

Wage Statistics

Quarter 4/2025

Tirana, on March 10, 2026: In the fourth quarter of 2025, the average monthly gross wage per employee in Albania was 86,984 ALL. Compared to the fourth quarter of 2024, the average monthly gross wage increased by 4.3%.

Wages by economic activity

- Economic activities with an average monthly wage higher than the national average were:
 - Financial and Insurance Activities
 - Information and communication
- Annual change in wages by economic activity
 - The largest wage change was in the Information and communication activity, with an increase of 7.9%.
 - The smallest change was in the activity Arts, entertainment and recreation, repair of household goods and other services, of 2.2%.

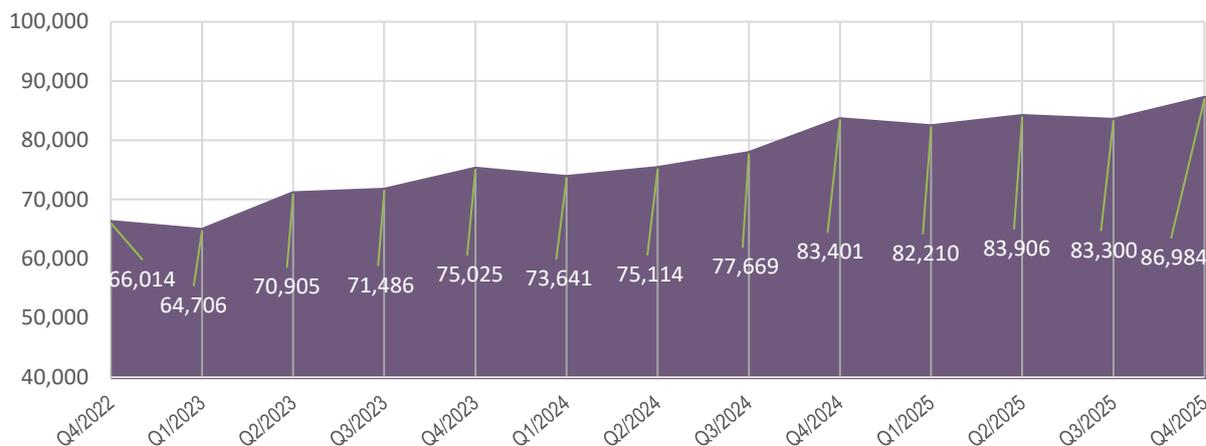
Wages by professions

- The professions with an average monthly wage higher than the national average were:
 - Managers, Lawmakers, Senior civil servants and Executive directors
 - Professionals
- Annual change in wages by profession
 - The largest wage change was in the Armed Forces Occupations professions of 10.6%, followed by Clerical Support Workers of 6.2%.
 - The smallest change was in the profession of Managers, Lawmakers, Senior civil servants and Executive directors of 3.3%.

Distribution of employees by wage level (Figure 2)

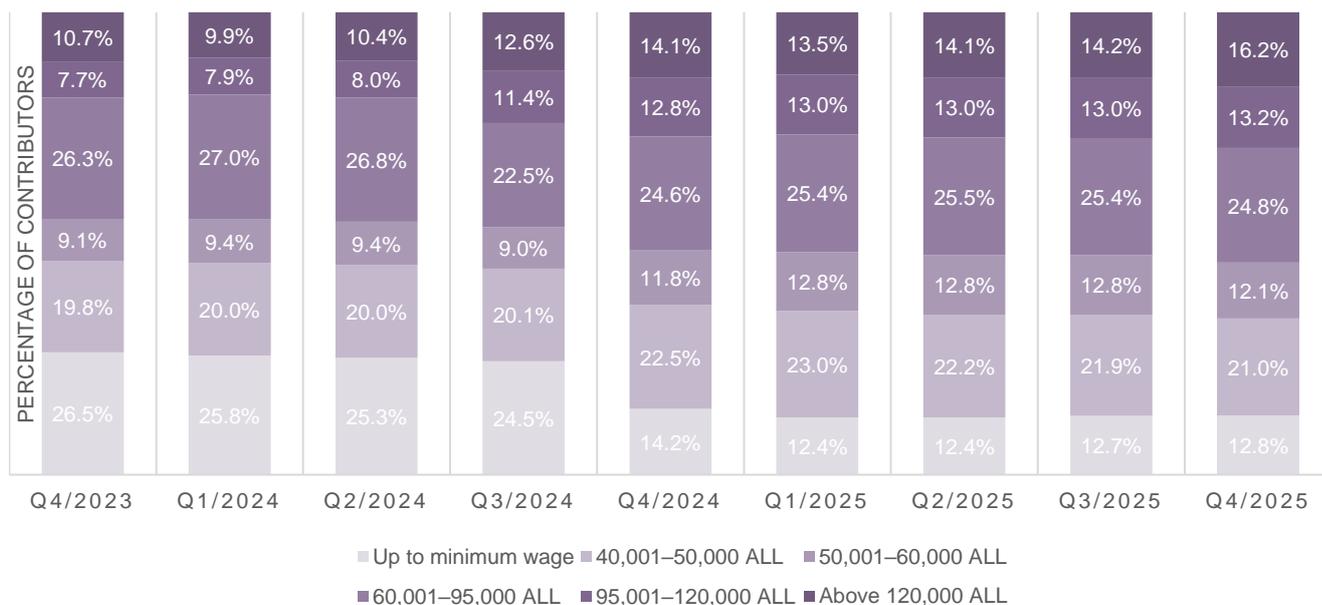
- In the fourth quarter of 2025, compared to the fourth quarter of 2024, a shift in the distribution of employees towards higher wages is observed. The share of the group with wages over 120 thousand lekë increased from 14.1% to 16.2%, while that of the interval 95,001–120,000 lekë from 12.8% to 13.2%. Meanwhile, the share of employees up to the minimum wage decreased from 14.2% to 12.8%.
- Compared to the third quarter of 2025, the main increase is again observed in the group over 120 thousand lekë (from 14.2% to 16.2%), while the intervals 40,001–95,000 lekë marked a slight decrease. Overall, the distribution in Q4 2025 appears more concentrated at the highest wagelevels.

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



Source of information: General Directorate of Taxes, Social Security contributors; INSTAT calculations

Fig.2 Distribution employees by average gross monthly wage groups



Source of information: General Directorate of Taxes, Social Security contributors; INSTAT calculations

For more information and to see detailed tables, visit the database on the official INSTAT website:

[Wage Statistics](#)

¹ 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).

Methodology

The publication of wage data provides detailed information on the level, distribution and changes in wages between quarters, enabling comparisons across industries and occupational groups. These statistics are important for monitoring economic indicators and assist policymakers, employers and unions in assessing supply and demand conditions in the labour market.

Legal basis

- Law No. 17/2018 on Official Statistics;
- National Official Statistics Program 2022-2026.
- Memorandum of Cooperation with the General Directorate of Taxation

Source of information

The source of data on wages is the General Directorate of Taxes. The General Directorate of Taxes, based on the memorandum of cooperation, sends data from the Payroll (E-SIG 025) to INSTAT. This form serves for the declaration of three types of tax liabilities:

- Social Security Contributions,
- Health Insurance Contributions,
- Employment Income for employees.

The variables of the file are of three types: original file variables from DPT, additional variables from INSTAT and derived variables. The two main variables of interest in this file are Number of employees and Gross wage paid to employees.

Definitions

Average monthly wage The calculation of the average gross monthly wage includes only waged contributors who worked 18 or more days during the reference month. These contributors include all economic activities, including agriculture, forestry and fishing, declared to the General Directorate of Taxes. The average gross monthly wage consists of:

- 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,

Median gross monthly wage - is the average monthly wage in the middle of the wage distribution.

Real wage - is the nominal wage adjusted for the level of price changes.

Minimum monthly wage - is the lowest wage approved by 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
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
0.	Armed forces occupations