

2017

ALBANIA

By Nikoll Doci

**S**ocio-economic developments

**I**ndustrial relations

**F**orecasts

# Annual Review

of Labour Relations and Social Dialogue

**S**tate policies

**T**ripartite social dialogue



# Annual Review 2017

## of Labour Relations and Social Dialogue

Albania / By Nikoll Doci

- The main priorities undertaken by the government during 2017 were boosting economic development, the social field, and pursuing EU integration. Reforms were made in the judicial system, in the private agricultural sector, tourism, the energy system, infrastructure and improvement of public services. The priority fiscal reforms are related with progressive taxation, some changes in the customs system, support of business, etc.
- Since 2014, Albania has had candidate status for the EU and is in the stage of opening of negotiations for membership. In 2016-2017 the EU did not approve the opening of negotiations with Albania because it had not fulfilled 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; electoral reform; the fight against organized crime, corruption, and drug trafficking; better public administration; and protecting human rights.
- The economic indicators improved during 2017 and the general level of economic growth was higher compared to the previous two years. Foreign Direct Investment has been increasing during the last years. There has been an increase mainly in investment in the textile, clothing and footwear sector. Albania continues with low economic growth, a reduction in remittances, a high unemployment rate, and very high poverty.
- In the field of social dialogue, the activity of the National Labour Council (NLC) has not continued normally. The NLC has completed its mandate and has not been meeting since March 2017. In 2017 there were parliamentary elections in Albania. The governing coalition ended and now the Socialist Party governs alone. In the new composition of ministries, there is no Ministry of Labour. Structures for social dialogue have not yet been defined. In Albania the institutions are still not consolidated and they are changed as often as policy changes. There has been some improvement in labour relations legislation, mainly in establishing structures for tripartite social dialogue at the local level. In general, bipartite and tripartite social dialogue remains weak.
- Trade unions have enhanced their activity in the protection of workers, negotiated salary increases, improved health and safety at work and protection of workers in difficult professions such as miners and oil workers in achieving contracts and collective agreements, etc. The number of protests organized by trade unions has not been higher compared than in 2016. Employees' protection should be higher, especially for dismissal from jobs in the state sector for political reasons. Trade union membership in the private sector remains low. Increasing trade union membership in the private sector remains a challenge for the trade unions.






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# Socio-economic developments

Albania's Gross Domestic Product (GDP) has grown for the past four years, at 1.5 per cent in 2014, 2.3 per cent in 2015, 3.3 per cent in 2016 and 3.5 per cent in 2017. 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 increasing during the last three years: in 2014 FDI amounted to €869 million. The flow increased to €890 million in 2015. There has been an increase in investment in the textile, clothing and footwear sector. According to IMF projections there has been a slight increase in foreign investment flows for 2016, which continued in 2017 due to works on two major projects: investment in hydropower and the Trans Adriatic Pipeline.

The trade balance<sup>1</sup> in the last five years has been negative, with a deficit of around 300 billion Lek each year. Albania has a negative balance for all group items with the exception of the "Textiles and footwear" category. The highest trade deficit values have been in the following groups: Machinery, equipment and spare parts; Foods, beverages, tobacco; and Chemical and plastic products. The largest share of exports is from the category "Textiles and footwear", accounting for 44% of total exports. Exports from this category have increased on average by 12% annually. Another significant export group is the category "Minerals, fuels, electricity". In imports, there are two main groups of goods that occupy the highest share: "Machinery, equipment and spare parts" (23%) and "Food, beverages, tobacco" (17%). In 2016, the value of imports for each group of goods increased compared to the previous year, except for the category "Minerals, fuels, electricity", which dropped by 17%.

The public budget for 2018 envisages economic growth, public debt reduction down to 68.6%, public investment growth, continuation of reforms such as justice reform, public finance management reform, fiscal reform, public administration, territorial administration, water reform, etc. The focus will be on completing the ongoing investments. Economic growth is expected to be 3.8% in 2018. Fiscal policies will continue to be based on honest taxation, the reduction of informal work and the promotion of strategic private investment in priority sectors. There has been an increase in road infrastructure funds. For the agricultural sector, the focus will be on irrigation, drainage and the fishing sector. In the tourism sector, a focus is on facilitating its fiscal burden. Education has seen growth to 3.1% of GDP. There will be focus on vocational education and the construction of new vocational schools.

Health has received an increase in funds aimed at reducing the time of medical emergencies and expanding the scheme for medications even for those who are uninsured.

According to the Bank of Albania, overall inflation has decreased in recent years: from 1.6 % in 2014 to 1.3 % in 2016. During 2017 inflation was higher but still far from the parameters of the Bank of Albania that has been targeting an inflation rate of around 3.0 per cent. Such a low level of inflation negatively affects economic growth rates as evidenced in recent years.

The average monthly wage of an employee increased in the past year. The average wage is higher in the state sector at €450 than in the private sector at €345. 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 very low compared to other countries in the region and there has been no increase in the minimum wage since 2013. Before 2013 the minimum wage was increased every year by the amount of 1,000 Lek (€7) reaching 22,000 Lek (€157) in 2013-2016. The minimum wage was increased only after 4 years, in 2017 in the amount of €15 month, to the level of 24000 Lek/month (€175).

There have been changes in employment patterns in the private sector: employment in the non-agricultural private sector increased (412,473 in 2016 to 447,309 in 2017) and the number of employees in the agriculture sector increased in 2017 compared with 2016. The number of employees in the public sector is almost the same.

The number of registered jobseekers in the employment offices<sup>2</sup> in 2017 was 115,196.

The unemployment rate, according to INSTAT sources decreased from 17.9 per cent in 2014 to 15.1 per cent in 2017.

Young people are largely unemployed with the number of young unemployed about two times higher than the total number of unemployed (in 2016 the ratio was 28.9 per cent). Poverty in Albania<sup>3</sup> has increased. In 2016 the number of poor families in the economic assistance scheme in Albania was around 85,000 families or a total of 331,000 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.

The official figure for poverty increased from 12.4 per cent in 2008 to 14.3 per cent in 2012 but the real figure is higher.

<sup>1</sup> INSTAT, Foreign Trade, 2011-2017

<sup>2</sup> INSTAT, Registered job seekers, 2012-2017

<sup>3</sup> INSTAT, Albania: Poverty trend 2002-2005-2008-2012

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. The extreme poverty rate increased in urban areas to 2.2 per cent and to 2.3 per cent in rural areas. From 2013 to 2017 poverty has been increasing. The minimum wage, salaries, pensions, and social benefits have increased very little. While prices have increased as well as the price of energy, unemployment

has gone up and income from emigrants has been reduced. Albania has not yet determined an official subsistence minimum.

This situation shows the great poverty prevailing in Albania amidst an almost non-existent welfare system. According to an INSTAT survey on living standards, Albania's coefficient for the Gini index is at 34.5 per cent for 2014.

## State policies

Parliament consists of 140 members elected every four years by a proportional system with electoral zones. Since the last elections in 2017 the government has been formed only by the Socialist Party (74 MPs) and it governs as a single party. The right coalition headed by the Democratic Party is in opposition with 33 MPs and with the Republican Party with 7 MPs. The Socialist Movement for Integration has 19 MPs and other smaller parties have 7 MPs.

The main reforms undertaken by the government during 2017 were related to reforms in the judicial system, public-private partnership reform, and reforms in the private agricultural sector, in public administration, and 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, reform of the energy system, etc.

The reforms in the fiscal sector have not yielded the expected results. The public-private partnership reform undertaken by the government in recent years is viewed with concern by the International Monetary Fund<sup>4</sup>, which has asked the Albanian government to be careful with the granting of concessions. The IMF has repeatedly called for fiscal consolidation, for reducing public debt, fighting corruption, improving business climate, property rights, etc.

There has been a worsening climate for doing business. The problem remains the reliability of energy for businesses, the payment process and level of taxes, building permits, the lack of a property register, 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, and difficulties in starting a new business. According to the World Bank's "Doing Business 2018" report on the ease of doing business, Albania lost 7 places, dropping to 65th place from 58th place a year ago.

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 started to be implemented in 2016 and it 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 2017, 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 among young people, is still a challenge.

In 2017 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 were dismissed from work during 2017 for political reasons after the elections and rotation of political power.

<sup>4</sup> IMF, Country Report No. 17/374, December 2017. Albania

# Industrial Relations

After the last elections in 2017 the government has been formed by the Socialist Party and it governs alone. In the new composition of the ministries, there is not a Labour Ministry. This is strongly opposed by trade unions but the government has not responded to the demands of the trade unions.

In Albania the number of trade unions is high, with around 80 trade unions recognized and operating on behalf of employees. The total number of employees is 1,068,000. Collective agreements cover about 365,000 employees. The number of employees with actual membership in trade unions is about 220,000. 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 together represented 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 2017 there were not any essential changes in the structure of the trade union movement. In 2017, expired collective agreements were renewed by the social partners. The number of new collective agreements signed during 2017 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 National Assembly of the Union of Independent Trade Unions of Albania (BSPSH) has adopted the political and socio-economic platform of trade unions for the 4-year period 2017-2021 in the framework of parliamentary elections. The BSPSH has presented this platform to the country's political forces.

The main points of the platform are: further improvement in drafting, approving and implementing the legal acts of labour legislation especially in the implementation of the provisions of the Labour Code, social security law, employment promotion law, safety and health law at work respecting the European Community instruments, the acts of the Council of Europe and the conventions of the International Labour Organization.

The document also calls for further institutionalization of social partnership relations through the improvement and efficiency of their regional and local structures as important institutions of social dialogue.

The platform calls for increasing the effectiveness of tripartite social dialogue through the improvement and functioning of the National Labour Council (NLC), meetings of the boards according to European models and standards and increasing the decisionmaking competencies of these institutions for the most important socio-economic problems in accordance with the legislation in force. The extension of social partnership at the regional level for the most important problems that employees and employers have in accordance with the provisions of the Labour Code and drafting, approval and implementation of social economic policies at regional level are also called for as well as increasing the standard of living of employees. In July of each year, the document demands an increase of wages and pensions, with the priority of raising low wages in accordance with implementation of the directive "Decent Work, Decent Wages".

Since the political changes in the 1990s, KSSH has organized protests and manifestations on May 1st. The main demands on 1 May 2017 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, confections and footwear has collaborated with non-governmental organizations 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 protests and demonstrations were organized during 2017 and the most important ones were: the protest organised by the Trade Union Federation of Industry Employees of Albania, in the oil sector in the Fier district, and in the cable enterprise in the Shkodra district, as well as others.

The main employers' organizations were not active during 2017. They have expressed some opinions against: tax increases by the government; extreme measures and punishment (up to imprisonment) for violation of administrative rules; frequent checks (controls) and extreme behaviour by inspectors; and changes in tax legislation that the employers said brought restriction of business and employment growth.

## Tripartite social dialogue

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

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.

In 2017 the NLC did not hold regular meetings. In the last meeting in March 2017 an increase in the minimum wage was discussed. The NLC has not held meetings from March 2017 - 2018. The group was not brought together to discuss the new composition of the NLC after the 4-year mandate has expired. The unions have requested a NLC meeting to discuss the new composition of the NLC after the 4-year mandate expired but this request has not been realized.

At the national level the National Reconciliation Office has functioned with five representatives (one representative

from the Ministry at the central level, two from employees' trade union organizations and two from employers' organizations). Trilateral social dialogue at the local level is based on the functioning of the Reconciliation Offices. 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 sectional 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 Shkodër, 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 the EU.

## Forecasts

For 2018 expected economic growth, GDP growth, is expected to gradually recover and is projected to reach 3.8 per cent in 2018 as well as public debt reduction down to 68.6% of GDP, public investment growth, and continuation of reforms. Expansion of economic activity is expected to grow, supported by public investments, especially investment in the agricultural sector, fishing and the tourism sector. Employment is expected to increase in the country as well as higher salaries and pensions.

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; electoral reform, the fight against organized crime, corruption, and drug trafficking; 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 2018 fiscal budget package calls for higher revenue from taxes and fees, which will be higher than in 2017. In particular, the package will increase the property tax.

New taxes on: various types of assets such as houses, land and property; life and health insurance; hotel accommodation. Likewise, there will be new taxes on luxury cars 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 2018 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. Due to the implementation of new laws, collective agreements and various projects on health and safety at work, the activities of trade unions are expected to undergo positive development in the protection of workers, fulfilling the requirements and working conditions.



## Annex - Information About:

- Collective Bargaining System

Branch-level collective agreements mainly occur at the national level or at the regional level between 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.

- System of tripartite social dialogue

The National Labour Council (NLC) is the highest level institution of cooperation for social partners (government, employers, and employees). The legal basis for the Tripartite Social Dialogue (National Labor Council) was adopted in 1995 by the Labor Code, Article 200. The NLC was first established in 1996 with the persistent demand of trade unions.

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 systems

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 71.6 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 number of 456,224 employees in the private agricultural sector in Albania (representing 43 per cent of total employment) is slightly higher than the number

of employees (447,309) in the non-agricultural private sector. The payment of social insurance by employees in the agricultural sector is only 89,527 employees, at the level of 20 per cent of workers in this sector. 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 718,286 persons, while the number of beneficiaries is 611,544 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.



In the reform in the area of social insurance 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 2017	Social insurance	
		Number	%
Public sector	164,158	164,158	100
Private non-agricultural sector	447,309	447,309	100
Private agricultural sector	456,224	89,527	20
Unemployed payment	-	40,780	100
Voluntary insurance	-	7,323	100
Other	-	15,851	100
Total	1,067,691	764,948	71.6

Source: INSTAT, Employed 2012 - 2017 ISSH. The book of statistics 2017. Annual Report 2016 "On ISSH activity"

## • Education and vocational training

Albania spends less on education in terms of share of GDP than other countries in the region: 3.1 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; in 2017 it was 34.7 billion; and in 2017 it is expected to be 37 billion.

Efforts are being made to enhance the quality of education in Albania, especially of higher education.

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. 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.

During 2018, construction of some new vocational schools is foreseen. 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*)

Description	2014	2015	2016	2017
Labour force	1,067,000	1,122,000	1,163,000	1,183,000
Employed	925,000	973,000	1,043,000	1,068,000
Registered jobseekers	142,000	149,000	120,000	115,196
Employment in public sector	163,885	164,020	164,635	164,158
Employment in non-agriculture private sector	318,571	360,230	412,473	447,309
Employment in agriculture private sector	442,806	448,371	465,702	456,224

Source: INSTAT: Labor force balance, 2012-2016

INSTAT: Employment by administrative source and agricultural sector, Q.1.2014-Q.2.2017

- Unemployment rate (*In percentage*)

Age group	2014	2015	2016	2017
15-29 years	32.5	33.2	28.9	27.5
30-64 years	13.3	12.5	11.8	11.5
15-64 years	17.9	17.5	15.6	15.1
15 years and above	17.5	17.1	15.2	14.8

Source: INSTAT: Labor Force Survey, Q1.2014-Q2.2017

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 average wage in the public sector (€450/month) is much higher than in the private sector.

The highest average wage is in the industrial sector (mining and quarrying) is at €447 per month. In general, employees' wages are very low, especially in the private sector. In 2017,

the average monthly wage in the private sector was €345 while it was €450 in the state 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 €)	2014	2015	2016	2017
Average monthly wage (state sector)	387	394	394	450
Average monthly wage (private sector)	331	325	340	345
Industry (mining and quarrying)	354	473	465	447
Construction	310	256	261	275
Transport and telecommunication	338	345	340	320
Trade	315	221	233	260
Agriculture, forestry, fishing	337	243	246	250
Education	421	390	399	430
Health	375	340	350	365

Source: INSTAT, Gross average monthly wage per employee by economic activities

Average monthly wage in public sector and approved minimum wage, Q.1.2014-Q.2.2017

<sup>5</sup> INSTAT: Albania in figures. Salaries. Tirana 2016

## • Gender pay gap

The average gross monthly salary for a private sector employee in Albania was €345 in 2017. The gender pay gap was 6.3 per cent, meaning that male employees had a gross average monthly wage 6.3 per cent higher than female employees<sup>6</sup>. For an employee in public enterprises the gross average monthly wage was €450. In public enterprises the gender pay gap is insignificant.

The gender pay gap is 2.7 per cent in the agricultural sector, 6 per cent in mining and quarrying, 29.8% stationary plant and machine operators, 23.3 per cent in manufacturing, 2.1 per cent in construction, 13.8 per cent in trade, 8.8 per cent in education and 21.7 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 2016, aged 15 and above, were in the agricultural sector with around 40.2 per cent; manufacturing 10.1 per cent; trade, transportation, accommodation and food and business and administrative services 24.3 per cent; construction 6.6 per cent; mining and quarrying; electricity gas and water supply 2.6 per cent; public administration, community, social and other services and activities 16.1 per cent.

Analysed by gender, nearly half (45.4 per cent) of the employed women, aged 15 and older, worked in agriculture in 2016 while 36.2 per cent 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.

## • 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 €)	2014	2015	2016	2017
Official minimum wage	158	158	158	175
Monthly unemployment benefit	50	50	80	80
Full social assistance for a household	32	33	33	35
Partial social assistance for a household	24	27	27	30
Old-age pensions (urban)	105	109	110	112
Old-age pensions (rural)	56	60	63	65

Source: INSTAT, Unemployment benefit and social assistance, Q.1.2014-Q.2.2017  
Average monthly wage in public sector and approved minimum wage, Q.1.2014-Q.2.2017  
Urban and rural monthly old-age pension amount, by kind of pension, 2012 - 2017

## • 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 year 2016 were an average of 42.9 hours/week (with agriculture at 40, manufacturing at 45.8, construction at 42.7, industry at 42.8, commerce at 44.8, and services at 39.8). The average

<sup>6</sup> INSTAT, Labor Market 2016. Gender pay gap per employee by group occupations and sex



hours per week for men, for salaried employees, in 2016 were 43.6 hours/week (manufacturing 45.7, agriculture 40.5, construction 42.6, industry 43.1, commerce 45.9, services 40.6). The average hours per week for women salaried

employees in 2016 were 42 hours/week (manufacturing 45.9, agriculture 38.4, construction 44, industry 41.6, commerce 43, services 39.1).

## • Normal work / atypical work

Data for atypical work are limited. In general, in the state public sector employees working fulltime employment with permanent contracts and contributions to social insurances are almost 100%. In the private non-agricultural sector:

in the construction, trade, or service sectors informality is high. In the private agricultural sector, employees work without contract and contributions to social insurances. Informality in this sector is very high.

*Table of normal work / atypical work\* (in number and percentage)*

Employment	Employment 2017	Normal work %	Atypical work %
Public sector	164,158	100	-
Private non-agricultural sector	447,309	80	20
Private agricultural sector	456,224	20	80
Total	1,067,691	80	30

Source: INSTAT: Labor force balance, 2012-2016

INSTAT: Employment by administrative source and agricultural sector, Q.1.2014-Q.2.2017

\* Data on employment from the INSTAT, processing of data by the author

Men tend to work primarily in the construction sector, industry, services, while women are concentrated in the textile, confection, and footwear sectors, as house helpers, childcare assistants and cleaning personnel. These are mainly women's jobs that are undertaken as part-time jobs. Atypical work covers about 20 per cent of the overall employment.

According to the 2016 survey estimates<sup>7</sup>, it results that 41.2 per cent of employed are employees, 34.9 per cent are self-employed (with employees or without employees) and 23.9

per cent are contributing family workers. The labor market analysis in a gender perspective indicates that females are 1.7 times more likely than males to be contributing family workers. Obtained LFS estimates show that 31.2 per cent of employed females and 18.2 per cent of employed males are contributing family workers. Based on the International Labor Organization definitions, contributing family workers are classified as being in informal employment. In 2016, the share of informal employment in the non-agricultural sector is 31.9 per cent.

## • Migration

According to the Institute of Statistics, the population of Albania on 1 January 2015 was 2,885,796, and on 1 January 2016 it was 2,875,592, and on 1 January 2017 it was 2,876,591. The average age of the population is 35 years.

It is estimated that there are about 1.4 million Albanian emigrants<sup>8</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.

After the massive emigration of the 1990s and 1997s Albanians started leaving the country en masse to ask for asylum from 2014 onwards. According to the EU's Eurostat, the biggest number seek asylum in Germany. 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 forces people to go abroad at any cost even if their chances of success in claiming asylum were near zero.

<sup>7</sup> INSTAT. Labor market 2016. Tirana 2017.

<sup>8</sup> According to the Civil Registry Office, the population is about 2.9 million people living in Albania and 1.4 million (or 1/3) are in emigration, a total of 4.3 million people.

Remittances during the period from 2011 to 2013 were reduced significantly as a result of the economic crisis. During the past years, 2014-2017, 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 has negative 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:	2013	2014	2015	2016	2017
Remittances (In million €)	543	592	610	615	600

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

- Human Development Index (HDI)

Year:	2012	2013	2014	2015
Human Development Index (HDI)	0.759	0.761	0.762	0.764

Source: <http://hdr.undp.org>; Human Development Report 2016

Albania ranks 75 in the international index, with the Human Development Index at 0.764; life expectancy at birth (years) is 78; expected years of schooling is 14.2; mean years of schooling is 9.6; gross national income (GNI) percapita (PPP \$) is 10,252; average annual (2010-2015) HDI growth is 0.70 %.

- 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.

- Collective agreement coverage

At the branch level there are a total of 26 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 177,430 employees. At the enterprise level there are 680 collective contracts signed in the public and private sectors, with a total of 90,434 employees

covered by enterprise level collective agreements. There are currently 14 collective bargaining agreements between the Federations and the respective ministries or the General Directorates, which cover over 128,230 employees; and 12 collective bargaining agreements between Federations and public institutions that cover 49,200 employees.

### *Collective agreement coverage by sectors (In number and percentage)*

Description	Employees 2017	Collective agreement coverage		
		Contracts	Employees	%
Public sector (branch level)	164,158	14	128,230	76.7
Private non-agricultural sector:	447,309	692	139,600	31.2
Branch level		12	49,200	-
Enterprise level		680	90,434	
Private agricultural sector:				
Enterprise level	456,224	40	17,450	3.8
Total	1,067,691	747	267,830	25.1

Source: Employed 2012 - 2017, Administrative data. Trade Unions

In the state/public sector, about 76.7 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 447,309 persons in 2017, according to the data in the table above,

only 31.2 per cent are covered by collective bargaining. In the private agricultural sector, which employed a total of 456,224 persons in 2017, the number of agreements is very small.

## • Ongoing important collective bargaining agreements

During 2017 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 2017, meaning that more agreements were negotiated, leading to an increase in coverage of employees compared with 2016.

The Trade Union Federation of the Workers of Textile, Confections and Footwear of Albania (affiliated to KSSH) and the Independent Trade Union of the Textile Industry (affiliated to BSPSH) signed new collective bargaining agreements in textile and footwear enterprises. The Trade Union Federation of Industry Employees of Albania, a member of KSSH, in 2017 negotiated collective agreements in the energy sector (the operator of electricity distribution), 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 Unions Federation of Construction Workers, Public Administration and Police Services of Albania (affiliated to KSSH) signed collective agreements in enterprises and private entities dealing with construction, service, public infrastructure, and other sectors. It signed four important collective agreements, one with Public Administration sector and three with 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 at 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

Analysis of the labour market and membership of trade unions in Albania shows that out of 164,158 employed in the state sector, 110,000 are trade union members. According to trade union data, there are about 220,000

trade union members; half of them belonging to the education and health sectors or the administrative state sector.

*The number of employed by sector and membership in trade unions (In number and percentage)*

Employment	Employed 2017	Membership in trade union			
		Employees		(pensioners)	Total
		Number	%		
Public sector	164,158	110,000	65	45,000	155,000
Private non-agricultural sector	447,309	100,000	22	50,000	150,000
Private agricultural sector	456,224	10,000	2.2	5,000	15,000
Total:	1,067,691	220,000	21	100,000	320,000

Source: INSTAT. Trade unions; data processed by author. INSTAT: Employed 2012 - 2017  
www.bspsh.org.al, www.kssh.org.al



## • Employers' organizations density

Albania has a total of about 160,679 active enterprises<sup>9</sup> and half of them are concentrated in the central regions of Tirana and Durres (out of which 145,456 or 90 per cent employ 1-4 people, 7,631 or 5 per cent employ 5-9 people, 5,902 or 4 per cent employ 10-49 people, and 1,690 or 1 per cent employ over 50 people).

Based on these data there is a small number of large companies. The organization of employers in these enterprises has been difficult, lacking cooperation between them.

The organization of employers is still weak. In some sectors of economy such as construction, trade, services, industry,

agriculture, tourism, etc. partnership is difficult as employers are not organized. Partnership, dialogue and achievement of collective agreements are difficult.

Many 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>10</sup> or of other employers' organizations. 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.

## • 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 have been organized by the trade unions and Friedrich-Ebert-Stiftung contributed by sharing the experience of works councils in Germany.

The 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 authorities 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 2017, 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.

<sup>9</sup> INSTAT. The Register of Enterprises. Tirana 2016

<sup>10</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.



## ○ National Trade Union Confederations

Table of membership in trade union confederations<sup>11</sup>

No.	National trade union confederations	Individual members	International membership
1	Confederation of Trade Unions of Albania <sup>12</sup> Konfederata e Sindikatave të Shqipërisë (KSSH)	120,000	ITUC
2	Union of Independent Trade Unions of Albania <sup>13</sup> Bashkimi i Sindikatave të Pavarura të Shqipërisë (BSPSH)	110,000	ITUC
3	Union of Trade Unions of Albania* Bashkimi i Sindikatave të Shqipërisë	-	-
4	Union of Independent Trade Unions* Unioni i Sindikatave të Pavarura	-	-
5	Union of Autonomous Trade Unions* Bashkimi i Sindikatave Autonome	-	-
6	The Confederation of Employees of Albania Konfederata e Punonjësve të Shqipërisë	-	-

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

## Trade Union Federations by branches

The main federations of trade unions in Albania comprise the two confederations: Union of Independent Trade Unions of Albania (BSPSH) and Confederation of Trade Unions of

Albania (KSSH). The BSPSH is composed of 9 federations and KSSH has 8 federations. These federations cover the main professions.

No.	Trade Union Federation <i>Federata e Sindikatave</i>	International affiliation	National affiliation	National membership
1	The Trade Union Federation of Education 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 Health of Albania <i>Federata e Sindikatave të Shëndetësisë të Shqipërisë</i>	PSI/EPSU	KSSH	8,300
4	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
5	The Trade Unions Federation of Construction Workers, Public Administration and Police Services of Albania <i>Federata e Sindikatave të Punonjësve të Ndërtimit, Administratës Publike dhe Shërbimeve Policore të Shqipërisë</i>	PSI Industrial- Global Union	KSSH	8,000
6	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	2,500

<sup>11</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>12</sup> [www.kssh.org](http://www.kssh.org)

<sup>13</sup> [www.bspsh.org](http://www.bspsh.org)

No.	Trade Union Federation <i>Federata e Sindikatave</i>	International affiliation	National affiliation	National membership
7	The Trade Union Federation of Employees in Agriculture, Forestry and Environment <i>FFederata e Sindikatave të Punonjësve të Bujqësisë, Ushqimit, Pylltarisë dhe Ambjentit</i>	EFFAT IUL	KSSH	2,500
8	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	
9	The Independent Trade Union of Education of Albania <i>Sindikata e Pavarur e Arsimit të Shqipërisë</i>	EI	BSPSH	9,800
10	The Independent Trade Union of Miners of Albania <i>Sindikata e Pavarur e Minatorëve të Shqipërisë</i>		BSPSH	8,500
11	The Independent Trade Union of Health of Albania <i>Sindikata e Pavarur e Shëndetësisë Shqipëtare</i>		BSPSH	6,500
12	The Independent Trade Union of Poste Telecom of Albania <i>Sindikata e Pavarur e Postetelekomit të Shqipërisë</i>		BSPSH	1100
13	The Independent Trade Union of Topography of Albania <i>Sindikata e Pavarur e Tipografëve të Shqipërisë</i>		BSPSH	900
14	The Independent Trade Union of Civil Defence and Order Employees of Albania <i>Sindikata e Pavarur e Punonjësve Civilë të Mbrojtjes dhe Rendit</i>		BSPSH	3,500
15	The Independent Trade Union of Light and Textile Industry <i>Sindikata e Pavarur e Industrisë së Lehtë dhe Tekstile</i>		BSPSH	8,000
16	The Independent Trade Union of Energy of Albania <i>Sindikata e Pavarur e Energjetikës së Shqipërisë</i>		BSPSH	4,000
17	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>	BWI	BSPSH	8,000
18	The Trade Union Federation of Trade Sector, Banks and Services <i>Federata Sindikale e Tregtisë, Bankave dhe Shërbimeve</i>		FSTBSH	3,000
19	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) [www.kssh.org](http://www.kssh.org)

Following its 4th Congress, KSSH approved a new organizational structure mandating a recomposition 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 9 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 Investi-torëve 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 Profe-sioniste, Afariste dhe Zejtare)
- The Association of Meat Importers and Processors (Shoqata e Grave Profe-sioniste, 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 Hidrokar-bureve)
- 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) (Sho-qata 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 Organi-zatave 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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### About the Author

Dr. Nikoll Doci, Researcher, Confederation of Trade Union of Albania

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### Responsible:

Matthias Weber

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