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Gender Alliance for Development Center
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“Alliance for Labour Rights” against the abuse of women and girls’ rights at the workplace in Albania

Albania, 08.03.2018



On the occasion of International Women’s Day (8th March 2018), the Alliance for Labour Rights (Albania) issued a resolution in which it insisted on the respect for women’s rights at the workplace.

The Alliance for Labour Rights is an alliance between trade unions and civil society organisations in Albania.

There is still a long way to go before women enjoy their full rights at the workplace in Albania. Low wages, even below the established minimum wage, wage gap between women and men, unpaid overtime, lack of full annual leave, cases of verbal or even physical violence, sexual harassment, health problems caused by the work process, the position of women at the workplace is still far from satisfactory in Albania.



The Alliance for Labour Rights called on the Ministry of Finance and Economy to strengthen the inspection of labour rights at the workplace and appealed to the Government for supporting the planned adoption of a new ILO Convention on the fight against gender-based violence at the workplace. Moreover, women and girls are encouraged to report cases in which their rights have been violated and they have been the victim of violence at work.

For the full text of the resolution (including a list of the signing organisations), see next page.



Gender Alliance for Development Center

08 march 2018

Resolution Against the Abuse of Women and Girls' Rights in the Workplace

Today, on the International Women's Day, "Alliance for Labour Rights", an alliance between trade unions and civil society organizations for labour rights, calls the employers and state institutions to strengthen control and increase measures to avoid as much as possible abuses at work place.

We cannot even talk about decent work if girls and women in the Albanian labour market still experience violations of their rights. According to various studies carried out by the civil society organizations members of the "Alliance for Labour Rights", in important sectors where girls and women occupy a significant percentage of the number of employees, such as in textiles-shoes factories, call centers, health or services, they face many problems, like: low wages, which in cases do not even reach the minimum of wages in Albania, social and health insurance not fully covered , unpaid overtime work and holidays, lack of full annual leave in most sectors, reporting of health problems caused by the work process, the existence of verbal, emotional or physical violence, as well as cases of sexual harassment.

Further, there is evidence that women in Albania are still paid less than men and the wage gap has not been reduced in recent years. As a result, older women are at high risk of poverty, while the average pension for women is lower than that of men.

"The Alliance for Labour Rights" publicly requires to pay more attention to the rights of women and girls at work. We call on the Ministry of Finance and Economy to strengthen inspection systems and take measures against companies that abuse with the labor legislation. We lobby for coordinated action among all stakeholders, be it public institutions, trade unions, civil society, for improving job policies and undertaking national campaigns to increase worker information on labor rights. We encourage the government to support the initiative to adopt a new International Labour Organization Convention addressing gender-based violence at the workplace.

We signed together the request to Albanian Government to Support ITUC Campaigning "STOP GENDER BASED Violence at the workplace .Support an ILO Convention " .

We also call upon girls and women to report cases when their rights are violated or become the subject of violence at work.

All of the above mentioned will increase the protection of women and girls in the workplace, guaranteeing them dignity, economic independence and social justice. Policy implementation, case reporting, as well as the punishment of abusers will create a better environment for women and girls and at the same time a better society with equal opportunities.

Union of Independent Trade Unions of Albania (BSPSH)
Gender Alliance for Development Center
Center for Labour Rights
Together for Life - TFL
Center for Population and Development
Workers' Union of Albanian Post Telecom
New Trade Union of Albanian Oil Sector