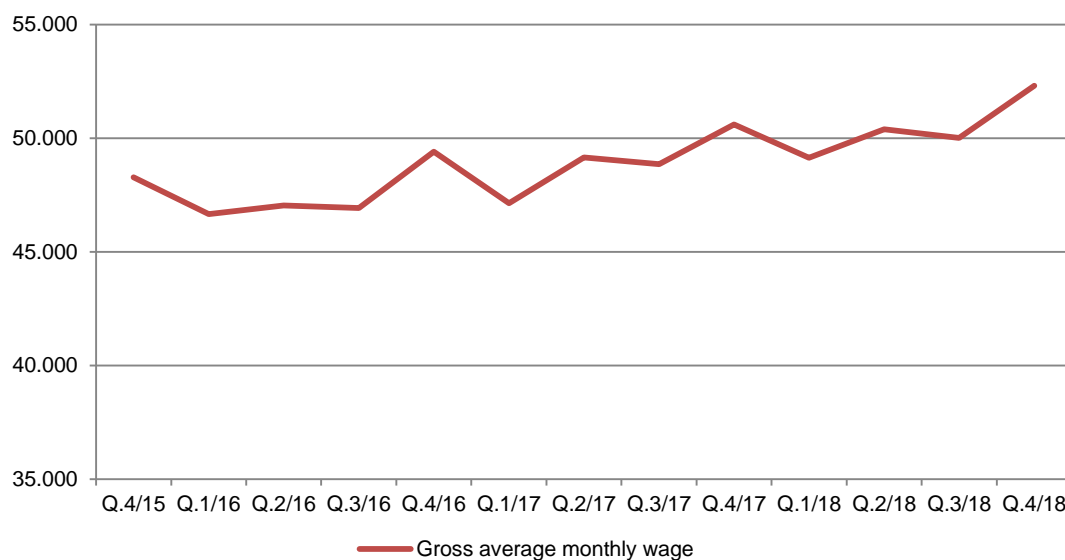


# Wage Statistics

## Quarter 4/2018

**Tirana, 11 March 2019:** During the fourth quarter of 2018, the average gross monthly wage<sup>1</sup> per employee in Albania is 52,312 ALL, showing an increase by 3.4 % compared to the same quarter in the last year.

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

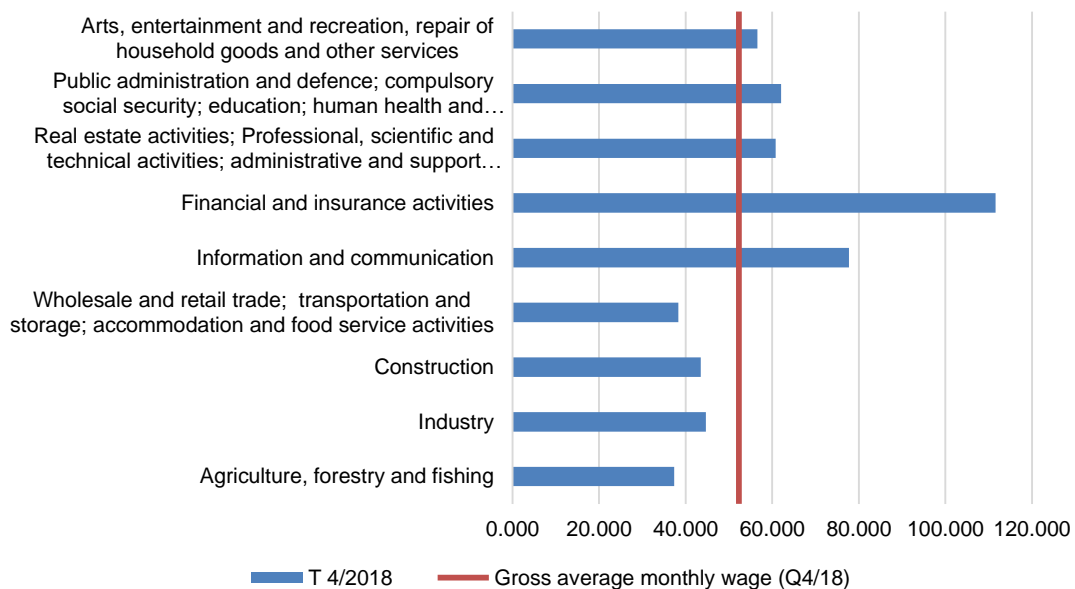


During the fourth quarter of 2018, the average gross monthly wage per employee for financial and insurance activities is higher by 113.4 % compared to the national average, while the average gross monthly wage for Agriculture, forestry and fishing is lower by 28.6 %.

In the fourth quarter of 2018, the group-activity of Arts, entertainment and recreation, repair of household goods and other services has the highest increase, 10.3 % compared to the same quarter of last year while the group-activity of Construction is the only group that show a decrease, 1.2 %.

<sup>1</sup> Source of Information General Directorate of Taxation

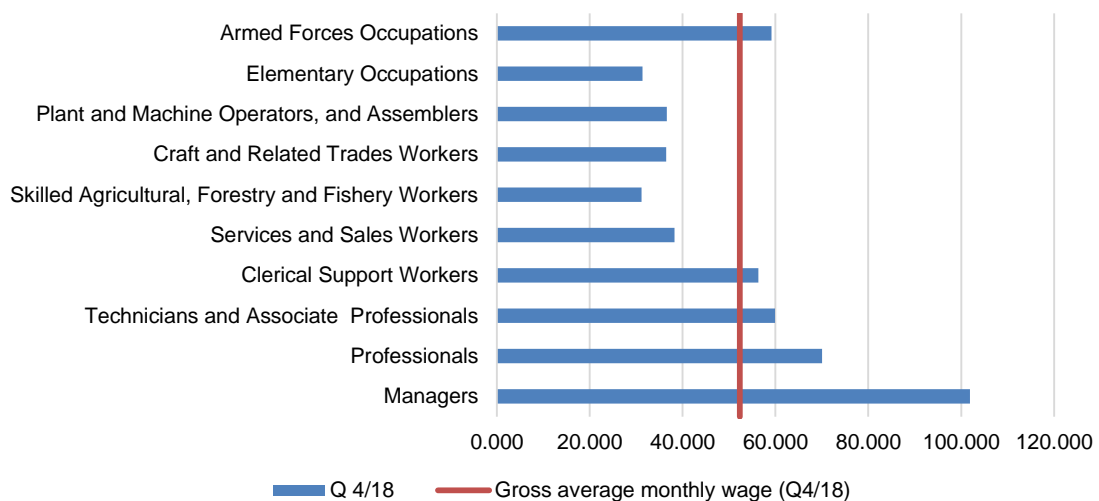
Fig. 2 Average gross monthly wage by economic activities (ALL)



During the fourth quarter of 2018, the average gross monthly wage for Managers is higher by 94.8 % compared to the national average, while for Skilled Agricultural, Forestry and Fishery workers is lower by 40.4 %.

In the fourth quarter 2018, the group-occupation of Technicians and Associate Professionals has the highest increase, 7.1 % compared to the same quarter of 2017, while the group-occupation of workers in Armed Forces has the highest decrease, 2.2 %.

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



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

Description	Q.4/15	Q.1/16	Q.2/16	Q.3/16	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
<b>Average gross monthly wage per employee</b>	<b>48,287</b>	<b>46,664</b>	<b>47,038</b>	<b>46,933</b>	<b>49,409</b>	<b>47,143</b>	<b>49,150</b>	<b>48,863</b>	<b>50,614</b>	<b>49,145</b>	<b>50,392</b>	<b>50,015</b>	<b>52,312</b>
Average monthly wage per employee in public sector	54,270	54,300	54,500	54,550	54,600	56,500	60,500	60,650	61,600	59,728	60,595	60,494	63,276
Average monthly wage per employee in private sector	46,480	42,846	43,161	42,851	45,792	42,853	43,997	43,630	45,631	44,796	45,667	45,274	47,299
<b>Approved minimum wage</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>24,000</b>	<b>24,000</b>	<b>24,000</b>	<b>24,000</b>	<b>24,000</b>	<b>24,000</b>	<b>24,000</b>

Source of information: INSTAT's calculation based on the data provided by General Directorate of Taxation, social insurance contributors

Tab. 2 Average gross monthly wage per employee by economic activity

NACE Rev2 (sections)	Economic activity by NACE Rev2	Q.4/15	Q.1/16	Q.2/16	Q.3/16	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
	<b>Total</b>	<b>48,287</b>	<b>46,664</b>	<b>47,038</b>	<b>46,933</b>	<b>49,409</b>	<b>47,143</b>	<b>49,150</b>	<b>48,863</b>	<b>50,614</b>	<b>49,145</b>	<b>50,392</b>	<b>50,015</b>	<b>52,312</b>
A	Agriculture, forestry and fishing	33,268	32,889	33,944	34,292	35,065	34,621	36,657	36,489	37,187	36,822	36,961	36,334	37,343
B,C,D,E	Industry	41,404	39,500	39,158	40,193	42,451	39,247	39,688	39,911	42,615	41,023	41,464	41,711	44,672
F	Construction	42,191	41,239	40,827	41,042	44,225	42,394	42,612	43,354	44,015	43,630	43,654	43,749	43,475
G,H,I	Wholesale and retail trade; transportation and storage; accommodation and food service activities	33,185	33,276	33,622	33,545	35,483	33,553	34,560	34,788	35,501	35,375	36,561	36,555	38,292
J	Information and communication	76,483	71,377	78,884	71,051	79,757	69,591	77,004	72,284	74,782	71,497	78,423	75,597	77,719
K	Financial and insurance activities	113,398	96,760	107,133	95,314	106,047	95,403	111,199	96,523	111,368	100,455	114,162	100,609	111,626
L,M,N	Real estate activities; Professional, scientific and technical activities; administrative and support service activities	56,471	54,510	51,943	53,151	56,547	54,494	54,729	56,086	58,355	57,819	58,247	59,157	60,807
O,P,Q	Public administration and defense; compulsory social security; education; human health and social work activities	57,013	55,432	55,746	56,278	57,073	56,666	60,403	60,826	61,755	60,306	60,756	61,103	62,070
R,S,T,U	Arts, entertainment and recreation, repair of household goods and other services	46,710	44,749	45,430	45,673	49,005	47,515	49,528	49,186	51,301	49,349	49,740	49,168	56,560

Source of information: INSTAT's calculation based on the data provided by General Directorate of Taxation, social insurance contributors

Tab. 3 Average gross monthly wage per employee by group-occupations

Group-occupations ISCO-08	Q.4/15	Q.1/16	Q.2/16	Q.3/16	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
<b>Total</b>	<b>48,287</b>	<b>46,664</b>	<b>47,038</b>	<b>46,933</b>	<b>49,409</b>	<b>47,143</b>	<b>49,150</b>	<b>48,863</b>	<b>50,614</b>	<b>49,145</b>	<b>50,392</b>	<b>50,015</b>	<b>52,312</b>
Managers	96,666	93,982	96,513	95,383	97,838	91,777	97,165	93,109	99,371	96,166	100,035	97,297	101,886
Professionals	67,424	64,098	63,906	63,841	66,616	63,616	66,561	66,469	68,471	66,097	67,491	68,024	70,032
Technicians and Associate Professionals	53,719	51,406	51,344	51,499	54,246	52,453	54,028	53,824	55,954	54,650	55,562	56,168	59,932
Clerical Support Workers	47,930	45,977	46,872	47,335	51,078	49,051	50,219	51,133	53,041	51,082	51,758	52,981	56,312
Services and Sales Workers	34,902	34,319	34,473	34,533	36,011	35,209	37,021	37,123	37,924	37,770	38,077	37,040	38,235
Skilled Agricultural, Forestry and Fishery Workers	26,562	26,841	27,728	28,285	28,104	28,104	29,918	30,643	30,816	30,861	30,932	31,151	31,164
Craft and Related Trades Workers	31,185	30,332	30,531	30,987	33,913	32,176	33,085	33,711	35,340	33,898	34,516	34,782	36,438
Plant and Machine Operators, and Assemblers	33,132	31,401	31,445	31,668	33,759	32,467	33,812	34,379	35,716	34,653	35,141	35,439	36,637
Workers (Elementary Occupations)	27,305	26,674	26,944	27,090	28,166	27,467	28,942	29,311	30,101	29,910	30,344	30,407	31,334
Armed Forces Occupations	55,167	53,368	53,563	53,797	55,463	55,029	58,457	58,318	60,466	59,613	59,645	59,087	59,150

Source of information: INSTAT's calculation based on the data provided by General Directorate of Taxation, social insurance contributors

# 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
<b>1. Managers</b>	
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
<b>2. Professionals</b>	
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
<b>3. Technicians and associate professionals</b>	
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
<b>4. Clerical support workers</b>	
41	General and keyboard clerks
42	Customer services clerks

43	Numerical and material recording clerks
44	Other clerical support workers
<b>5. Service and sales workers</b>	
51	Personal service workers
52	Sales workers
53	Personal care workers
54	Protective services workers
<b>6. Skilled agricultural, forestry and fishery workers</b>	
61	Market-oriented skilled agricultural workers
62	Market-oriented skilled forestry, fishery and hunting workers
63	Subsistence farmers, fishers, hunters and gatherers
<b>7. Craft and related trades workers</b>	
71	Building and related trades 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
<b>8. Plant and machine operators, and assemblers</b>	
81	Stationary plant and machine operators
82	Assemblers
83	Drivers and mobile plant operators
<b>9. Elementary occupations</b>	
91	Cleaners and helpers
92	Agricultural, forestry and fishery laborer's
93	Laborer's 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
<b>0. Armed forces occupations</b>	
01	Commissioned armed forces officers
02	Non-commissioned armed forces officers
03	Armed forces occupations, other ranks