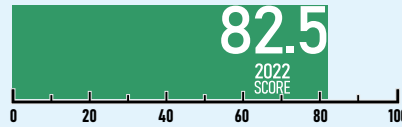




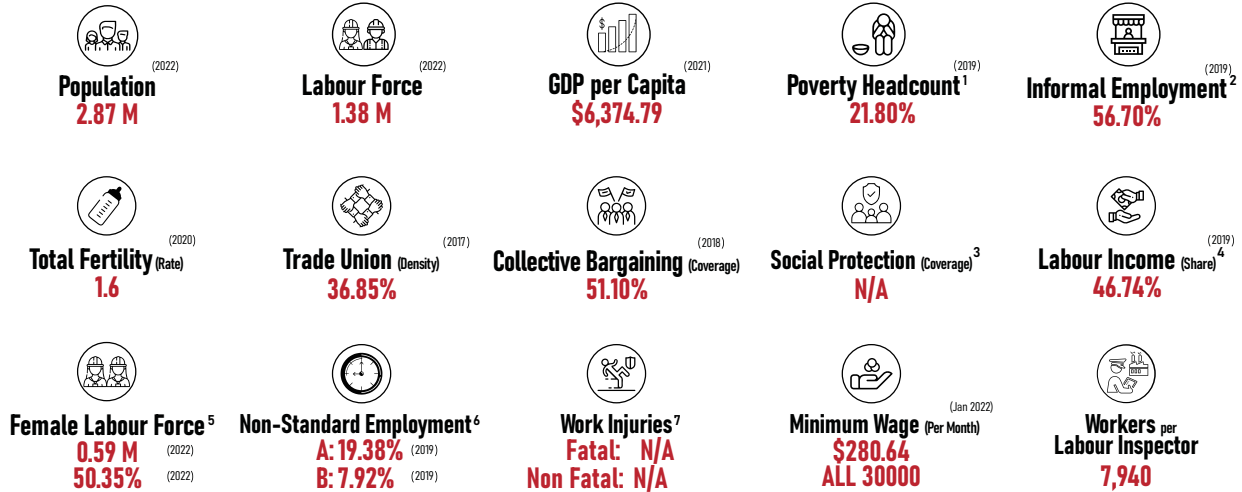
Albania



85 2020 SCORE

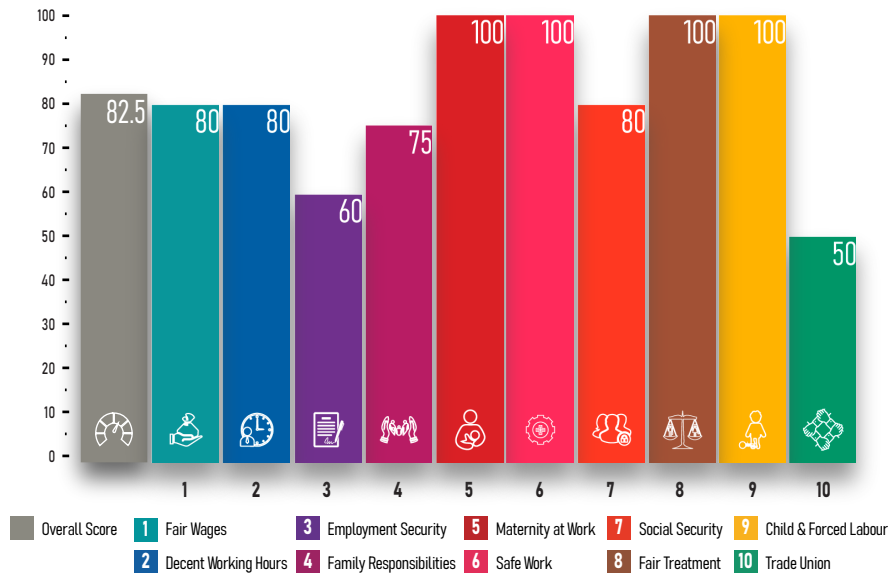
Eastern Europe  
Upper Middle Income  
Approaching Decent Work  
LRI RATING

## Contextual Indicators



Sources: World Bank  
International Labour Organization  
WageIndicator Minimum Wages and Living Wages Database  
M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Albania's overall score is 82.5 out of 100. The overall score for Albania is lower than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

|                            | Question <sup>9</sup>  | Answer | Legal Basis  | Trend <sup>12</sup> |
|----------------------------|--|--------|--|---------------------|
| 1. Fair Wages              | Does the law prescribe minimum wage rates in the country?  | Yes    | §111, 200 and 202 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law require regular payment of wages?   | Yes    | §109, 110, 116-119 of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require overtime compensation be at least 125% of the regular hourly rate?                            | Yes    | §87 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law require additional compensation for working on a weekly rest day?                                     | No     | §86 & 87 of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require additional compensation for night work?   | Yes    | §80 & 81(2) of the Labour Code No. 7961/1995   | ●                   |
| 2. Decent Working hours    | Does the law stipulate general working hours as 48 hours or lower?   | Yes    | §76-78, 81(1)-84, 88-91 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law restrict maximum working hours including overtime to 56 hours per week?                               | Yes    | §90 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law require a weekly rest of at least 24 hours?   | No     | §85 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law require paid public holidays?   | Yes    | §86 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law require at least three working weeks of paid annual leave?  | Yes    | §92-94 of the Labour Code No. 7961/1995  | ●                   |
| 3. Employment Security     | Does the law require written employment contracts or at least written employment particulars?                      | Yes    | §12, 21 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law restrict the hiring of fixed-term contract workers?   | No     | §140, 151 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law limit the length of probation period including renewals to a maximum of 3 months?                     | Yes    | §142 & 150(1) of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law require a 30-day notice before contract termination?  | Yes    | §143 & 144, 150(2) & 151 of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?             | No     | §145 & 152 of the Labour Code No. 7961/1995  | ●                   |
| 4. Family Responsibilities | Does the law require parental leave for parents?   | Yes    | §132/1 of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require at least one week of paid paternity leave for fathers?  | No     | §96(3) of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require flexible work arrangements for workers with family responsibilities?                          | Yes    | §132/1 of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require paid nursing breaks?  | Yes    | §06 of the Order on Special Protection of Pregnant Women (Decision No. 397 of 1996)  | ●                   |
| 5. Maternity at Work       | Does the law prohibit inquiring about pregnancy during recruitment?  | Yes    | §105/a of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law require paid maternity leave of at least 14 weeks?  | Yes    | §104(1) & 105(2 & 3) of the Labour Code No. 7961/1995; §27(2) of the Law No. 7703 of the Social Insurance Act 1993                     | ●                   |
|                            | Does the law require cash maternity benefit be at least 67% of a worker's former wage?                             | Yes    | §27, 28 & 29 of the Law No. 7703 of the Social Insurance Act 1993  | ●                   |
|                            | Does the law require maternity benefit be paid through contributory social insurance or universal benefits system? | Yes    | §27, 28 & 29 of the Law No. 7703 of the Social Insurance Act 1993  | ●                   |
|                            | Does the law protect workers from dismissals during or on account of pregnancy?                                    | Yes    | §105a(2) & 107 of the Labour Code No. 7961/1995  | ●                   |
| 6. Safe Work               | Does the law require provision of free personal protective equipment to workers from employer?                     | Yes    | §68 of the Labour Code No. 7961/1995; §6 of the Law No. 10237/2010 on Workplace Health and Safety                                      | ●                   |
|                            | Does the law require the employer to train workers on health and safety issues?                                    | Yes    | §11, 13, 19, and 43 of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law restrict work that is prejudicial to the health of the mother or the child?                           | Yes    | §55(5), 104, 108(1), Labour Code No. 7961/1995; §02 & 05 Order on Special Protection of Pregnant Women, 1996                           | ●                   |
|                            | Does the law provide for employment injury benefit?  | Yes    | Law No. 7703 of the Social Insurance Act 1993; ISSA Country Profile for Albania  | ●                   |
|                            | Does the law provide for an old age pension?   | Yes    | Law No. 7703 of the Social Insurance Act 1993; ISSA Country Profile for Albania  | ●                   |
| 7. Social Security         | Does the law provide for a dependants/survivors' pension?  | Yes    | Law No. 7703 of the Social Insurance Act 1993; ISSA Country Profile for Albania  | ●                   |
|                            | Does the law provide for unemployment benefit?   | Yes    | Law No. 7703 of the Social Insurance Act 1993; ISSA Country Profile for Albania  | ●                   |
|                            | Does the law require paid sick leave for the first 6 months of sickness?   | No     | §130 of the Labour Code No. 7961/1995  | ●                   |
|                            | Does the law provide for invalidity benefit?   | Yes    | Law No. 7703 of the Social Insurance Act 1993; ISSA Country Profile for Albania  | ●                   |
|                            | Does the law require equal remuneration for work of equal value?   | Yes    | §115 of the Labour Code No. 7961/1995  | ●                   |
| 8. Fair Treatment          | Does the law prohibit sexual harassment in employment?   | Yes    | §32 of Labour Code 7961/1995; §108(a) of Criminal Code 7895/1995; §12 of Law No. 10221, 2010   | ●                   |
|                            | Does the law prohibit discrimination in employment matters? <sup>10</sup>  | Yes    | §18(2 & 3) of Albania's Constitution, 1998; §09 of the Labour Code 7961/1995; §253 of the Criminal Code 7895/1995; Law No. 10221, 2010 | ●                   |
|                            | Does the law allow women to do the same jobs as men?   | Yes    | §9(5) of the Labour Code No. 7961/1995   | ●                   |
|                            | Does the law guarantee basic labour protections for gig economy workers?   | Yes    | Law No. 7703 of the Social Insurance Act 1993; ISSA Country Profile for Albania  | ●                   |
|                            | Does the law prohibit employment of children?  | Yes    | §98, Labour Code No. 7961/1995; §22 & 24, Law on Protection of Child Rights 2010   | ●                   |
| 9. Child and Forced Labour | Does the law set employment entry age equal to or higher than the compulsory schooling age?                        | Yes    | §22, Law on Pre-University Education System, 2012; §22, Law on Protection of Child Rights 2010   | ●                   |
|                            | Does the law prohibit the employment of children in hazardous work under the age of 18 years?                      | Yes    | §98-103, Labour Code No. 7961/1995; §34-35 of the Workplace Health and Safety Law 2010   | ●                   |
|                            | Does the law prohibit forced labour?   | Yes    | §08 of the Labour Code No. 7961/1995; §124(b) & 128(b) of the Criminal Code No. 7895/1995  | ●                   |
| 10. Trade Union            | Does the law allow workers to form and join unions of their own choice?  | No     | §10, 176-180 & 187, Labour Code No. 7961/1995; §70, Foreigners Act (No. 108 of 2013)   | ●                   |
|                            | Does the law allow workers to bargain collectively with employers through their representative unions?             | Yes    | §159-161, 166-175, 200, Labour Code No. 7961/1995; Decision of the Council of Ministers No. 1039 of 2013                               | ●                   |
|                            | Does the law provide for the right to strike?  | No     | §197, Labour Code No. 7961/1995; §35 of the Act No. 152/2013   | ●                   |
|                            | Does the law prohibit employers from terminating employment contracts of striking workers?                         | Yes    | §197/2 of the Labour Code No. 7961/1995  | ●                   |

## Covid 19 and Labour Market in Albania\*

|                    |              |
|--------------------|--------------|
| Total Covid Cases  | 0.29 Million |
| Total Covid Deaths | 3,517        |
| Partial Vaccinated | 46.0%        |
| Fully Vaccinated   | 44.0%        |

|   |   |
|---|---|
| Wage Subsidies                                    | ✓ |
| Social Security Contributions (deferrals/waivers) | ✓ |
| Paid Sick Leave                                   | ✗ |
| Add. Unemployment Benefits                        | ✓ |

|                                |   |
|--------------------------------|---|
| Protection from Dismissals     | ✗ |
| Telework/flexible work         | ✓ |
| Improved Health Access         | ✓ |
| Training (activation measures) | ✗ |

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Albania on SDG 8.8.2 is 0.72 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change