

ADMINISTRATIVE DATA ON WAGES

Euro SDMX Metadata Structure

(ESMS)

INSTAT

| | |
|---------------------------------------|----|
| 1. Contact | 2 |
| 2. Metadata update | 2 |
| 3. Statistical presentation | 2 |
| 4. Unit of measure | 5 |
| 5. Reference period | 5 |
| 6. Institutional mandate | 5 |
| 7. Confidentiality | 5 |
| 8. Release policy | 6 |
| 9. Frequency of dissemination | 7 |
| 10. Accessibility and clarity | 7 |
| 11. Quality management | 8 |
| 12. Relevance | 8 |
| 13. Accuracy and reliability | 9 |
| 14. Timeliness and punctuality | 9 |
| 15. Coherence and comparability | 10 |
| 16. Cost and burden | 10 |
| 17. Data revision | 10 |
| 18. Statistical processing | 11 |
| 19. Comment | 11 |
| Annex | 11 |

| 1. Contact | |
|------------------------------------|--|
| 1.1. Contact organisation | Institute of Statistics, INSTAT |
| 1.2. Contact organisation unit | Labour Market Statistics Sector, Directorate of Employment Statistics and Cross-Sectoral Analyses |
| 1.3. Contact name | Julinda Hackaj |
| 1.4. Contact person function | Head of Unit, Labour Market Statistics Sector |
| 1.5. Contact mail address | Vllazën Huta Street, Building 35, Entrance 1, Tirana, Zip Code 1017 |
| 1.6. Contact email address | jhackaj@instat.gov.al |
| 1.7. Contact phone number | +(355) 4 233356 / 233/ 240 |
| 1.8. Contact fax number | +(355) 4 228300 |
| 2. Metadata update | |
| 2.1. Metadata last certified | 10.03.2026 |
| 2.2. Metadata last posted | 10.03.2026 |
| 2.3. Metadata last update | 10.03.2026 |
| 3. Statistical presentation | |
| 3.1. Data description | Administrative Data on Wages contain detailed information on the level of wages, their distribution and their changes over quarters and over the year. These statistics provide the possibility to compare wages across different industries and 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. |
| 3.2. Classification system | The classifications used in Wage Statistics are: <ul style="list-style-type: none"> • Occupational groups according to the classifications; • Economic activity according to NACE Rev.2. |

| | |
|---|---|
| 3.3. Sector coverage | <p>This information covers data on:</p> <ol style="list-style-type: none"> 1. The gender pay gap in the average gross monthly wage per employee by economic activity; 2. The gender pay gap in the average gross monthly wage per employee by occupational groups; 3. The average gross monthly wage per employee by occupational groups and sex; 4. The average gross monthly wage per employee by economic activity and sex; 5. The average monthly wage per employee and the approved minimum wage, Q4 2018–Q4 2025; 6. The distribution of contributing employees by intervals of the average gross monthly wage. |
| 3.4. Statistical concepts and definitions | <p>Average monthly wage - is the gross wage of an employee for the work performed per month. This is constituted by the following elements:</p> <ol style="list-style-type: none"> a) Basic wage for job performed; b) Additional payment for managerial duties; c) Additional payment for years at work; d) Additional payment for difficult working conditions; e) Other regular additional payments; f) Remunerations. <p>Social security contributions and taxation on income are not deducted from the average monthly wage.</p> <p>The minimum monthly wage is the lowest wage approved by decision of the Council of Ministers.</p> <p>Contributing employees in the Agriculture, Forestry and Fishing sector are considered all employees with declared wages reported by farms/agricultural enterprises registered with the General Directorate of Taxes.</p> <p>Real growth of wage is the ratio of annual percentage change of wages over the annual percentage change of price index during the reference period.</p> <p>Minimum wage - The monthly minimum wage is the wage approved by a decision of the Council of Ministers.</p> |
| 3.5. Statistical unit | <p>The statistical unit of the “Administrative Data on Wages” in Albania consists of the official minimum wage and the average monthly gross wage for a paid employee.</p> |
| 3.6. Statistical population | <p>The statistical population refers to the number of employees in the private agricultural and non-agricultural sectors, as well as employees in the public sector, classified by economic activities according to NACE Rev.2, sections A to U:</p> |

| | Section | Title | Divisions |
|---------------------|---|---|-----------|
| | A | Agriculture, forestry and fishing | 01-03 |
| | B | Mining and quarrying | 05-09 |
| | C | Manufacturing | 10-33 |
| | D | Electricity, gas, steam and air conditioning supply | 35 |
| | E | Water supply; sewerage, waste management and remediation activities | 36-39 |
| | F | Construction | 41-43 |
| | G | Wholesale and retail trade; repair of motor vehicles and motorcycles | 45-47 |
| | H | Transportation and storage | 49-53 |
| | I | Accommodation and food service activities | 55-56 |
| | J | Information and communication | 58-63 |
| | K | Financial and insurance activities | 64-66 |
| | L | Real estate activities | 68 |
| | M | Professional, scientific and technical activities | 69-75 |
| | N | Administrative and support service activities | 77-82 |
| | O | Public administration and defence; compulsory social security | 84 |
| | P | Education | 85 |
| | Q | Human health and social work activities | 86-88 |
| | R | Arts, entertainment and recreation | 90-93 |
| | S | Other service activities | 94-96 |
| | T | Activities of households as employers; undifferentiated goods-and services-producing activities of households for own use | 97-98 |
| | U | Activities of extraterritorial organizations and bodies | 99 |
| | <p>And by group-occupations according to ISCO 08 are included:</p> <ol style="list-style-type: none"> 1. Managers; 2. Professionals; 3. Technicians and associate professionals; 4. Clerical support workers; 5. Service and sales workers; 6. Skilled agricultural, forestry and fishery workers; 7. Craft and related trades workers; 8. Plant and machine operators and assemblers; 9. Elementary occupations; 10. Armed forces occupations. | | |
| 3.7. Reference area | Administrative data on Wages cover the entire territory of the Republic of Albania. | | |

| | |
|---------------------------------------|---|
| 3.8. Time coverage | <p>Data are available from 2014 ongoing for:</p> <ul style="list-style-type: none"> • Gender pay gap per employee by group occupations and sex; • Gross average monthly wage per employee by group-professions and sex. <p>Data is available from 2014 ongoing for:</p> <ul style="list-style-type: none"> • Gender pay gap per employee by economic activities; • Gross average monthly wage per employee by economic activities and sex. |
| 3.9. Base period | Not applicable. |
| 4. Unit of measure | The unit of measurement on Wage statistics is in number, percentage and ALL. |
| 5. Reference period | The reference period for Administrative Data on Wages is 31 December 2025. This report refers to 2025. |
| 6. Institutional mandate | |
| 6.1. Legal acts and other agreements | <p>The legal basis on National Level consist on:</p> <ul style="list-style-type: none"> • Law No.17/2018 "On Official Statistics"; • Official Statistics National Program 2022-2026; • Memorandum of cooperation drafted with other institutions. |
| 6.2. Data sharing | <p>Administrative data on Wages are not transmitted to EUROSTAT.</p> <p>Currently, INSTAT fills out a series of questionnaires of international organisms on employment and registered unemployment, such as EUROSTAT, ILO, etc.</p> |
| 7. Confidentiality | |
| 7.1. Confidentiality - policy | <p>The data collected are considered as strictly confidential and used only for statistical purposes and scientific research in accordance with the National Statistical Law No.17/2018 "On Official Statistics", date 10.03.2018 and the Law No. 124/2024 on the Protection of Personal Data. Article 31 of the Law on Official Statistics clearly define that all statistical information collected by INSTAT are confidential and may only be used or published in such summary tables that do not identify the information of the unit. The direct identification is called when a statistical unit is directly identified by the name, address or any officially recognized identification number. When data processing is performed in such a way as to enable the data subject to be identified, the data must be coded immediately so that the entities are no longer recognized.</p> |
| 7.2. Confidentiality - data treatment | Albanian Institute of Statistics protects and does not disseminate data it has |

| | |
|-------------------------------------|---|
| | <p>obtained or it has access to, which enable the direct or indirect identification of the statistical units. Albanian Institute of Statistics (INSTAT) takes all appropriate preventive measures so as to render impossible the identification of individual statistical units by technical or other means that might reasonably be used by a third party. Statistical data that could potentially enable the identification of the statistical unit are disseminated by Albanian Institute of Statistics (INSTAT) if and only if:</p> <p>a) These data have been treated, as it is specifically set out in the Regulation, in such a way that their dissemination does not prejudice statistical confidentiality; or</p> <p>b) The statistical unit has given its consent, without any reservations, for the disclosure of data. The confidential data that are transmitted to Albanian Institute of Statistics (INSTAT) are used exclusively for statistical purposes and the only persons who have the right to have access to these data are the personnel engaged in this task.</p> <p>Issues referring to the observance of statistical confidentiality are examined by the staff working in Albanian Institute of Statistics (INSTAT). The responsibilities of this staff are to recommend on: which detailed level the statistical data can be disseminated, so as the identification, either directly or indirectly, of the surveyed statistical unit is not possible; the anonymization criteria for the microdata provided to users; the access granting to researchers on confidential data for scientific purposes. Published data are at aggregate level, individual data are not published.</p> |
| <p>8. Release policy</p> | |
| <p>8.1. Release calendar</p> | <p>Notifications about the dissemination of statistics are published in the release calendar, which is available on the website. The announcements and delays are pre-announced in this calendar. In case of delays, the date of future publication must be specified, as well as the reasons for the delay.</p> |
| <p>8.2. Release calendar access</p> | <p>The calendar of publications is available on INSTAT website.</p> |
| <p>8.3. User access</p> | <p>In accordance with article 34 of Law No. 17/2018 "On Official Statistics", official statistics are disseminated so that all users have an immediate and equal right and all possible forms of media are used. INSTAT and statistical agencies, having in the program the responsibilities of dissemination, seek to meet every requirement of any organization or individual for unpublished data or specific analysis. The following dissemination channels are used to release the results:</p> <ol style="list-style-type: none"> 1. Website– online release; 2. Written request; 3. Publication; 4. Section data request. |

| | |
|--------------------------------------|--|
| 9. Frequency of dissemination | Administrative data on Wages are published on the INSTAT website on a quarterly and annual basis. |
| 10. Accessibility and clarity | |
| 10.1. News release | Press release contains information on the main indicators of Administrative data on Wages such as: average monthly wage, monthly minimum wage, real growth of wage etc. The press release of the Administrative data on Wages is published online on the INSTAT website. |
| 10.2. Publications | <p>Results for Administrative data on Wages Statistics are published in: “Administrative data on Wages” and “Labour Market”:</p> <ul style="list-style-type: none"> • Administrative data on Wages; • Labour Market. <p>Users can find the results on the INSTAT website.</p> |
| 10.3. On-line database | <p>Data are published on official website of INSTAT in the following link: Database.</p> <p>Quarterly Indicators</p> <ul style="list-style-type: none"> • Average monthly gross wage for a paid employee by economic activities; • Average monthly gross wage for a paid employee by occupational groups; • Average monthly wage for a paid employee and the approved minimum wage; • Average monthly gross nominal and real wage for a paid employee; • Distribution of contributing employees by intervals of the average monthly gross wage. <p>Annual Indicators</p> <ul style="list-style-type: none"> • Gender pay gap of the average monthly gross wage for a paid employee by economic activities; • Gender pay gap of the average monthly gross wage for a paid employee by occupational groups; • Average monthly gross wage and the official minimum wage; • Average monthly gross wage for a paid employee by economic activities and gender; • Average monthly gross wage for a paid employee by occupational groups and gender; • Average monthly wage for an employee by economic activities according to NACE Rev. 1.1; • Average monthly wage for an employee by economic activities according to NACE Rev. 2; • Average monthly wage by occupational groups in the public sector; |

| | |
|------------------------------------|--|
| | <ul style="list-style-type: none"> • Real wage growth in the public sector. |
| 10.4. Micro – data access | Databases at micro level for Administrative data on Wages are not published due to confidentiality reasons. Aggregated data is the only type of data that is provided to external users. Even the micro data are not published they can be accessed based on the article 34 of Law No. 17/2018, "On Official Statistics". |
| 10.5. Other | Users can send other specific requests through a dedicated session for contacts on the link below: Contact . |
| 10.6. Documentation on methodology | A short explanation related to the definitions of the main concepts and methodological explanations are provided to users in the end of press releases and publications. Additional support information is given to internal users when needed or required. Also, the methodological notes are published at INSTAT's website. |
| 10.7. Quality documentation | The sector of Labour Market Statistics documents all processes and procedures used for calculations related to Administrative data on Wages statistics for internal purposes. |
| 11. Quality management | |
| 11.1. Quality assurance | INSTAT is committed to quality assurance in the production of official statistics. Based on Law no. 17/2018 "On Official Statistics" , INSTAT uses statistical methods and processes in accordance with internationally accepted scientific principles and standards, and conducts continuous analysis to improve the quality and provision of up-to-date statistics. In carrying out its tasks, INSTAT follows the general principles of quality management, in accordance with the European Statistics Code of Practice . INSTAT for quality assurance is guided by the following principles: impartiality, quality of statistical processes and products, user orientation, employee orientation, effectiveness of statistical processes and reducing the workload for respondents. |
| 11.2. Quality assessments | Quality controls and validation of data are actions carried out throughout the process. The staff involved in different stages of indicator calculation, such as the data collection, data control, data input and other necessary control are all well trained. This helps the staff to know the enterprises and their responsibilities and keep an updated collaboration. Administrative data on Wages statistics are administrative data. The data are compared with those of previous years in order to verify their consistency and to identify significant deviations. |
| 12. Relevance | |
| 12.1. User needs | Users of Administrative data on Wages are classified as external and internal. External users are: <ul style="list-style-type: none"> • Public Administration Institutions; |

| | | | | | | | |
|---------------------------------------|--|------------------|------------|---------------------|------------|------------|----|
| | <ul style="list-style-type: none"> • Universities; • Businesses; • The general public and other stakeholders; • National non-profit organization. <p>Internal users are the production directorates of INSTAT that use Wage Statistics as an input for their statistical work.</p> | | | | | | |
| 12.2. User satisfaction | INSTAT annually conducts the Survey for Measuring User Satisfaction, the results of which are published on the web at the link: User Satisfaction Survey . | | | | | | |
| 12.3. Completeness | The completeness of the Wages Statistics data for 2025 is judged by comparing the quality and quantity of indicators covered in INSTAT with those of the Official Statistics National Program 2022-2026. The completeness rate of Wage Statistics for the year 2025 is 100%. | | | | | | |
| 13. Accuracy and reliability | | | | | | | |
| 13.1. Overall accuracy | In general, the data are compared with those of previous years in order to identify any significant changes in data trends. When such changes are detected, INSTAT notifies the relevant data sources about the identified findings so that the data can be corrected, if necessary, or officially confirmed. | | | | | | |
| 13.2. Sampling error | Not applicable. | | | | | | |
| 13.3. Non - sampling error | The non-sampling errors are mainly errors of the administrative data sources reported data. Data review occurs only if the relevant institutions review the data sent to INSTAT for the purpose of updating or any potential human error. If the relevant institutions review the data sent to INSTAT, these changes will be reflected in the nearest publication and brief explanatory information will be provided to users. | | | | | | |
| 14. Timeliness and punctuality | | | | | | | |
| 14.1. Timeliness | <p>The results of Administrative Data on Wages are published on the INSTAT website, 69 days after the end of the reference period (T + 69 days). The reference period for the results of Administrative Data on Wages is December 31st, 2025.</p> <table border="1"> <tr> <td>Reference period</td> <td>12/31/2025</td> </tr> <tr> <td>Date of publication</td> <td>03/10/2026</td> </tr> <tr> <td>Timeliness</td> <td>69</td> </tr> </table> | Reference period | 12/31/2025 | Date of publication | 03/10/2026 | Timeliness | 69 |
| Reference period | 12/31/2025 | | | | | | |
| Date of publication | 03/10/2026 | | | | | | |
| Timeliness | 69 | | | | | | |
| 14.2. Punctuality | <p>Administrative data on Wages are published based on the publication calendar. The publication of Wages Statistics data has been punctual in 100% of the publications made over the years.</p> <table border="1"> <tr> <td>Reference period</td> <td>12/31/2025</td> </tr> </table> | Reference period | 12/31/2025 | | | | |
| Reference period | 12/31/2025 | | | | | | |

| | | |
|--|---|------------|
| | Date of announcement | 03/10/2026 |
| | Date of publication | 03/10/2026 |
| | Time lag | 0 |
| 15. Coherence and comparability | | |
| 15.1. Comparability - geographical | Wage Statistics are presented at the national level. These statistics are relatively comparable, as the institutions providing the data coordinate the data collection process. | |
| 15.2. Comparability - over time | <p>Administrative Data on Wages related to statistics on wages of employed in public sector by main occupation groups date back to 2014 referring to the statistical database providing a time comparability of 12 years (CC2=Jlast-Jfirst+1=12).</p> <p>Administrative Data on Wages related to statistics on wage and salary per employee by economic activities according to NACE Rev2. date back to 2014 referring to the statistical database providing a time comparability of 12 years (CC2=Jlast- Jfirst+1=12).</p> <p>The data are constantly checked to ensure their comparability over time.</p> | |
| 15.3. Coherence - cross domain | Not applicable. | |
| 15.4. Coherence - internal | The internal consistency of the data is checked before being finalized. The relation between the variables and the coherence in the various series are also checked. | |
| 16. Cost and burden | Wages statistics data are provided by administrative sources in cooperation with the General Directorate of Taxes and the Regional Statistical Offices. | |
| 17. Data revision | | |
| 17.1. Data revision - policy | <p>Revisions are carried out in accordance with the revision policy and the error treatment policy established by INSTAT. For more information, please refer to:</p> <ul style="list-style-type: none"> • Revision Policy; • Errors Treatment Policy. | |
| 17.2. Data revision - practice | <p>In the case when local authorities report changes to the data and send this information to INSTAT, this information will be updated and published in the next month's publication accompanied by an explanatory note to the user.</p> <p>No reviews of “Administrative data on Wages” for 2025 have been conducted, subject to this report.</p> | |

| 18. Statistical processing | |
|------------------------------------|---|
| 18.1. Source data | <p>Information on Wages Statistics is collected from administrative sources in the framework of Memorandum of Cooperation, respectively with:</p> <ul style="list-style-type: none"> • General Directorate of Taxes, for all individuals registered in the Payroll form. |
| 18.2. Frequency of data collection | Wages Statistics data are collected from administrative sources on a quarterly and annual basis, with monthly details. |
| 18.3. Data collection | The Institute of Statistics organizes the work for the calculation of indicators and Wages Statistics for 2025, oriented by the Program of Official Statistics and the Law on Statistics. The General Directorate of Taxes, is the main source of data for all indicators published under this program. |
| 18.4. Data validation | Logical and mathematical checks are applied to the data. These checks are carried out throughout the entire data processing process for all indicators published by INSTAT. Methods used to verify administrative data include checks for data completeness, consistency over time, aggregate checks, and time series checks to detect significant deviations, etc. |
| 18.5. Data compilation | Not applicable. |
| 18.6. Adjustment | Not applicable. |
| 19. Comment | |
| Annex | |