

2018

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 2018

## of Labour Relations and Social Dialogue

Albania / By Nikoll Doci


- The main priorities undertaken by the government during 2018 were to boost economic development, improving infrastructure, reforms in the private agricultural sector, tourism, reform of the energy system and improvement of public services. The priority fiscal reforms are related with progressive taxation, some changes in the customs system, support of business, etc. There were also reforms in the judicial system and fulfilment of the obligations that Albania has for EU integration.
- Albania has had candidate status for the EU since 2014 and is in the stage of opening of negotiations for membership. In 2016, 2017 and 2018 the EU did not approve the opening of negotiations with Albania because the country 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 increased during 2018 and the general level of economic growth was higher compared to the previous two years. Foreign Direct Investment has been increasing during the past 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.
- Social dialogue has not functioned properly, it has been weak. In the field of social dialogue, at the national level, the activity of the National Labour Council (NLC) has not continued normally. NLC has not held meetings since March 2017 – April 2018. In 2018 the NLC has held only two regular meetings. Since 2017 when there were parliamentary elections in Albania, the governing Coalition has changed and the Socialist Party governs alone. In the new composition of the 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 of tripartite social dialogue at the local level, but they do not function very well. In general, bipartite and tripartite social dialogue remains weak.
- Trade unions have enhanced their activity in protection of workers, salary increases, health and safety at work, protection of workers in difficult professions, the miners and oil workers, for achieving contract and collective agreements, etc. The number of protests organized by trade unions has been higher compared to 2017. Employees' protection should be better especially for dismissal from a job 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 trade unions.



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# Socio-economic developments

Albania's Gross Domestic Product (GDP) has grown for the past years, at 3.3 per cent in 2016, 3.5 per cent in 2017 and 3.9 per cent in 2018. 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 and € 983 million in 2016. Albania has attracted more foreign investment than last year, continuing this trend.

The trade balance in the last five years has been negative with a deficit of around 300 billion Albanian lek (ALL) each year, which has increased: in 2016 -335,751 and in 2017, -353,198 billion ALL.

There is a negative balance for all group items with the exception of the "Textiles and footwear" category. The highest trade deficit values are realized by the group Machinery, equipment and spare parts (-118,981); Foods, beverages, tobacco; and Chemical and plastic products. The largest share of exports is the category "Textiles and footwear", accounting for 44 per cent of total exports. Exports of this category have increased on average by 12 per cent annually. Another group of significant exports 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 2017, 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 per cent.

The public budget for 2019 envisages economic growth, public debt reduction up to 65.3 per cent, public investment growth, continuation of reforms: justice reform, public finance management reform, fiscal reform, public administration, territorial administration, etc. The focus will be on completing the ongoing investments. Economic growth is expected to be 4.1 per cent in 2019. Fiscal policies will continue to be based on honest taxation, the reduction of informality and the promotion of strategic private investment in priority sectors. There is an increase in road infrastructure funds. For the agricultural sector, focus will be on irrigation, drainage and the fishing sector. Facilitating the fiscal burden in the tourism sector. There will be focus on vocational education and construction of new vocational schools.

Health has received an increase in funds aimed at reducing

the time for treatment of medical emergencies as well as expanding the medication scheme even for those who are uninsured.

According to the Bank of Albania, overall inflation has been decreased in recent years:

from 1.28 per cent in 2016, to 1.99 percent in 2017, and to 1.98 per cent in 2018. During 2018 inflation was higher but still far from the parameters of the Bank of Albania that targets an inflation rate at around 3.0 per cent. 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. The average wage is higher in the state sector at € 480 than in the private sector at € 390. The gender wage gap is 7 per cent; men have an average monthly wage 10.5 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 between 2013 and 2017. 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 rose only after 4 years, in 2017 in the amount of 15 euro/month, reaching to 24,000 lek/month (175 €).

There have been changes in employment patterns in the private sector: employment in the non-agricultural private sector increased (447,309 in 2017 to 501,759 in 2018) and the number of employees in the agriculture sector increased from 456,224 in 2017 to 461,680 in 2018. The number of employees in the public sector is almost the same, 164,333 employees. The number of registered jobseekers in the employment offices<sup>1</sup> in 2018 was 89,780. The unemployment rate, according to INSTAT sources decreased from 17.5 per cent in 2015 to 13 per cent in 2018.

Young people are largely unemployed; the number of young unemployed is about two times higher than the total number of unemployed (in 2017 the ratio was 25.9 per cent). Poverty in Albania<sup>2</sup> has increased. In 2016 the number of poor families in the economic assistance scheme in Albania was around 80,000 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 (40 € per month/family).

The percentage increased from 12.4 per cent in 2008 to 14.3 per cent in 2012. This is the official figure for poverty

<sup>1</sup> INSTAT, Registered job seekers, 2012-2018

<sup>2</sup> INSTAT, Albania: Poverty trend 2002-2005-2008-2012

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. The extreme poverty increased in urban areas to 2.2 per cent and in rural areas to 2.3 per cent. From 2013 till 2018, poverty has been increasing even more. The minimum wage, salaries, pensions, and social benefits have increased very little while general prices have increased, the

price of energy has increased, unemployment has increased, and income from emigrants has been reduced. Albania has not yet determined an official subsistence minimum. This situation shows that great poverty is prevailing in Albania along with an almost nonexistent welfare system.

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

## 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 solely by the Socialist Party (74 MPs), which governs as only one party. The right coalition headed by the Democratic Party is in opposition with 33 MPs and the Republican Party has 7 MPs, and the Socialist Movement for Integration has 19 MPs. Other smaller parties have 7 MPs.

The main reforms undertaken by the government during 2018 continued reforms in the judicial system, the public-private partnership, as well as reforms in the private agricultural sector, in public administration, and in 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 seen with concern by the International Monetary Fund, 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 the business climate, property rights, etc. There has been a worsening climate of doing business. The problems that remain are the payment and the 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, difficulties in starting a new business.

According to the World Bank's "Doing Business 2018" report on the ease of doing business, Albania ranks in 63th place compared with 65th 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 previous 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.

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

In support of the labour market during 2018, programs have been implemented to promote employment supported by government funds. But their results for influencing the employment of people and promoting vocational training for young people have not been good.

Employment in general, and especially for young people, is still a challenge. In 2018 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 for political reasons after elections and rotation of political power or local changes.

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

# Industrial Relations

After the last elections in 2017 the government was formed solely by the Socialist Party, which 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 in Albania. The total number of employees is 1,127,772. Collective agreements cover about 280,000 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 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, 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 2018 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 2018 in the private sector was relatively low. Except for the public education sector and health, there are no broad collective agreements at the national level from which a large number of employees could benefit.

In their work the trade unions within BSPSH in are mainly focused on: further improvement in drafting, approving and implementing the legal acts of labour legislation especially in the implementation of the provisions of the Labour Code, 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.

Additionally, further institutionalization of social partnership relations through the improvement and efficiency of their regional and local structures as important institutions of social dialogue.

Other goals are: increasing the efficiency 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; increasing the decision-making 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 provisions and the drafting, approval and implementation of social economic policies at the regional level as well as Increasing the standard and the level of living of employees. In July each year, the unions push for an increase of wages and pensions with the priority of raising the 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 2018 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 2018 and the most important ones were: the protest organised by the Trade Union Federation of Industry Employees of Albania in the oil sector, mines, for the status of the miners, etc.

The main employers' organizations were not active during 2018. They did express some opinions against: tax increases by the government; extreme measures and punishment 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.

## 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 seven ministers, the trade unions with 10 members and 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.

The NLC did not hold meetings from March 2017 to April 2018. In 2018 the NLC has held only two regular meetings. The last meeting in November 2018 discussed the draft budget for 2019, the status of miners, the oil status, an increase in the minimum wage, etc.

At the national level a National Reconciliation Office functions with five representatives (one representative from the Ministry at the central level, two from employees' trade union organizations and two from employers' organizations).

The 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 a 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 discussions. Cooperation and improvement of social dialogue is one of the EU's requests for Albania's integration into EU.

## Forecasts

Expected economic growth (GDP) for 2019 is forecast to gradually recover and is projected to reach 4.1 per cent along with public debt reduction up to 65.3 per cent, public investment growth, and continuation of reforms. Expansion of economic activity is expected to grow, supported by public investments, especially investment in infrastructure, the agricultural sector and the tourism sector, along with increasing of employment in the country as well as higher salaries and pensions.

Albania received EU candidate status in June 2014 and is in the phase of opening EU accession negotiations and must meet the priorities set by the EU. In 2018 negotiations were not opened because Albania had not implemented the EU recommendations.

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 2019 fiscal budget package calls for higher revenue from taxes and fees, which will be higher than in 2018, particularly an increase in the property tax. New taxes will be levied on various types of insurance such as for houses, land and property, life and health insurance. Likewise, there will be new taxes on luxury cars and other purchased items. Revenues from local taxes and fees for 2019 are projected to increase 3.8 billion more than in the 2018 plan, or in other words, a 21% increase.

Further improvements are required by the EU on issues such as protection of property, public administration, human rights, and others. In 2019 positive developments are expected in the areas of social dialogue and labour relations, improvement in relations between employees and employers in both the state and private sectors. Due to the implementation of new laws, collective agreements, and different 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 Labour 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 68 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 461,680 employees in the private agricultural sector in Albania (representing 41 per cent of total employment) is

lower than the number of employees (501,759) in the non-agricultural private sector. The payment of social insurance by employees in the agricultural sector is only 58,526 employees, at the level of 15 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 765,632 persons, while the number of beneficiaries is 621,186 pensioners. 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 in the area of social insurance, starting from 2015, is that the retirement age for women is to increase two 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, much higher because unemployment is high.

### *Coverage of labour force by social insurance (In number and percentage)*

Description	Employment 2018	Social insurance	
		Number	%
Public sector	164,333	164,33	100
Private non-agricultural sector	501,759	501,759	100
Private agricultural sector	461,680	58,526	13
Unemployed payment	-	41,014	100
Total	1,127,772	765,632	68

Source: INSTAT, Statistical Yearbook 2018, Labour Market 2017, Employment by administrative source and agricultural sector, Q.3.2015-Q.3.2018  
ISSH, Annual Report 2017: "The activity of ISSH"

## • Education and vocational training

The budget increase for education for 2019 was among the lowest compared to other ministries, with 34 billion (ALL) has been budgeted in 2017, 38 billion in 2018, and 39 billion in 2019. This budget shows that even 2019 does not promise much to support education.

Albania spends less on education in terms of share of GDP than other countries in the region: 3.3 per cent, compared to 4.6 per cent, which is the average share of GDP spent on education in Eastern Europe.

The reform in higher education (2015-2018) focused on monitoring and legal assessment of public and private education as well as development of the legal framework. This reform has not yielded positive results. Thousands of students protested in December 2018 to increase the quality of higher education, improve conditions, reduce study fees, increase budgeting for education, etc.

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*)

Description	2016	2017	2018
Total population	2,875,592	2,876,591	2,870,324
Labour force age and above	1.364.947	1.385.395	1,400,694
Employment (1+2+3)	1,042,810	1,067,691	1,127,772
1. Employed in public sector	164,635	164,158	164,333
2. Employed in non-agricult. private sector	412,473	447,309	501,759
3. Employed in agriculture private sector	465,702	456,224	461,680

Source: INSTAT, Statistical Yearbook 2018, Labour Market 2017,  
Employment by administrative source and agricultural sector, Q.3.2015-Q.3.2018

- Unemployment rate (*In percentage*)

Age group	2016	2017	2018
15 years and above	15.2	13.7	12.5
15-29 years	28.9	25.9	24.5
30-64 years	11.8	10.8	9.6
15-64 years	15.6	14.1	13

Source: INSTAT: Statistical Yearbook 2018, Labour Force Survey, Q1.2014-Q3.2018

- 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 state sector (480 euro/month) is much higher than in the private sector.

The highest average wages are in transport/telecommunication at € 450 per month and the industrial sector (mining and quarrying) at € 400 per month. In general, employees' wages are very low, especially in the private sector. In 2018, the

average monthly wage in the private sector was € 390 while it was € 480 in the state sector.

Wages in the private sector such as in transport, telecommunication, industry and others should be higher. According to inspections by the State Labour Inspectorate (SLI) 65 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 €*)<sup>3</sup>

Wage according to sectors <sup>4</sup> (in €)	2016	2017	2018
Average monthly wage (state sector)	394	450	480
Average monthly wage (private sector)	340	345	390
Industry (mining and quarrying)	465	447	400
Construction	261	275	340
Transport and telecommunication	340	320	450
Trade	233	260	260
Agriculture, forestry, fishing	246	250	280

Source: INSTAT, Gross average monthly wage per employee by economic activities, 2018  
Average monthly wage in public sector and approved minimum wage, Q.1.2014-Q.3.2018

<sup>3</sup> According to the data of the Bank of Albania, the euro exchange rate decreased from 133 lek in November 2017 to 125 lek in November 2018

<sup>4</sup> INSTAT: Albania in figures. Salaries. Tirana 2017

## • Gender pay gap

The average gross monthly salary for a private sector employee in Albania was € 390 in 2018. The employment rate for the population aged 15-64 years old is 57.4 per cent. The employment rate for females is 50.3 per cent and for males 64.3 per cent. The gender gap in employment for this age group is 14.0 percentage points.

The gender pay gap is higher among employees who are employed in economic enterprises belonging to the economic activity group "Mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities". For this group, the gender pay gap is 35.3%. Compared with the previous year, the gender pay gap for this group of activities decreased by 2.5 percentage points.

Compared to 2016, the average monthly gross wage per employee increased by 3 per cent. The gender pay gap is 10.5 per cent. So men have an average monthly gross wage 10.5 per cent higher than women. Compared to the previous year, in 2017 there was a slight decline in the gender pay gap of 0.9 percentage points. 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. Analysed by gender, nearly half (42.5 per cent) of the employed women, aged 15 and older, worked in agriculture in 2017 while 34.9 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 €)	2016	2017	2018
Official minimum wage	158	175	175
Monthly unemployment benefit	80	80	95
Social assistance average per family	33	35	40
Old-age pensions (urban)	110	112	125
Old-age pensions (rural)	63	65	70

Source: INSTAT, Unemployment benefit and social assistance, Q.3.2015-Q.3.2018  
ISSH, Annual Report 2017: "The activity of ISSH"

## • 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 2017<sup>5</sup> were an average of 43 hours/week (with agriculture at 43, manufacturing at 45, construction at 43, industry at 44, and services at 40).

The average hours per week for men, for salaried employees, in 2017 were 44 hours/week (manufacturing 46, agriculture 42, construction 43, industry 44, commerce

<sup>5</sup> INSTAT, Labour Market 2017

46, services 41). The average hours per week for women salaried employees in 2017 were 42 hours/week (manufacturing 46, agriculture 44, construction 44,

industry 42, commerce 43, services 39). Almost all indicators have increased (about 1 hour/week) compared to a year ago.

## • Normal work / atypical work

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

such as in 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 2018	Normal work %	Atypical work %
Public sector	164,333	100	-
Private non-agricultural sector	501,759	80	20
Private agricultural sector	461,680	15	85
Total	1,127,772	70	30

Source: INSTAT: Statistical Yearbook 2018, Labour Force Survey, Q1.2014-Q3.2018  
Employment by administrative source and agricultural sector, Q.1.2014-Q.2.2018  
\* data on employment from the INSTAT, processing of data by the author

Men tend to work primarily in the construction sector, industry and services while women are concentrated in the textile, confection, and footwear sector, 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 20.1 per cent of the overall employment.

According to the 2016 survey estimates<sup>6</sup>, it results that 44.1 per cent of employed are employees, 35.8 per cent are self-employed (with or without employees) and 20.1 per cent are

contributing family workers. In a gender perspective of the labour market, females are 1.7 times more likely than males to be contributing family workers. Obtained LFS estimates show that 26.8 per cent of employed females and 20.1 per cent of employed males are contributing family workers. Based on the International Labour Organization definitions, contributing family workers are classified as being in informal employment. Informal employment in the private non-agricultural sector is high, while in the private agricultural sector it is even higher and only 15 per cent pay contributions to social security.

## • Migration

According to the Institute of Statistics, the population of Albania on 1 January 2016 was 2,875,592, on 1 January 2017 it was 2,876,591 and on 1 January 2018 it was 2,870,324. The average age of the population is 35 years. Due to a reduction in the birth rate and high emigration the Albanian population is declining and is increasingly older.

It is estimated that there are about 1.4 million Albanian emigrants, 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 has been 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).

Most immigrants live in Greece and Italy. In recent years these states have not been in a positive economic situation for employment and treatment of emigrants.

After massive emigration from 1990 to 1997 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 are near zero.

<sup>6</sup> INSTAT. Statistical yearbook 2018.

Remittances during the period from 2011 to 2014 were reduced significantly as a result of the economic crisis. During the more recent years they increased but not to the previous level. The primary reason for this is the income reduction 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 on 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:	2014	2015	2016	2017	2018
Remittances (In million €)	592	610	615	600	662

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

- Human Development Index (HDI)

Year:	2015	2016	2017
Human Development Index (HDI)	0.764	0.764	0.785

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

Albania ranks 69 in the international index with the Human Development Index at 0.785; life expectancy at birth (years) is 78.5; expected years of schooling is 14.8; mean years of schooling is 10; gross national income (GNI) per capita (PPP \$) is 11,886.

- 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 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 182,230 employees. At the enterprise level there are 695 collective contracts signed in the public and private sectors, with a total of 79,500 employees covered by

enterprise level collective agreements. There are currently 12 collective bargaining agreements between the Federations and the respective ministries or the General Directorates, which cover over 121,230 employees and 10 collective bargaining agreements between Federations and public institutions that cover 61,000 employees.

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

Description	Employees 2018	Collective agreement coverage		
		Contracts	Employees	%
Public sector (branch level)	164,158	12	121,230	73.7
Private non-agricultural sector:	447,309	705	140,500	28
- branch level		10	61,000	
- enterprise level		695	79,500	
Private agricultural sector:				
- enterprise level	461,680	50	17,900	3.8
Total	1,127,772	767	279,630	24.7

Source: Labour Market 2017, Employment by administrative source and agricultural sector, 2018  
Administrative data, Trade Unions, data processed by author

In the state/public sector, about 73.7 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 501,759 persons in 2018, according to the data in the table above,

only 28 per cent are covered by collective bargaining. In the private agricultural sector, which employed a total of 461,680 persons in 2018, the number of agreements is very small.

## • Ongoing important collective bargaining agreements

During 2018 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 education sector, 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 2018, meaning that more agreements were negotiated, leading to an increase in coverage of employees compared with 2017.

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 2018 negotiate collective agreements in the oil sector, which cover the 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) has signed collective agreements in enterprises and private entities dealing with construction, service, public infrastructure, and other sectors. It signed five important collective agreements: one with the Public Administration sector and four 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 into vocational education, the private and state sector and it is in talks to sign a collective contract at the sector 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 operation, remains problematic.

## • Trade union density

The analysis of the labour market and membership of trade unions in Albania shows that out 164,333 employees work in the state sector. According to the trade union data, about

110,000 are trade union members; half of them belonging to the education, health sectors, or administrative state sector.

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

Employment	Employed 2018	Membership in trade union			
		Employees		(pensioners)	Total
		Number	%		
Public sector	164,333	110,000	65	45,000	155,000
Private non-agricultural sector	501,759	100,000	20	50,000	150,000
Private agricultural sector	461,680	10,000	2.1	5,000	15,000
Total	1,127,772	220,000	20	100,000	320,000

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

Often, trade unions report their membership based on their supporters – including pensioners (with members totalling 320,000) and not on actual paying members.

The number of employees from the private agricultural sector who are members of trade unions is very low

(only 21 per cent). The number of employees from the private non-agricultural sector who are members of trade unions is also 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 162,452 active enterprises<sup>7</sup> and half of them are concentrated in the central regions of Tirana and Durres (out of which 146,304 or 90 per cent employ 1-4 people, 8,023 or 5 per cent employ 5-9 people, 6,297 or 4 per cent employ 10-49 people, and 1,828 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 the 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 is difficult.

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 some of these businesses are members of Business Albania<sup>8</sup> or of other employers' organizations. Before 2015 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 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 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. 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

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>7</sup> INSTAT. The Register of Enterprises. Tirana 2017

<sup>8</sup> Established in 2011 due to a need to represent the interests of employer organizations.

## ○ National Trade Union Confederations

Table of membership in trade union confederations<sup>9</sup>

No.	National trade union confederations	Individual members	International membership
1	Confederation of Trade Unions of Albania <sup>10</sup> <i>Konfederata e Sindikatave të Shqipërisë (KSSH)</i>	120,000	ITUC
2	Union of Independent Trade Unions of Albania <sup>11</sup> <i>Bashkimi i Sindikatave të Pavarura të Shqipërisë (BSPSH)</i>	110,000	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.

## 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) confederations. The BSPSH is composed of 9 federations and KSSH 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	8,500

<sup>9</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>10</sup> [www.kssh.org](http://www.kssh.org)

<sup>11</sup> [www.bspsb.org](http://www.bspsb.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>Federata 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 Shqiptare</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	<i>The Independent Trade Union of Topography of Albania</i> <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>	PSI EPSU	BSPSH	3,500
15	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
16	The Independent Trade Union of Energy of Albania <i>Sindikata e Pavarur e Energjetikës së Shqipërisë</i>	PSI Industrial- Global Union	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>		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 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 structure of BSPSH<sup>12</sup> 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.

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

## • 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 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) (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.



# Annual Review 2018

## of Labour Relations and Social Dialogue

Albania / By Nikoll Doci

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### Imprint

Friedrich-Ebert-Stiftung | Regional Project on Labour Relations and Social Dialogue

Maróthyho 6 | 81106 Bratislava | Slovakia

[www.fes-socialdialogue.org](http://www.fes-socialdialogue.org)

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