

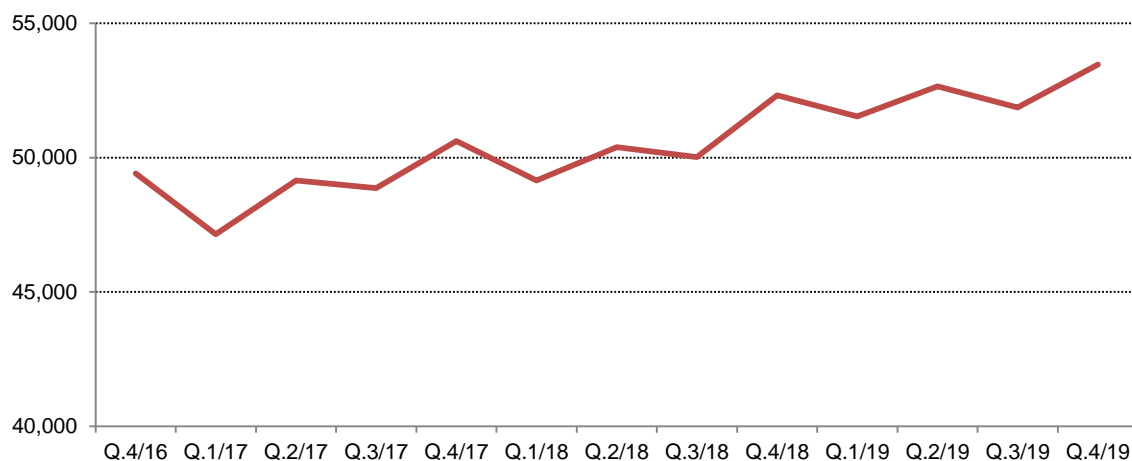
Wage Statistics

Quarter IV/2019

Tirana, 10 March 2020: During the fourth quarter of 2019, the average gross monthly wage per employee in Albania is 53,458 ALL, showing an increase by 2.2 % compared to the same quarter in the last year.

During 2019, gross average monthly wage per employee in Albania is 52,380 ALL, compared to 2018 it increased by 3.5%.

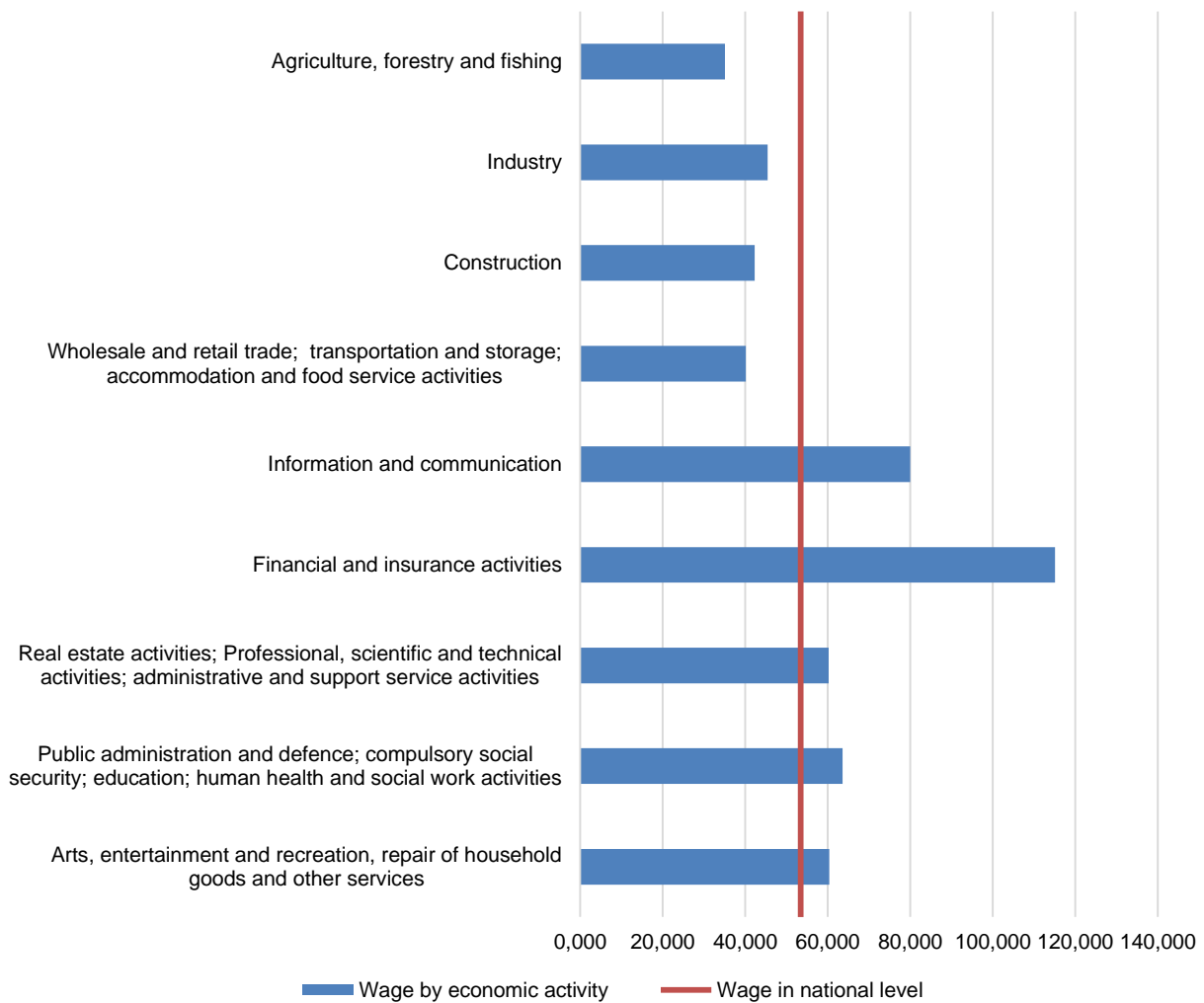
Fig. 1 Average gross monthly wage per employee in Albania (ALL)



During the fourth quarter of 2019, 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 is lower by 34.3 %.

In the fourth quarter of 2019, the group-activity of Arts, entertainment and recreation, repair of household goods and other services has the highest increase, 6.8 % compared to the same quarter of last year while the group-activity of Agriculture, forestry and fishing show a decrease, 5.9 %.

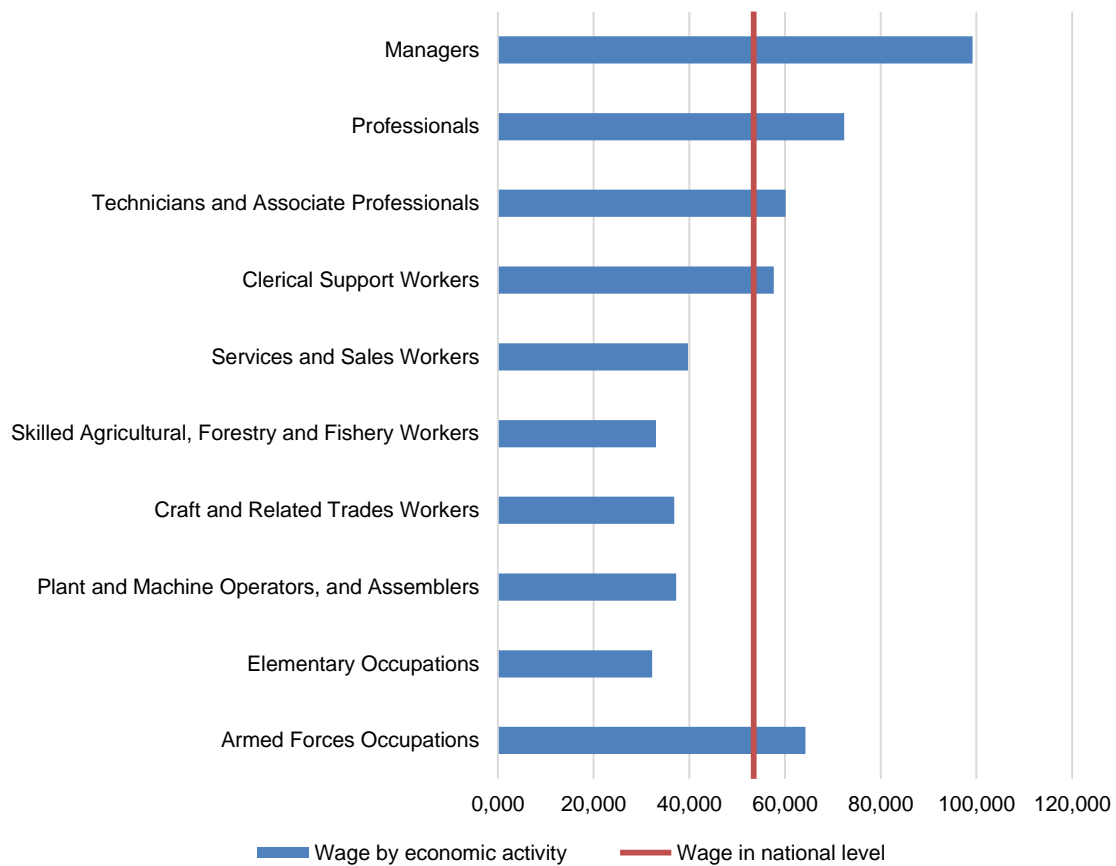
Fig. 2 Average gross monthly wage by economic activities (ALL)



During the fourth quarter of 2019, the average gross monthly wage for Managers is higher by 85.5 % compared to the national average, while for Elementary Occupations is lower by 39.7 %.

In the fourth quarter 2019, the group-occupation of Armed Forces has the highest increase, 8.7 % compared to the same quarter of 2018, while the group-occupation of employees in Managers has increased, with 2.7 %.

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



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

Description	Q.4/16	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	Q.2/19	Q.3/19	Q.4/19
Average gross monthly wage per employee	49,409	47,143	49,150	48,863	50,614	49,145	50,392	50,015	52,312	51,531	52,645	51,870	53,458
Average monthly wage per employee in public sector	54,600	56,500	60,500	60,650	61,600	59,728	60,595	60,494	63,276	61,384	63,207	63,911	63,826
Average monthly wage per employee in private sector	45,792	42,853	43,997	43,630	45,631	44,796	45,667	45,274	47,299	46,982	47,894	46,473	48,767
Approved minimum wage	22,000	22,000	24,000	24,000	24,000	24,000	24,000	24,000	24,000	26,000	26,000	26,000	26,000

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.4/16	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	Q.2/19	Q.3/19	Q.4/19
	Total	49,409	47,143	49,150	48,863	50,614	49,145	50,392	50,015	52,312	51,532	52,645	51,870	53,458
A	Agriculture, forestry and fishing	35,065	34,621	36,657	36,489	37,187	36,822	36,961	36,334	37,343	37,956	39,313	36,397	35,105
B,C,D,E	Industry	42,451	39,247	39,688	39,911	42,615	41,023	41,464	41,711	44,672	43,463	43,607	44,134	45,418
F	Construction	44,225	42,394	42,612	43,354	44,015	43,630	43,654	43,749	43,475	42,428	42,521	41,715	42,292
G,H,I	Wholesale and retail trade; transportation and storage; accommodation and food service activities	35,483	33,553	34,560	34,788	35,501	35,375	36,561	36,555	38,292	38,558	38,892	38,577	40,147
J	Information and communication	79,757	69,591	77,004	72,284	74,782	71,497	78,423	75,597	77,719	76,037	87,605	76,500	80,003
K	Financial and insurance activities	106,047	95,403	111,199	96,523	111,368	100,455	114,162	100,609	111,626	101,734	113,339	100,547	115,094
L,M,N	Real estate activities; Professional, scientific and technical activities; administrative and support service activities	56,547	54,494	54,729	56,086	58,355	57,819	58,247	59,157	60,807	59,726	60,102	57,871	60,214
O,P, Q	Public administration and defense; compulsory social security; education; human health and social work activities	57,073	56,666	60,403	60,826	61,755	60,306	60,756	61,103	62,070	61,554	63,276	64,065	63,577
R,S,T,U	Arts, entertainment and recreation, repair of household goods and other services	49,005	47,515	49,528	49,186	51,301	49,349	49,740	49,168	56,560	57,402	56,295	56,012	60,431

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.4/16	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	Q.2/19	Q.3/19	Q.4/19
Total	49,409	47,143	49,150	48,863	50,614	49,145	50,392	50,015	52,312	51,532	52,645	51,870	53,458
Managers	97,838	91,777	97,165	93,109	99,371	96,166	100,035	97,297	101,886	96,656	100,049	97,951	99,166
Professionals	66,616	63,616	66,561	66,469	68,471	66,097	67,491	68,024	70,032	68,667	70,706	71,158	72,350
Technicians and Associate Professionals	54,246	52,453	54,028	53,824	55,954	54,650	55,562	56,168	59,932	58,923	59,773	59,236	60,151
Clerical Support Workers	51,078	49,051	50,219	51,133	53,041	51,082	51,758	52,981	56,312	55,213	55,756	55,624	57,668
Services and Sales Workers	36,011	35,209	37,021	37,123	37,924	37,770	38,077	37,040	38,235	39,081	39,736	38,797	39,733
Skilled Agricultural, Forestry and Fishery Workers	28,104	28,104	29,918	30,643	30,816	30,861	30,932	31,151	31,164	32,370	32,462	32,777	33,040
Craft and Related Trades Workers	33,913	32,176	33,085	33,711	35,340	33,898	34,516	34,782	36,438	35,578	35,958	36,091	36,831
Plant and Machine Operators, and Assemblers	33,759	32,467	33,812	34,379	35,716	34,653	35,141	35,439	36,637	35,781	36,232	36,381	37,253
Workers (Elementary Occupations)	28,166	27,467	28,942	29,311	30,101	29,910	30,344	30,407	31,334	31,409	31,941	31,757	32,247
Armed Forces Occupations	55,463	55,029	58,457	58,318	60,466	59,613	59,645	59,087	59,150	59,379	63,522	63,802	64,274

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

For more information, visit INSTAT webpage: <http://www.instat.gov.al/>

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
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. 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
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

ISCO_08	Description
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
0.	Armed forces occupations
01	Commissioned armed forces officers
02	Non-commissioned armed forces officers
03	Armed forces occupations, other ranks