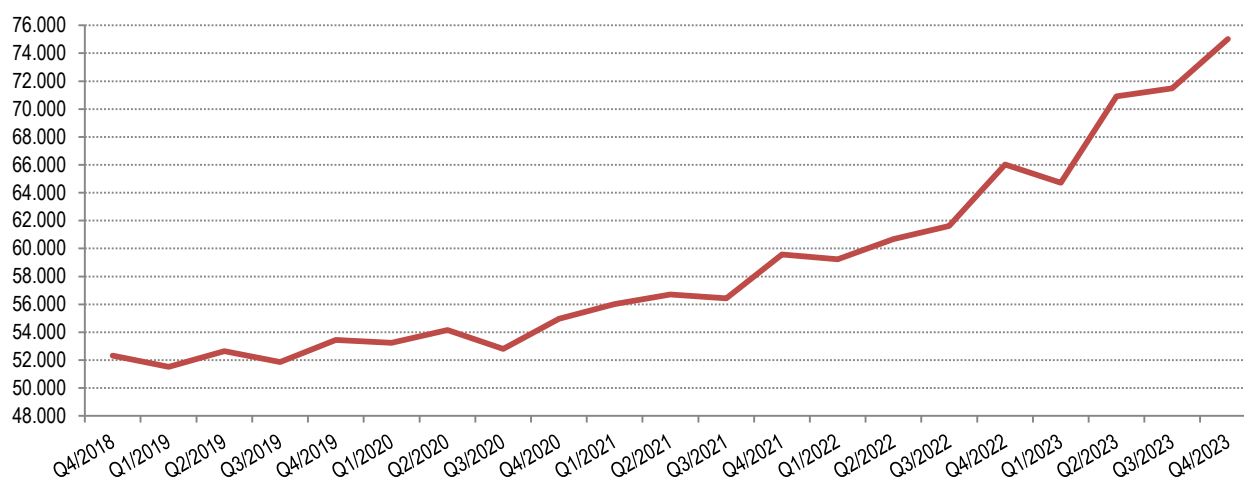


Wage Statistics

Quarter 4/2023

Tirana, 11 March 2024: During the fourth quarter of 2023, the average gross monthly wage¹ per employee in Albania is 75,025 ALL², showing an increase by 13.7 %, compared to the same quarter in the last year.

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



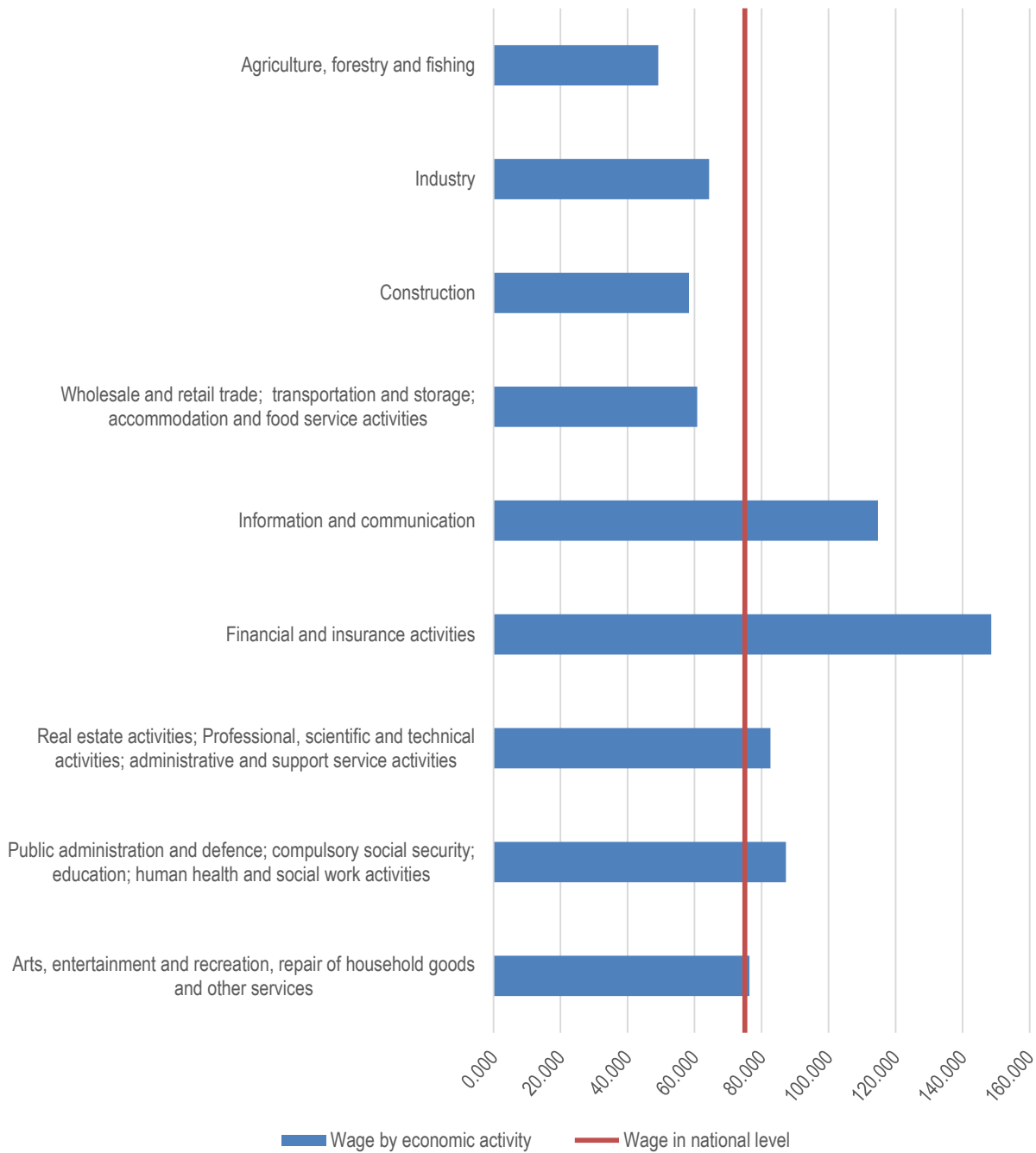
During the fourth quarter of 2023, the economic activities that offer a gross monthly average wage, higher than the national average wage, are Financial and Insurance Activities and Information and Communication.

Compared with the same quarter of last year during the fourth quarter of 2023, the average gross wage for the activity group of Public administration and defence; compulsory social security; education; human health and social work activities, has the largest increase of 16.2 %, while the smallest increase has the activity group Financial and insurance activities by 4.5%.

¹ Information on average gross monthly wage refers to the declared data on General Directorate of Taxation till 20 January 2024.

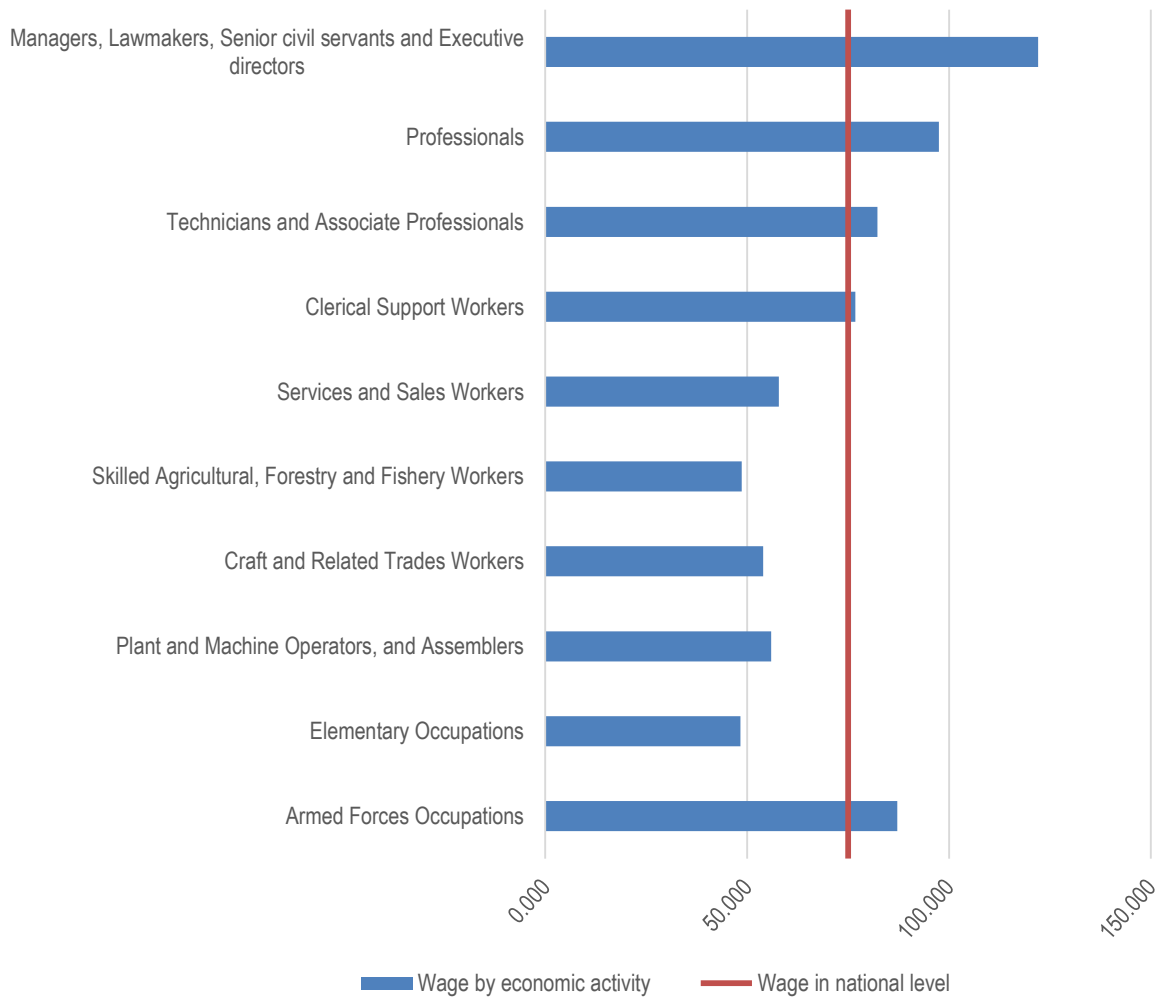
² Bonuses and additional payments are a part of gross monthly wage per employee, which significantly increase the average gross monthly salary at the end of each semester (see methodological note).

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



During the third quarter of 2023, 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 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,4/20	Q,1/21	Q,2/21	Q,3/21	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
Average monthly wage per employee	54,951	56,019	56,710	56,435	59,565	59,242	60,666	61,613	66,014	64,706	70,905	71,486	75,025
Average monthly wage per employee in public sector	66,479	67,769	68,196	67,538	70,531	67,045	68,245	70,593	74,450	73,205	82,207	84,318	87,864
Average monthly wage per employee in private sector	49,440	50,330	51,247	51,305	54,482	55,638	57,327	57,613	62,198	60,943	65,901	65,975	69,400
Approved minimum wage	26,000	30,000	30,000	30,000	30,000	30,000	32,000	32,000	34,000	34,000	40,000	40,000	40,000

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,4/20	Q,1/21	Q,2/21	Q,3/21	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
	Total	54,951	56,019	56,710	56,435	59,565	59,242	60,666	61,613	66,014	64,706	70,905	71,486	75,025
A	Agriculture, forestry and fishing	32,474	35,256	35,887	35,627	35,881	38,445	40,044	41,205	42,428	43,903	47,068	47,648	49,140
B,C,D,E	Industry	45,954	48,060	48,093	48,228	51,104	50,682	53,266	53,551	57,079	57,720	61,117	61,570	64,381
F	Construction	41,532	42,519	42,505	43,433	44,949	46,953	48,210	49,062	51,025	51,465	56,117	57,080	58,367
G,H,I	Wholesale and retail trade; transportation and storage; accommodation and food service activities	41,148	42,516	43,034	43,491	45,988	46,987	48,630	49,434	53,178	52,436	56,758	57,328	60,779
J	Information and communication	82,851	80,707	88,345	85,232	90,707	101,564	96,789	93,910	103,520	103,215	112,114	105,585	114,761
K	Financial and insurance activities	115,189	101,521	120,571	108,646	122,106	114,334	130,872	119,135	142,141	119,206	149,091	132,686	148,597
L,M,N	Real estate activities; Professional, scientific and technical activities; administrative and support service activities	62,505	61,745	61,392	62,707	66,055	66,975	67,129	68,768	73,543	72,662	76,444	79,300	82,630
O,P, Q	Public administration and defense; compulsory social security; education; human health and social work activities	66,435	68,385	68,341	68,264	70,694	68,048	68,389	71,675	75,059	73,201	82,319	84,992	87,249
R,S,T,U	Arts, entertainment and recreation, repair of household goods and other services	60,736	60,532	61,172	60,088	64,854	62,142	64,061	65,024	69,168	66,332	71,747	72,661	76,410

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,4/20	Q,1/21	Q,2/21	Q,3/21	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
Total	54,951	56,019	56,710	56,435	59,565	59,242	60,666	61,613	66,014	64,706	70,905	71,486	75,025
Managers, Lawmakers, Senior civil servants and Executive directors	99,259	96,836	98,823	95,959	102,304	102,853	102,156	100,256	109,465	104,483	116,627	116,176	122,097
Professionals	74,172	75,158	76,375	76,460	79,476	78,288	79,925	82,374	86,542	85,007	92,566	93,963	97,520
Technicians and Associate Professionals	61,573	63,031	63,619	64,007	67,711	66,377	67,437	68,749	72,863	71,331	77,127	78,481	82,277
Clerical Support Workers	60,633	58,762	58,871	58,539	62,410	62,406	63,363	63,544	69,219	67,326	71,363	73,021	76,831
Services and Sales Workers	41,186	42,584	43,108	43,032	45,157	44,626	45,751	46,732	50,279	49,413	54,678	54,942	57,887
Skilled Agricultural, Forestry and Fishery Workers	32,753	35,073	35,580	36,021	36,691	37,929	39,832	40,615	42,915	42,646	47,413	47,620	48,689
Craft and Related Trades Workers	37,346	38,785	39,522	39,728	41,602	41,803	43,810	44,515	47,130	47,192	51,460	51,728	54,000
Plant and Machine Operators, and Assemblers	37,999	38,995	39,632	40,241	42,514	42,760	45,495	46,253	49,272	48,958	52,924	53,223	55,950
Workers (Elementary Occupations)	32,454	34,295	34,747	35,097	36,281	36,852	38,620	39,402	41,572	41,387	46,387	47,029	48,368
Armed Forces Occupations	64,495	65,705	65,232	65,287	70,493	65,303	65,359	77,362	78,837	79,568	86,236	86,454	87,172

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 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 - 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,

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
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