



Gender Alliance for Development Center  
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## STATEMENT

### Respect the rights of Albanians in the workplace!

**TO:** Council of Ministers of the Republic of Albania  
Ministry of Social Welfare and Youth  
Labour Inspectorate  
Entrepreneurs operating in the territory of Albania

**For information:** Work, social issues and health committee, Albanian Parliament  
Productive activity trade and environment, Albanian Parliament  
Association "Business Albania"  
Chambers of Commerce in Albanian territory  
Anti Discrimination Commissioner  
Ombudsman

**[Tirana, May 1, 2015].** The Gender Alliance for Development requests the Albanian Government, today, on May 1st, the International Workers' Day, the following:

- Ensure that all employees in any workplace in the Albanian territory to be treated with respect and dignity.
- Ensure that all Albanians may be working under their own free will and that their human rights are respected and are being properly compensated for their effort.

We ask the Ministry of Social Welfare and Youth as well as all institutions under its supervision, especially the Labour Inspectorate, the following:

- Be committed to the protection of human rights of every employee that works within the Albanian territory, by exercising the authority given by the law and enforced by the Labor Code of the Republic of Albania.

The Gender Alliance for Development supports and respects the principles proclaimed in the Universal Declaration of Human Rights and urges the Albanian businesses to ensure that they are not complicit in the abuse of human rights in the workplace.

- We ask businesses to design and implement policies and procedures related to adhering of human rights in the workplace.

We would like to draw your attention to some important aspects of relations in the labor market between employers and employees, especially in the private sector. These suggestions come mostly from meetings with women and girls employed in the private sector and on the analysis of studies of the Gender Alliance for Development Centre.

**Not to allow any employee under the appropriate legal age.**

Child labor must not be used under any circumstance. All enterprises must meet the requirements, especially regarding minimum working age as defined by the Albanian law.

**Minimum wage, working hours and benefits**

Wages for workers must be compatible with all applicable laws, including those concerning minimum wage, overtime, payment of social security, health insurance and income.

**Human treatment**

There should not be inhumane treatment of any kind in the workplace. This includes sexual harassment, sexual abuse, corporal punishment, slavery, and physical or psychological pressure on the employees.

**Non-discrimination**

Albanian enterprises must commit to a workforce that does not have to undergo harassment or unlawful discrimination, which includes race, color, religion, national origin, sex (including pregnancy), age, different abilities, sexual orientation, gender identity, HIV status, marital status, the past, military status or any other status protected by the laws or regulations of our country.

**Freedom of association and collective bargaining**

We believe that the workers' rights are better protected by allowing each individual to deal directly with the management of issues of importance to them. Employees should be represented in unions, to bargain collectively, in accordance with the laws of the country and normally heard by businesses.

**Health and safety at work**

Employees must work in a safe environment and must be protected from various risks associated with their work. Where and when necessary, workers must be provided security and safety in accordance with the work that they will perform. Workers should be provided access to clean toilets and drinking water, hot and cold. Whenever possible, workers should be offered food in cafeterias, with high levels of cleanliness. Work-related injuries or occupational illnesses should be reported and followed with the approved procedures and systems. The emergency procedures must be available at the workplace and the employees must be well informed about the procedures.

**For more information, please contact:**

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*The Gender Alliance for Development Centre is an Albanian non-profit organization, established in 1995, which operates and works in the entire country. Gender Alliance is a voice for Albanian women and a force for change. Our organization works to empower women and to create an equitable future and the rights for girls and women with low incomes in the entire country, trying to bring them out of poverty and social exclusion.*

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