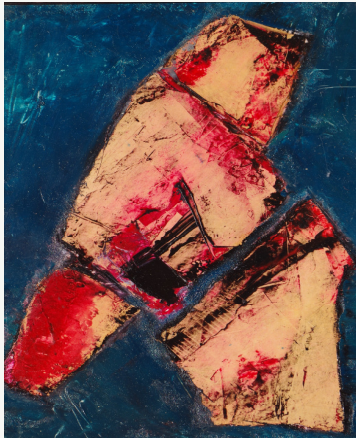


Recent Changes to the Albanian Labour Code

Albanian Parliament approved several amendments to existing Law no. 7961 dated 12.7.1995 “Labour Code of the Republic of Albania”, as amended, (“the Amendments”) which are already published in the Official Gazette and will be effective six months after the date of publication to the Official Gazette (December 22, 2015). The Amendments introduce, amongst other, the below changes and additions:



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BY ALBANA REXHA

- Introduction of new rules regarding hiring of foreign temporary workers, hiring by temporary work agencies and work from home;
- Obligation to enter into a written employment contract starting from the first day of work and revision of its mandatory elements;
- Improvement of the provisions on the working conditions for employees, overtime, paid and unpaid leaves, night work, work on shifts, etc.;
- Changes to the rules governing termination of an employment relationship such as those related to the notice terms, individual and collective termination procedure and termination causes;
- Introduction of new rules on parental leave, child labor and rights of pregnant women and of mothers after giving birth;
- Revision of the provisions on collective contracts, strike, trade unions and arbitration and intermediation procedures;
- Priority access of part-time employees to full time job positions and priority right to fixed-term employees in case of permanent hiring;
- New provisions on protection from discrimination, data protection, and sexual harassment at the workplace.

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