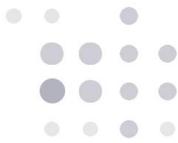


2016

# Annual Review of Labour Relations and Social Dialogue Albania

**NIKOLL DOCI**  
February 2017

- The main priorities of the government's program during 2016 were to boost economic development, make reforms in the economic and social field, and pursue EU integration.
- Since 2014, Albania has had candidate status for the EU. In December 2016, the Council of Foreign Ministers of the EU did not approve the opening of membership negotiations with Albania. The government had not fulfilled all the recommendations made in the European Commission's report for the opening of negotiations: mainly regarding reform in the justice system, judicial system, the fight against organized crime and corruption, drug issues, electoral reform, and public administration, as well as in protecting human rights.
- The economic indicators increased during 2016 and the general level of economic growth was higher compared to the previous two years. Albania continues to be affected by the global economic crisis with low economic growth, a reduction in remittances, a high unemployment rate, very high poverty, and bad loans that are as high as 22.5 per cent, damaging the business climate and restraining banks in terms of extending credit.
- In the field of social dialogue, the activity of the National Labour Council (NLC) has not continued normally, particularly at the end of the year. There has been some improvement in labour relations legislation, mainly in establishing structures of tripartite social dialogue at the local level. In general, bipartite and tripartite social dialogue remains weak in both the private and state sector.
- Trade unions have enhanced their activity for achieving contracts and collective agreements. The number of protests organized by trade unions has not been higher compared to 2015. Employees' protection is still insufficient, especially for dismissal from jobs in the state sector for political reasons, health and safety at work of employees, etc. Trade union membership in the private sector remains low and cooperation between trade unions is limited.



## Content

- Socio-economic developments
- State policies and legislation
- Industrial relations
- Tripartite social dialogue
- Forecasts

Annex - Information about:

- Collective bargaining, social dialogue, social security, education & vocational training, employment, wages
- Trade unions and employer organizations



## 1. SOCIO-ECONOMIC DEVELOPMENTS

After decreasing between 2011 and 2013, Albania's Gross Domestic Product (GDP) has grown for the past three years, at 1.5 per cent in 2014, 2.5 per cent in 2015 and 3 per cent in 2016. Albania needs to balance and even change the type of economic growth, moving from growth that is based on consumption to growth led by investment and expanded exports.

Foreign Direct Investment (FDI) has been decreasing during the last three years: in 2014, FDI amounted to € 812 million. The flow decreased to € 720 million in 2015. According to IMF projections there has been a slight increase in foreign investment flows for 2016, which will continue in 2017 due to works on two major works: the Trans Adriatic Pipeline and investment in hydropower.

The trade balance<sup>1</sup> has improved. During the past 5-year period the export of goods increased (except in 2015) while import of goods has been fluctuating (up and down). The annual average of exports increased 8.9 per cent while imports decreased during 2012-2013 and increased in other years. In 2011-2015 the average annual increase was about 2.9 per cent. The trade deficit has improved, decreasing by about 0.5 per cent.

The public budget for 2017 is projected at the level of € 436 billion in income with € 467.1 billion in expenditures, creating a deficit of around € 31.1 billion. Through this budget the government intends to reduce overall public debt. In planning the budget for 2017 the government has forecast a reduction of public debt by 3 per cent, from 72 per cent in 2016 to 69.1 per cent of GDP in 2017.

This budget targets support to reforms essential to the economy, supported by public Investments, Investment in the energy sector, reforms in justice, reforms in public administration, wage increases and pension reforms for decentralization, reform of services, water, and similar.

The high level of public debt remains the main risk for economic growth. The country's public debt has grown at high rates over the past five years, becoming a major threat to macroeconomic indicators and economic development in the future. Public debt has grown from 60 per cent of GDP in 2012 to 72 per cent in 2016.

The Bank of Albania estimates that its monetary policy will continue to provide a positive contribution to progress in the Albanian economy by targeting an inflation rate at around 3.0 per cent. According to the Bank, overall inflation has been in a downward trend from 3.4 per cent in year 2011 to 1.0 to 1.5% in 2016. Such a level of inflation negatively affects economic growth rates, as evidenced in recent years.

The average monthly wage of an employee increased from in the past year. For 2016, the average monthly wage was € 339. The average wage is higher in the state sector at € 394 than in the private sector at € 340. The gender wage gap is 7 per cent; men have an average monthly wage 7 per cent higher than women. The minimum wage in Albania is € 157; very low compared to other countries in the region and there has been no increase in the minimum wage since 2013. In the past, the minimum wage was increased every year by the amount of 1,000 Lek (7 €) reaching 22,000 Lek (€ 157) in 2013.

There have been changes in employment patterns in the private sector: Employment in the non-agricultural private sector increased (360,023 in 2015 to 405,086 in 2016) and the number of employees in the agriculture sector increased in 2016 compared with 2015. The number of employees in the public sector is also increasing.

The number of registered jobseekers in the employment offices<sup>2</sup> in 2016 was 131,541.

The unemployment rate, according to INSTAT<sup>3</sup> sources increased from 16.4 per cent in 2013 to 17.5 per cent in 2014, while in 2016 it was at the level of 16.4 per cent.

Young people are largely unemployed, the number of young unemployed is about two times higher than the total number of unemployed (in 2015 the ratio was 32.3 per cent male and 34.7 per cent female).

Poverty in Albania<sup>4</sup> increased from 12.4 per cent in 2008 to 14.3 per cent in 2012. This is the official figure for poverty rates available from INSTAT but the real figure is higher. Extreme poverty, defined in Albania as persons that have difficulties in meeting basic food needs, increased from 1.2 per cent in 2008 to 2.2 per cent in 2012. In the same time period, the extreme poverty increased in urban areas to 2.2 per cent and in rural areas to 2.3 per

<sup>1</sup> INSTAT, Foreign Trade, 2011-2016

<sup>2</sup> INSTAT, Registered job seekers, 2012-2016

<sup>3</sup> INSTAT, Statistical Yearbook 2015

<sup>4</sup> INSTAT, Albania: Poverty trend 2002-2005-2008-2012



cent. Even though there are no official figures available from INSTAT after 2012, we can assume poverty has been increasing in the past years. The minimum wage, wages, pensions and social benefits have not increased since 2013, while at the same time consumer prices have increased, especially energy prices, unemployment is rising and remittances flows from emigrants are shrinking.

In 2016 the number of poor families in the economic assistance scheme in Albania was around 80,057 families or a total of 312,000 persons (3.9 is the average number of members per family). The amount of economic assistance for a 4-member family is calculated as 6,850 Lek, or 1,305 Lek per month/person, less than 10 € per month/person. Albania has not yet determined an official subsistence minimum. This situation shows the great poverty prevailing in Albania and an almost nonexistent welfare system.

According to an INSTAT survey on living standards, Albania's coefficient of the Gini index is at 34.5 per cent for 2014.

## 2. STATE POLICIES

Parliament consists of 140 members elected every four years by a proportional system with electoral zones. Since the last elections in 2013 the government has been formed by the left coalition "Alliance for European Albania" with 83 MPs as members of the political parties that constitute this coalition: the Socialist Party (65 MPs), Socialist Movement for Integration (16 MPs), Party Union for Human Rights (1 MP), and Albanian Christian Democratic Party (1 MP). The right coalition headed by the Democratic Party is in opposition with 57 MPs.

The main reforms undertaken by the Government during 2016 were related to reforms in the judicial system as well as reforms in the private agricultural sector, in public administration, in education and especially in higher education. The priority fiscal reforms are related with a progressive tax, some changes in the customs system, support of business via VAT reimbursement, infrastructure and improvement of public services.

The reforms in the fiscal sector have not yielded the expected results. The main reasons for this are: increased taxes as a percentage of profit, penalties and high fines to business, difficulties in getting credit, an increase

in energy prices, difficulties in registering property, informality, difficulties in starting a new business, and similar. According to the World Bank's "Doing Business 2017" report on the ease of doing business, Albania is ranked 58<sup>th</sup>. Efforts have continued regarding approximation of Albania's legislation to the acquis of the EU.

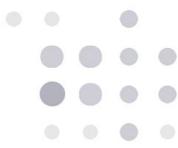
Although GDP growth has been relatively higher compared to the previous two years, employment growth has been at low levels with just a few new jobs created in the energy sector, the private fashion sector (textile, leather, shoes, etc.). The government has taken measures to establish a positive climate for business development and the promotion of employment by supporting enterprises and companies that employ various categories of unemployed people. Unemployment is high and the number of young unemployed is much higher.

The new Labour Code adopted by the government and Parliament in December 2015 started to be implemented in June 2016. The new Labour Code improves some chapters, mainly those regulating labour relations between employees and employers.

Changes in the Labour Code bring the law closer to European Union directives that regulate labour affairs, equality and prohibition of discrimination, the creation of appropriate conditions of the workplace for people with disabilities, protection for pregnant women and parents, etc.

In support of the labour market during 2016, programs to promote employment supported by government funds positively influenced the employment of people in need and promoted vocational training for young people. However, employment in general, and especially for young people, is still a challenge.

In 2016 trade unions played a positive role in the protection of employees, mainly in enterprises with many workers. Trade unions in these enterprises have cooperated with employers to absorb the consequences of job shortages. In this way, employees benefited from better protection through the trade unions. Although trade unions are more prevalent in the public sector, they were unable to protect employees who had been dismissed from work, and during 2016 for political reasons after elections and rotation of political power.



### 3. INDUSTRIAL RELATIONS

In Albania the number of trade unions is high, with around 80 trade unions recognized and operating on behalf of employees in Albania. The total number of formal employees is 1,031,441. Collective agreements cover about 366,510 employees. The number of employees with actual membership in trade unions is about 200,000. Most unions operate under the umbrella of two confederations while the remainder operate independently. The two biggest and most influential confederations are: the Confederation of Trade Unions of Albania (KSSH); and the Union of the Independent Trade Unions of Albania (BSPSH), which are represented together with 10 members in the National Labour Council. The two biggest confederations represent about 90 per cent of the members of trade unions in Albania. KSSH and BSPSH are represented in 12 regions in Albania and are mainly concentrated in the sectors of education and science, health, public administration, industry, metallurgy, textiles, construction, agriculture, transport and telecommunication, oil and trade. A characteristic feature in Albania is that trade unions have grown in the public sector and in private enterprises that were former state enterprises but representation is lower in the private sector.

In 2016 there were not any essential changes in the structure of the trade union movement. The Union of the Independent Trade Unions of Albania (BSPSH) and Confederation of Trade Unions of Albania (KSSH) celebrated the 25th anniversary of their creation respectively in March and June 2016.

In 2016, expired collective agreements were renewed by the social partners. The number of new collective agreements signed during 2016 in the private sector was relatively low.

Except for the public education sector, there are no broad collective agreements at the national level from which a large number of employees could benefit.

The Union of Independent Trade Unions of Albania (BSPSH) organized a protest on May 1st 2016 in the largest city in the north of the country in Shkoder. On International Labour Day, BSPSH appealed against the government for: unfulfilled promises; the health care system; against growing poverty; against unemployment and low wages; increased taxes, etc. Thousands of citizens of Shkodra with

placards and calls against the government joined the protest.

In July 2016 the Albanian Union of Mineworkers (BSPSH) held a strike with the object to increase in-kind payments (such as milk or staple food) to 200 Lek (1,50 Euro) per working day. Thanks to their determination, unity and resistance, their demand was successful and the in-kind payments for employees increased, according to the Collective Labour Agreement. Based on this contract term of five years, employees will receive wage increases of 5200 Lek per month, improved working conditions and job security, and other improvements. The strike gave a clear message to all employees about the irreplaceable role that trade unions play in the protection of the socio-economic interests of workers.

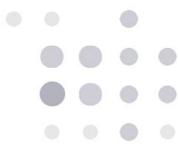
The Federation of Independent Trade Union of Education of Albania (member of BSPSH) on 16 December 2016 organized a large protest in Tirana in front of the Ministry of Education. The main requests of the teachers were: to respect the teaching rate, wages and hours of teachers, payment of transportation, and compensation for the year-end. This union also organized other protests during 2016 in various districts.

The Oil Workers' Union (KSSH) in January 2016 organized a powerful protest in the centre of the capital in front of the Prime Minister's office because at the refinery in Ballsh the 1,200 employees had 6 months without work and without pay. The main requests of these workers were restarting work. After much effort, negotiations and protests, the refinery restarted work in September 2016 and the 1,200 workers are again working.

Since the political changes in the 1990s, KSSH has organized protests and manifestations on May 1<sup>st</sup>. The main demands in 2016 were related to employment, occupational safety, decent work, social justice, against aggravation of the economic situation, obstacles to the country's integration into the European Union and corruption.

The Federation of Workers of Textile, Clothing and Craft and the State Labour Inspectorate and Social Services, signed a cooperation agreement aimed at a joint contribution by the parties in reducing informal work and improving working conditions, wages, and professional qualification and other matters related to labour relations.

Several other demonstrations were organized during 2016 and the most important ones



were: against unfair dismissal from work for political reasons; for cheaper electricity as people in need cannot afford the high prices; against legislation reforming higher education; and against tax increases, especially on small businesses.

The main employers' organizations were active during 2016, taking stances against: tax increases by the government; extreme measures and punishment (up to imprisonment) for violation of administrative rules; frequent controls and extreme behaviour by inspectors; and changes in tax legislation that the employers said brought restriction of business and employment growth.

#### 4. TRIPARTITE SOCIAL DIALOGUE

The National Labour Council (NLC) is a tripartite consultative body with representatives of the Council of Ministers and the organizations of employers and employees. The NLC conducts consultations, takes decisions by consensus, and makes specific recommendations to the Council of Ministers through the Minister of Social Welfare and Youth.

The National Labour Council was restructured in an effort to strengthen the tripartite social dialogue. In the restructured Council, the Government is represented by 7 ministers, the trade unions with 10 members and employers with 10 members.

In 2016 the NLC did not hold regular meetings but various social-economic issues were reviewed before a decision was taken on them in Parliament. Some of the main issues dealt with by the NLC were: reduction of the age of retirement for miners from 60 to 55 years; a draft policy document for employment promotion and craftsmanship for unemployed job seekers; a draft policy document for safety and health at work; and others.

Wage increases for the next year were not discussed in the NLC in 2016.

The unions have requested to discuss the increase of the minimum wage at the NLC meetings, but at the end of the year 2016 the request had not materialized.

Also NLC did not discuss the new composition of the NLC after the 4-year mandate of its members has expired.

A "National Reconciliation Office" with five representatives (one representative from the Ministry of Social Welfare and Youth, two from the trade union organizations and two from the

employers' organizations) has been put into place.

Tripartite social dialogue, at the local level, was improved due to its establishment and operation. The Reconciliation Offices are established within the Regional Department of the National Employment Service in 12 regions of Albania and operate with representatives from the National Employment Service, employees' organizations and employers' organizations. The sectoral and bipartite dialogue still remains weak, mainly due to the insufficient experience of trade unions, or lack of a culture of dialogue as well as employers' scepticism towards the trade unions. Collective agreements and negotiations are more developed in urban areas, especially in Tirana, Durrës, Vlorë and Shkodra, as the biggest numbers of enterprises are concentrated in these cities. Institutionalization of cooperation at the grassroots and enterprise level, between legal representatives of trade unions, employers and state structures should lead to improvement in social dialogue and better protection of employees. These efforts should help to avoid recurrent conflict situations between social partners at the grassroots level, or even as high as at the National Labour Council's discussions. Cooperation and improvement of social dialogue is one of the EU's requests for Albania's integration into EU.

#### 5. FORECASTS

Economic growth (GDP) is expected to gradually recover and is projected to reach 3.5 per cent in 2017. Expansion of economic activity is expected to grow, supported by public investments, especially investment in the energy sector, with an average growth trend of 5 per cent of GDP in 2017. An increasing level of employment in the country as well as salary and pension increases are expected as these did not increase during 2014-2016.

Albania received EU candidate status in June 2014 and it is in the phase of opening EU accession negotiations and must meet the priorities set by the EU. Albania should act decisively in implementing all the recommendations made in the European Commission's report and intensify its efforts to guarantee the sustainable implementation of the key priorities: mainly reform of the judicial system; the fight against organized crime, corruption, and drug trafficking; free parliamentary elections;



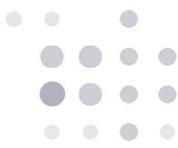
better public administration; and protecting human rights.

The EU accession negotiations are expected to significantly influence: better efficiency in using public funds; the fight against fiscal evasion; improvement of the business climate; supporting assistance packages in various sectors of the economy such as agriculture, tourism, manufacturing and other rising sectors; an increase of FDI, especially in energy; and an increase in exports.

The government's 2017 fiscal budget package calls for higher revenue from taxes and fees, which will be about 6.2 per cent higher than in 2016. Likewise, there will be new taxes on luxury cars (more than 3000 cc with a purchase price over € 35,000). New taxes on: various types of insurance such as houses, land and property, life and health insurance; hotel accommodation; and other purchased items.

Further improvements are required by the EU on issues such as protection of property, public administration, human rights, and others.

In 2017 positive developments are expected in the areas of social dialogue and labour relations, due to the implementation of a new labour code and improvement in relations between employees and employers in both the state and private sectors. This is also expected to fuel trade unions' role in protecting workers' rights, and the trade unions are planning different projects on health and safety at work.



## ANNEX OF DATA

- **Collective bargaining system**

Branch-level collective agreements mainly occur at the national level or at the regional level between the a branch trade union and employers and the agreements cover the minimum wage, remuneration in case of dismissal, overtime work, term of the contract and the free activity of trade unions. These negotiations at the branch level generally involve all the relevant enterprises.

The most collective agreements are negotiated at the enterprise level and these are suited to a specific enterprise. The partners in these negotiations are the employer and the enterprise trade unions. They are more frequent in the garment sector, which is highly developed in Albania compared to other sectors. However they are, rather remarkably, present in construction and other sectors.

In some cases, collective agreements are connected as a result of cooperation between different trade union federations with members in the same profession, as are the agreements of trade union federations of education which together have signed the collective agreements with the Ministry of Education; trade union federations in industry (energy sector) have signed collective agreements at the enterprise level; trade union federations in construction have signed collective agreements at the enterprise level in this sector.

A collective bargaining agreement was reached for employees of Education and Vocational Training, signed by the Trade Union Federation of Education and Science of Albania (KSSH) and the Ministry of Social Welfare and Youth. This contract covers all the employees of the Education and Vocational Training system and all assistant staff of Regional Public Vocational will be permanent or temporary. The contract has a term of three years.

In July 2016 a collective agreement was signed by the Trade Union of Miners of Albania (BSPSH) and Illyria Electric with a contract term of five years. Under this contract the employees will receive wage increases of 5200 Lek per month, better working conditions and improved health and safety at work.

- **System of tripartite social dialogue**

The National Labour Council (NLC) is the highest level institution of cooperation for social partners (government, employers, and employees). It was established in 1997 and its activity has been continuously improving. The representation of employers and employees to the NLC is determined by their organization and activity. The main indicators of trade unions' performance are the number of members who pay a monthly fee for membership in the trade union ("quota"), number of collective agreements signed, number of employees covered by these agreements, number of branches/professions and territorial organizations, engagement in negotiations and resolution of conflicts through mediation and membership in international organizations.

The National Labour Council may establish specialized tripartite commissions in which the social partners are represented. Currently, the National Labour Council has established the following working commissions: Wages and Pension, Economy and Finance, Employment and Vocational Training, Working Conditions, Health and Safety at Work, Legal Affairs, and Equal Opportunities.

In addition to the NLC as the highest institution for social dialogue and partnership, cooperation and democratic governance are institutionalized in the establishment and operation of the Administrative Council. Some of the main institutions run by the Administrative Council are: the Social Security Institute (SSI), the National Employment Service (NES), and the Institute of Health Insurance (SSI). Cooperation between different partners, special cooperation, and coordination among the trade union confederations themselves, remain indispensable for the interests of all social partners and especially for employees and trade union activity.

- **Social security system**

Coverage of the labour force within Albania's insurance systems (social security, health insurance, pension, unemployment insurance) is relatively low. Of the total labour force only 69.5 per cent are insured. Employees in the public sector are all insured as their contributions are calculated from state budget funds.

Employees in the private sector (non-agricultural) who are registered by their employers pay the insurance. This does not cover employees in the informal economy who do not pay insurance or other obligations to the state. The 462,120 employees in the private agricultural sector in Albania (representing 45 per cent of total employment) is higher than the number of employees (405,086) in the non-agricultural private sector. The payment of social insurance by employees in the agricultural sector is only at the level of 20 per cent. This burdens the social insurance scheme because the number of contributors in relation to beneficiaries is very low.

The number of contributors to the social insurance scheme is 718,070 persons, while the number of beneficiaries is 598,932 persons. The contributor/beneficiary ratio is 1.2/1. These statistical data indicate that immediate measures should be taken to increase the

number of contributors to the social insurance scheme by fighting informal employment and increasing the insurance contribution amount. The reform undertaken in the area of social insurance and adoption of a law by Parliament increased the retirement age for males and females, as well as the number of working years required to receive a full pension benefit. Until 2014, women could retire at age 60. Starting from 2015, the retirement age for women is to increase 2 months each year, until 2056 when women will be able to retire at the age of 67. In 2032 women will be able to retire at age 63. Starting from 2032 the retirement age for men will rise 1 month each year until 2056 when both men and women will retire at age 67. The number of working years to qualify for a full pension for both genders in 2014 was 35 years, which will increase by 4 months per year and reach 40 years in 2029.

#### Coverage of labour force by social insurance

(In number and percentage)

Description	Employment 2016	Social insurance	
		Number	%
Public sector	164,235	164,235	100
Private non-agricultural sector	405,086	405,086	100
Private agricultural sector	462,120	89,527	20
Unemployed payment	-	8,016	100
Voluntary insurance	-	7,632	100
Other	-	43,574	100
Total	1,031,441	718,070	69.5

Source: INSTAT, Quarterly Labour Force Survey 2016  
 INSTAT: Employed 2012 - 2016  
 ISSH. The book of statistics 2016

#### • Education and vocational training

Albania spends less on education in terms of share of GDP than other countries in the region: 2.8 per cent compared to 4.6 per cent, which is the average share of GDP spent on education in Eastern Europe. The education budget has been declining: in 2015 it was 39 billion Lek, in 2016 was 36.3 billion, and in 2017 it is expected to be 34.7 billion.

The reform in higher education is focused on monitoring and legal assessment of public and private education as well as development of the legal framework. Efforts are being made to enhance the quality of education in Albania, especially of higher education. The large number of private, unaccredited and low-quality higher education institutions remains a serious

concern, especially in relation to Albania's population.

Youth unemployment is very high, twice as high as the national unemployment rate. Taking into account the high unemployment rate of young people, especially of those who have a degree in higher education, and the demands of employers in the labour market, which are mainly for technicians and specialists, vocational education has been proclaimed as one of the priorities of the Government in the education area. Vocational education is being stimulated and efforts to adapt the best experiences of Western countries in this field are being made to increase the professional training of students in vocational schools in accordance with market demands.



Vocational education is still facing a number of difficulties related to the perceptions of students, parents and the labour market about this type of education, the low number of students enrolled in vocational education, the lack of qualified experts in such schools and a weak commitment by social partners. According to data from the Vocational Education and

Training Agency, students from vocational schools make up about 20 per cent of students enrolled in higher education. There are 40 such schools, located mainly in cities, with only three of them focusing on agriculture and agro-business located in rural areas.

- **Employment rate**

*(In number and percentage)*

Description	2013	2014	2015	2016
Labour force	1,218,000	1,257,000	1,310,000	1,321,027
Employed	1,024,000	1,037,000	1,048,000	1,139,390
Employed by sectors* (I+II+III)	916,916	925,339	972,621	1,031,441
I. Public sector	163,900	163,885	164,020	164,235
II. Non agricultural private sector	290,763	318,571	360,230	405,086
III. Agricultural private sector	462,253	442,883	448,371	462,120

\* Note: Annual average. Data are calculated on the population aged 15-64 years. Source of information: Administrative data.

Source: INSTAT: Statistical Yearbook 2015; Employed 2012 – 2016, Labour Market 2015; Employment by administrative sources, the agricultural sector 2012-2016; Labour Force Survey, 2013-2015.

- **Unemployment rate**

*(In number and percentage)*

Description	2013	2014	2015	2016
Unemployed (number)	194,043	219,797	223,864	214,699
Unemployment rate (%)	16.4	17.5	17.1	16.4
Unemployment rate, ages 15-29 (%)	27.2	32.5	33.2	30.2
Male 15-29 years	29.7	35.6	32.3	30.9
Female 15-29 years	23.6	27.4	34.7	29.1
Registered jobseekers (number)	142,648	141,998	149,148	131,541
Registered unemployment rate (%)	13	13	13	11.4

Source: INSTAT: Statistical Yearbook 2015; Labour Market 2016; Quarterly Statistical Bulletin 2 -2016; Quarterly survey of the labour force. Second Quarter 2016; Labour Force Survey 2011-2016.

Source of information: National Employment Service

- **Average monthly wage**

The average monthly wage has been increasing from year to year but there are large differences by economic sector. The highest average wage is in the industrial sector (mining and quarrying) at € 465 per month. In general, employees' wages are very low, especially in the private sector. In 2016, the average monthly wage in the private sector was € 340

while it was € 394 in the state sector. The average wage in the public sector is much higher than in the private sector.

Wages in the private sector such as in industry, transport, telecommunication, and others should be higher. According to inspections by the State Labour Inspectorate (SLI) 62 per cent of employees in the private sector had minimum wage salaries, upon which personal income tax and payment of social and health insurance contributions are calculated.



Average monthly wage by economic activity (in €)

Wage according to sectors <sup>5</sup> (in €)	2013	2014	2015	2016
Average monthly wage (state sector)	380	387	394	394
Average monthly wage (private sector)	315	331	325	340
Industry (mining and quarrying)	337	354	473	465
Construction	293	310	256	261
Transport and telecommunication	315	338	345	340
Trade	302	315	221	233
Agriculture, forestry, fishing	326	337	243	246
Education	395	421	390	399
Health	337	375	340	350

Source: INSTAT, *Statistical Yearbook 2016*  
 INSTAT, *Labour Market 2016*

During 2016, there was no increase in either the minimum wage or in salaries in general; also the 13<sup>th</sup> wage or bonus at the end of the year was not paid.

- **Gender pay gap**

The average gross monthly salary for a private sector employee in Albania was € 340 in 2016. The gender pay gap was 7 per cent, meaning that male employees had a gross average monthly wage 7 per cent higher than female employees<sup>6</sup>. For an employee in public enterprises the gross average monthly wage was € 378. In public enterprises the gender pay gap is insignificant.

The gender pay gap is 10.2 per cent in the agricultural sector, 44 per cent in the extractive industry, 29.2 per cent in manufacturing, 3.1 per cent in construction, 12.4 per cent in trade, 11.2 per cent in education and 22.6 per cent in health care.

The gross average monthly wage per employee in foreign enterprises is more than two times higher for males than females; the gender gap is 45 per cent.

The largest number of employed persons in 2015, aged 15 and above, were in the agricul-

tural sector with around 41.3 per cent; the service sector employed about 40.2 per cent, and industry employed only 18.5 per cent.

Analysed by gender, nearly half (47.7 per cent) of the employed women, aged 15 and older, worked in agriculture in 2016 while 36.5 per cents of the employed men, aged 15 and older, worked in the agriculture sector.

Among employed women age 15 and older, 13.8 per cent worked in industry while the respective indicator for men was 22.1 per cent. The service sector had no large differences in the representation of men and women.

In the state sector, women accounted for 48 per cent of the total employment. In the health and education sectors, women constitute the biggest proportion of the employees, 68.2 per cent and 72.4 per cent respectively while in construction and transport and telecommunication men account for 97.3 per cent and 80.5 per cent, respectively of the employees.

The gender pay gap in Albania is due to different rewards provided by the labour market. The division of professions on a gender basis, lack of experience, child care responsibilities and part-time jobs, are the main reasons that women's salaries are lower than those of men.

<sup>5</sup> INSTAT: Albania in figures. Salaries. Tirana 2014

<sup>6</sup> INSTAT, Labour Market 2014

- **Monthly minimums**

The official minimum wage, the monthly unemployment benefit, the social welfare benefit for households and the minimum pension are presented below:

Monthly amounts (in €)	2013	2014	2015	2016
Official minimum wage	157	157	157	157
Monthly unemployment benefit	50	50	50	80
Full social assistance for a household	32	32	33	33
Partial social assistance for a household	24	24	27	27
Minimum pension (urban)	86	88	88	88
Minimum pension (rural)	60	60	60	60

Source: INSTAT, *Statistical Yearbook 2010-2015*.  
INSTAT, *Albania in figures 2015, Tirana 2016*

- **Actual weekly working hours**

Daily and weekly working hours are regulated by law. According to Article 78 of the Labour Code the duration of the normal working day is not more than eight hours. For employees under 18 years of age, the daily duration of work is not more than 6 hours. Article 83 states that the number of normal weekly working hours is not more than 40 as set in a Decision of the Council of Ministers through collective bargaining.

According to economic activity, the work hours per week, for salaried employees, for the years 2015-2016 were an average of 42.4 hours/week (with agriculture at 41.0, manufacturing at 45.6, construction at 42.1, industry at 42.8, commerce at 44.8, and services at 39.2). The average hours per week for men, for salaried employees, in 2015 were 43.4 hours/week (manufacturing 45.3, agriculture

41.2, construction 42.0, industry 42.8, commerce 45.9, services 40.7). The average hours per week for women salaried employees in 2015 were 41.2 hours/week (manufacturing 45.8, agriculture 40.5, construction 43.2, industry 42.5, commerce 42.7, services 38.0).

- **Normal work / atypical work**

Data for atypical work are limited, but this type of employment is particularly frequent in the private employment in the construction, trade, and service sectors. Men tend to work primarily in the construction sector while women are concentrated in the service sector, such as house helpers, childcare assistants and cleaning personnel. These are mainly women's jobs that are undertaken over long-term time periods or as part-time jobs. Atypical work covers up to 30 per cent of the overall employment, while the number of women employed in atypical work is more than that of men.

Employment by status in employment

(In number and percentage)

Status in employment	2014	2015	% (2015)
Employees	431,008	445,715	41.1
Employers	20,084	25,760	2.4
Self-employed	249,610	291,330	26.8
Workers without insurance	336,359	323,807	29.7
Total	1,037,061	1,086,612	100

Source: INSTAT, *Labour Market 2015, Employed 2012 - 2016*

- **Migration**

According to the Institute of Statistics, the population of Albania on 1 January 2015 was 2,892,302 and on 1 January 2016 was 2,886,026 (a drop of 6,276 inhabitants). The average age of the population is 35 years.

It is estimated that there are about 1.4 million Albanian emigrants<sup>7</sup>, or 30 per cent of the country's population. Given that emigration is chaotic, clandestine and unregistered, figures on this phenomenon are not very accurate. The main cause of emigration was poverty or unemployment (80 per cent), whereas the other 20 per cent emigrated due to social, cultural, and security issues (blood feuds are of special concern in Albania). Greece, where most emigrants reside, is suffering a harsh economic crisis and many Albanian emigrants are returning. Also, Italy and other countries are not in a positive economic situation for employment and treatment of emigrants.

Albanians started leaving the country en masse to ask for asylum in the second half of 2014. According to the EU's Eurostat, the total number seeking asylum in Germany from January

to September 2016 was 11,895. However, during the same period of time in 2015, the number seeking asylum was 44,325, almost four times higher, showing a sharp decline, year on year. The Netherlands is now the second most popular country for Albanians seeking asylum. The UK is the third country of choice. A large number of people in Albania live below the minimum conditions needed for survival. The difficult economic situation in Albania again was driving people to go abroad at any cost, even if their chances of success in claiming asylum were near zero.

Remittances during the period from 2011 to 2013 were reduced significantly as a result of the economic crisis. During the past two years, 2014-2016, they increased but not to the previous level. The primary reason for this is the economic crisis and the fact that most emigrants have been living outside Albania for more than 10 years and have started to cut family relations and reduce remittances. The drop in remittances can have effects in the domestic economy and influence the level of poverty because a major part of remittances were sent by emigrants to their families for daily consumption because state support for the unemployed and people in need is very small.

#### Remittances from emigrants, 2012-2015

Year:	2012	2013	2014	2015
Remittances ( <i>In million €</i> )	675	543	592	610

Source: *www. Bank of Albania*  
*www.open.data.al*

- **Human Development Index (HDI)**

Year:	2011	2012	2013	2014
Human Development Index (HDI)	0.728	0.729	0.732	0.733

Source: *http://hdr.undp.org: Human Development Report*

Albania ranks 85 in the international index with the Human Development Index at 0.733; life expectancy at birth (years) is 77.8; mean years of schooling is 9.3; expected years of schooling is 11.8; gross national income (GNI) per capita (PPP \$) is 9,943; average annual (2010-2014) HDI growth is 0.35 %.

- **Gini-coefficient**

Albania has a Gini-coefficient of 34.5 per cent. These data for Albania reflect the disparity in consumption, which has a tendency of being more fairly distributed than incomes. The Gini-coefficient international rankings for recent years are not available.

<sup>7</sup> According to the Civil Registry Office, Albania has 4.2 million inhabitants but according to the latest census, published in 2012, Albania had a population of 2.8 million inhabitants. The

difference of 1.4 million people represents the number of Albanians who have migrated.

- **Collective agreement coverage**

At the branch level there are a total of 22 signed collective agreements in the public and private sectors in the fields of education, health, public affairs, transport, energy, oil, agriculture, environment, public order and construction, covering 163,850 employees. At the enterprise level there are 585 collective contracts signed in the public and private sectors,

with a total of 77,800 employees covered by enterprise-level collective agreements. There are currently 13 collective bargaining agreements between the Federations and the respective ministries or the General Directorates, which cover over 122,850 employees; and nine collective bargaining agreements between Federations and public institutions that cover 41,000 employees.

### **Collective agreement coverage by sectors**

(In number and percentage)

Description	Employees 2016	Collective agreement coverage		
		Contracts	Employees	%
Public sector ( <i>branch level</i> )	164,235	13	122,850	74.8
Private non-agricultural sector:	405,086		118,800	29.3
- <i>branch level</i>		10	41,000	
- <i>enterprise level</i>		585	77,800	
Private agricultural sector	462,120	40	17,450	3.8
- <i>enterprise level</i>				
Total	1,031,441	647	259,100	25.6

Source: INSTAT, *Statistical Yearbook 2015*. INSTAT: *Employed 2012 - 2016*  
MLSAEO, *Administrative data. Trade Unions*

In the state/public sector, about 74.8 per cent of employees are covered by collective bargaining agreements, most belonging to the education and health sectors. In the non-agricultural private sector, which employed 405,086 persons in 2016, according to the data in the table above, only 29.3 per cent are covered by collective bargaining. In the private agricultural sector, which employed a total of 462,120 persons in 2016, the number of agreements is very small.

- **Ongoing important collective bargaining agreements**

During 2016, efforts by the trade unions continued to ensure the enforcement of many previously-signed collective bargaining agreements as well as negotiation of replacement or new contracts.

The most important collective bargaining agreements are those signed between the central institutions and trade union federations at the national level: in the health sector, education, industry, and other contracts at the enterprise level in the energy sector, textiles, construction, transport, trade, agriculture, and others.

There was an increase of collective bargaining at the enterprise level in 2016, meaning that

more agreements were negotiated, leading to an increase in coverage of employees compared with 2015. The Trade Union Federation of the Workers of Textile, Confections and Handicraft of Albania (affiliated to KSSH) and the Independent Trade Union of the Textile Industry (affiliated to BSPSH) signed new collective bargaining agreements in textile enterprises.

The Trade Union Federation of Industry Employees of Albania, a member of KSSH, in 2016 negotiated or renegotiated some collective agreements in the energy and mining sectors, which cover thousands workers who are members of this federation.

The Independent Trade Union of Construction and Public Works Employees of Albania (BSPSH) reached several agreements with entities in the construction sector, in public works, in the cleaning and maintenance sectors, and others.

The Trade Union Federation of Construction, Paper, Wood and Public Infrastructure Employees of Albania (FSNLDIP) continued signing collective bargaining agreements in enterprises and private entities dealing with construction, service, public infrastructure, and other sectors. It signed an important collective

agreement with the Association of Public Services that covers workers in the cleaning, greenery, maintenance, and similar sectors. The Federation of Trade Unions of Workers of Education and Science of Albania (member of KSSH) continued its expansion in the private and state sector and it is in talks with the Ministry to sign a collective contract of the sectoral level.

Despite improvements and a growing of number of contracts and employees covered by collective contracts, trade union fragmentation and in particular the existence of several trade

unions and federations covering one profession, frequently even in one district or enterprise operations, remains problematic.

- **Trade union density**

The analysis of the labour market and membership of trade unions in Albania shows that out of 164,235 employed in the state sector (according to the trade union data) about 200,000 are trade union members; half of them belonging to the education and health sectors.

The number of employed by sector and membership in trade unions

(In number and percentage)

Name	Employed 2016	Membership			
		employees		(pensioners)	Total
		Number	%		
Public sector	164,235	100,000	60	45,000	145,000
Private non-agricultural sector	405,086	90,000	20	50,000	140,000
Private agricultural sector	462,120	10,000	2.5	5,000	15,000
Total:	1,031,441	200,000	20	100,000	300,000

Source: INSTAT. Trade unions; data processed by author. INSTAT: Employed 2012 - 2016  
www.bspsh.org.al, www.kssh.org.al

Often, trade unions report their membership based on their supporters – including pensioners (with members totalling 300,000) and not on actual paying members. The number of employees from the private non-agricultural sector who are members of trade unions is low (only 20 per cent). Increasing union membership in the private sector remains the main challenge for the future of trade unions of Albania.

- **Employers' organizations density**

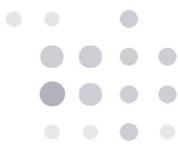
Albania has a total of about 152,288 active enterprises<sup>8</sup> and half of them are concentrated in the central regions of Tirana and Durrës (out of which 136,470 or 90 per cent employ 1-4 people, 8,172 or 5 per cent employ 5-9 people, 5,994 or 4 per cent employ 10-49 people, and 1,652 or 1 per cent employ over 50 people). Regarding the legal forms of the 152,288 active enterprises: 13 per cent are farmers, 68 per cent are physical persons, 19 per cent are legal entities of which 81 per cent are limited liability companies, 3 per cent are joint stock

companies, 3 per cent are public enterprises, 2 per cent are public administration, 8 per cent are NGOs or international organizations, and another 3 per cent are of another form. The enterprises are small in number of employees and most are not members of an employer's organizations but when it comes to their relevance in terms of the national income for their size most of these businesses are members of Business Albania<sup>9</sup> or of other employer's organizations. The employers' organizations are getting consolidated. In 2013-2014 there were about 30 employers' organizations. The majority of them, over 25 employers' organizations and associations, have joined together to form a bigger organization of Albanian employers called Business Albania.

<sup>8</sup> INSTAT. The Register of Enterprises. Tirana 2016

<sup>9</sup> Established in 2011 due to a need to represent the interests of employer organizations, to build their capacities and to promote

socio-economic policies, and to support and develop free entrepreneurship and the labor market.



- **Workplace representation**

Trade union councils are organizations that represent the workers in enterprises. These councils are smaller units of syndicalism. The trade union council in an enterprise or workplace carries out its function in compliance with the charter of its federation and the collective agreement. The establishment of works councils in enterprises is a new thing and an unknown phenomenon for Albanian workers. Although experience is lacking, some training courses were organized by the trade unions and Friedrich-Ebert-Stiftung contributed by sharing the experience of works councils in Germany.

Differences between Works Councils and Trade Union Councils, relations and cooperation between Trade Unions and Works Councils in enterprises, benefits and issues concerning both parties were identified. Establishment of works councils in enterprises marks the beginning of this process, in compliance with EU Directives, as an indispensable European social norm. Trade unions should use this additional instrument to increase their competencies in labour relations and strengthen the protection of workers' interests. Trade unions are the main representative au-

thorities of employees at a workplace but Albanian legislation allows for selected representatives of the employees if there are no members of organized trade unions. Trade union representatives at the workplace play an important role in negotiations and in collective bargaining with the employers. Trade union organizations at the workplace are the main representative bodies for employees. There are not yet other bodies representing employees, except for the procedure in implementation of Law No. 10237 of 18 February 2010 On Occupational Health and Safety allowing for the establishment of Occupational Health and Safety Councils with representatives of employees. The Decision of the Council of Ministers No. 108 dated 9 February 2011 on the skills needed from employees dealing with occupational health and safety is being implemented.

- **Trade unions**

In 2016, the trade unions of Albania underwent no significant change and 83 trade unions are recognized. Most of them (over 90 per cent) are part of confederations, while the remaining part, although high in number, represent less than 10 per cent of the trade union membership in Albania.



○ **National Trade Union Confederations**

Table of membership in trade union confederations<sup>10</sup>

No.	National trade union confederations	<i>In number</i>	
		Individual members	International membership
1	Confederation of Trade Unions of Albania <sup>11</sup> <i>Konfederata e Sindikatave të Shqipërisë (KSSH)</i>	105,000	ITUC
2	Union of Independent Trade Unions of Albania <sup>12</sup> <i>Bashkimi i Sindikatave të Pavarura të Shqipërisë (BSPSH)</i>	95,000	ITUC
3	Union of Trade Unions of Albania* <i>Bashkimi i Sindikatave të Shqipërisë</i>	-	-
4	Union of Independent Trade Unions* <i>Unioni i Sindikatave të Pavarura</i>	-	-
5	Union of Autonomous Trade Unions* <i>Bashkimi i Sindikatave Autonome</i>	-	-
6	The Confederation of Employees of Albania <i>Konfederata e Punonjësve të Shqipërisë</i>	-	-

Source: ITUC. Report for the WTO General Council Review of the Trade Policies of Albania; [www.bspsb.org.al](http://www.bspsb.org.al), [www.kssh.org.al](http://www.kssh.org.al)

The Confederation of Trade Unions of Albania and the Union of Independent Trade Unions of

Albania represent over 90 per cent of the overall number of trade union members in Albania.

<sup>10</sup> Membership and activity of trade unions in these three confederations, Union of Trade Unions of Albania, Union of Independent Trade Unions, and Union of Autonomous Trade Unions are low; there are no official data about them.

<sup>11</sup> [www.kssh.org](http://www.kssh.org)

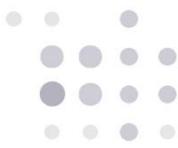
<sup>12</sup> [www.bspsb.org](http://www.bspsb.org)

○ Trade Union Federations by branches

No	Trade Union Federation <i>Federata e Sindikatave</i>	International affiliation	National affiliation	National membership
1	The Trade Union Federation of Education, Training and Science <i>Federata e Sindikatave të Punonjësve të Arsimit, Edukimit dhe Shkencës</i>	EI	KSSH	9,500
2	The Trade Union Federation of Industry Employees of Albania <i>Federata e Sindikatave të Punonjësve të Industrisë së Shqipërisë</i>	Industrial-Global Union PSI/EPSU	KSSH	12,500
3	The Trade Union Federation of Civil Service and State Administration Employees <i>Federata e Punonjësve të Shërbimit Civil dhe të Administratës Shtetërore</i>	PSI/EPSU	KSSH	3,000
4	The Trade Union Federation of Health of Albania <i>Federata e Sindikatave të Shëndetësisë të Shqipërisë</i>	PSI/EPSU	KSSH	8,300
5	The Trade Union Federation of Transport and Telecommunication of Albania <i>Federata e Sindikatave të Punonjësve të Transportit dhe Telekomunikacionit</i>	ITF/ETF	KSSH	2,500
6	The Trade Union Federation of Construction, Wood and Public Infrastructure of Albania <i>Federata e Sindikatave të Punonjësve të Ndërtimit, Drurit dhe Infrastrukturës publike</i>	BWI PSI Industrial-Global Union	KSSH	8,000
7	The Trade Union Federation of Textile, Fashion and Craftsmanship <i>Federata e Sindikatave të Punonjësve të Tekstilit, Konfeksioneve dhe Shërbimeve Artizanale</i>	Industrial-Global Union	KSSH	8,500
8	The Trade Union Federation of Employees in Agriculture, Forestry and Environment <i>Federata e Sindikatave të Punonjësve të Bujqësisë, Ushqimit, Pylltarisë dhe Ambjentit</i>	EFFAT IUL	KSSH	2,500
9	The Trade Union Federation of Police Service <i>Federata e Sindikatave të Shërbimit Policor</i>		KSSH	1,500
10	The Trade Union Federation of the Retired and Unemployed <i>Federata e Sindikatave të Pensionistëve dhe të Papunëve</i>	PSI	KSSH	5,000
11	The Trade Union Federation of Financial, and Trade Sector, Banking and Tourism <i>Federata e Sindikatave të Shërbimeve Financiare, Tregtare, Bankare e Turizmit</i>		KSSH	
12	The Trade Union Federation of Press, Media, Culture and Sports Employees		KSSH	

	<i>Federata e Sindikatave të Punonjësve të Shtypit, Medias, Kulturës dhe Sportit</i>			
13	The Independent Trade Union of Education of Albania <i>Sindikata e Pavarur e Arsimit të Shqipërisë</i>	EI	BSPSH	9,800
14	The Independent Trade Union of Miners of Albania <i>Sindikata e Pavarur e Minatorëve të Shqipërisë</i>		BSPSH	8,500
15	The Independent Trade Union of Health of Albania <i>Sindikata e Pavarur e Shëndetësisë Shqiptare</i>		BSPSH	6,500
16	The Independent Trade Union of Telecom of Albania <i>Sindikata e Pavarur e Telekomit të Shqipërisë</i>		BSPSH	
17	The Independent Trade Union of Topography of Albania <i>Sindikata e Pavarur e Tipografëve të Shqipërisë</i>		BSPSH	
18	The Independent Trade Union of Civil Defence and Order Employees of Albania <i>Sindikata e Pavarur e Punonjësve Civilë të Mbrojtjes dhe Rendit</i>	PSI EPSU	BSPSH	3,500
19	The Independent Trade Union of Light and Textile Industry <i>Sindikata e Pavarur e Industrisë së Lehtë dhe Tekstile</i>	Industrial-Global Union	BSPSH	8,000
20	The Independent Trade Union of Artists of Albania <i>Sindikata e Pavarur e Artistëve të Shqipërisë</i>		BSPSH	
21	The Independent Trade Union of Energy of Albania <i>Sindikata e Pavarur e Energjetikës së Shqipërisë</i>	PSI Industrial-Global Union	BSPSH	4,000
22	The Independent Trade Union of the Retired of Albania <i>Sindikata e Pavarur e Pensionistëve të Shqipërisë</i>	PSI	BSPSH	5,500
23	The Independent Trade Union of Construction and Public Works Employees of Albania <i>Sindikata e Pavarur e Punonjësve të Ndërtimit, Punëve Publike të Shqipërisë</i>		BSPSH	8,000
24	The Trade Union Federation of Trade Sector, Banks and Services <i>Federata Sindikale e Tregtisë, Bankave dhe Shërbimeve</i>		FSTBSH	3,000
25	The Trade Union of Oil Industry Workers <i>Sindikata e Punonjësve të Naftës</i>		SPNSH	

Source: The organization department, KSSH; [www.bspsh.org.al](http://www.bspsh.org.al)



Following its 4<sup>th</sup> Congress, KSSH approved a new organizational structure mandating a re-composition of some federations by merging some of them and reducing the number of federations from 13 to 8.

Some of the federations that are members of trade union confederations have been merged, thereby reducing the number of federations. This has not damaged the representation and protection of employees, but it is considered as a necessity due to the limited financial resources and membership.

The current website of BSPSH reports that the current structure of BSPSH has 11 federations while other federations are being monitored by BSPSH for full membership. The number of federations is not important but the coverage of professions by trade unions/federations and employee representation is of high relevance. Both BSPSH and KSSH cover various professions and represent employees although their composition varies.

#### • Employers' Organizations

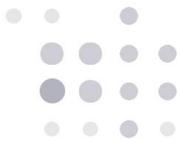
##### 1) Business Albania (*Biznes Albania*):

- Union of the Industrialists and Investors of Albania – represented in the National Labour Council with one representative (*Bashkimi i Industrialistëve dhe Investitorëve të Shqipërisë*)
- The National Union of Civil Guards (*Bashkimi Kombëtar i Rojeve Civile*)
- The Italian Chamber of Commerce in Albania (*Dhoma e Tregtisë e Italisë në Shqipëri*)
- The National Chamber of Fashion Producers (*Dhoma Kombëtare e Prodhuesve të Veshjeve*)
- The Confederation of Entrepreneurs of Construction Materials (*Konfederata e Sipërmarrësve të Materialeve të Ndërtimit*)
- Albanian Confindustria – represented by one person in the National Labour Council (*Konfindustria Shqiptare*)
- The Association of Food and Beverage Businesses of Albania (*Shoqata e Biznesit të Ushqim Pijeve, Albania*)
- The Association of Albanian Publishers (*Shoqata e Botuesve Shqiptarë*)
- The Association of Organic Agriculture (*Shoqata e Bujqësisë Organike*)
- The Association of Albanian Exporters (*Shoqata e Eksportuesve Shqiptarë*)

- The Association of Professional and Business Women (*Shoqata e Grave Profesioniste, Afariste dhe Zejtare*)
- The Association of Meat Importers and Processors (*Shoqata e Grave Profesioniste, Afariste dhe Zejtare*)
- The Association of Accountants and Financial Experts of Albania (*Shoqata e Kontabilistëve dhe Financierëve të Shqipërisë*)
- The Association of Constructors of Albania – it is represented in the National Labour Council with two representatives (*Shoqata e Ndërtuesve të Shqipërisë*)
- The Association of Wood Processing (*Shoqata e Përpunuesve të Drurit*)
- The Association of Bread Producers (*Shoqata e Prodhuesve të Bukës*)
- The Association of Flour Producers (*Shoqata e Prodhuesve të Miellit*)
- The Association of Hydrocarbon Companies (*Shoqata e Shoqërive të Hidrokarbureve*)
- The National Association of Shoe Producers – it is represented with one person in the National Labour Council (*Shoqata Kombëtare e Prodhuesve të Këpucëve*)
- The National Association of International Road Transporters (ANALTIR) (*Shoqata Kombëtare e Transportuesve Rrugorë Ndërkombëtarë*)
- The Environmental Association for Sustainable and Rational Development (*Shoqata Mjedisore për Zhvillim të Qëndrueshëm dhe Racional*)
- The Albanian Tourism Association (*Shoqata Shqiptare e Turizmit*)
- “Dinamo” Agro-Food Market Association (*Shoqata Tregu Agro-Ushqimor “Dinamo”*)
- The Union of Tour Operators of Albania (*Unioni i Operatorëve Turistikë Shqiptarë*)

##### 2) The Council of Employers' Organizations – represented with two representatives in the National Labour Council (*Këshilli i Organizatave të Punëdhënësve të shqipërisë - KOPSH*).

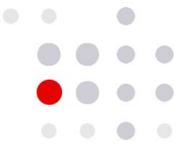
##### 3) The Confederation of the Employers' Organizations Council - represented with two representatives in the National Labour Council (*Konfederata e Këshillit të Organizatave të Punëdhënësve*)



- 4) The Agro-Business Council of Albania - represented with one representative in the National Labour Council (*Këshilli i Agrobiznesit të Shqipërisë*)
- 5) The Union of Business Organizations of Albania (*Bashkimi i Organizatave të Biznesit të Shqipërisë*)

International membership: The main employers' organizations are members of the European Business Confederation (BUSINESS EUROPE).

KOPSH is a member with full rights in the International Organization of Employers.



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