

Wage Statistics

Quarter 2/2025

Tirana, on September 10, 2025: During the second quarter of 2025, the average gross monthly wage per employee in Albania is 83,906 ALL, showing an increase by 11.7 %, compared to the second quarter 2024.

Wages by economic activities and professions

Economic activities with an average wage higher than the national average:

- Financial and insurance activities
- Information and communication.

The change of the average wage, compared to the second quarter of the year 2024:

- The highest wage increase, was in the activity of public administration, compulsory social security, education, health and social work activities with an increase of 16.9%.
- The lowest increase, was in Financial and insurance activities with about 5.3%.

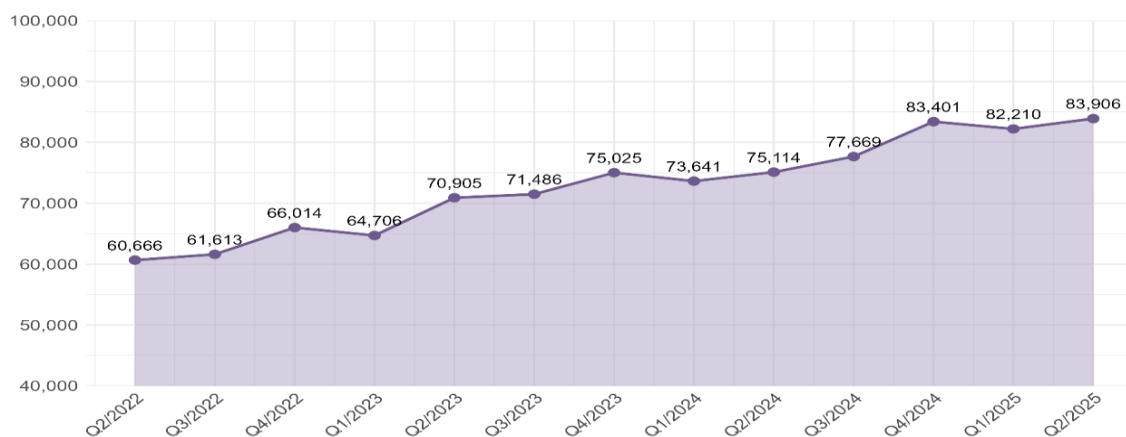
Professions with an average wage higher than the national average:

- Managers, Legislators, Executive Directors
- Specialists with higher education (professionals).

The change of the average wage, compared to the second quarter of the year 2024:

- The highest wage increase, was in the Armed Forces and Specialists with higher education professions, with an increase of 23.2% and 13.6%, respectively.
- The lowest increase, was in the Managers, Legislators, Executive Directors profession, with about 8.8%.

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

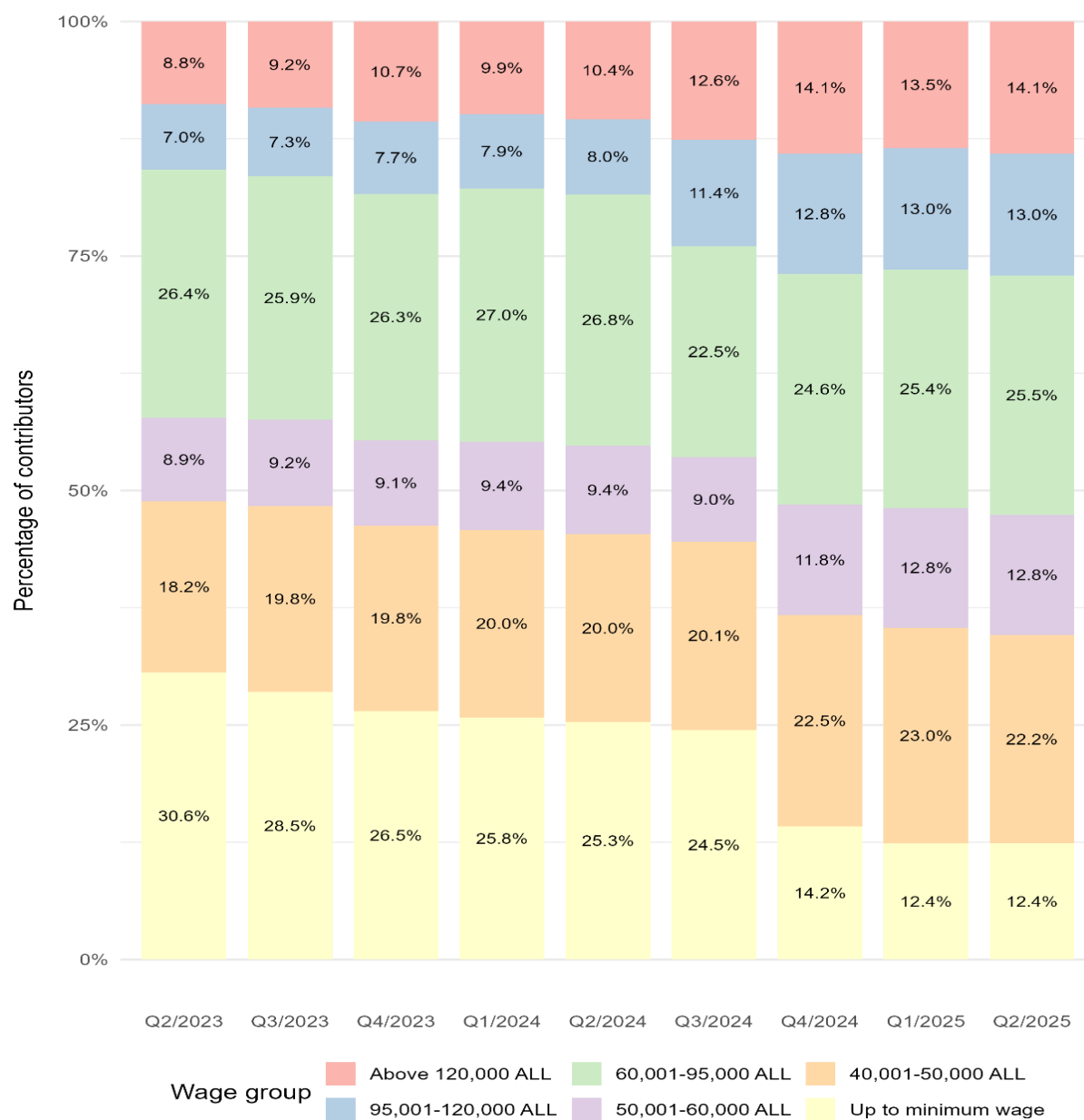


¹ Bonuses and additional payments are a part of gross monthly wage per employee, which significantly increase the average gross monthly salary at the end of each semester (see methodological note).

Distribution of employee contributors by average gross monthly wage groups

According to the data, during this period there has been a decrease in the number of workers with minimum wage and an increase in the number of workers with higher wages. The current distribution is more balanced and more concentrated in the average and high wage categories.

Fig. 2 Distribution employees by average gross monthly wage groups



For more information and to see detailed tables, visit the database on the official INSTAT website: [Wage Statistics](https://www.instat.gov.al/WageStatistics)

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 enterprise's 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.

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.

Monthly minimum wage - is the official minimum wage approved by a Decision of the Council of Ministers.

Employee 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
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