activity of the Financial and insurance activities, with about 57.3 % (T.8.1).

Earning per employee according to the occupation-group

According to the occupation-group of employees, the average hourly earnings per employee are higher in the position of Managers with about 891 ALL per working hour. Females in this occupation have higher hourly earnings than males with about 922 ALL for females and for men about 872 ALL (Fig.9).

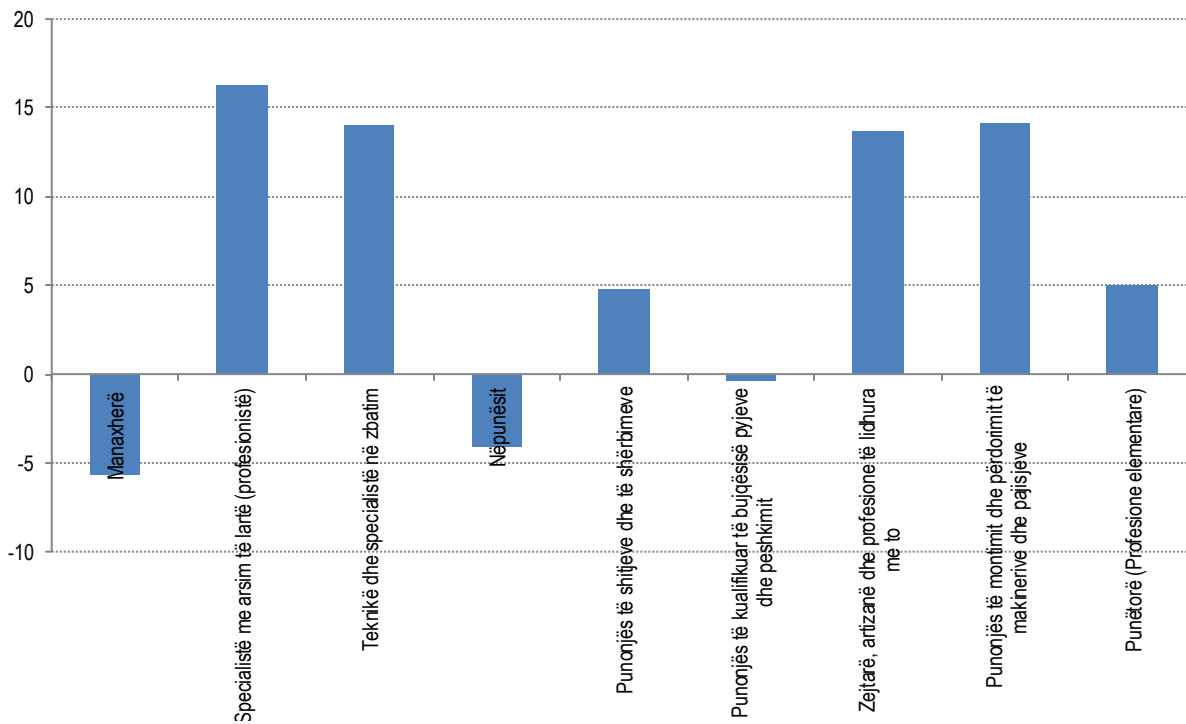
Fig. 9 Average hourly earnings per employee by occupation and sex (ALL)



Source of information: Structure of Earning Survey, 2022

The average hourly earnings per employee are lowest for the employees in the occupation of Skilled agricultural, forestry and fishery workers, with about 224 ALL per working hour. In this occupation the difference between earnings by gender females and males are very closely, the average hourly earnings for males are about 223 ALL and for females are about 224 ALL. In this occupation females have earnings a little bit higher than males. (Fig.9).

Fig. 10 Gender pay gap on average hourly earnings by occupation-group (%)



Source of information: Structure of Earning Survey, 2022

The gender gap on average hourly earnings is higher for employees in the occupation of specialists with higher education (Professionals) with about 16.3 % (Fig.10). For these employees, the gender gap of the average hourly income is higher in the activity of the Mining and quarrying industry with about 42.2 % and lower in the activity of Electricity, gas, steam and air conditioning supply, with 10.8 % (T.8.3).

Gender gap on average hourly earnings is lower for employees in the management occupation, with about 5.7 % (Fig.10). For these employees, the gender gap of average hourly earnings is higher in the activity Arts, entertainment and recreation, with about 29.1 % and lower in the activity of the Administrative and support service activities, with about 20.5 % (T.8.3).

Methodology

Objectives of the survey

In accordance with INSTAT's statistical activities in the annual plan, based on the Official Statistics Program (2022-2026), the Labour Market Statistics Sector, INSTAT, conducted for the first time in 2019, the survey "Structure of Earnings Survey in Albania, 2018", continuing then in 2023 with "Structure of Income from Work in Albania, 2022"

Based on Council of Europe Regulation no. 530/1999, European Commission Regulation no. 1916/2000 (amended) and Regulation of the European Commission no. 1738/2005 of the EU, this is a survey conducted at a four-year frequency. The purpose of this survey is to measure the real earning received by an employee in a certain economic activity for the month of October and the reference year 2022 as well as to provide accurate and harmonized data on income from work in the Member States of EU for policy making and research purposes.

The survey collects detailed information from enterprises about the level of wages and bonuses, individual characteristics of employees such as gender, age, occupation, length of service, higher level of education and information about their employers regarding the economic activity and the size of the enterprise, geographical location or the local unit, etc.

Based on the data collected from the survey "Structure of Earning Survey in Albania, 2022", the results are comparable and evaluated in accordance with the methodology set by Eurostat and implemented by all EU member and candidate countries. The survey data itself also serves to calculate many other gender-based indicators such as the "gender pay gap" which determines the difference in earnings between males and females.

The survey collects information on real wage received by an employee in a particular economic activity for October and the reference year 2022. The information collected is related to the earnings paid by the employer for each "job holder" (job holder) that will means earnings for each job position. This survey does not cover the earning of the same person employed elsewhere in a second or third job.

Legal acts

The Legal acts on which the quadrennial Statistical Survey on Structure of Earnings Statistics is based on the Law No.17, dated 05.04.2018 "On official statistics" and Statistical annual plan 2023.

Safety of data and confidentiality

Data collected by enterprises are considered as strictly confidential and used only for statistical purposes and scientific research in accordance with Law No.17, dated 05.04.2018 "On official statistics", as well as Law no. 9887, dated 10.03.2008 "Personal Data Protection". Article 31 of the Law "On Official Statistics" define clearly that all statistical information collected by INSTAT is confidential and may be used or published only in summary tables that do not identify the source unit of information.

Regulations

The Structure of Earnings Survey Questionnaire 2022 was adjusted according to the European Commission Regulation "On structural statistics on earnings". In order to be comparable to European countries, for the results of Structure of Earnings Survey were implemented the same regulations that European countries implement:

- EC Regulation No. 530/1999 on "Structural Earnings Statistics"
- EC Regulations No 1738/2005 and 1916/2000 on "Definitions used in structural earning statistics and their transmission to Eurostat"

Economic Activities

In the Structure of Earnings Survey were included all enterprises that produce goods and services excluding the activities of: Agriculture, forestry and fisheries; Public administration and defense, Compulsory social security; Activities of families as employers, Activities of the production of goods and services of the families of the families for their own use; Activities of international organizations and organizations.

Reference Period

The data refer to fiscal year 2022. The fiscal year corresponds to the calendar year.

Enterprise Size

The classification of enterprises by size of enterprise is done according to the number of employees.

Enterprises are classified as follows:

- 10 to 49,
- 50 - 249,
- 250 to 499,
- 500 - 999,
- 1000 and more employees.

Coverage area

Structure of Earnings Statistics include in the study:

- All active enterprises with 10 and more employees, in Albania till December 2022.
- All employees who have worked even one hour during October 2022.

Samle Selection

The sampling frame for the Structure of Earnings Survey is based on the Statistical Business Register 2022. The statistical units are enterprises with at least 10 employees for the NACE Rev 2 sections B to S (including section O).

The enterprises were sampled using the stratified systematic random sampling method where the stratification is done based on the economic activity of the enterprise according to the Economic Activity Nomenclature Rev 2 in two digit levels, and the enterprise size-class. Enterprises with at least 50 employees were exhaustively surveyed. The sample size of LCS is 3,463 non-agricultural enterprises. In table A1 is shown the distribution of effective sample by enterprise size-class.

T.A.1 Selection of employees to be interviewed, according to the size of the enterprise

Size of Enterprises	Selection of employees to be interviewed
10 - 49 employees	49.1 %
50 - 249 employees	25.2 %
250 - 499 employees	20.7 %
500 - 999 employees	17.7 %
+ 1000 employees	17.6 %

Source of information: Structure of Earning Survey, 2022

Data Collection

The Structure of Earnings Survey data gathered in two ways:

- With interviewers who completed the questionnaire printed.
- By e-mail sending to INSTAT from the enterprise who complete the questionnaire.

For the Structure of Earnings Survey, the response rate was 73.8 %. The rest was imputed by INSTAT from administrative data. Table A.2 shows the response rate by economic activities.

T.A.2. Shkalla e përgjigjes sipas aktivitetit ekonomik

Economic Activity	Response Rate (%)
Total	73.8%
Mining and quarrying	80.0%
Manufacturing	81.2%
Electricity, gas, steam and air conditioning supply	58.1%
Water supply; sewerage, waste management and remediation activities	85.7%
Construction	68.9%
Wholesale and retail trade; repair of motor vehicles and motorcycles	72.7%
Transportation and storage	70.8%
Accommodation and food service activities	81.6%
Information and communication	59.8%
Financial and insurance activities	47.1%
Real estate activities	85.7%
Professional, scientific and technical activities	64.5%
Administrative and support service activities	68.3%
Education	71.7%
Human health and social work activities	79.4%
Arts, entertainment and recreation	80.0%
Other service activities	68.9%

Source of information: Structure of Earning Survey, 2022

For the validity of the data were used, the sources of the data of the economic statistics available by INSTAT. The validity of the data was made based on the logical controls carried out after the data from questionnaires were put into the database. Data availability consists in the completeness of information, and the functional mathematical link between variables in the questionnaire.

Estimation Procedure

The survey data are extrapolated for the whole population (non-agricultural enterprises with at least 10 employees). The weighting procedure takes into consideration the selection probability of the enterprise and compensates for the unit non-response and out of scope, which are:

- Without contact
- Refuse to participate
- Closed

Sleeping Therefore, the design weight d_k is adjusted with the coefficient v_{kh} to compensate for the unit non-response and out of scope enterprises, calculated using the following formula:

$$v_{kh} = \frac{(n_{(i)\text{responded}} + n_{(i)\text{refusal}} + n_{(i)\text{non-contact}})}{n_{(i)\text{responded}}}$$

$$\hat{t}(x) = \sum_{k \in rh} d_{kh} v_{kh} x_{kh} = \sum_{k \in rh} w_{kh} x_{kh}$$

The data weighting procedure considers also the outliers treatment. In the weighing procedure, enterprises with outliers are given the weight (w_{kh}) equal to 1. Then the weights are recalculated for the other enterprises in the strata that this outlier belongs to.

$$d_{kh}^{\text{adj}} = \frac{N_h - m_h(\text{out})}{n_h - m_h(\text{out})}, \text{ where}$$

$$m_h(\text{out}) = \sum_{rh} 1_{kh} \delta_{kh}, \delta_{kh} = \begin{cases} 1 & \text{if there is an outlier} \\ 0 & \text{otherwise} \end{cases}$$

$$v_{kh}^{\text{adj}} = \frac{n_h - m_h(\text{out})}{m_h^{(1)} + m_h^{(3)} - m_h(\text{out})}$$

$$\text{and } w_{kh}^{\text{adj}} = d_{kh}^{\text{adj}} \cdot v_{kh}^{\text{adj}}$$

In this way, the obtained estimates from the labour cost survey data refer to the following formula:

$$\hat{t}(x) = \sum_{k \in rh} d_{kh}^{\text{adj}} v_{kh}^{\text{adj}} x_{kh} = \sum_{k \in rh} w_{kh}^{\text{adj}} x_{kh}$$

Data Accuracy indicators

For each survey indicator the variance is calculated using the following formula:

$$V(\hat{t}) = \sum_H N^2 \left(1 - \frac{n}{N}\right) \frac{S^2}{n}$$

Ku $V(\hat{t})$ tregon variancën për totalin e variablit, S^2 tregon variancën e variablit, N numrin gjithsej të punonjësve me pagë në shtresën h , dhe n numrin e punonjësve me pagë që janë përgjigjur në shtresën h .

where $V(\hat{t})$ stands for the variance of the total of the variable, S^2 stands for the variance of the variable, N stands for total number of enterprises in stratum h , and n stands for the number of responded enterprises in stratum h .

The coefficient of variation of the estimated totals is calculated using the formula:

$$CV(\hat{t}) = \frac{\sqrt{V(\hat{t})}}{\hat{t}}$$

The following tables are shows the standard deviations and coefficients of variation for the two main survey variables, for the average monthly earnings and for the average hourly earnings.

T.9.1. Coefficients of variation for the average monthly earnings

Përshkrimi	Mesatare Mean	Devijimi standart SE	Koeficienti i variacionit CV (%)	
Total	70,806	1,078	1.5%	
Full-time (men)	73,670	1,317	1.8%	
Full-time (women)	68,142	1,200	1.8%	
Part-time (men)	74,454	3,783	5.1%	
Part-time (women)	67,566	4,194	6.2%	
Economic Activity (NACE Rev.2))	B	113,194	18.713	16.5%
	C	53,648	965	1.8%
	D	85,996	6.116	7.1%
	E	51,394	1.806	3.5%
	F	56,236	1.945	3.5%
	G	61,706	1.984	3.2%
	H	75,515	4.422	5.9%
	I	48,328	1.383	2.9%
	J	118,327	4.725	4.0%
	K	161,003	24.053	14.9%
L	84,125	9.182	10.9%	

	M	93,206	6,042	6,5%
	N	74,438	4,112	5,5%
	P	77,054	1,909	2,5%
	Q	74,913	1,645	2,2%
	R	82,277	8,801	10,7%
	S	71,282	4,151	5,8%
Occupation (ISCO-08)	1	155,502	8,068	5,2%
	2	83,291	1,172	1,4%
	3	78,192	3,289	4,2%
	4	67,350	3,518	5,2%
	5	48,507	1,018	2,1%
	6	40,639	1,667	4,1%
	7	45,668	616	1,3%
	8	47,197	791	1,7%
	9	42,354	597	1,4%
Age	< 20	56,120	8,584	15,3%
	20-29	63,381	1,164	1,8%
	30-39	73,279	971	1,3%
	40-49	76,708	2,222	2,9%
	50-59	69,307	1,710	2,5%
	≥ 60	68,821	1,666	2,4%
Region (NUTS 1)	Shqipëria	70,806	1,078	1,5%
Size of Enterprises	10-49	57,518	915	1,6%
	50-249	72,224	1,649	2,3%
	250-499	81,521	2,407	3,0%
	500-499	88,355	7,725	8,7%
	1000+	79,239	4,682	5,9%
Education Level	Primary education	43,975	772	1,8%
	Secondary education	48,127	428	0,9%
	Tertiary Education	91,540	1,938	2,1%

Source of information: Structure of Earning Survey, 2022

T.9.2. Koeficienti Coefficients of variation for the average hourly earnings

Përshkrimi	Mesatare Mean	Devijimi standart SE	Koeficienti i variacionit CV (%)	
Total	406	6.3	1.5%	
Full-time (men)	417	7.6	1.8%	
Full-time (women)	390	7.0	1.8%	
Part-time (men)	669	39.1	5.8%	
Part-time (women)	574	44.7	7.8%	
Economic Activity (NACE Rev.2)	B	643	105.9	16.5%
	C	300	5.6	1.9%
	D	493	35.9	7.3%
	E	289	10.5	3.6%
	F	323	11.6	3.6%
	G	343	11.1	3.2%
	H	432	25.7	5.9%
	I	264	7.7	2.9%
	J	676	27.2	4.0%
	K	938	139.5	14.9%
	L	468	55.3	11.8%

	M	547	35.1	6.4%
	N	421	23.7	5.6%
	P	469	12.1	2.6%
	Q	430	10.2	2.4%
	R	491	54.2	11.0%
	S	413	24.5	5.9%
Occupations (ISCO-08)	1	891	46.6	5.2%
	2	490	6.9	1.4%
	3	444	18.8	4.2%
	4	382	20.1	5.3%
	5	269	5.8	2.1%
	6	224	9.7	4.3%
	7	256	3.6	1.4%
	8	264	4.7	1.8%
	9	236	3.3	1.4%
Age	< 20	317	48.1	15.2%
	20-29	362	6.8	1.9%
	30-39	421	5.8	1.4%
	40-49	439	12.8	2.9%
	50-59	398	9.8	2.5%
	≥ 60	395	9.6	2.4%
Region (NUTS 1)	Albania	406	6.3	1.5%
Size of Enterprise	10-49	324	5.3	1.6%
	50-249	412	9.5	2.3%
	250-499	470	14.0	3.0%
	500-499	518	45.1	8.7%
	1000+	463	27.3	5.9%
Niveliarsimor	Primary Education	242	4.4	1.8%
	Secondary Education	269	2.5	0.9%
	Tertiary Education	531	11.2	2.1%

Source of information: Structure of Earning Survey, 2022

Statistical definitions and classifications

In the Structure of earnings Survey are included **all employees referring to October 2022, who are of the following categories:**

- sales representatives, providing they are on the payroll and receive other forms of remuneration in addition to any commission,
- apprentices,
- students and trainees (articled clerks, student nurses, research or teaching assistants, hospital interns, etc.) who have a formal commitment to contribute to the unit's production process in return for remuneration and (or) education services,
- disabled workers, provided the formal or informal relationship of employer to employee exists whereby the person works for the enterprise in return for remuneration in cash or in kind,
- people carrying out remunerated productive activity under employment programs engaged by an employer under a contract of employment,

- interim or temporary workers (e.g. secretarial staff) recruited, employed and remunerated by employment agencies to work elsewhere,
- seasonal and occasional workers, if they have a formal or informal agreement with the enterprise or local unit and pre-defined working hours,
- employees for whom labour costs were incurred in the reference period but who were temporarily not at work because of illness or injury, holiday or vacation, strike or lock-out, educational or training leave, maternity or parental leave, reduced economic activity, suspension of work due to bad weather, mechanical breakdowns, lack of materials, fuels or power, or other temporary absence with or without leave,
- those working abroad if they continue to receive remuneration from the reporting unit,
- civil servants and other government employees whose terms and conditions of employment are laid down by public law,
- the armed forces, consisting of those who have enlisted for both long and short engagements and also conscripts (including conscripts working for civil purposes),
- ministers of religion, if they are paid directly by general government or a non-profit institution,
- outworkers, including home workers and tele-workers if there is an explicit agreement that such workers are remunerated on the basis of the work done.

Full-time employees

Full-time employees are those for whom the normal working hours are the same as those agreed collectively or the same as the usual hours worked by all employees in the enterprise.

Part-time employees

Part-time employees are those who work fewer hours than the normal work of full-time employees in the enterprise. Students can be full-time or part-time.

Average gross annual earnings in the reference year, 2022 - is the actual gross annual earnings for employee for the calendar year, not those earnings reflected in the employee's contract.

Average gross monthly earnings in the reference month, 2022 - is the income from wages and bonuses paid during the reference month (October 2022) calculated before each tax deduction and social security contributions paid by the employer.

Average gross hourly earnings in the reference month, October 2022 - the average gross hourly wage paid to employees in the reference month.

Annual bonuses and allowances not paid at each pay period - includes bonuses and other payments that are not paid on regular period.

Typical examples are end-of-year holiday bonuses, unpaid leave payments, productivity bonuses, etc.

Number of hours actually paid during October 2022 - is the number of hours actually paid during the reference month and not the number of standard hours in a working month. They include all normal and overtime hours paid by the employer during the reference month. Hours that have not been worked but are still paid hours are counted as 'paid hours' (e.g. for annual leave, public holidays, paid medical leave, paid professional training, special paid leave, etc.).

Annual days of holiday leave during 2022 - This refers to the total number of paid annual leave. They relate to the total annual total of all working days as paid vacation days such as the usual leave as well as the days given to employees for performing special tasks (performance), seniority, etc. Vacation days due to official holidays by law should not be included here, such as:

- Vacation for medical treatment
- Training permits
- Special permit paid for personal reasons, etc.

Classifications

The classification of enterprises is done with the NACE Rev. 2., EC Regulation No 1893/2006 on the establishment of a statistical classification of economic activities NACE Rev.2, "Member States shall use NACE Rev. 2 for statistics relating to economic activities carried out from 1 January 2008 onwards".

The classification of professions is performed according to the International Classification of Professions ISCO-08 as follows:

ISCO_08	Description
1.	Managers
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
2.	Technicians and associate professionals
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

ISCO_08	Description
3.	Technicians and associate professionals
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
4.	Clerical support workers
41	General and keyboard clerks
42	Customer services clerks
43	Numerical and material recording clerks
44	Other clerical support workers
5.	Service and sales workers
51	Personal service workers
52	Sales workers
53	Personal care workers
54	Protective services workers
6.	Skilled agricultural, forestry and fishery workers
61	Market-oriented skilled agricultural workers
62	Market-oriented skilled forestry, fishery and hunting workers
63	Subsistence farmers, fishers, hunters and gatherers
7.	Craft and related trades workers
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
8.	Plant and machine operators, and assemblers
81	Stationary plant and machine operators
82	Assemblers
83	Drivers and mobile plant operators
9.	Elementary occupations
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
1.	Armed forces occupations
01	Armed forces occupations
02	Commissioned armed forces officers
03	Non-commissioned armed forces officers

Note: For more detailed information, please consult the Statistical Database by attached link <https://databaza.instat.gov.al:8083/pxweb/sq/DST>