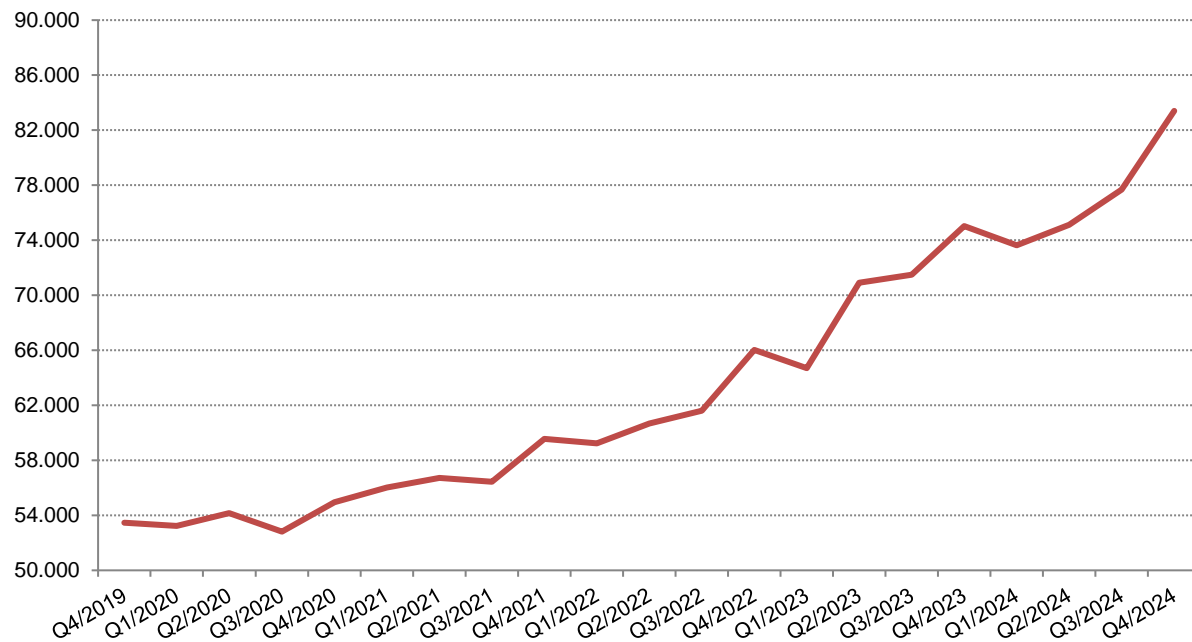


# Wage Statistics

## Quarter 4/2024

**Tirana, on March 11, 2025:** During the fourth quarter of 2024, the average gross monthly wage<sup>1</sup> per employee in Albania is 83,401 ALL, showing an increase by 11.2 % compared to the fourth quarter 2023.

Fig. 1 Average gross monthly wage per employee in Albania (ALL)<sup>2</sup>



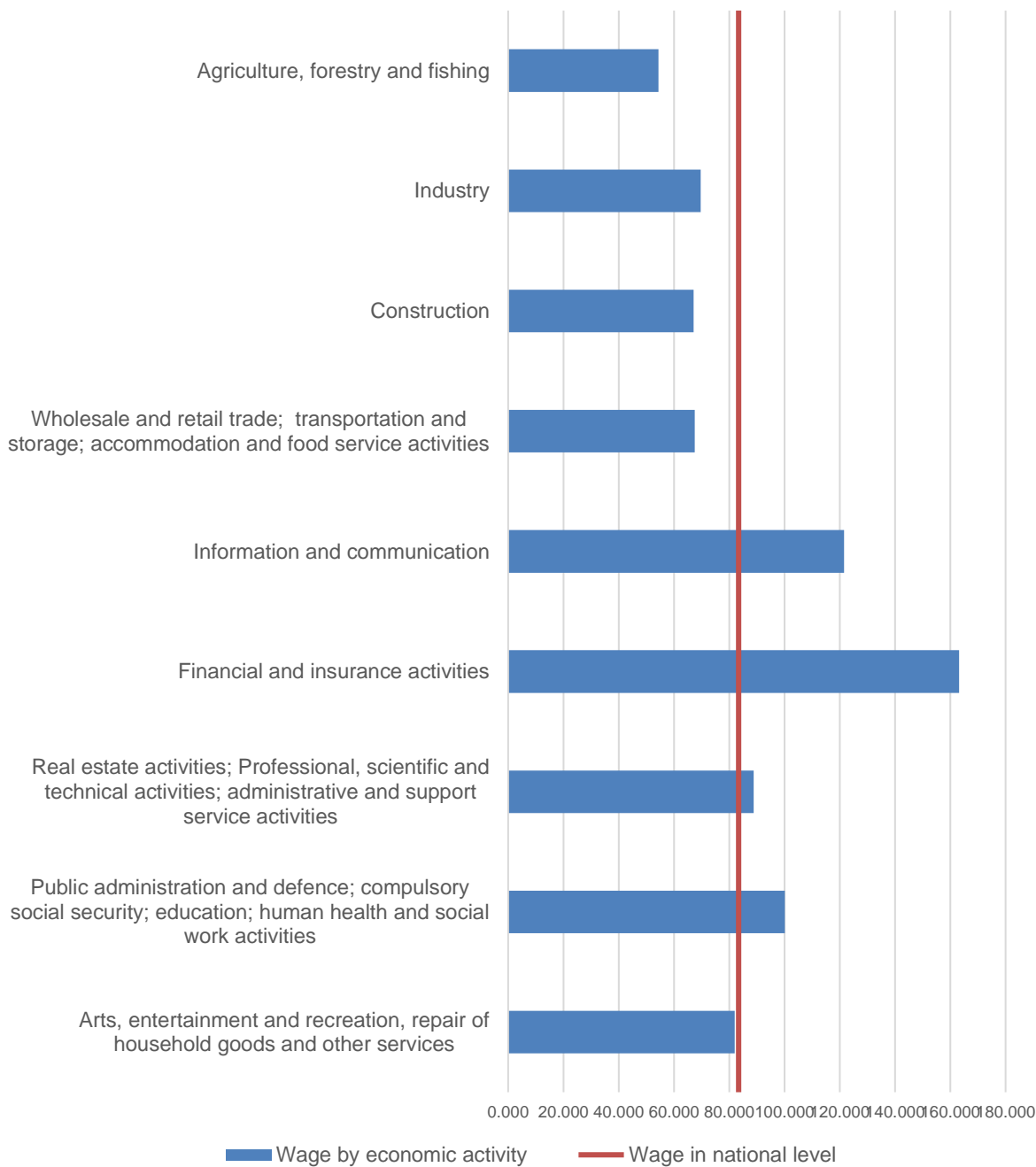
During the fourth quarter of 2024, the economic activities that offer a gross monthly average wage, higher than the national average wage, are Financial and Insurance Activities and Information and Communication.

<sup>1</sup> In the calculation of the average gross monthly wage, are included only the number of contributory employees who work 18 or more days during the reference month. These contributors belong to all economic activities, including the Agriculture, forestry and fishing activity that are declared in the General Directorate of Taxes (see methodological note).

<sup>2</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).

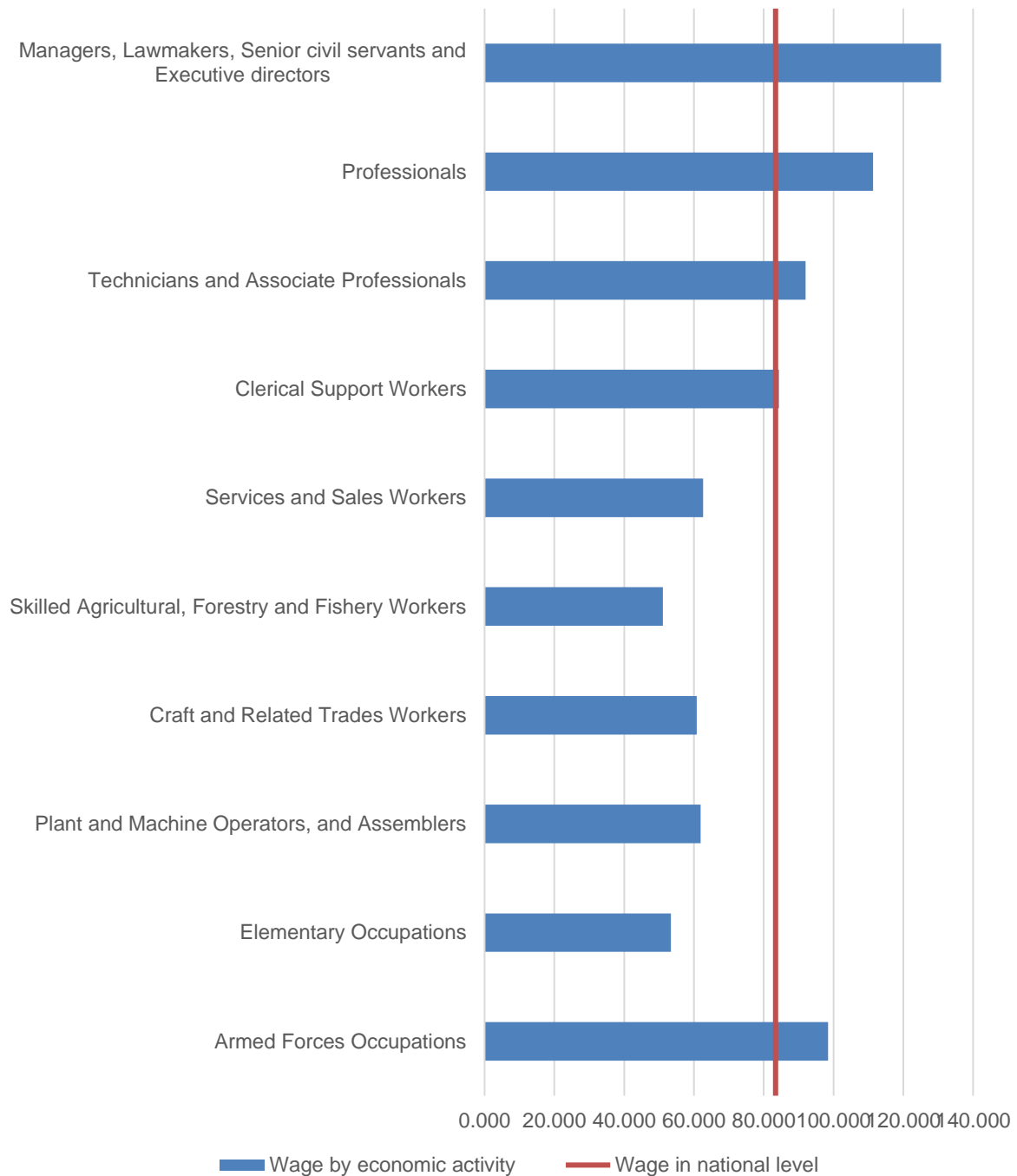
Compared with the same quarter of last year during the fourth quarter of 2024, the average gross monthly wage for the activity group of “Construction”, has the largest increase of 14.9 %, while the smallest increase has the activity group “Information and communication” by 5.9 %

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



During the fourth quarter of 2024, the average gross monthly wage for an employee in a group of Managers, Lawmakers, Senior civil servants and Executive directors and Professionals offer the highest average gross monthly wage, compared to the national average gross monthly wage in national level.

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



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

Description	Q.4/21	Q.1/22	Q.2/22	Q.3/22	Q.4/22	Q.1/23	Q.2/23	Q.3/23	Q.4/23	Q.1/24	Q.2/24	Q.3/24	Q.4/24
<b>Average monthly wage per employee</b>	<b>59,565</b>	<b>59,242</b>	<b>60,666</b>	<b>61,613</b>	<b>66,014</b>	<b>64,706</b>	<b>70,905</b>	<b>71,486</b>	<b>75,025</b>	<b>73,641</b>	<b>75,114</b>	<b>77,669</b>	<b>83,401</b>
Average monthly wage per employee in public sector	70,531	67,045	68,245	70,593	74,450	73,205	82,207	84,318	87,864	84,979	85,901	96,856	100,437
Average monthly wage per employee in private sector	54,482	55,638	57,327	57,613	62,198	60,943	65,901	65,975	69,400	68,686	70,430	69,534	76,000
<b>Approved minimum wage</b>	<b>30,000</b>	<b>30,000</b>	<b>32,000</b>	<b>32,000</b>	<b>34,000</b>	<b>34,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>

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

NACE Rev2 (sections)	Economic activity by NACE Rev2	Q.4/21	Q.1/22	Q.2/22	Q.3/22	Q.4/22	Q.1/23	Q.2/23	Q.3/23	Q.4/23	Q.1/24	Q.2/24	Q.3/24	Q.4/24
	<b>Total</b>	<b>59,565</b>	<b>59,242</b>	<b>60,666</b>	<b>61,613</b>	<b>66,014</b>	<b>64,706</b>	<b>70,905</b>	<b>71,486</b>	<b>75,025</b>	<b>73,641</b>	<b>75,114</b>	<b>77,669</b>	<b>83,401</b>
A	Agriculture, forestry and fishing	35,881	38,445	40,044	41,205	42,428	43,903	47,068	47,648	49,140	49,594	50,134	50,951	54,411
B,C,D,E	Industry	51,104	50,682	53,266	53,551	57,079	57,720	61,117	61,570	64,381	65,040	65,093	65,433	69,698
F	Construction	44,949	46,953	48,210	49,062	51,025	51,465	56,117	57,080	58,367	58,706	59,721	60,526	67,079
G,H,I	Wholesale and retail trade; transportation and storage; accommodation and food service activities	45,988	46,987	48,630	49,434	53,178	52,436	56,758	57,328	60,779	60,139	60,682	61,072	67,548
J	Information and communication	90,707	101,564	96,789	93,910	103,520	103,215	112,114	105,585	114,761	110,364	123,299	114,362	121,578
K	Financial and insurance activities	122,106	114,334	130,872	119,135	142,141	119,206	149,091	132,686	148,597	133,982	166,068	138,715	163,223
L,M,N	Real estate activities; Professional, scientific and technical activities; administrative and support service activities	66,055	66,975	67,129	68,768	73,543	72,662	76,444	79,300	82,630	82,023	82,461	82,806	88,813
O,P,Q	Public administration and defense; compulsory social security; education; human health and social work activities	70,694	68,048	68,389	71,675	75,059	73,201	82,319	84,992	87,249	84,429	84,793	97,281	100,078
R,S,T,U	Arts, entertainment and recreation, repair of household goods and other services	64,854	62,142	64,061	65,024	69,168	66,332	71,747	72,661	76,410	73,707	74,781	75,400	82,019

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

Group-occupations ISCO-08	Q.4/21	Q.1/22	Q.2/22	Q.3/22	Q.4/22	Q.1/23	Q.2/23	Q.3/23	Q.4/23	Q.1/24	Q.2/24	Q.3/24	Q.4/24
<b>Total</b>	<b>59,565</b>	<b>59,242</b>	<b>60,666</b>	<b>61,613</b>	<b>66,014</b>	<b>64,706</b>	<b>70,905</b>	<b>71,486</b>	<b>75,025</b>	<b>73,641</b>	<b>75114</b>	<b>77,669</b>	<b>83,401</b>
Managers, Lawmakers, Senior civil servants and Executive directors	102,304	102,853	102,156	100,256	109,465	104,483	116,627	116,176	122,097	118,699	122,465	122,159	130,859
Professionals	79,476	78,288	79,925	82,374	86,542	85,007	92,566	93,963	97,520	95,307	97,548	104,995	111,331
Technicians and Associate Professionals	67,711	66,377	67,437	68,749	72,863	71,331	77,127	78,481	82,277	80,515	82,123	86,379	92,040
Clerical Support Workers	62,410	62,406	63,363	63,544	69,219	67,326	71,363	73,021	76,831	75,083	77,356	76,790	84,395
Services and Sales Workers	45,157	44,626	45,751	46,732	50,279	49,413	54,678	54,942	57,887	56,386	56,929	59,842	62,610
Skilled Agricultural, Forestry and Fishery Workers	36,691	37,929	39,832	40,615	42,915	42,646	47,413	47,620	48,689	48,539	47,684	47,660	51,093
Craft and Related Trades Workers	41,602	41,803	43,810	44,515	47,130	47,192	51,460	51,728	54,000	54,133	54,886	55,306	60,817
Plant and Machine Operators, and Assemblers	42,514	42,760	45,495	46,253	49,272	48,958	52,924	53,223	55,950	55,366	56,636	56,980	61,891
Workers (Elementary Occupations)	36,281	36,852	38,620	39,402	41,572	41,387	46,387	47,029	48,368	48,131	48,698	49,257	53,421
Armed Forces Occupations	70,493	65,303	65,359	77,362	78,837	79,568	86,236	86,454	87,172	86,330	86,397	98,163	98,435

# 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 2022-2026
- 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 - In the calculation of the average gross monthly wage, are included only the number of contributory employees who work 18 or more days during the reference month. These contributors belong to all economic activities, including the Agriculture, forestry and fishing activity that are declared in the General Directorate of Taxes.

The average gross monthly wage is constituted by the following elements:

- 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
<b>A</b>	Agriculture, forestry and fishing
<b>B</b>	Mining and quarrying
<b>C</b>	Manufacturing
<b>D</b>	Electricity, gas, steam and air conditioning supply
<b>E</b>	Water supply; sewerage, waste management and remediation activities
<b>F</b>	Construction
<b>G</b>	Wholesale and retail trade; repair of motor vehicles and motorcycles
<b>H</b>	Transportation and storage
<b>I</b>	Accommodation and food service activities
<b>J</b>	Information and communication
<b>K</b>	Financial and insurance activities
<b>L</b>	Real estate activities
<b>M</b>	Professional, scientific and technical activities
<b>N</b>	Administrative and support service activities
<b>O</b>	Public administration and defense; compulsory social security
<b>P</b>	Education
<b>Q</b>	Human health and social work activities
<b>R</b>	Arts, entertainment and recreation
<b>S</b>	Other service activities
<b>T</b>	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
<b>U</b>	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.</b>	<b>Managers</b>
<b>2.</b>	<b>Professionals</b>
<b>3.</b>	<b>Technicians and associate professionals</b>
<b>4.</b>	<b>Clerical support workers</b>
<b>5.</b>	<b>Service and sales workers</b>
<b>6.</b>	<b>Skilled agricultural, forestry and fishery workers</b>
<b>7.</b>	<b>Craft and related trades workers</b>
<b>8.</b>	<b>Plant and machine operators, and assemblers</b>
<b>9.</b>	<b>Elementary occupations</b>
<b>0.</b>	<b>Armed forces occupations</b>