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Annual Review 2010 on Labour Relations and Social Dialogue in South East Europe:

Albania

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1. Executive summary

Albania is still undergoing a transitional process (20 years), and it seems difficult for our country to leave behind this difficult stage. This keeps bringing more and more challenges to its citizens, both in the economic and social aspects. Developments were obstructed also by the latest world financial crisis, which had a negative impact in some of the industries in our country. However, some important reforms have been undertaken, also in the frame of the process of European and Regional Integration during the last years. These reforms have opened some perspectives to the country in the field of education, health, public administration/police, etc.

The SAA (Stabilization and Association Agreement) entered into force on April 1, 2009, after being ratified by 25 member states of the EU, which were part of the community at the moment of SAA signing and its approval by the Albanian Parliament. That is why,

after this important moment, all the main governmental reforms have been guided by the requirements under this integration process. Regarding industrial relations, the main developments during 2010 were related to some changes made to the Labour Law, which were required by the Trade Unions and other social partners that are also members of the National Labour Council. This is the main responsible body in Albania for handling all the issues related to industrial relations. One of the main achievements during this year was the adoption of the new law no. 10237, dated 18.02.2010 "On health and safety at the workplace", which was introduced for the first time in Albania. This was also made possible due to the contribution of the Branch Trade Unions, Employers' Organizations and Governmental Institutions (Ministry of Labour, Ministry of Justice, Ministry of Health, etc), in the frame of a tripartite dialogue.

2. Socio-economic developments

The world economic crisis, as in many other states in the region, had a negative impact on Albania's economic activity. In this regard, it is worth mentioning that there has been an increase of the GDP in 2010, if compared to the previous year. While in 2009 the percentage of GDP growth was 3.3%, in 2010 this growth was 4.1%, according to the assessments made by the Ministry of Finance and INSTAT (Institute of Statistics of Albania). Albania is on 101st place in the classification of *G.D.P per capita*, out of 182 states. The experts' forecast is that the year 2011 will be difficult, due to reduction of foreign investments in industry and processing sectors. Foreign direct investments stood at ALL 23,761 million in 2010, compared to ALL 21,775 million in 2009. The Albanian Economy is prevailed by private investments, initiatives and companies (domestic or foreign ones). Many private companies (both local and foreign, or a combination of the two), have created monopolies, which have negatively affected the market and the life of consumers, by impoverishing them. This is a challenge that all the professional trade unions have to face, if they really want to represent with dignity the working force in Albania now and in the future. The domestic investments for 2010 reached ALL 43,016 million, whereas in 2009 this figure was ALL 68,661 million, so there has been a considerable decrease of such investments in the country., A decrease of nearly ALL 12,000 million has been witnessed regarding the budget deficit in Albania. Thus, in 2009 this figure was ALL 50,011 million, whereas in 2010 it was 38,109 million. On the other hand, the public debt for 2010 was ALL 739,931 million, compared to ALL 679,964 in 2009.

The minimum wage increased in 2010 compared to 2009, reaching the amount of EUR 141 from the amount of EUR 136. It is also important to mention the 7% increase of the average monthly wage, which in 2010 reached EUR 324, if compared to EUR 310 in 2009. The inflation figure for 2010 was 3.4%, whereas in 2009, it was 2.2, and the forecast is that the same level will be maintained even in 2011.

The unemployment rate in Albania in 2010 was 12.5% compared to 13.1% in 2009, according to the estimates of the Ministry of Finance.. These figures have been contradicted by the trade unions, which claim that the percentage of unemployment in 2010 is 30% . The basic level of income in case of unemployment in 2010 is ALL 6.565 per month, or EUR 49, whereas in 2009, it was ALL 6.340, or EUR 47.3. However, if we refer to the increase of prices and costs of services for education, health, transport, etc, the increase is not real, therefore it does not respond to the market development and to the needs of a normal living.

The Gini Coefficient increased from 0.28 to 0.29, as per the data provided in the Living Standards Measurement Study (LSMS, 2008). This is comparable with the EU15 average (0.31). It must be considered that the data for Albania refer to the inequality of consumption, which has a tendency of being distributed more evenly than the income.

An important development for Albania was the entering into force of the SAA (Stabilization and Association Agreement), on April 1, 2009, after it was ratified by 25 member states of the EU. Following this process, since December 15, 2010, Albania is also a part of the free movement process (no visa required) to the Schengen countries, as it is for the other European citizens, therefore gaining some long denied rights and human dignity.

The reforms, the privatization process and economy have all contributed to further decrease of the level of trade unions' representation. This is mainly observed in the new sectors of economy, mainly organized into small and medium enterprises, which are very difficult for the trade unions to penetrate.

3. Governmental policies and legislation

The Democratic Party is still governing the country, in coalition with smaller right-wing parties (P.R, P.D.L, etc). The specific aspect of this government is that even the Social Movement for Integration, which is a new party, has joined this Coalition, even though it belongs to the left wing, but its members left the Socialist Party a few years ago. Different reforms were taken by this Government, in many sectors, such as economy, law, health, education, and social sector, which have been prescribed also by the process of the country's integration in the European Union. The Socialist Party continues to be in opposition, together with other parties of the Centre and Left Wing (P.D.NJ, P.S.D, P.D.S), as well as some of the right wing (P.D.K, etc), which oppose this Government and ask for change through political and civil protests.

The main objectives of the budget during 2010 were: to support the governmental program's priorities toward European integration, in the field of economy, social and institutional reforms; to increase the efficient, effective and economical use of public funds; to put the emphasis on the role of public funds for sustainable economic development of the country, through a safe and sustainable budget.

The programs and policies that take priority in the next year's budget are related to maintaining a high norm of public investments. Even for 2010, the plan has been that public investments are 8% (MoF-Table of fiscal indicators, capital expenditures) of the GDP (General Domestic Product), without including here the investments of local government, using its own income, or through unconditioned grants. Maintaining this norm of investments is related also to the need of expediting the modernization of infrastructure in the entire territory of the country, in order to ensure a sustainable and integrated development, as well as to the care to keep the fiscal stimuli for economy, even during 2010, by finalizing the huge infrastructure works in process. Other priorities are to start the work on the main road projects; improve public services and aim at their modernization and computerization; improve rural infrastructure, as part of the investment programs in 2010, supporting a faster improvement of services in the health and education sectors. The funds for the Health sector have increased by 20%, compared to 2009 and the investments have increased by 56% in this sector. In the public education, when compared to the previous year, the increase is respectively 12% for funds and 32% for investments.

Regarding implementation and impact of the EU norms and standards, health and safety at the workplace is one of the main priorities, which, at the same time has to be seen as an ongoing process and goal. In order to meet this objective we need: harmonization of the legislation on health and safety at the work place, with the respective EU legislation (Law no. 10237, dated 18/02/2010 "On health and safety at work" was approved; improvement of capacities in order to control and safeguard the services, etc).

The main developments related to social legislation are the projects accomplished by the Ministry of Labour, Social Affairs and Equal Opportunities, specifically as follows: rising awareness of the community regarding women and girls at risk; better knowledge of the situation of violence in family; promotion of children' rights; assessment of environmental adequacy for the disabled.

The work is being done regarding amendments to some of the articles in the Labour Law. This came as a request of the trade unions/confederations and due to the contribution of the social partners (government, employees, employers), and, enhancement is expected in this respect. The main amendments to the draft law are: Amendments to the Article 9 of the Labour Law, which prohibits the discrimination in employment and vocational qualification, especially due to their "sexual orientation" or their "HIV/AIDS condition"; amendments related to the form of contract signing, by clarifying that the labour contract can be changed only in a written form (article 202, item 2) of this Law; the mandatory elements of the content of the contract (article 21, item 3) and the "security individual equipments". The employer, in the contract, is obliged to determine, even the individual protection equipment that the employee will use at work. Taking into account the provisions of the new law "On Health and Safety at Workplace", it is determined that: among the documents that the employer must keep in the enterprise to be presented to the labour inspector, another document, which is the "risk assessment document for each working position, and the preventing measures" must be added. Paid leave has been provided, and it can occur in case of illness of a spouse, etc, or in case of child birth the right to 3 (three) days of paid leave for the other spouse. A provision of the draft law states: "breast feeding mothers, according to the employment agreement, have the right, within the period provided by the legislation on social insurance, to a benefit of reduced working hours with the same payment, as if she has worked for the normal duration of working hours, or the right to a paid leave of 2 (two) hours, within the normal working hours, etc".

Regarding the trade unions' actions in relation to the above-mentioned aspects, it is worth mentioning that trade unions/branch federations/confederations, during their activity have requested changes and improvements of some of the articles (article 197/7-Solidarity Strike, article 197/9-Effects of illegal strike) in the Labour Law, which damage the normal labour relations, impede the trade unions' activity and representation rights, and affect the rights of employees in all professions. These requests have been submitted during two-party meetings, through written and visual media, or during the protests, as well as in the meetings of the National Labour Council (NLC/K.K.P), by their representative members.

4. Industrial relations

In the frame of important collective negotiations on different levels, failure of negotiations was brought on by the refusal of the state institutions to meet the demands, causing protests which were organized by some trade unions (F.Xibri and Other Crafts Federation), regarding miners' pensions, the difficult working conditions, the accidents, the deaths that happened especially in some of the private mines. When it comes to the issues related to wages, benefits and labour contracts in the metal industry (Elbasan), the Federation of Chemistry and Metal Industry (K.S.Sh) has organized protests, which continued until the signing of the Collective Labour Agreement. Other protests have been organized against the increase of the electricity price. It is worth mentioning that the number of participants was restricted, whereas the number of the police forces was very high. The indifference of citizens seemed abnormal, even though their lives that were at serious risk. The mediation practices still do not function in the conflicts related to labour relations.

As regards development of the internal situation in the trade union movement, it should be pointed out, that due to the privatizations and reforms in some sectors and services, there has been a decrease in the number of employed persons, and this consequently brought about even a reduction in the trade union affiliation. The fear employees feel because of unjustified dismissals, especially those in the public sector (health, education and public administration), has a negative impact, together with other factors and political practices. In the private sector, there has been a reduction of employed persons, particularly due to the impact of the economic crisis in many industries. Many trade unions/branch federations, mainly in the private sector, for years now, do not correctly accomplish the true mission of trade unions.

As of November 2009, 8 Professional Federations, which are the founding members of the Confederation of the Albanian Trade Unions (K.S.Sh), have declared that they keep distance from the current leadership of the Confederation of the Albanian Trade Unions (K.S.Sh), accusing this leadership of non-democratic practices and non-professional performance. These actions have deteriorated the legal relations between the federations and the confederation, and even seriously damaged trade unionism, by fragmenting and weakening it, and by obstructing social partnership.

In regards to the development of the employers' organizations, it can be said that the organization of associations/structures of employers is still backward and far from the continuous organization and activity of federations/branch trade unions. However, there are today a number of associations of employers that have been established based on interests and according to the branch or sector of industry they are involved in. The difficulty of this organization must also be understood, and it is related to development of these sectors, the completion of legislation and other interests or conflicts between the employers themselves and their associations. It is worth saying that there is a spirit of cooperation between employers and employees, even though, this is limited and sometimes lacks seriousness or faces neglect by the parties themselves.

Social dialogue, for many reasons and factors that are related to the political, social, legal and cultural past of the society, has been difficult to develop, accept and understand. Some ministries and governments were not ready to engage in social dialogue at all, as required by the law.

Social Dialogue at the *enterprise level* is less developed, since the parties (employers and employees) are not well organized in general. This is true especially in the private sector, where this level of representation of social dialogue does not function. It is false and does not come as a need and request of people or structures the party represents, but as a request of the employer to dictate over the participating party, therefore of the employees, so that even their complaints or requests related to their work, have no solution, or are completely put aside. This behaviour is now encountered in many enterprises, especially where there are weak or 'yellow' trade unions. This is an indicator of the lack of responsibility and lack of fair understanding of the leaders. Based on the developments, decision-making and implementation at this level, there is a need for a more present social dialogue, in order to try to solve the main issues.

At *branch level*, social dialogue is better than the one at the enterprise level, because there are higher investments at this level, and therefore the number of employees is higher. This means that even the problems they face there are numerous. This is why this kind of situation requires the attention of both sides (employees and employers), in order to respect each other as collaborates and enable social dialogue. At this level, there are many signed Collective Agreements and there are some similar trade unions that want to take their place. There are also conflicts and clashes of interests of the

parties there. These are elements that foster the need to institutionalize social dialogue.

At *national level*, social dialogue is better and more concrete, even due to the fact that the employees' side, which is represented by the branch trade unions, has long ago made their efforts in organization at this level. Therefore, social dialogue is accomplished by the ones with the sufficient knowledge and with the proper status for decision-making. There are better experiences at this level, that occurred some time ago, and that is why the social dialogue is more concrete. However, it must be said that there are problems also at this level, especially as regards implementation of articles in the agreements that have been signed by all the parties. It is to be observed that in the private sector there are also some positive developments, which are strengthening and developing.

5. Tripartite social dialogue

As we know, bargaining at national level is tripartite, which means that it involves the employers, employees and the government as well. The main body regulating social dialogue is the National Labour Council, as the highest consultative tripartite body, established in 1996, based on article 200 of law no. 7961, dated 13.03.1996, "The Labour Law of the Republic of Albania". However, the activity of this Council has not been adequate during 2010. Trade unions have had many complaints related to the meetings of this council, which have not been regular. Many times, there was no information regarding the items of the agenda to be discussed in the following meeting. Sometimes decision making has even been fictitious, meaning that decisions had been already made even before the meeting took place. This shows a complete disregard towards partners' representatives in this council. The result is that the tripartite social dialogue is very limited and it results with the loss of trust among the partners.

6. Forecasts

An increase of contributions for the health insurance is expected to happen, increasing, from 3.4% of the monthly wage to nearly 7%. Also, there will be a reduction of local public investments. There is an expectation that a new tax will be imposed on all expenditures during the year (VAT tax of 29%). According to the major institutions, the GDP is expected to increase by 5.5% in 2011, and the budget deficit will increase, reaching to ALL 46.812 million, compared to ALL 38.109 million in 2010. In addition, it is expected that the public debt will witness an increase to ALL 793.142 million in 2011, compared to ALL 739.931 million in 2010.

The unemployment rate is expected to remain at the same level, but due to the reduction of the foreign investments in our country and to the world economic crisis, I believe that there will be an increase of unemployment rate. In real terms, wages might increase by 5-8% in 2011, in the public sector at the national level, as there will be an increase of price of food, fuel, and public services (transport, utility).

Informal economy will remain at a really concerning level, especially in the sector of construction, tourism and hotels, etc.

It is expected that there will be further privatization in other sectors of industry, as well as the sale of public property, (land, buildings, etc). The expectation is that there will be a kind of liberalization and privatization of services even in the education and health sectors.

Regarding the social dialogue, it will remain difficult, and I do not believe that there will be an important development initiated by the government. I hold the same negative expectations regarding the trade union movement, especially related to confederations, which will continue to have contradictions between themselves.

Annex

Collective bargaining system

The Collective Labour Agreements are legally and socially very important documents for labour relations, particularly in public services (education, health, public administration). The Agreements function only in one part of the private sector, mainly in big companies with high number of employees that are registered at the National Registration Centre (NRC/Q.K.R) and other Tax Bodies (central or local), and where the branch trade unions really function (not simply exist as the “yellow” trade unions, which become part of the fraudulent activity of abusing employers). Tendencies go toward the increase of agreements and better observance of the specific articles (not only when the employees request their rights be respected, but also when the trade unions feel their responsibilities).

Source of Information: Institute of Labour Relations Studies (I.S.M.P)

System of tripartite social dialogue

The National Labour Council is the highest consultative tripartite institution. Members are: the representatives of the employees’ organizations, the representatives of the employers’ organizations, and the federations/branch trade unions. The latter claim, that even when this Council is summoned, it violates its own regulation and the rules of partnership. The council is summoned very rarely, and when issues are discussed, they are usually formal and not real.

During this year, there have been some changes regarding representatives to the National Labour Council as it is clearly observed in the DCM, due to the political influence and power of different persons, mainly employers and politicians, parliamentarians and directors in the Ministry of Labour. There have also been some changes regarding the members of the employers’ organizations, and it was all done abusively, solely based on interests and benefits.

Social security systems

The General System of Social Insurance is composed of: Mandatory Social Insurance, Voluntary Social Insurance, Supplementary Social Insurance, and Special State Pensions. The pension system in the Republic of Albania works as a mixed system (public and private), under 3 (tree) pillars. The first one is the Mandatory Insurance for pension in old-age, disability, and family, which is based on the PAYGO principle; the second one, which is not yet in place, is foreseen to be implemented in the future; and the third one, which is the Voluntary Insurance for Pension, is based on the individual capital.

Social Protection	9 months in 2010		
	Number	In thousand ALL	In EUR
Inspections made over the standards of economic assistance	350	33,500	248,148
Families treated through economic assistance	98,800	3,150,000	23,333,333
Inspections made for inclusion of disabled persons in the payment system	360	28,300	209,630
Individuals treated with Restricted Ability payment	140,309	8,775,000	65,000,000
Persons treated with compensation for being Political Persecuted Persons	3,000	500,000	3,703,704
Persons with restricted abilities profiting services in the care institutions	219	167,100	1,237,778
Children profiting services in the care institutions	280	788	5,837
Persons treated with compensation of Energy	142,187	557,882	4,132,459
Elderly persons treated with care services	234	30,600	226,667
Women and girls treated with care services	37	91,500	677,778

Pensioners

Data on pensions	9 months in 2010		
	Physical number	In thousand ALL	In EUR
Pensioners in city and village	541,458	46,965,124	347,889,807
Days of inability (days and people)	149,646	231,768	1,716,800
Women on maternity leave (days people)	9,379	1,059,966	7,851,600
Days of inability due to accidents (days people)	5,081	5,961	44,156

Source: Ministry of Labour, Social Affairs and Equal Opportunities (MPÇSSHB)

Registered unemployed beneficiaries of money rights

NAME	Measuring Unit	2008	2009	Quarter .3/2010
INCOME				
Average wage in the state sector	In ALL	38.310	42.000	44.700
Approved minimum wage	"	17,000	18,000	19,000
Unemployment payment	"	5,980	6,340	6,565=49 EUR
Average economic assistance for a family	"			
- Full assistance	"	3,798	3,900	3,980
- partial assistance	"	2,986	3,150	3,200
UNEMPLOYMENT				
Registered unemployed	Number	141.495	143.340	143.218

Source: Ministry of Labour, Social Affairs and Equal Opportunities (MPÇSSHB) and Ministry of Finance

Education and vocational training

Regarding the possibilities of increasing the number of employees benefiting from vocational training programs, during the various negotiations with the employers for the signing of collective labour agreements, the trade union branch federations have requested a special fund to be determined for education and vocational training of employees. This request was based on the provisions of the Albanian Labour Law, as well as on ILO's International Conventions.

Some of these branch federations have seen vocational training of the trade unions' representatives and of other employees as a priority and necessity, and have therefore undertaken some projects, for example the ones realized by the Education, Health, and Industry Federations.

Labour Market (training programs)	9 months in 2010		
	number	In thousand ALL	In EUR
Trained with certificate	6,213	130,025	963,148
Number of mediators	7,608	122,970	910,889
Persons treated with unemployment payment	10,075	235,196	1,742,193
Employed/trained through the fostering program	1,988	754,362	5,587,867

Source: Ministry of Labour, Social Affairs and Equal Opportunities (MPÇSSHB)

Funds for vocational training, for each year (and a forecast for the future):

In million ALL

	2007	2008	2009	2010	2011	2012	2013
FROM THE STATE BUDGET							
Labour Market (total)	1.469	1.564	1.657	1.756	1.844	1.934	2.034
Fostering of employment	120	200	200	200	200	200	200
Vocational training	174	185	196	208	218	228	238

In Albania, the Ministry of Labour, Social Affairs and Equal Opportunities (MPÇSSHB), in cooperation with the other ministries and bodies, is the one that determines the policies and strategies for the continuous vocational training. In this regard, in the health field it is worth to mention the establishment of the National Centre for Continuous Education (QKEV), as per DCM no. 825, dated 14.05.2008. The mission of this centre is to foster and support professional development of all categories of health personnel, aiming at increasing the overall quality of health care services. The centre is also carrying out the registration of all the persons (and respective credits) that have been involved in vocational training programs provided by different education and training institutions/organizations.

Employment rate

in number of persons

EMPLOYMENT	2008	2009	3 rd quarter in 2010
Labour Force	1.115.562	1.042.618	1.059.199
- Employed	974,067	899,278	915,981
a) in the state sector	166,543	166,250	166,600
b) in the private non-agriculture sector	238,975	236,838	242,717
c) in the private agriculture sector	568,549	496,190	506,664

Source: Ministry of Labour, Social Affairs and Equal Opportunities, INSTAT

Average Monthly Wages

NAME	2008	2009	3 rd quarter in 2010
Average Wage in the state sector	38,310 ALL/ 283.8 Euro	42,000 ALL/ 311.1 Euro	44,700 ALL/ 331.1 Euro

Source: Ministry of Finance, INSTAT

Gender pay gap

In total, the females' wages are nearly 30% lower than that of males. This is due to the smaller wages, to the number of females in managing positions which is much lower than that of men, to the difficulties and lack of opportunities for a professional career, to the lack of economic independence and decision making power inside families, to the negative concepts inside families, and also due to the opinions of society in general regarding females/women and their work.

Minimum wage

In ALL/Euro

NAME	2008	2009	2010
Minimum Monthly Wage	17.000 ALL =144€	18.000 ALL =133€	19.000 ALL =141€

Source: Ministry of Finance, INSTAT

* The minimum wage is given for 174 working hours per month, during the normal working hours. The basic minimum wage per hour must be ALL 109 (one hundred and nine) = 0.8 EUR.

Actual weekly working hours

According to the Article 78 of the Labour Law, normal daily working hours amounts to 8 (eight) hours per day. Article 83-Normal weekly hours amount to no more than 40 (forty) hours per week (determined through a DCM, in the Collective and Individual Labour Agreement).

*It is worth explaining that these articles in the Labour Law are not observed by the employers in the private sector, and neither by the self-employed persons (family activity), where there is an increase of working hours, but not of wages. Therefore, the human rights are violated.

Normal work /atypical work

This type of employment affects the persons employed in public services. Because of the impact of the branch trade unions, it was made possible in their Collective Agreement (agreements have been signed for a three-year period) and even in their Individual Agreements (agreements have been signed for a 1-year period, or undetermined period of time), especially in the sector of Health, Education and Public Administration. There are employees in the public sector, in the health care system, who due to reasons (such as emergency) and organizational reasons work overtime, however these are acknowledged and paid as additional hours and days (this is also according to the Collective Agreement). There are such employments even in some of the services/works in the private sector, based on part time employment, such as in banks, insurance companies, universities, hospitals, etc).

*Explanation: There is a lack of data on the number of full-time and part-time employees, and on normal/atypical work.

Unemployment rate (in %)

Name	2008	2009	3 rd quarter in 2010
Level of unemployment	12.68	13.75	13.52

Source: INSTAT

The youth in the labour force represents nearly 41.6% of the population, between 15-29 years of age, compared to the national average, which is 62.1%. Anyhow, one of the key features of the Albanian labour market is the large part of discouraged workers, which in 2008 amounted to 16.1% of the total of the passive persons. Nearly 73.2% of the entire discouraged employees are females. The data on employment, as per economic activity, indicates that nearly 45% of the employees are employed in agriculture, fishery and forestry, 11.7% in the trade sector, 7.1% in industry and 8.4% in the construction sector.

Migration

The total for 2010 is 1.608 work permits for foreign citizens, who work and live in Albania. There have been 7 refusals and 3 annulments. 141 foreign citizens have renewed their work permits. The most required sectors of activity that attract the foreign citizens are: Construction Sector, 259 working permits, 16% of the total; Social Services (Collective and Personal), 236 working permits, 15% of the total; Automobile Trade and Repairs, 228 working permits, 14 % of the total; Education, 152 working permits and Extraction Industry, 150 working permits, 9 % of the total; Health and Social Activity, 7% of the total number of working permits.

Regarding the categorization of foreigners, as per citizenship, the figures for 2010 are: Turks, 567 or 35% of citizens in total; Chinese, 190 or 12 % of the total; Italians, 139 or 9 % of the total; Greeks, 101 or 6 % of the total. Whereas, as per gender: Males, 1447 or 90% of the number of working permits in total; and Females, 161 or 10% of the number of working permits in total; Most of the employed foreign citizens are males.

Source: Ministry of Labour, Social Affairs and Equal Opportunities (M.P.Ç.S.SH.B)
International Organization of Migration (I.O.M)

HDI

Name	Year 2007	Year 2008	Year 2009	Year 2010
Human Development Index	0.709	0.713	0.716	0.719
Longevity (in years)	76.5	76.6	76.7	76.9
Infants mortality rate (in every 1000 births)	15	14	13	14
Education/high school (in years)	10.3	10.3	10.3	10.4

Source: United Nations Development Program (U.N.D.P)

Source: United Nations International Civil Emergency Fund (Unicef)

*The figures for the infant mortality are higher, nearly 17/1000. Albania takes 64 (sixty-four) place in the international ranking (including 169 countries), regarding the H.D.I index.

Gini-coefficient

Another indicator of the living quality is the inequality coefficient. Within nearly twenty years, Albania is reaching a coefficient that is comparable to that of the EU. The Gini coefficient in Albania is nearly 27, while in the European Union it is 31. Our country takes part in the developing countries group, with a high level of the Human Development Index. In 2009, Albania took 70th place, with a Human Development Index equal to approximately 0.716.

Year	2009	2008	2007
Gini Coefficient	27		

Source: Study under the United Nations Development Program (U.N.D.P)

Collective agreement coverage

Name	Year 2008	Year 2009	Year 2010
Coverage with collective agreement			
-a. Public Sector (no. of employees)	112.115	140.613 (85%)	data not issued yet
-b. Private Sector (no. of employees)	11.115	53.026 (23%)	-
Total –Public and Private	123.230	193.639	-

Source: Ministry of Labour, Social Affairs and Equal Opportunities; Institute of Labour Relations Studies (I.S.M.P)

Ongoing important collective bargaining agreements (2009-2013)

Table of Collective Labour Contracts, signed by the Federations/Trade Unions of Profession and the respective Ministry

No.	Signing Parties		Time Limit
	Employee	Employer	
1	Albanian Independent Trade Union of Artists	Ministry of Tourism, Culture, Youth and Sports	24.04.2009-23.04.2012
2	Autonomous Trade Union of Food, Agriculture, Trade and Tourism	Ministry of Environment, Forestry and Water Administration	10.09.2009-09.09.2012
3	Autonomous Trade Union of Food, Agriculture, Trade and Tourism	Ministry of Agriculture and Food	31.08.2009-30.03.2012
4	Democratic Trade Union of Fishing	Ministry of Environment, Forestry and Water Administration	30.04.2009-29.04.2012

Table of Collective Labour Agreements, signed between the Federations/Trade Unions of Professions and Institutions/Companies/Joint Stock Companies

No.	Signing Parties		Time Limit
	Employee	Employer	
1	Trade Union Federation of Industry Employees, and Trade Union Federation of Energy Employees	K.E.SH sh.a	30.12.2009-29.12.2012
2	Albanian Federation of Trade Unions & Independent Health Trade Union	Ministry of Health	21.09.2010-20.09.2013
3	Federation of Albanian Trade Unions of Health	Institute of Social Insurance and Health Care	31.08.2009-30.08.2012
4	Federation of Albanian Trade Unions of Health	Regional Health Authority of Tirana	27.10.2010-26.10.2012
5	Federation of Albanian Trade Unions of Health	Public Health Institute	13.10.2009-12.10.2011
6	Independent Trade Union of Transport	General Directorate of Port Authority	29.02.2008-01.03.2011

No.	Signing Parties		Time Limit
	Employee	Employer	
1	Grouping of Petrol Trade Unions	Albpetrol sh.a	19.03.2009-18.03.2011
2	Trade Union Federation of Industry & Independent Trade Union of Energy Employees	Distribution System Operator	26.11.2009-25.11.2013
3	Trade Union of Post-Telekom & Trade Union Federation of Post-Telekom	Albanian Post Service	09.03.2009-08.03.2011

No.	Signing Parties		Time Limit
	Employee	Employer	
1	Trade Union Federation of Industry Employees	Euro-Sped Trans Chrom	04.01.2009-03.01.2012
2	Autonomous Trade Union of Food, Agriculture, Trade and Tourism	Association of National Union of Albanian Farmers	20.09.2009-30.09.2012
3	Autonomous Trade Union of Food, Agriculture, Trade and Tourism	Union of Tourism Operators in Albania	04.06.2009-03.06.2012
4	Trade Union Federation of Chemistry and Metallurgy	Port of Durrës, "Kurum Shipping"	20.06.2009-19.06.2011

Source: Ministry of Labour, Social Affairs and Equal Opportunities, Institute of Labour Relations Studies (I.S.M.P)

Trade union density

There is no data coming from the INSTAT regarding the number of trade union members and the level of representation of trade union organisations. According to the trade unions, this density is around 32%. The majority of membership belongs to the public sector, whereas in the private sector the members affiliated in trade unions are mainly concentrated in large companies with high number of employees (industry sectors).

If compared to previous years, there has been a reduction of the employees affiliated in branch federations (especially in education, utility sectors, transport, etc). This is mainly due to the general reduction of the labour force in these sectors, and sometimes because of the fear employees feel about the loss of their jobs, and due to the pressure of employers. The reduction of members in the private sector was the result of the reduction of investments, as well as closure or transfer of businesses in other countries, as a consequence of the economic world crisis.

Employers' organizations density

Currently, there are 8 nationally representative employers' organisations. The following table lists these 8 organizations.

No.	Employer's Organisations	Number of individual members	International affiliation
1	Council of Albanian Employers' Organizations		
2	Confederation of Employers' Organizations Councils		
3	Albania Builders Association		
4	National Chamber of Clothing Producers		
5	Albanian Konfindustria		
6	Union of Albanian Industrialists and Investors		
7	Council of Albanian Agro Business		
8	Union of Albanian Business Organizations		

*The official statistics do not provide data regarding the number of companies and employees for each employer representative organization.

Workplace representation

Representation of employees at the workplace is made through the unions, although the legislation provides for workers' representatives to be elected if there are no union members. Workplace union structures play an important role in collective bargaining and they also have some significant consultation rights. Union organisations at the workplace are the main bodies for workers' representation. One of the key roles of the workplace trade unions is in negotiating collective agreements, but they also have rights to be informed and consulted, and in some areas, they need to agree before changes can be made.

Trade unions

National Trade Unions Confederation

No.	National Trade Union Confederation	Number of individual members – provided by the Trade Union Confederations	Number of individual members – provided by ITUC	International affiliation
1	Union of Albanian Independent Trade Unions (B.S.P.SH)	85.000		I.T.U.C
2	Confederation of Albanian Trade Unions (K.S.SH)	100.000		I.T.U.C
3	Union of Albanian Trade Unions			
4	Union of Albanian Independent Trade Unions			
5	Union of Autonomous Trade Unions			

6	Union of Albanian Trade Unions			
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Trade Union Federations by selected branches

In Albania, the total number of trade unions acknowledged by the Judicial Organisms is 83 (eighty-three) Trade Unions of Professions and of different levels of representation. However, not all of them are active and present.

No.	Trade Union Federation by branch	Number of individual members	Affiliation to national confederations	International affiliations
1	Albanian Independent Trade Union of Education		B.S.P.Sh	E.I P.E.A
2	Albanian Independent Trade Union of Electro-Energy Employees		B.S.P.Sh	
3	Albanian Independent Trade Union of Construction and Public Services		B.S.P.Sh	I.F.B.W.W E.P.S.U P.S.I
4	The Albanian Autonomous Trade Union of Food, Agriculture, Trade and Tourism		B.S.P.Sh	
5	Albanian Independent Trade Union of Handicraft, Leather, Confections and Light Industry Employees		B.S.P.Sh	I.T.G.L.W.F
6	Albanian Independent Trade Union of Pensioners		B.S.P.Sh	
7	Albanian Independent Trade Union of Health		B.S.P.Sh	
8	Albanian Independent Trade Union of Post-Telecom		B.S.P.Sh	
9	Albanian Trade Union of Railway Transport Employees		B.S.P.Sh	
10	Albanian Independent Trade Union of Petrol Employees, Patos		B.S.P.Sh	
11	Albanian Independent Trade Union of Typography		B.S.P.Sh	
12	Albanian Independent Trade Union of Civil Defence and Public Order Employees		B.S.P.Sh	E.P.S.U P.S.I
13	Albanian Independent Trade Union of Artists, Journalists and Sportsmen		B.S.P.Sh	
14	Albanian Independent Trade Union of Transport and Telecommunication Employees		B.S.P.Sh	

15	Albanian Trade Union of Albanian Artists		B.S.P.Sh	
16	Albanian Independent Trade Union of Chemistry		B.S.P.Sh	
17	Albanian Independent Trade Union of Mines Employees		B.S.P.Sh	I.C.E.M
18	Albanian Independent Trade Union of Civil Servants		B.S.P.Sh	
19	Albanian Independent Trade Union of Agriculture and Farming Employees		B.S.P.Sh	
20	Trade Union Federation of Education and Science		K.S.SH	E.I P.E.A
21	Trade Union Federation of Industry Employees		K.S.SH	I.C.E.M E.P.S.U P.S.I
22	Trade Union Federation of Textiles, Handicraft, Leather-Shoes Production		K.S.SH	I.T.G.L.W.F
23	Trade Union Federation of Civil Servants and Pensioners		K.S.SH	
24	Albanian Trade Union Federation of Health		K.S.SH	E.P.S.U P.S.I
25	Albanian Trade Union Federation of Transport		K.S.SH	I.T.F
26	Trade Union Federation of Civil Defence Employees		K.S.SH	E.P.S.U P.S.I
27	Albanian Trade Union Federation of Chemistry, Metallurgy, and Mechanics		K.S.SH	I.C.E.M
28	Trade Union Federation of Post-Telecom		K.S.SH	EURO-FEDOP
29	Trade Union Federation of Petrol and Gas Employees		K.S.SH	
30	Trade Union Federation of Albanian Police Services		K.S.SH	
31	Trade Union Federation of Wood Construction and Public Works in Albania		K.S.SH	I.F.B.W.W E.P.S.U P.S.I
32	Trade Union Federation of Agriculture, Food, Hotels-Tourism, and Trade		K.S.SH	E.F.F.A.T I.U.L
33	Albanian Trade Union of Transport Employees			
34	TU of Unemployed and Pensioners			

35	Textile Employees Independent Trade Union			
36	Unified Trade Union of Education			
37	Construction Employees TU			
38	TU Federation of Banks, Trade and Services			
39	General Confederation of Albanian Employees			
40	General Federation of Transport Employees			
41	TU Federation of Textile, Handicraft, Confection, Glasswork & Ceramic Employees			
42	TU of Agriculture Employees			
43	TU Federation of Construction Employees			
44	TU Federation of Mining-Geology and Energy			
45	National TU of Agriculture and Food			
46	Albanian Health Trade Union			
47	TU Federation of Trade Employees			
48	General Union of Albanian Trade Unions			
49	Autonomous TU of Petrol Extraction Enterprises			
50	Autonomous Trade Union Flour-Bread			
51	Autonomous TU of Communal Services			
52	Autonomous Trade Union of Culture and Public Information			
53	Autonomous Trade Union of Water Supply Services			
54	Autonomous Trade Union of Health Services			
55	Autonomous Trade Union of Trade Services-Hotels			
56	Autonomous Trade Union of Tourism			
57	Autonomous Trade Union of Handicraft			
58	Albanian Trade Union of Petrol Processing			
59	Trade Union of Mallakstra Petrol Centre			
60	United Trade Union of Employees of Dr.....			
61	Trade Union of Albanian Mechanical Industry			
62	Trade Union of Lushnja Employees			
63	Albanian Trade Union of Education			
64	Regional Trade Union of Tirana			

65	Regional Trade Union of Berat			
66	Regional Trade Union of Durrës			
67	Independent Trade Union of Petrol Production Centre of Kuçovë			
68	Free Trade Union of Petrol-Vlora			
69	Post-Telekom Employees Trade Union			
70	Trade Union of Wood-Construction and Utilities			
71	Independent Trade Unions of Pharmacists			
72	Albanian Defence Trade Union			
73	Albanian Petrol Employees Trade Union			
74	National Trade Union of Public Services, Trade and Tourism Employees			
75	Albanian Trade Unions of Ports			
76	Albanian Radio and Television Trade Union			
77	Trade Union of Insurance Companies Employees			
78	Trade Union of Petrol Production, Sheqishtë			

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