National Profile of
Occupational Safety and Health in Albania

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TABLE OF CONTENTS

Abbreviations

Forward

I Legislative and policy framework for the OSH
1.1 Constitutional provisions
1.2 Main laws on OSH
1.3 Laws and regulations related directly to OSH
1.4 Laws and regulations about OSH issued under the other Ministries
1.5 National Programme on OSH
1.6 Summary table on hazardous agents and processes
1.7 Situational analysis and recommendation

II Compliance with international standards
2.1 Incorporation of requirements of international standards into national law and practice
2.2 Summary table of compliance with ILO Conventions and EU Directives
2.3 Situational analysis and recommendations

III Organisational frameworks and enforcement mechanisms
3.1 Competent authorities for OSH
3.2 Labour inspection services
3.3 Occupational health services
3.4 Other enforcement institutions for OSH
3.5 National advisory bodies on OSH
3.6 Occupational accidents and disease insurance schemes
3.7 OSH Information
3.8 Specialized technical, medical and scientific institutions related to OSH
3.9 Coordination and cooperation for the OSH
3.10 Situational analysis and recommendations

IV The role of the social partners in OSH
4.1 Social partner’s programmes on OSH
4.2 Participation at national, sectoral and enterprise levels for OSH
4.3 OSH in collective bargaining
4.4 Summary table for the employees’ and employers’ responsibilities
4.5 Situational analysis and recommendation

V Regular and ongoing activities related to OSH
5.1 Promotional OSH programmes and activities
5.2 International capacity building and technical assistance for the OSH
5.3 Situational analysis and recommendations

VI Occupational safety and health outcomes
6.1 Recording and notification of occupational accidents and diseases
6.2 Statistical table related to occupational accidents and diseases
6.3 Indicators of working conditions
6.4 Situational analysis and recommendations

VII Basic information of the country
7.1 Demographic data in 2004
7.2 Economic data in 2004
7.3 Health data in 2004
### Abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAC</td>
<td>Albanian Agribusiness Council</td>
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<tr>
<td>BAA</td>
<td>Builders’ Association of Albania</td>
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<tr>
<td>CEO</td>
<td>Confederation of Employers’ Organisations</td>
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<td>CEOA</td>
<td>Confederation of Employers’ Organizations of Albania</td>
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<td>CP</td>
<td>Construction Police</td>
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<td>CTUA</td>
<td>Confederation of Trade Unions of Albania</td>
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<td>CTI</td>
<td>Central Technical Inspectorate</td>
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<td>DAF</td>
<td>Directory of Agriculture and Food</td>
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<td>DCM</td>
<td>Decree of Council of Ministers</td>
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<td>FCI</td>
<td>Food Control Inspectorate</td>
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<td>GDMC</td>
<td>General Directorate of Metrology and Calibration</td>
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<td>GDS</td>
<td>General Directorate of Standards</td>
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<td>HDR</td>
<td>Human Development Report</td>
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<td>IAA</td>
<td>Industrialists’ Association of Albania</td>
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<td>IEEI</td>
<td>Inspectorate for Electrical Equipment and Installations</td>
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<td>IEF</td>
<td>Institute of Environment and Forestry</td>
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<td>IEHP</td>
<td>Inspectorate for the Equipment operating under High Pressure</td>
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<td>ICPG</td>
<td>Inspectorate for the Control of Petroleum and Gas</td>
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<td>ILO</td>
<td>International Labour Organisation</td>
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<td>IVS</td>
<td>Inspectorate of Veterinary Services</td>
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<td>IMIR</td>
<td>Inspectorate for Mine Inspection and Rescue</td>
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<td>MoLSA</td>
<td>Ministry of Labour, Social Affairs and Equal Opportunities</td>
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<td>MIA</td>
<td>Ministry of Internal Affairs</td>
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<td>MEF</td>
<td>Ministry of Environment, Forestry and Water Management</td>
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<td>METE</td>
<td>Ministry of Economy, Trade and Energy</td>
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<td>MPW</td>
<td>Ministry of Public Works, Transport and Telecommunication</td>
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<td>MoH</td>
<td>Ministry of Health</td>
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<td>NDA</td>
<td>National Directorate of Accreditation</td>
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<td>OSH</td>
<td>Occupational Safety and Health</td>
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<td>PPFR</td>
<td>Police for Protection against Fire and Rescue</td>
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<td>PHI</td>
<td>Public Health Institute</td>
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<td>PHD</td>
<td>Public Health Directorate</td>
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<td>RM</td>
<td>Regulations issued by a Ministry</td>
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<td>REA</td>
<td>Regional Environment Agencies</td>
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<td>SAA</td>
<td>Stabilisation and Association Agreement</td>
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<td>SLI</td>
<td>State Labour Inspectorate</td>
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<td>SSI</td>
<td>State Sanitary Inspectorate</td>
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<td>UITUA</td>
<td>Union of Independent Trade Unions of Albania</td>
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<td>UABO</td>
<td>Union of Albanian Business Organizations</td>
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<tr>
<td>WHO</td>
<td>World Health Organisation</td>
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FORWARD

In Albania the rapid development towards the market economy, democratic society, respect for human rights and increasing demand for rule of law have been consistently the main pillars of every government in the last ten years. These fundamental efforts also cope with great challenges in political, economic and social areas of the society and the country as a whole. Obligations stemming from the European integration and compliance with international law require concerted efforts by all the national and regional stakeholders. Establishing effective policies for the advancement of employment relations, labor markets mechanisms and promotion of social dialogue are cornerstone for the effective human rights respect. Despite the achievements in the legislative field, great efforts should be undertaken in the enforcement of the rules and regulations in the workplace. Substantial protection of the human health and live te the workplace should orientate all the effects of the stakeholders in drafting and enforcing result-oriented policies and startegies.

An important role of labour inspection in any country is the promotion of compliance with national labour legislation as well as good labour practices, to archive basic workers' right, balanced socio-economic development and sound and effective industrial relations as a basis for constructive social dialogue and thus a positive investment climate. Labour inspectorates are expected to assist management and workers in developing good labour practices and achieving social justice and decent work for all (A. Rice 2003).

The International Labour Office, the World Health Organization, the International Organization of Employers and the European Trade Union Confederation are joining forces in a project aimed at providing support to stimulate social dialogue for improving occupational safety and health (OSH) in the countries of South East Europe. The project will also look at developing the capacities of governments and the social partners in setting up modern OSH policies, systems and services in the countries, and provide a regional opportunity to exchange experience and good practice.

The first phase of the project will assess the situation in each of the participating SEE countries with regards to the existing OSH policies, legislation and practice. Based on this information, a regional meeting of relevant experts from SEE will look into the next steps needed to fill the gaps and respond to the needs as identified during the initial screening process and thus fine-tune Phase II of the project.

After the draft version of the study was prepared in Albanian the feedback for improvement and design of recommendations was drawn from the OSH national stakeholders from 15 till 26 March of 2006. Then the translation in English was don by the expert.
I THE LEGISLATIVE FRAMEWORK OF OSH POLICIES

1.1 Constitutional provisions

The Constitution of the Republic of Albania has been approved by a referendum and then ratified by the Parliament by means of the Law No. 393/1998. It contains provisions that emphasise the government obligations to protect health and provide safety in the workplace. Chapter IV of it, “Economic, Social and Cultural Rights and Freedoms” contains clauses which stress the rights that employees are entitled to in their workplaces of such as: legal employment, social protection and social and health insurance.

Based on constitutional provisions, the state has the duty not only to provide new jobs to its citizens, but also to guarantee that these workplaces are safe and not harmful to their health. In Chapter V, “Social Objectives” the state by means of the power derived from the Constitution guarantees to its citizens able to work, employment under decent conditions. The legislation in power for OSH covers the activity of public and private entities in all the Albanian territory. Based on the Constitution, each person is free to choose his profession, qualification and workplace.

1.2 Main Laws for OSH

The legislative and institutional promoter for OSH at national level is the Ministry of Labour, Social Affairs and Equal Opportunities. MoLSA has participated in the drafting of all laws, government decrees and regulations related to OSH.

1.2.1 Ministry of Labour, Social Affairs and Equal Opportunities

The Mission of the MoLSA is development, coordination and implementation of effective employment systems, promotion of labour market opportunities, social insurance and social assistance, in harmony with the European Union Standards. MoLSA aims at accomplishing its mission through the following measures;

a) Strengthening the stability of the workforce by increasing workers productivity, developing national human resources in order to increase the overall capacity of the workforce leading to improved country’s competitiveness;

b) Guaranteeing fair labour remuneration and benefit by promoting social safety as a must for the overall socio-economic development;

c) Improving social services for families in need, the disabled, the elderly, women and children as well as other social organizations and associations.

Institutional responsibilities of the MoLSA are defined in the following fields:

- Labour market and professional qualification
- Provision of social services
- Promotion of labour relations and social dialogue
- Organised migration for employment purposes
- Occupational Safety and Health
- Promotion of labour market mechanisms

With regards to labour relationships and to OSH, MoLSA stimulates and develops social dialogue in the framework of partnership with social partners, in order to bring into harmony the interests of parties to mitigate social conflicts. It promotes the resolution of collective labour disputes through reconciliation and arbitration. MoLSA promotes the International Labour Standards and their ratification and implementation, drafts and monitors the implementation of policies in the field of labour inspection, by taking all the necessary measures for accomplishing the governmental program in this field. MoLSA by means of State Labour Inspectorate coordinates work for drafting and improving the legislation on occupational safety and health. It also ratifies uniform standards for occupational safety and health.

1.2.2 Labour Code

The core legislation of the OSH is included in the Labour Code of the Republic of Albania (Law No. 7961/1995), which has been amended, by Law No. 8085/1996 and Law No. 9125/2003. In Chapter VIII of the Labour Code from Article 39 to Article 75 are included all the main provisions which define and guarantee occupational safety and health. This chapter also includes clauses related to workers’ responsibilities, their qualification and instruction, rules in the workplace,
machinery and dangerous materials, workers workload, movements in the workplace, protection against fire and protection against explosions, sanitary installations indispensable for the workplace.

In these provisions are sanctioned the conditions that the employer is obliged to meet and keep in order to have an optimal job performance, as well as provide social and health insurance to workers. The employer should fulfill three basic obligations towards workers: 1) to clearly define the rules of technical safety for occupational safety and protection, 2) pay expenditures in case of occupational accident or disease due to employers’ faults and 3) pay all expenses in case the employer has not paid to the employee social and health insurance in case of occupational accident or disease.

Legal protection of employees in a work environment with increased presence of dangerous materials is another important component for the Labour Code. It stresses out the obligation of the employer to take protective measures where the workplace represents specific risks, this includes placement of warning signs, organising periodical medical checkups for the workers, providing protection on the use of dangerous machinery, their repair, maintenance and control.

The Labour Code also regulates the relations between the SLI and employers. In these provisions it is emphasized the obligation that each employer has to receive permission from the SLI before starting its economic activity. The employer should put at the disposal of the labour inspector every time when it is required: a) declarations of accidents at workplace for the last three years, b) the list and job positions c) list of hazardous substances used in the enterprise.

Informing and training of workers by the employer about occupational safety and health must be provided during the hiring procedure and in continual manner. The workers are also instructed on how to use fire extinguishers, emergency exists in case of fire as well as organize training exercises in case of emergency and test evacuation of the employees at least once per year.

In separate articles of the Labour Code there are rules that the employer must meet prior to and during the time the worker performs his job. They should create a decent work environment, shall provide for working condition maintenance, cleaning, painting, lighting, ventilation, and safety against fire, safety of machinery and equipment and sanitary equipments. Air pollution, chemical substances, radioactivity, noise and vibration in the workplace should be within the accepted standards and norms.

In addition to occupational safety and health, the Labour Code has foreseen working hours and breaks, night work, additional relevant payments, national holidays and annual leaves for workers.

1.2.3 Law on Inspection and the State Labour Inspectorate

Law No. 9634/2006 “On the Inspection and the Labour Inspectorate” improves and updates the previous law. The law has 8 chapters and 41 articles. The purpose of the law is to guarantee implementation of the labour legislation by entities, which fall under this law and ensure that this legislation is implemented in conformity with the procedures of labour inspection. This law is implemented for legal or natural persons, private or public, foreign or domestic ones, which undertake profit or not-for-profit economic activity within the territory of the country.

The law provides the clauses related to the functioning of the labour inspection system. The government is obliged to set up the inspection system for all workplaces. The general mission of the SLI is monitoring, control, counselling, notification, formulation, conflict mitigation, prevention and sanctions for legal violations. The Ministry of Labour, Social Affairs and Equal Opportunities is the responsible authority for drafting inspection policies and for the implementation of the labour legislation. In this law are provided also the organisational structure and management hierarchy of the SLI, the authority and powers of the SLI and the structure of the regional directorates. SLI provides cooperation with other public and private institutions that are always regulated by Council of Ministers Decrees.

This law describes the powers and duties of the labour inspector and controller. In separate articles are described general and specific duties of the labour inspectorate and controller.
The rights and obligations of employers and workers in relation to OSH are also included in the law. The law provides a significant opportunity for employers and workers so that by means of trade unions they may provide a sustainable cooperation in order to guarantee occupational safety and health in the workplace.

The law obliges the SLI to inform the employers and workers’ organisations on the labour legislation as well as on occupational safety and health. Inspectors and controllers must submit periodic reports. In the same way the SLI prepares annual activity reports and sends to the Parliament as well as to ILO.

The law foresees provisions related to sanctions and procedures that are followed when inspectors find that the entities subject to inspection have made violations. Sanctions include warnings, penalties, activity suspension and legal charges. The sanctioned entities have a right to claim within 30 days from receipt of notification.

The financing resources of SLI come from the state budget, foreign donors; law foresees additional revenues.

The operating activity of the SLI is sanctioned by Regulation No. 512/2006, “Regulation on the functioning of SLI at central and regional level” prepared by the MoLSA.

1.3 Laws and regulations related directly to OSH

To support the activity of SLI and the work of labour inspectors, the government has prepared a number of decrees, which define and set out the procedures, appropriate measures and the necessary documentation that companies should possess for OSH. The most important Council of Ministers Decrees are listed below.


This DCM defines the purpose of the foundation of the SLI, the area of activity of the inspectorate, the management structure of the institution, the manner of appointment of the Head of the SLI. The General Inspector is appointed by the Minister and is approved by the Council of Ministers. He represents the SLI and manages its activity. The General Inspector has the duty to propose:

a) The general strategy and the methodology of inspection of the SLI;

b) The internal regulation and the administrative functioning of the SLI;

c) The structure and number of employees;

d) Appointment of the labour inspectors at central, regional and local level;

e) The modules for routine and special professional training of labour inspectors/controllers in cooperation with Labour Institution;

f) To submit the annual report to the Minister of Labour and to the Parliament.

In order to increase efficiency and cooperation of the SLI to other institutions, the Minister of Labour appoints the Advisory Council represented by institutions that are related to occupational safety and health. In the statute are defined the recruitment criteria for labour inspectors, requests for their training and disciplinary measures to them.

3.2 Decree of the Council of Ministers No. 459/1998 “On dangerous substances“

In this DCM, which is based on the activity of the SLI and the SSI, are defined the dangerous substances and materials that may be used during the economic activity, in order to protect health and provide safety at workplace. Hazardous goods are those substances that in small percentages in air are considered as toxic, abrasive, flammable, explosive, teratogenic, cancerous, mutagenic able to cause massive deaths, damages and fire in workplaces. Their use at work is related to their production, treatment, transport and storage.

The legal or natural persons are obliged to respect the allowed norms for using these substances at work as well as storing them in places of suitable conditions within the premises of the company. In case of an immediate danger caused from use of these dangerous substances, the legal or natural persons, stop their manufacturing activity and take immediate measures to avoid the risk. The Labour Inspectorate is notified immediately about the damages. All expenses for compensating the damage are covered by the legal or natural person. If during the inspection of the manufacturing activity or storage activity violation of legal provisions is observed, the expenses caused by the company’s activities and the necessary measures to normalize the situation are covered by the entities
themselves. In this Decree of the Council of Ministers are specified about 140 substances considered as hazardous to the occupational safety and health.

.3.3 Decree of the Council of Ministers No. 460/1998 “On occupational accidents “

This decree defines occupational accident, which is the immediate damage to the employee during performance of his job or during a process that is related to the job, and which leads to temporary or permanent loss of ability to work or even leads to death. The accident is considered to have happened at workplace, or during a process that is job related when: a) the worker is harmed during his usual job performance; b) the worker is harmed when carrying out another job, not prescribed by the employer, but done for major work interests; c) the worker is harmed when carrying out another work, delegated by the employer; d) the worker is harmed during his break, in the place defined for break or for systemising his/her tools and equipment before or after the work is finished; e) the worker is harmed on his trip from home to work or vice versa, either when the transportation is provided by the employer or when it is provided for individually.

In case of an occupational accident, that causes death of the worker or serious damage, the employer, after giving the first aid, should immediately notify the Prosecution Office, the State Labour Inspectorate and the Social Insurance Institution.

.3.4 Decree of the Council of Ministers No. 461/1998 “On the employer registration for occupational accidents diseases”

This Decree has been issued in support of the Labour Code. The employer shall keep within the company offices the register of occupational accidents and diseases. In this register shall be recorded all accidents or quasi-accidents, diagnosis of professional diseases and diagnosis of body parts that are damaged, cause factors, number of days resulting from work inability in the company because of occupational accidents or diseases. Each sheet of the register, before use, is signed by the labour inspector and should be preserved by the employer for a five-year period. After this period these registers are archived in the Regional Directorate of Social Insurance Institute.

.3.5 Decree of the Council of Ministers No. 462/1998 “On the cooperation of LI with the State Police”

This decree has been issued to support the activity of the SLI in cases when they are hindered and require support to accomplish their duties according to law. All necessary facilities for lawful inspection of entities should be granted to inspectors. The Labour Inspectors have the right to ask for help from the State Police in cases: a) when inspectors are hindered in exercising lawful control on entities; b) when execution of the labour inspector decree is not accomplished by the company.

.3.6 Decree of the Council of Ministers No. 419/2000 “On dangerous objects”

In this decree are defined about 12 machinery groups, which cause the most frequent hazards at workplace. The legal and natural persons are obliged to become acquainted with, to respect and prepare the technical safety regulations and regulations on fire protection for each machinery and equipment that is considered hazardous for the workers. The employers are obliged to give the adequate information to every worker so that they become acquainted with the occupational technical safety rules. This is done in a periodical manner and not less than once per month every time the work process changes.

For all machineries and new work places, before their installation, safety and operation rules should be drafted and specified, and the workers must have complete instructions.

The employer is directly responsible for the unawareness of technical safety rules on behalf of workers. The employer keeps a register of instruction on safety technique.

.3.7 Decree of the Council of Ministers No. 692/2001 “On occupational special safety measures and hygiene”

This decree is drafted in support of the Labour Code and SLI on preventing occupational accidents and diseases. This DCM further details the obligation of employers towards their workers. Social and health insurance of workers is done through implementation of necessary means to prevent occupational hazards. The employer has the obligation to: a) avoid all hazards by evaluating them in their source;
b) appoint workers according to their professional skills, health status defined by the occupational doctor before hiring; c) age and d) sex.

The employer is obliged to supply to employees instructions on occupational health protection and on the acquaintance and implementation of technical safety regulations. He should appoint to workplaces that involve machinery operation of high collective hazard, workers that have the proper certification. The employer should test inexperienced workers every month and experienced workers every three months so that they adopt the technical safety regulations.

The employer should guarantee to workers, always at his expenses, a periodical medical check up on their health status, in relation with occupational related hazards. Health care and control measures should be implemented always by respecting the privacy and confidentiality right of the employees.

The Ministry of Health defines health control regulations for proper hiring procedures and periodical medical check up. The employers sign an agreement with the health institutions for the preliminary periodical control of their employees.

Employers are obliged to provide protection to pregnant women and breastfeeding mothers against harmful agents, in conformity with the medical report requirements issued by the doctor.


These decrees contain guidelines on the employment of minors from 13-18 years old. The terms and conditions of workers under 18 years old should be adapted to their age. The employer should not assign to them any job of such a nature that could harm their health, physical development, psychological development, moral or social, or that could prevent their education.

The employer takes the necessary measures to provide for the health and safety of minors under 18 years old, bearing in mind specific risks resulting from lack of experience, unawareness of existing or possible sources of risk. For this purpose the employer regularly evaluates occupational hazards. This decree also defines difficult and easy works for minors, duration of work for each person between 16-18 years old. Minors under 14 may attend vocational courses, upon authorisation of the Labour Inspectorate.

.3.9 The Decree of the Council of Ministers No. 207/2002 “On defining hazardous and hard works”

This decree has been issued in support of the Labour Code. It includes 12 job categories that comprise about 80 professions and vocations that are considered as difficult or dangerous for health and safety. Employers are obliged to hire for these positions certified workers that are equipped with the medical ability certificate. Employers and workers by means of a mutual agreement, prescribe the necessary conditions for these workplaces. Employers are obliged to create high safety and hygiene conditions. The respective ministries should issue guidelines on technical safety and protection of workers in the areas of activity they cover.

.3.10 The Decree of the Council of Ministers No. 445/2003 “On the labour inspection of sailors”

This supports the SLI to monitor, control and inspect the sailors’ work. The SLI has the duty to inspect labour conditions of workers in every job positions in ships. The inspection is carried out to the navigation vessels registered in the territory of the Republic of Albania, as a legal or natural person, foreign or domestic that has the scope to transport goods and passengers. All legal entities, before being licensed in the respective ministries, should obtain a registration certification from the Labour Inspectorate of the respective district.


This decree expands the measures that private and public companies should take especially regarding occupational health protection of workers. The employer provides medical service through the
company doctor to all private or public, foreign or domestic, legal or natural entities that exercise economic activity. Occupational doctors are equipped with a professional license from the Ministry of Health. Company doctors are hired as employees and report directly to the employer. The relations between the employer and the company doctor are defined based on the labour contract agreement that the parties enter into, in conformity with the existing regulations.

The occupational health physician has the following duties:

a) Advises the employer on occupational safety;
b) Evaluates job physiological matters, hygiene and sanitary problems, especially those regarding the work rhythm, work place layout and work premises organisation;
c) Recommends on matters of change in job positions, in order to reintegrate the occupationally disabled and professionally diseased, as well as studies the causes for occupational accidents and diseases by proposing to workers measures on how to avoid them;
d) Controls the hiring process of workers in conformity with the medical report issued by the medical commission, based on health abilities for the actual job process, as well as organizes the periodical health examination for all workers once in 6 months;
e) Follows up continuously the chronically diseased, makes consultations with general practitioners as well as mediates with the employer in case there is need for change of the workplace;
f) Completes the report of temporary disability, occupational accidents and professional diseases. In cooperation with the employer, he also reports to the Labour Inspectorate, cases of vocational accidents and diseases.

Hiring of a vocational doctor is obligatory for all entities whose activity is classified as per DCM No.459/1998 "On dangerous goods", No.419/2000 "On dangerous objects" and No.207/2002 "On defining hazardous and difficult jobs", despite the number of workers. The hiring of a company doctor is obligatory for all those companies where the number of workers is over 15.

.3.12 The Decree of the Council of Ministers No. 513, dated 30.07.2004 “On the classification of the activity and documentation for permission from the Labour Inspectorate before the start of the economic activity”.

This decree defines the obligations of private and public entities, which before starting their activity should complete the necessary documentation before they apply for permission from the SLI. The employer who will perform activity that is classified as difficult or hazardous to human life and health, in conformity with DCM No.207/2002 "On defining hazardous and difficult works", before starting their activity or part of it, before the preparation of the work premises, as well as before any important change in the work process, should receive permission from the labour inspector. To receive this permit, the employer should submit to the labour inspectorate of the respective region a written request and the following documentation:

a) The planning of workplaces accompanied with the standards and norms on air conditioning, lighting, vibration, noise, and pollution;
b) The list of dangerous machinery and substances he will put into operation;
c) Size of surface areas and volumes of workplaces;
d) The layout of machinery and equipment and the approval given by IIEI.

The labour inspector, within 5 days from the termination of the workplace verification, decides on whether to grant the permit or not.

1.4 Laws and regulations for OSH prepared by other ministries

Ministries and other state institutions have established their own organisational structures and designed their programmes related to OSH. In the process of drafting and implementing of OSH policies are included a number of state institutions which based on the specificities of their activity, cover different sectors of the economic activity. Following are the state institutions according to the economic activity they cover.

1.4.1 Ministry of Health

The mission of the Ministry of Health is to accomplish the health policy and strategy of the governmental programme. MoH drafts health policy at national and regional level, defines the health care service development and planning, drafts the legislation that defines relations in the health care and protection field and implements legislation in the health areas.
The Ministry of Health drafts the health strategy and action plans for implementing the government program. The Ministry of Health drafts the program of investment in health service infrastructure development, manages the health service at national and regional level. With regards to occupational health protection, two important institutions operate in the Ministry of Health: the State Sanitary Inspectorate and the Public Health Institute.

1.4.1.1 The State Sanitary Inspectorate


The SSI is the highest body of health inspection and control. The SSI activity is managed by the State Sanitary Chief-Inspector who is at the same time Director of the Public Health Directorate in the Ministry of Health.

SSI together with the Public Health Directorate in the Ministry of Health and with the Public Health Institution, scientifically studies, controls and identifies factors that are harmful to the health of the population in fields defined by this law.

The SSI during the exercise of its activity closely cooperates with other state institutions such as the State Police, The State Labour Inspectorate, The Food Control Inspectorate, The Veterinary Service Inspectorate, the Environment Protection Inspectorate and other institutions.

The law defines the powers of the SSI, which is a specialised executive body that controls the implementation of sanitary laws in private enterprise and public institutions.

All companies subject to be monitored by the SSI should make a self-declaration on the fulfilment of health and hygiene conditions in their premises. SSI approves the activity of the entities it controls after it has made the health and hygiene inspection.

The law defines the unfavourable and harmful conditions for workers in premises, subject to SSI monitoring and control such as: level of exposure to toxic substances, radiation, noises, vibrations, unfavourable microclimate, level of occupational accidents and diseases. SSI monitors and controls the observance of sanitary rules in objects where food products are manufactured and marketed and the observance of government standards and technical conditions of food products.

1.4.1.2 Public Health Institution

The highest specialised institution in the public health field is the Public Health Institution established in 1969. The PHI is a national institution under the Ministry of Health. Its mission is the prevention and control of infective diseases, the study and monitoring of the environment and its effect on health as well as manufacturing of vaccines. Its duties include monitoring of population health situation, study and analysis of factors that are hazardous to health, monitors infective diseases, informing, educating and making people aware of health problems, qualification of health specialists, making researches and studies in the public health field as well as the management of vaccination programs. Implementation of short-term health programs of research and health promotion also constitutes a part of its activity. The PHI plays an important role related to training in the public health field.

The Epidemiology and Occupational Health Sector that operate within the PHI has the following duties:
- Evaluates sources of risk to health
- Evaluates occupational disease exposure levels
- Evaluates the workers health control
- Drafts health inspection methodologies
- Undertakes researches and analyses workers’ conditions in various sectors of the economic activity
- Makes pollution measurements of the work environment: air, water, noise, infections and toxic substances.
PHI cooperates closely with the State Sanitary Inspectorate on inspector qualification matters and on defining policies that benefit to the improvement of health conditions of workers in private and public enterprises.

1.4.2 Ministry of Economy, Trade and Energy

The Ministry of Economy, Trade and Energy has inherited some enforcement institutions established before 1990, and is creating the legal framework which is directly related to occupational safety and health in those sectors of the economy where this ministry is responsible. METE is responsible for the sector of manufacturing and distribution of electric power, petroleum extraction sector and for those sectors where machinery work under high-pressure and for the mining sector as well.

The newest law that institutionally regulates the functioning of the organisational structure on occupational safety and health in the activities that METE covers is Law No. 9595/2006 "On the Establishment of the Central Technical Inspectorate". Based on this law, CTI assumes the functions, rights and obligations of the Inspectorate of Control of Petroleum and Gas, Inspectorate of Equipments operating under High Pressure, Inspectorate of Electric and Equipments Installations.

The activity of CTI is based on its internal regulation approved by the responsible minister and in the existing legislation of the three inspectorates.

Under the METE operate also the Inspectorate for Mine Inspection and Rescue in, but it falls under another directorate within METE.

1.4.2.1 Law No. 8450/1999 “On the elaboration, transportation and trade of petroleum, gas and their by-products”.

In this law are defined the state obligations for exercising activity in the field of processing, transportation and trade of petroleum, gas and their by-products. The government exercises its regulatory functions in accordance to the national needs and public safety. The provisions of this law are subject to all legal persons, private or public, foreign or domestic companies.

The Government organises and exercises control on legal and natural persons that operate in the field or processing, transportation and trade of petroleum, gas and their by-products. The main purposes of this control, among others, are the observance of technical norms and safety measures for protections against fire in installations, plants and equipments that companies use. The government agency that is specialised in the control of the economic activity in accordance to the provisions of this law is the Inspectorate for the Control of Petroleum and Gas. Under this inspectorate operates the Central Laboratory of Control, which carries out the test measurements of the raw materials and the equipment used for their handling.

ICPG is responsible agency for exercising control for enforcement of safety conditions foreseen in the respective licenses given to the companies, in installations, plants and equipments used, so that they meet the technical rules for protection against fire, qualitative indicators of petroleum and gas, technical standards and norms. For accomplishing these duties, it cooperates with other government institutions.

In support of the ICPG activity, has issued the DCM No. 130/1999 “On the Inspectorate for Control of Petroleum, Gas and their by-products”, which is currently managed by CTI. In order to regulate and organise the ICPG activity in the petroleum and gas handling, METE has prepared Regulation 05/2005 "On Technical Safety, Environment Protection, on the Processing, Transportation and Trade of Petroleum, Gas and their By-products”.

1.4.2.2 Law No. 8734/2001 “On guaranteeing occupational safety of electric installations and equipments”.

The scope of this law is to define the general principles that regulate safeguarding the safety of people and materials from high electric tension. Electric networks installations and equipments must meet the principal safety requirements defined in the regulations that are into effect regarding conformity, engineering, exploitation and evaluation. The employer takes all the necessary measures so that electric installations and equipments at the disposal of workers are suitable and safe. The employer
takes all the necessary measures so that electric installations and equipments are maintained, repaired and cleaned in order to meet the requirements of technical safety regulations.

This law also provides some of the main duties of the IEEI in the field of monitoring and control of electrical equipments and installations. In cases of accidents caused by operating electrical equipments and installations, the employer should immediately notify IEEI, SLI and PHI to inspect the accident. Based on the implementation of duties defined by this law, the IEEI inspector has the right to intervene at any time for making an inspection and control in the presence of the employer, in buildings where electric installations and equipments are located. This law also defines the administrative measures and penalties regarding regulation violations in this field.

In support of the abovementioned law, METE has prepared the DCM No. 494/2001 "On the organisation and functioning of the IEEI", and the Regulation 01/2002 of "IEEI Regulation in the field of electrical installations and equipments".

**1.4.2.3 Law no. 8739/2001 “On safeguarding occupational safety of equipments under high pressure”**

This law defines the overall measures that guarantee the safety of people and materials from leakage and explosive hazards caused by equipments under high pressure of over 0.5 Bar. These types of equipments operated under high pressure should meet the safety requirements defined in the regulations of engineering, manufacturing and conformity evaluation of technical control. These equipments are allowed to be sold and be used only if they do not pose any danger to the safety of people and are used and maintained in accordance with their destination.

Before launching in market, the manufacturer or importer, is obliged to obtain for each under high-pressure equipment, the certification from IEHP that confirms that safety requirements are met. Equipments under high pressure are subject to specific technical controls from the IEHP at any time, in order to make sure that safety conditions are kept and in order to find out and avoid in time potential damages in human lives and materials. Technical control reports are accepted by the IEHP and PHI.

The employer takes all the necessary measures that all equipment operated by the employees, are suitable for the operations to be performed, by guaranteeing occupational safety and health during their usage. The employer takes measures so that workers get the proper instructions about equipments that operate under high-pressure.

This law also defines the duties of the IEHP in the field of economic activities that use equipments and machinery that work under high-pressure. The law also provides the inspection and control procedures and the administrative measures that are taken in cases of violation of operations’ regulations of under high-pressure equipments in private and public entities.

In support of the above law METE has prepared a DCM No. 497/2001 "On the organisation and functioning of the IEHP for the equipment designed to operate in high-pressure".

**1.4.2.4 Law No.27/2001 “On occupational safety in mining activities”**

The scope of this law is to define the general principals that regulate work at a normal flow within the allowed standard conditions on human life safety in the mining activity, as well as taking measures for rescuing lives and goods in cases of accidents. All companies that carry out mining activity, researches or projects in this field, are obliged to implement and follow the occupational safety requirements established by technical safety and occupational protection regulations.

Mines and carriers are subject to technical safety control from the Inspectorate of Mine Inspection and Rescue. The employer undertakes fulfilment of all measures to provide the periodical technical control according to schedules and types defined in the laws and by-laws governing the mining industry. Mines and carriers are subject to periodical technical control of the IMIR not less than once per year in order to maintain occupational safety standards and to avoid accidents.

The mining entities that employ over 25 workers that operate underground, should organize a rescue team of not less than 5 people, from which one should be a hired rescuer whereas the other team members are chosen from the entity’s rescuer group.
The employer takes measures that the machinery, equipment and explosive substances that workers use in mines, are suitable for the job and that they guarantee occupational safety and health of workers during use. The employer takes measures so that the workers receive adequate instruction on how to use machinery, equipment, and explosives and auxiliary materials.

Further on the law defines the status of the IMIR and the main duties of this inspectorate. At the same time, it provides the administrative measures of the IMIR in cases when various entities in the mining industry violate the law.

In support of this law are prepared two decrees of the Council of Ministers, DCM No. 37/2002 "On the organisation and functioning of the IMIR" and DCM No. 744/2006 "On a change in the DCM No. 37/2002 "For the Inspectorate of Rescue and Inspection in Mines". METE has also prepared the "Regulation No. 04/1999, on safety techniques for mines and carriers" which includes work methodology and procedures of the IMIR.

In support of private and public entities that exercise their activity in the field of mineral extraction and processing, the Albanian Parliament has adopted Law No. 9126/2003 "On the civil use of explosives in the Republic of Albania", as well as the DCM No. 533/2005 "On the safety technique regulation in using explosives in the Republic of Albania".

METE for cases related to occupational safety and health actually has established organisational structures. Directly related to the occupational safety and health in the Directorate of Trade Supervision is the Technical Safety and Standards Section.

The Technical Safety and Standards Section follows up the harmonisation of the Albanian legislation with the European one, as well as coordinates, controls and guarantees methodological procedural guidance for technical rules, conformity evaluation procedures, standardisation and occupational safety in entities under the METE system, in order to protect the life and health of workers and consumers. Some of its main duties are:

- Guides the work for drafting the technical legislation in conformity with the EU legislation and follows up their implementation in METE’s field of activity;
- Requires strict execution of technical safety rules and occupational protection in accordance with the legislation in power;
- Manages the work for drafting by-laws for evaluating product conformity as well as review technical safety regulations;
- Follows up the technical supervision of the activity of the inspectorates such as: ICPG, IEEI, IEHP, IMIR;
- Receives information from entities and inspectorates for serious accidents, carries out analyses about them and informs the Directorate for Trade Supervision;
- Provides technical safety regulations in granting licenses for activities that the Ministry covers;
- Examines procedures for licensing of civil use of explosives.

1.4.3 Ministry of Agriculture and Food

The Ministry of Agriculture and Food for issues related to OSH has established a regulatory system, which is primarily based on Law No. 7941/1995 “On food” and Law No. 9308/2004 “On the veterinary inspectorate service”. The Food Control Inspectorate and Veterinary Service Inspectorate act as mechanisms for implementing the law under the MAF. Both institutions base their work on the activity of the inspectorates related to analyses and risk assessments. These two laws are indirectly connected to occupational safety and health of employers in wholesale enterprises and on-farm activities. These laws generally refer to the public health.

1.4.3.1 Law No. 7941/1995 "On Food" and the Food Control Inspectorate

The law on food defines the conditions for processing, storage, distribution, control and trade of food products in order to protect consumers’ health and interests. The employer should provide technical, technological, hygienic and veterinary safe conditions of the workplace where the manufacturing is done and shall as well guarantee that the quality of products is within the allowed norms as per legislation in power and guarantee consumers’ health.
The manufacturer is obliged to control and declare the quality and safety of food products in all the chains of production, as well as the final product, according to their variety and technology, and be responsible for guaranteeing safety of foods produced.

State bodies of the food control include: a) The Food Control Inspectorate and the Inspectorate of Veterinary Services in the Ministry of Agriculture and Food and b) The State Sanitary Inspectorate in the Health Ministry.

State control bodies have the duty to define whether for the production and consumption of food products as well as for the people and materials and substances that are in contact during production, storage, and transport and trade the safety norms that are for health protection of worker and consumer are respected and enforced.

In the law are given the duties of the FCI and cooperation means to utilize with other inspectorates.

The FCI has mandate to control the following items:

- a) Raw materials and auxiliary materials;
- b) Final and intermediate food products;
- c) All the persons, equipment and materials that handle food during use;
- d) Materials, equipments and processes used for the disinfection and cleaning;
- e) Processes and equipments used for the food manufacturing;
- f) Packaging and marketing as well as suitability to the relevant product;
- g) Food storage and sale conditions delivery;
- h) Manufacturing safety and quality control system;
- i) Documentation on manufacturing and trade of products.

### Inspectorate for the Veterinary Service

Law No.9308/2004 defines the activity of the IVS. This law regulates the organization, functioning and financing of the veterinary inspection and service.

The scope of this law is to: a) protect and improve the animal health from infectious diseases; b) define the procedures on monitoring, identifying, diagnosing, prevention and treatment of animal diseases; c) protect the public health from the zoonotic diseases communicable from animals to people and their products, raw material, food, pasture and water for animals; e) to protect the environment from infections, toxics and pollutions that harm employees and animals in the farm premises and surroundings; f) to define training and informing procedures in veterinary medicine for veterinary specialists, animal owners and the public.

### Ministry of Environment, Forests and Water Administration

Regarding occupational safety and health issues the MEF has established its own organizational structures. The Directorate of Coordination and Control manages two institutions: the Environment Protection and Inspectorate the Forestry Protection Police which among other things are in charge of occupational safety and health in the economic activity in the field of management and use of forests, pastures and environment protection.

### Law No. 8934/2002 “On environment protection”

The main law on which the MEF activity is based is law No. 8934/2002 “On environment protection”. This law regulates the relationships between man and environment and protects environment components and processes, safeguards environmental conditions for sustainable development, by determining the necessary legal and institutional framework for implementing the constitutional requirement for an ecological environment.

The law on environment covers a wide area of activities starting from the rational use of environment and prohibition of pollution, up to the prevention of damages to environment, rehabilitation and improvement of the damaged environment. The law stimulates improvement of environmental conditions related to quality of life and health protection, the safekeeping and maintenance of natural resources, and their regional administration. For environment protection it is necessary not only the
coordination of state activities to meet the requirements for environment protection but also international cooperation in the environment protection field. Encouragement and participation of the public in environment protection activities should be accompanied with coordination of all stakeholders of the country.

Legal or natural entities, the activities of which produce or process waste are obliged to use techniques and technological processes that do not pose a danger to public health, to water, air, land, plants and animals, that do not cause noise, additional pollution, an irreversible damage to the nature.

During the operation of their machinery the legal and natural persons shall guarantee:

a) Implementation of all measures that prevent over-dumping and environment pollution;
b) Avoidance and reduction of waste and their elimination;
c) Prevention of industrial accidents and limitation of their consequences;
d) Return the enterprise premises back to satisfactory environmental conditions, after termination of the activity;
e) Notify on any planned change of the technological process;
f) Respect environment requirements and license conditions of issuing;
g) Notify regional environment agencies not less than once in three months on the self-monitoring results and at any time, on accidents or emergencies that negatively impact the environment;
h) Fulfil all requirements of the EPI during their control activity;
i) Keep registers for dumping in the environment, use of water, electricity and the technology employed.

The legal and natural entities that in their activity use hazardous goods are obliged to set up accident prevention and control system in order to avoid consequences to the life and health of people and the environment.

1.4.4.2 Law No. 9385/2005 “On Forests and Forestry Protection Service”

The scope of this law is to define rules for relationships, duties and responsibilities of state institutions, local government bodies, not-for-profit organisations, private and business owners for protecting, administrating, managing and exploit the national forest fund, woodland and their natural biological resources.

This law regulates the protective, social, eco-tourist and economic activity carried out in the national forestry and non-woodland resources based on principles of sustainable development, represented in the strategies and policies of development of pastures and forestry sector, as well as the organisational scheme of the functioning of the Albanian forest protection service, its judicial relationships, responsibilities and duties for creating a professional and efficient forest protection service.

The forestry protection service operates in support of this law and other by laws issued from the respective bodies in charge of implementing the law. The forestry protection service has managing and controlling functions. The law provides the rights and obligations of the Forestry Protection Police (Inspectorate) as a technical controlling body not only for forestry protection, but also for OSH issues.

1.4.5 Ministry of Public Works, Transport and Telecommunication

MPW has created the legal framework and its organisational structures, which deal with occupational safety and health in the construction industry. The following laws support the activities and constituent bodies of this ministry.

1. 4.5.1 Law No. 8402/1998 “On the Control and Discipline of Construction works”

In Law No. 8402/1998 “On the control and discipline of construction works, Article 8 of this law defines the obligations of the construction companies which within the deadlines defined in the contracts should hand over the object in conformity with the project, technical specifications and technical safety regulations. The companies should guarantee the quality of construction materials and products in conformity with European and national standards.
1.4.5.2 Law No. 8405/1998 “On city planning”

In Law No. 8405/1998 “On city planning” are given the powers of the state bodies in the city planning field, management manner of lands for construction, procedures for getting construction licenses, management methodology of tourist sites and sites of cultural archaeological values.

1.4.5.3 Law No. 8408/1998 “On the Construction Police”

Law No. 8408/1998 “On the Construction Police” defines the activity of this institution as an executive body specialised in the control and implementation of legislation in the field of construction and city planning. Article 4 defines that the Construction Police suspends construction works, when it observes violations of technical specifications of the project, and violations of the implementation technical specifications of the construction firms in the OSH area.

In order to legally support the activity of the Construction Police, MPW has issued the Regulation “On the functioning of the Construction Police” on 01.02.2002. In this regulation are defined the fields of activity of the construction police, the organisational structure, functional duties, methodology and procedures to be observed by this body in support of the law.

1.4.6 Ministry of Internal Affairs

For occupational safety and health matters and specifically for protection against fire within the MIA, the Police Directorate for Protection against Fire and Rescue has been established. The legal framework that covers protection against fire is Law No. 8766/2001 “On Protection against Fire and Rescue”. Protection of people and property from fire danger and from natural disasters and other disasters in cases of emergency is the duty of the state bodies, ministries and institutions, local government bodies, specialised bodies and foreign or domestic natural or legal entities. The Protection against Fire and Rescue Police has as its scope the prevention and rescuing of human lives and property from fire, the control of legislation enforcement, providing technical assistance as well as intervening in cases of emergency of natural disasters and other calamities.

PFRP is part of the public administration and constitutes an enforcement agency of the Ministry of Internal Affairs and prefecture structures. The protection against fire and rescue structures are created by local government bodies in building sites of high importance and in legal and natural entities based on technical safety norms against fire.

In support of this law the government has issued the DCM No. 288/2002 “On measures for protection against fire”.

1.5 The national program for OSH

The current government that came into power after the general elections in July 2005, in its program of reforms has defined the main scope of its governing as follows:

- Development and consolidation of the democratic state on foundations of which stand fundamental human rights and freedoms;
- Enforce the rule of law where laws are fully implemented equally for all, and intolerant fight against the corruption system is waged;
- The quick, balanced and sustainable economic and human development;
- Fast integration of Albania into EU and NATO.

All government reforms and programs will be drafted and implemented aiming at adapting them to European democracy standards and models, to the rule of law, to the market economy and human and minority rights.

The public health sector will be reformed and modernised. The institutions of this network will be supported in their programs of disease prevention, especially public vaccination, health promotion, potable water and air pollution control.

The new government considers that the social nature of the state is not only an obligation but also an efficient approach at the service of the country’s social and economical development. Such an approach requires that the social policies change radically their nature from passive to active policies and simultaneously should be an investment for the growth and strengthening of the social capital.
Besides the positive effects in employment as a result of economic growth policies, the government will use effectively programs and instruments proved as successful in order to enable the elimination of labour market deformations such as means of information, mediation, vocational training, and fiscal incentives. Programs to stimulate employment will be executed in cooperation with civil society organisations and the private sector. They will be adapted to the urban, rural and regional needs and priorities.

The gender policies of the government will aim at a higher access of women into the labour market, in creating political and business career opportunities. Priority to policies that stimulate and promote gender equality will be concentrated in the rural and underdeveloped part of the country. Government programs and policies will be drafted and implemented in close cooperation with the civil society and first of all with organisations specialised in gender equality issues.

Currently the national program for employment occupational safety and health is related to the obligations of Albania towards the Stabilisation Association Agreement, which was signed in June 2006. Two main responsible institutions like Ministry of Labour, Social Affairs and Equal Opportunities and the Ministry of Health have created the appropriate structures and enforcement mechanisms related to OSH and have clearly defined duties for 2007.

### 1.6 Summary table on hazardous processes and agents

In the current Albanian legislation are prepared regulations for the effective protection of workers from dangerous processes, machinery and equipment and dangerous chemicals, from physical and biological agents that are related to OSH in the workplace.

<table>
<thead>
<tr>
<th>Instructions for OSH in the current regulations</th>
<th>Yes</th>
<th>No</th>
<th>Applied?</th>
</tr>
</thead>
<tbody>
<tr>
<td>- identification and determination of occupational hazards?</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- prohibition, limitation or other means of reducing exposure?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- assessment of risks?</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- prohibition or limitation of the use of hazardous processes, machinery, substances, etc?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- specification of occupational exposure limits?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- surveillance and monitoring of the working environment?</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- notification of hazardous work, and related authorisation and licensing requirements?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- classification and labelling of hazardous substances?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- provision of data sheets?</td>
<td>✓</td>
<td></td>
<td></td>
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<tr>
<td>- provision of personal protective equipment?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- safe methods for handling and disposal of hazardous waste?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- working time arrangements?</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- adaptation of work installations, machinery, equipment and processes to the capacities of workers (ergonomic factors)?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- design, construction, layout, maintenance of workplaces and installations?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>- provision of adequate welfare facilities?</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
</tbody>
</table>

Source: SLI and SSI 2007

### 1.7 Analysis of the situation and recommendations

The legal framework of the OSH has continuously improved during the last years. Various aspects of OSH have been covered and frequently updated. In the regulatory policies of the OSH are involved the principal ministries and institutions operating under these ministries. The Ministry of Labour, Social Affairs and Equal Opportunities, which is directly responsible for occupational safety, has established a specialised institution - the State Labour Inspectorate. In the regulatory aspect this institution is supported by all the laws and bylaws, which are indispensable for its normal functioning. In the end of 2006 was improved the main law of SLI, which includes the indispensable improvements proposed by SLI staff.
Despite the legislative improvements, in the legal aspect there is still place for institutionalising cooperation and coordination of SLI and other inspectorates especially SSI. Apart from a DCM No. 742/2003 where the MoLSA and MoH define together the duties of the occupational doctor, there is no legal act, which regulates or institutionalises cooperation and occupational safety and health. In the same way, SLI has no cooperation agreement (at Decree of Council of Ministers level) with other inspectorates for various sectors of the economy.

One of the sectors that is not covered by SLI is the agricultural sector-agricultural and livestock farms. This year MoLSA has planned to ratify the ILO Convention on OSH in agricultural efforts, which will be accompanied with expected changes in the mandate of SLI and SSI to include also this sector at their scope of the inspection.

There is still no clear methodology with regards to the way of hiring new inspectors and their qualification. Few inspectors are qualified for the inspection methodology and procedures. The SLI is an institution where foreign donor assistance has been lacking for a long time, which prevents the institutional capacity improvement and effective performance. Currently the SLI is lacking personnel; it has a limited budget, insufficient working spaces and serious lack of vehicles and office equipment.

In the Ministry of Health, the State Sanitary Inspectorate has been established as part of the Public Health Directorate. Even this inspectorate has prepared a legal framework necessary for the functioning of inspectorate in various districts of the country. The SSI operates based on a regulation prepared by the Ministry of Health. As per European Community Directives, are defined the professional diseases which are subject to monitoring and inspection from the SSI. The SSI despite improvements in some districts still needs personnel, its qualification, office equipments and vehicles.

In the Ministry of Health strategy “The long-term strategy for developing the health system in Albania 2004” has no direct reference for strengthening the health service in the workplace.

In the Ministry of Economy, Trade and Energy operates the Central Technical Inspectorate and the Inspectorate for Mine Inspection and Rescue. After establishment of the CTI there is still no completed legal framework for its functioning and currently this inspectorate operates based on laws and regulations of the three previous inspectorates. An organisational structure of this inspectorate has not still been approved by the government. Actually in the inspectorates covered by this Ministry the EU Directives are going to be implemented as it is called–the New Approach–gradual assurance of compliance of the Albanian legislation to the standards and technical specifications on the safety of products and the Albanian procedure of conformity evaluation. In relation to improving the functioning of these inspectorates, it will be aimed that they focus more on supervising products in the market by leaving occupational monitoring and inspection to companies certified by state institutions accredited for this purpose.

One of the most important requirements of labour inspection policies is giving full powers to the SLI regarding occupational safety and health, which means giving authority for institutional coordination and cooperation with all the country’s inspectorates. In the midterm objectives of fulfilling the commitments of Albania to the SAA will be: a) evaluation of the legislation on working conditions and workers wage, b) the progressive improvement and harmonisation of the Albanian legislation with the EU legislation in the OSH field. For the period 2008-2010 the Ministry of Labour will prepare two main documents: 1) the law “On occupational safety and health”, 2) the national strategy on “Occupational safety and health”.

In sum the recommendations for the OSH legislation and policies are as follows:

- Improvement of methodologies and procedures for occupational inspection for all inspectorates by using the most advanced European standards;
- Preparation of the decrees and procedures related to the cooperation of various inspectorates which have OSH as the main duty;
- Harmonisation and further approximation of the Albanian legislation to that of the ILO conventions and EU and WHO directives for OSH;
- Creation of a legislative framework for establishing a coordinating and cooperating national body for OSH where all the inspectorates participate;
- Preparation of the strategic documents for OSH;
- Preparation of methodologies for the cooperation of social partners in the OSH field;
- Preparation of methodologies for recording accidents and professional diseases;
- Promotion of the Albanian legislation, ILO conventions, EU and Directives for OSH in the work environment and for inspectorates’ staff;
Separation of the inspection and control services with certification services at the CTI areas of services and activities;

The legislation concerning OSH issues should be drafted in close collaboration with ILO and WHO for provision of guidelines and comments;

Preparation of the conditions for continuing ratification of ILO conventions that are related to OSH such as: such as Convention 184, Convention 161, and Convention 167.

The social partners like trade unions and employers’ organization should be invited for comments in more wide and inclusive pattern not only at the National Council of Labour but also by drawing the opinions of regional representatives;

Improvement of the legal framework for the functioning of the CTI and merge of IMIR into Central Technical Inspectorate;

Preparation of the necessary legal framework for improving the operation of SSI as a separate structure in MoH as well as of new methodologies and procedures for sanitary inspection services according to ILO standards and EU Directives.

II COMPLIANCE WITH INTERNATIONAL STANDARDS

2.1 Incorporation of requirements of international standards into national law and practice

Albania has ratified 45 Conventions of ILO, out of these 40 Conventions have actually entered into force. In the Albanian legislation is included and transposed a good part of these conventions. In the OSH field the ratification of conventions that have to do with OSH need to be accelerated. MoLSA for this year is preparing all the documents for the ratification of four other ILO Conventions, but only one Convention 184 Safety and Health in Agriculture is directly linked with OSH. On the other side the obligations deriving from the SAA with EU encourage the Government to harmonise a large part of its national legislation with EU Directives based on the SAA Action Plan 2007.

2.1 Summary table of the approximation to the ILO conventions and EU Directives

2.2.1 The degree of compliance with ILO OSH conventions

<table>
<thead>
<tr>
<th>Convention</th>
<th>Ratified</th>
<th>Provisions incorporated in national law</th>
<th>Provisions used as guidance</th>
<th>Intention to ratify in near future</th>
</tr>
</thead>
<tbody>
<tr>
<td>155 on Occupational safety and health, 1981</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>161 on Occupational health services, 1985</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>81 on Labour inspection, 1947</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>129 on labour inspection (Agriculture) 1969</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>115 on Radiation protection, 1960</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>119 on Guarding of machinery, 1963</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>127 on Maximum weight, 1967</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>136 on Benzene, 1971</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>139 on Occupational cancer, 1974</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>148 on Working environment (Air pollution, noise and vibration), 1977</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>162 on Asbestos, 1986</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>167 on Safety &amp; health in construction, 1988</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>170 on Chemicals, 1990</td>
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<td>184 on Safety and health in agriculture, 2001</td>
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Source SLI and MoLSA 2007
### 2.2.2 The degree of approximation with EU Directives

<table>
<thead>
<tr>
<th>EU Directives (and their individual amendments)</th>
<th>requirements transposed entirely</th>
<th>partially transposed</th>
<th>requirements used as guidance</th>
<th>intention to transpose in near future</th>
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<td>89/655/EEC on use of work equipment</td>
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<td>2000/39/EC on indicative occupational exposure limits</td>
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Source: SLI, MoLSA and METE 2007

### 2.2 Analysis of the situation and recommendations

Albania has ratified a great number of ILO conventions, which directly relate to OSH. After signing the SAA in 2006 in the National Action Plan for the implementation of the SAA it is foreseen that each year improvements and changes that aim at approximating and harmonising the Albanian legislation to the international and European one in the OSH area. In the short-term legislative priorities in the OSH field are defined: 1) evaluation of the legislation on occupational conditions and workers wages; 2) progressive improvement and harmonisation of the Albanian legislation with the European legislation. For 2007 it is planned to prepare and approve decrees such as: the DCM on “The organisation and management of the SLI”, the DCM on “Definition of dangerous goods”, the DCM on “Defining dangerous objects”, the DCM on “Procedure on issuing the inspection act”, the DCM on “Cooperation with similar inspection institutions”. The majority of these decrees will be in conformity with the EU Directives on OSH.

In sum, the recommendations related to the compliance of the Albanian legislation to the international standards are as follows:

- Preparation of the legislation and documentation for the ratification of the other ILO Conventions which are directly related to the OSH such as Convention No 161, 167, 184;
- Continuation of the approximation of the Albanian legislation to the EU Directives on the OSH;
- Carrying out researches regarding the degree of approximation of the Albanian legislation to the European and international standards of ILO;
Preparation of promotional campaigns and means for increasing awareness of ILO Conventions and EU Directives on the OSH;

Organising seminars and trainings with regards to the practical implementation of the conventions and directives for the public and private institutions.

III THE ORGANISTIONAL FRAMEWORK AND ENFORCEMENT MECHANISMS

3.1 Competent authorities for OSH

A number of institutions are created in Albania, which deal with health protection and implementation of the legislation for occupational safety and health. Some of the institutions were created before the '90 whereas the rest after 1990 such as: SLI and SSI. Apart form the legal framework for OSH, specific laws are prepared by authorities, which deal with the legislation implementation in the OSH filed. Following we are presenting the main Albanian institutions managed by various Ministries which deal with occupational safety and health.

3.1.1 Ministry of Labour, Social Affairs and Equal Opportunities

MoLSA through the State Labour Inspectorate is the competent institution that covers occupational safety and health in public and private companies. SLI was established in 1995 and during these years it has conducted a considerable activity in guaranteeing OSH. MoLSA is the principal actor in promoting and continuous improvement of the legislation on occupational protection in Albania. All the laws and bylaws are drafted from the managing personnel of MoLSA. The preparation of the labour code, establishment of the SLI, ratification of the ILO Conventions and the approximation of the Albanian legislation are a contribution of the Ministry of Labour personnel. Fig. 1 represents the organisational structure of the SLI for 2007.

Figure 1 - OSH Bodies in the Ministry of Labour

The SLI is managed by the General Inspector and two directors of the Directorate of Inspection and the Directorate of OSH respectively. The General Inspector manages all the activity of SLI. Among the main duties of the General Inspector we can mention:

- Manages and is accountable for all the process of occupational inspection;
- Represents the SLI in its relationships with national and international institutions;
- Represents the SLI in NCL;
- Organises meetings of the Consulting Council for OSH;
National Profile on OSH

Albania 2007

The Directorate of Inspection in the SLI has as its main duty the control and management of all the process of inspection on worksite. The main duties of the Directorate of Inspection are as follows:

- Evaluates and analyses the inspection process in all the territory of the country;
- Coordinates work with the OSH directorate in the SLI;
- Prepares progressive reports on the activity of the inspectorates in districts and regions;
- Assists in the preparation of annual work programs, the budget, the annual report;
- Assists in the preparation of the Albanian legislation in conformity with the ILO Conventions and the EU Directives;
- Participates in the special groups of inspection at work;
- Cooperates and coordinates work with the similar institutions in the country.

The OSH Directorate in the SLI has as its main duty the monitoring and implementation of the labour legislation in the OSH field with the purpose of preventing accidents and professional diseases. Among the main duties of the Occupational Safety and Health Directorate are:

- Drafts methodologies, instruction on occupational safety and health;
- Offers technical assistance for the OSH procedures and methodologies;
- Organises qualification and training for the personnel of inspectorate;
- Proposes and drafts agreements of cooperation with homologues institutions;
- Assists in drafting the Albanian legislation on OSH;
- Cooperates and coordinates work with homologues institutions;
- Assists in the preparation of annual programs, annual reports and the budget.

The regional directorates of the SLI are a component part of the organisational structure of the General Directorate of SLI. The Regional Directorates are responsible for implementation of the labour legislation at district and regional level. Among the main duties of these directorates are:

- Manages the process of implementation of OSH legislation at district/region level;
- Defines the priorities of inspection in the region it covers;
- Prepare the monthly/quarterly/annual reports for the General Inspectorate;
- Defines the areas of inspection for each pair of inspectors;
- Deals with complaints of various entities with regards to penalties;
- Represents the SLI in the court.

SLI currently has a personnel of 130 people from whom 95 are labour controllers and inspectors. Only 70 per cent of enterprises are covered by labour inspection services, due to shortage in personnel, in vehicles and financial resources. SLI has seven Regional Directorates and 29 offices in other districts. In 22 offices, the SLI has only one inspector; meanwhile two districts have no inspector at all. The number of economic entities that one inspector covers, varies from 200 to 800.

The main duties of the labour inspector are given as follows:

- Requires implementation of labour legislation in entities supervised by him/her;
- Prepares and maintains the necessary documentation for labour inspections services;
- Inspects entities always accompanied by one colleague inspector or by a controller;
- Prepares the monthly inspection plans;
- Prepares the monthly inspection reports and submits the necessary inspection documentation;
- Uses professional ethics rules during inspections.

The labour inspector should prepare the following documentation for labour inspections:

- The register of entities that declare their economic activity in the SLI;
- The file of labour legislation and OSH;
- The file of monthly and annual work programs;
- The file of entities controlled and inspected;
- The file of entities that benefit from government programs of employment promotion;
The file of monthly and annual work reports;
The file of claims from entities;
The file of occupational accidents.

3.1.2 Ministry of Health

In the Ministry of Health, the State Sanitary Inspectorate is part of the Public Health Directorate. The Director of this Directorate is at the same time the State Sanitary General Inspector. In the SSI in the MoH operate four sections whereas at district level operate 36 Primary HealthCare Directorates/Public Health Directorates. A schematic presentation of the organisational structure of OSH in the Ministry of Health is given in Figure No. 2.

In the Primary Healthcare Directorates/Public Health Directorate are included also the district inspectorates: In these inspectorates are hired mainly specialists in the following fields: hygiene experts, epidemiology experts, chemists, microbiologists, laboratory technicians. The number of experts committed in the PHCD and/or PHD in districts, in the end of 2006 is 600 and from these 81 hygienists and 53 epidemiologists works as sanitary inspectors. In each PHCD and/or PHD are set up laboratories, 28 from which are equipped with new equipments and specialised personnel for using them.

The Ministry of Health in cooperation with the Public Health Institution and donors like WHO and UNICEF have organised each year specialisation and qualification trainings for hygiene, epidemiology, microbiology and chemist experts where they expand their knowledge and acquire skills in treating and protecting occupational safety. The Ministry of Health and Institute of Public Health organise specialisation programs for the potential candidates for the sanitary inspection. The program lasts from one to two years. Only upon graduating this program the Ministry of Health grants to the potential expert the sanitary inspector certificate. During the year, training events and short-term seminars are also organised, and in them participants acquire more knowledge and skills for various issues of the OSH.

The SSI is supported by Law No 7643/1992 “On the State Sanitary Inspectorate” amended by Law No. 9635/2006 as well as by a DCM No. 692/2001 “On some special measures for protecting occupational safety and health” amended by DCM No. 742/2003. On assisting and regulating the SSI activity, the Ministry of Health has prepared a regulation “Regulation No. 80/1998 of Hygiene Service and SSI”.

The State Sanitary Inspectorate is a body of the MoH and controls the execution of sanitary laws and regulations in the activities of the private and public sector undertaken by natural and legal entities being foreign or domestic ones, in the following areas:

- In manufacturing, storing, transporting and marketing premises of all kinds of products and in all categories of mining works;
- In socio-cultural, health, educational and scientific-research premises where activities are organised;
- In sectors and structures of the Ministry of Defence and those that are subject of the Ministry of Internal Affairs, in cross-border points, ports, airports, and customs as well as in land, sea and railway transport vehicles, foreign and domestic companies.

The State Sanitary Inspectorate monitors and controls:

a) Measures taken for protecting workers’ health against unfavourable working conditions such as: exposure to toxic materials, radiation, noises, vibrations, unfavourable microclimate, the serious level of occupational diseases and accidents resulting from the abovementioned unfavourable conditions;

b) Degree of cleanliness of land in inhabited areas, surface waters, provision of sufficient and hygienically clean water to the population, treatment of waste, implementation of sanitary norms in inhabited areas as well as environmental health indicators recommended by WHO;

c) Allowed norms for the equipment of pre-schooling, schooling ad university institutions that guarantee a safe healthy environment during the teaching process, life and leisure as well as the analysis of risks and control in all the chain of food production;
d) Sanitary rules in objects where food products are manufactured, stored, marketed and consumed, controls the observance of hygiene state standards and technical conditions of food products and other items, of feeding norms in special groups of the population, as well as approves the destination of food products that are close or have passed the expiry date.

In Regulation No. 80/1998 of the MoH “Regulation of Hygiene Service and State Sanitary Inspectorate” are defined the main duties of the SSI in districts and regions.

The Sanitary Regional Inspectorate has the following duties:

- Organises the supervision of economic entities regarding health conditions;
- Cooperates with local government bodies to exercise his activity;
- Approves the sanitary license for entities that meet requirements;
- Assists in drafting programs and research analyses at district level;
- Prepares programs and annual reports of the sanitary inspections;
- Keeps the register on the number of employees equipped with a health book;
- Coordinates the activity of sanitary inspectors with the laboratory supervisors;
- Sets administrative measures and penalties for entities that violate the sanitary norms;
- Participates in the control and sanitary inspection in various entities
- Measures the level of exposure to hazardous nuisances and its impact to the health of the employees.

**Figure 2 - The Bodies of OSH in the Ministry of Health**
3.1.3 Ministry of Economy, Trade and Energy

METE is the institution that covers 4 principal sectors in the OSH filed such as: activities in petroleum and gas extraction, activities performed in equipments and machinery under high pressure, activities in mineral extraction and activities of production, transmission and distribution of electric power and electric installation and equipments.

Last year, in the framework of institutional reform, METE created the Central Technical Inspectorate with Law No. 9595/2006. The CTI has assumed the functions powers and responsibilities defined in the legislation the Inspectorate for Control of Petroleum and Gas, Inspectorate of Equipments under High Pressure and the Inspectorate of Electrical Equipments and Installations.

METE on issues related to occupational safety and health has set up the organizational structure as shown in the following scheme.

Figure 3-Bodies of OSH in the Ministry of Economy, Trade and Energy

The Standards and Technical Safety Section in the Directorate of Market Supervision follows up the harmonisation of the Albanian technical legislation to the European one as well as coordinates, controls and provides for methodical and procedural guidance for technical rules, procedures of conformity evaluation, standardisation and occupational safety in entities of the METE system, with the scope of protecting the life and health of workers and consumers in accordance with the legislation in power. Some of its main duties are:

- Manages the work for drafting the Albanian technical legislation in accordance with the EU legislation and follows up their implementation in the areas of activity of METE;
- Supervises strict implementation of technical safety rules and protection in accordance with legal laws and by-laws in power;
- Manages the work for drafting by laws for conformity evaluation of products, as well as the review of technical safety regulations;
- Follows up the technical supervision of the activity of the following inspectorates IEEI, ICPG, IEHP;
- Acquires information from entities and inspectorates on serious accidents, makes analyses on them and informs the Directorate of Market Supervision;
- Requires the implementation of technical safety rules in granting licenses for activities covered by the Ministry;

Under METE operates IEEI, which is the responsible enforcement agency for supervising implementation of the regulations that guarantee safe occupational operations of electrical equipment and installations in the course of the economic activity of natural and legal entities. IEEI operates based on the DCM No. 494/2001. IEEI is managed by the chief inspector and inspectors located in the...
head office and the inspectors in the districts. IEEI has a total staff of 20 persons out of whom 14 are electrical inspectors in all the country. It is obligatory that the electrical inspectors be university graduates in electrical engineering. IEEI is responsible for: 1) approving electrical projects with installed power of over 20 kw; 2) providing inspection and control of entities that exert activities that use electrical equipments and installations and 3) ensuring suspension and removal from the market and operation of unsafe electrical equipment and installations.

Other enforcement agency under METE is IEHP, which is responsible institution for controlling and inspecting the market and the activity of public and private entities, which use during their technological processes equipments and containers under high pressure more than 0.5 bar. IEHP exercises its duties based on the DCM No. 497/2001. IEHP comprises a staff of 15 persons and is managed by the chief inspector and the inspectors of the head office and 10 inspectors in the selected country districts. IEHP is responsible for 1) control and provision of safety norms for equipments under high pressure; 2) approval of the installation projects of equipments under high pressure; 3) inspection and control of entities that use equipments under high pressure and 4) suspension and removal from the operation and market of unsafe equipments.

Another enforcement agency is ICPG, which is responsible for the control and inspection of the market and the economic activities of private and public entities that use petroleum, gas and their by-products. ICPG exercises its activity based on DCM No. 130/1999. ICPG is managed by the chief inspector and the inspectors of the head office and 12 inspectors chosen in various districts of the country. ICPG is responsible for: 1) control and provision of safety standards and norms for oil and gas equipments and installations; 2) control and provision of quality indicators of oil, gas and their by-products; 3) inspection and control of equipments for transport and storage of oil and gas, 4) suspension of the activity of entities which do not meet technical conditions of oil, gas and their by-products and their equipment for protection against fire.

IMIR, which is also under METE but not actually under CTI, is the institution responsible for the supervision and implementation of legislation for entities that exercise their activity in mines and carriers. IIRM exercises its activity based on the DCM No. 37/2002. IMIR is managed by the chief inspector and the inspectors of the head office and by the district inspectors. IMIR has an organisational structure of 50 people; the inspection group is comprised of 17 people and the rescue group of 22. Among the main duties of IMIR are: 1) inspects and controls safety conditions in mining entities; 2) records all occupational accidents in mines, 3) suspends or interrupts the activity of those entities where workers life entails high risk; 4) proposes removal of the mining license for entities that violate rules; 5) intervenes in cases of accidents in order to rescue miners’ lives.

3.1.4 Ministry of Environment, Forestry and Water Administration

In the Ministry of Environment are established two inspectorates, which directly and indirectly deal with occupational safety and health. The Environment Protection Inspectorate mainly operates in the environment outside company premises, whereas the Forestry Protection Police has as among other duties the implementation of occupational safety and health in forest exploiting enterprises. The following scheme represents the OSH structures in the Ministry of Environment.

**Figure 3 – Bodies of OSH in the Ministry of Environment**
3.1.4.1 Forestry Protection Police

The Forestry Protection Police is a specialized body of service having controlling and technical functions, as a body of the Ministry of Environment, Forestry and Water Administration. The FPP performs the following main duties:

a) Controls the implementation of legal provisions regarding forests and pastures;
b) Proposes removal of licenses when entities act in violation to the legal provisions;
c) Prevents damage, invasion and abuse of forests and pastures;
d) Organizes the work on prevention of fires in forestry;
e) Prevents and takes measures in cases of unlawful use and trading of forest material;
f) Controls the activity of entities that exploit, process and trade products obtained from forest;
g) Controls and supervises the completion of documentation from private and public entities, legal or natural that exercise activity in the national forestry areas;
h) Controls implementation of occupational safety and health of workers that work in forestry exploiting companies;
i) The FPP Inspectors have all the rights to enter and control, inspect and take the necessary measures of proceeding as well as to suspend the activities, in cases of law violation.

In order to regulate the proper exploitation of forests The Council of Ministers has issued its Decree No. 394, dated 21.06.2006 “On the criteria of using forests and selling of the wooden materials”. The Directorate of Forestry Protection Police in implementation of the decree has issued Regulation No. 5/2006 where are defined in a detailed manner the technical safety instruction for exploiting forests, which are related also to occupational safety and health in his activity. The Forestry Protection Police has personnel of 600 people all over the country.

3.1.4.2 The Environment Protection Inspectorate

The Environment Protection Inspectorate is the institution of the Ministry of Environment, Forestry and Water Administration. The EPI provides environment inspection with the purpose of controlling and inspecting the conformity of the activity of entities in order to define measures that need to be taken for protecting the environment.

Coordination of work with other control and inspection bodies, exchange of data, making joint inspections are laid down by the regulations and instructions of the respective ministries. The Environment Protection Inspectorate and Regional Environment Agencies draft the procedures for inspection and control after being approved by the General Inspector of EPI.

For inspection purposes and sample taking for testing, during the exercise of control, environment protection inspectors are authorized to enter in all the workplaces and premises owned by private and public entities.

The EPI is managed by the General Inspector, inspectors at the headquarters located in the MEF and inspectors at the Regional Environment Agencies. Inspectors in the MoE exercise controlling activity in all the territory of the Republic of Albania, whereas inspectors of REA operate within the district territory.

The Environment Protection Inspectorate performs the following duties:

a) Exercises continuous protective control on the environment through implementation of the environmental legislation and the requirements set out in the environmental declaration issued by the legal and natural entities;

b) Requires participation of local government bodies, municipality representatives, non-for-profit environmental organizations and of the media in controls performed over polluting activities;

c) Creates the environmental file for every licensed private and public economic activity. The detailed rules on the environmental file form, content, administration, are defined by the Minister of Environment;
d) Helps the legal and natural entities to accomplish self monitoring, verification and implementation of the integrated systems of environment management;

e) Orders obligatory measures for the implementation and improvement of the environment condition, for reducing pollution and damages to the environment;

f) Controls the registers of polluting companies, internal technical and technological regulations, and other documents related to the activity and risk of pollution;

g) Enforces sanctions according to the law and by-laws that protect specific environment components;

h) Makes public the results of every control carried out.

The control and inspection activity of the EPI is reflected in the standardized documents approved by the Minister of Environment.

3.1.4.3 The Regional Environment Agencies

The Regional Environment Agencies are bodies specialized in environment protection, which comes under the Ministry of Environment. The REA operate at district level in implementation of priorities and objectives of the MoE. REAs supervise law implementation by legal and natural entities for environment protection. The REAs help the local government bodies in administrating and protecting the environment that is under their jurisdiction, cooperate for drafting and implementing local action plans on the environment. They stimulate the use of clean technologies and introduction of environment management systems. The REAs participate in the process of approving environment licenses and declaration.

The REAs draft and submit for approval in the district council the two-year report of the environment condition of the district. After approval, this report is made known to the public through the media. REAs undertake awareness campaign and cooperate with the municipalities as well as with the environmental and professional non-for-profit organizations and business community to the benefit of effective environment protection measures.

3.1.4.3 Institute of Environment and Forestry

The Institute of Environment and Forestry is created by DCM No.659/2002 and is an institution under the Ministry of Environment. IEF performs the following main duties:

- Drafts programs and project proposals that have as their main scope environment protection;
- Participates in the implementation of the monitoring program on the environment condition;
- Participates in the preparation of contemporary methodologies for environmental monitoring and auditing;
- Cooperates with other organisations in implementing environmental projects;
- Uses its human and technical resources in verifying the accuracy of data, on the environment condition and activities that affect the environment;
- Uses its laboratory to make various analyses for the effect that various entities have in the environment.

The IEF is financed by the state budget as well as by revenues ensured by researches and approved donor projects. The IEF performs scientific research activity and commits itself to projects that cover its field with the request of legal and natural entities, by means of legal contracts.

3.1.5 Ministry of Public Works, Transport and Telecommunication

The enforcement institution that deals with OSH in the field of construction and which is managed by the MPW is the Construction Police. The activity of the Construction Police is based on Law No.8408/1998 "On the Construction Police". The main duties of the construction police are to control and implement the legal provisions in the field of city planning and construction works, to set penalties for violation of the abovementioned legal provisions and to suspend and take decrees for demolishing illegal buildings and constructions.

In the Regulation on the Functioning of the Construction Police No. 396/2002 prepared by the MPW, are emphasized some of the other important duties of the Construction Police as follows:

- Controls the construction activity, plants and manufacturing units for the production of the construction materials, laboratories, as well as the quality and technical parameters of

- Suspends construction works whenever it observes violation of technical specifications and standards from natural and legal entities as well as OSH standards in this sector.

The head offices of the CP are in Tirana, whereas 15 offices are located in districts and regions where a greater number of problems in the construction field are encountered. The construction police have personnel of 300 people.

In figure 7 is shown the organizational structure of the Construction Police at the Ministry of Public Works, Transport and Telecommunications.

**Figure 7 – Bodies of OSH at the Ministry of Public Works, Transport and Telecommunication**

3.1.6 Ministry of Internal Affairs

Within the Ministry of Internal Affairs has been established the Police Directorate for the Protection against Fire and Rescue. In its composition it includes three sections presented in Figure No. 8. In 36 districts of the country are established the Stations for the Protection against Fire and Rescue, which administratively are under the Region’s Prefecture and operationally under the Police Directorate for Protection against Fire and Rescue. The PPFR has personnel of approximately 700 people in all districts of the country. In the Ministry of Internal Affairs and Prefectures, the bodies that deal with protection against fire are presented in the following scheme.

**Figure Nr. 8 – Bodies of PPFR at the Ministry of Internal Affairs**
The main rights and duties of the Police for Protection against Fire and Rescue are as follows:

a) Organises the work for implementing legal regulations on protection of human lives and property from fire danger;
b) Organises operations for fire extinguishing and for rescuing in cases of emergencies and other calamities;
c) Cooperates with other central institutions of the local government in the area of protection against fire and rescue;
d) Regularly notifies the public on the duties and measures in the field of protection against fire and rescue for dangers that arise in cases of fire;
e) Approves the technical documentation that is drafted for construction sites, institution buildings where they meet the conditions for protection against fire and rescue exits;
f) Approves the completion of norms and standards for protection against fire and rescue for all buildings before their use;
g) Suspends the activity of all private and public entities whenever they pose a danger to peoples lives or to property;
e) Takes administrative measures against violators according to the special provisions of the law.

3.2 Labour inspection services

Labour inspection services are responsibility of the SLI under the Ministry of Labour. The mission of SLI is prevention of human causalities and occupational accidents as well as diseases. The principal issues covered by SLI are: 1) providing information and technical advice to employers and workers on legislation implementation for OSH; 2) halting the activity of entities that exercise it without taking measures or meeting indispensable standards for OSH; 3) increasing occupational safety and reduce occupational health damage; 4) enforcing continuous and effective implementation of occupational legislation and 5) promoting the code of ethics at work.

3.2.1 Description of the labour inspection service

The head offices of the SLI are located in the Ministry of Labour, 7 regional offices operate in districts, whereas in 17 small districts there is one work inspector administratively under The Regional Employment Offices. The total number of SLI employees is 130, from which 95 are labour inspectors. SLI has the mandate to monitor and inspect all sectors of the economy apart from the agricultural sector, for which the necessary legislation, and financial human resources are lacking. The activity of SLI in Albania is of an integrated type i.e. generalist type where inspections on labour relations, safety and health of the workplace and operating safe machinery are included.

The employment policy of SLI has been regulated lately through implementation of the law on employment in the public administration, i.e. through competition. The first condition for employment in SLI is a university degree. Professions that are among the preferred ones are graduates form engineering, economics and medicine. After being hired, the new employee performs unspecialized duties and is appointed labour controller. He/she always performs monitoring and control accompanied by another inspector in entities that shall be inspected. After completing one year of work, the controller undergoes e qualification test, which is prepared by the SLI. Based on the results of this test the controller is promoted inspector or in case of failure at the test he/she will continue to exercise the job as a controller.

Inspectors provide legal information for the employer and workers; there are prepared leaflets on the legal framework of the OSH based on the labour code, regulations of the OSH for construction sectors, manufacturing sectors, labour relations, work of minors, work duration, employers' obligations towards the OSH. The labour inspectorate has the right to suspend or completely halt the economic activity of entities that do not implement legal obligations related to OSH after they have been inspected, warned or penalised. All revenues generated from penalties/fines go to the state budget. Only for 2006 revenues from fines amounted to USD 170,000 which constitutes about 27 % of the annual budget of SLI.

One of the main problems for SLI is lack of human, technical and financial resources to carry out the activity that the current legislation requires for OSH. Currently only 70 % of natural and legal entities in the country are covered by labour services inspections, not mentioning the activity in the agricultural areas. SLI is lacking premises, office equipment, computers, printers, and vehicles. Currently the SLI has at its disposal only 5 vehicles for all the country, therefore in average 20 inspectors per car.
3.2.2 Case study on the labour inspection service

Labour services inspections are carried out in a planned, random and in a coordinated manner with other similar institutions such as SSI, IEEI, ICHPE etc. As a rule, inspections are at least made by two people, one inspector and one controller. In Tirana inspectors go to the entities to be inspected either on foot or by car when the vehicles are available. Inspectors currently have no defined uniforms and they are identifiable only by the labour inspector card issued by the General Inspector. One inspector makes in total about 10 inspections per month: this number is greater in cases of unforeseen inspections or in cases of serious events. Inspectors use a form for inspection that is filled in by the inspector/controller during the inspection.

The inspection form is made of 8 parts, which are as follows:
1) general data on the entity
2) labour relations
3) data on the employee
4) data on work duration and breaks
5) data on the technology and raw materials
6) data on the occupational safety and physical conditions and other hazardous items
7) data on occupational accidents and diseases
8) data on the occupational safety and health documentation

Inspections usually last from 1-2 days depending on the size of the company, problems, working occupational safety and health conditions and on the number of inspectors that are carrying out the inspection.

Labour inspection is based on agreed, written procedures that have also been laid down in the Operations Manual, which all inspectors in all filed offices are required to follow, after having received appropriate training (Rice, 2006). In Albania have not been found any Operations Manual in the inspectorates functioning in the country. Even the training of the inspectors is not delivered in an efficient manner and recognized pattern.

Typically, inspectorates will differ according to whether they follow a "sanctioning system" or a "compliance system (Richthofen, 2003). In Albania, after making the inspection in the presence of the owner/manager, a report is prepared on the inspection and it contains all places/equipments that were inspected in the company. In this case when all the inspection reveals little problems related to occupational safety and health, recommendations are prescribed and should be met within the defined deadline. In cases when the occupational safety and health conditions are very serious; the entity is warned or given a penalty based on the law on the State Labour Inspectorate. In cases when the entity does not improve the working conditions, then the inspector suspends or halts the economic activity of that entity.

Both principal inspectorates in Albanian SLI and SSI have not yet developed a methodology of prioritizing their service activities, a strategy that would spare and respond properly to their scare resources. Improving inspectorates' performance requires reassessing priorities to ensure that limited inspection resources concentrate on high-risk enterprises, either where safety and health conditions are below standards, or where the terms and conditions of employment do not meet legal requirements, or both. This requires that inspectorates develop a methodology to determine the degree of risk in each enterprise or part thereof (Rice 2003).

3.2.3 Summary table of occupational inspection service for 2006

<table>
<thead>
<tr>
<th>Information on labour service inspection</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of staff in labour inspection services</td>
<td>130</td>
</tr>
<tr>
<td>Number of inspectors</td>
<td>95</td>
</tr>
<tr>
<td>HQ versus total staff (%)</td>
<td>11.5%</td>
</tr>
<tr>
<td>OSH versus employment inspections (e.g. 100:0, 50:50, 45:55...)</td>
<td>50:50</td>
</tr>
<tr>
<td>Percentage of economically active population covered by inspection</td>
<td>60%</td>
</tr>
<tr>
<td>Inspectors/1,000 enterprises</td>
<td>0.001</td>
</tr>
<tr>
<td>Inspectors per 1,000 employees</td>
<td>0.94</td>
</tr>
<tr>
<td>Inspections/1,000 workers/year</td>
<td>9.7</td>
</tr>
<tr>
<td>Visits by one inspector per year</td>
<td>15-30</td>
</tr>
</tbody>
</table>
Inspectors per computer | 0
Internet access? | 0
Inspectors per office car | 0.00...
Own car used? | Acceptable
Own car use remunerated? | Non reimbursable
Inspector salary versus minimum wage (number of time more than minimum wage) | 2.3
Inspector salary versus private sector salary (worse, same, better?) | the same
Average age of inspectors | 46
Annual report produced for public (yes/no) | Yes

Source: ILS 2007

### 3.3 Occupational Health Services

#### 3.3.1 Description of occupational health services

Occupational health services are competence of the Ministry of Health and SSI. SSI is part of the Public Health Directorates or the Primary Health Care Directorates, which are established in 36 districts of the country. In the PHD/PHCD of 28 districts there are laboratories for chemical, bacteriological and toxicological analyses. In each PHD/PHCD there are 4 sections: 1) section of food safety; 2) section of communal hygiene; 3) section for child and school hygiene and 4) sector of occupational hygiene. The following scheme provides the typical organisational structure of the PHD/PHCD in the districts of the country.

*Figure 9 – Organisational Structure of PHD/PHCD*

Currently PHD and PHCD have personnel of 600 people. The expert group is made up of a total 83 hygienists and 53 epidemiologists. In the experts pool of occupational hygienists the most common professions are epidemiologists, chemists, and microbiologists. In order to be hired as inspector for occupational health, the persons with the relevant education must attend the specialisation courses from 1-2 years, which are organised by the Ministry of Health in cooperation with PHI and the Faculty of Medicine of the University of Tirana. Various qualifications are also organised by WHO and UNICEF.

The activity of SSI in districts is based on the Regulation No. 80/1998 “Regulation on the hygiene service and the state sanitary inspectorate”.

#### 3.3.2 Summary table of main activities of SSI

<table>
<thead>
<tr>
<th>Activity (functions)</th>
<th>YES (on compulsory basis)</th>
<th>YES (on voluntary basis)</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workplace surveys, workplace visits, exposure assessment</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Risk assessment and management</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preventive health examinations (general surveillance)</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Risk-based health surveillance</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3.3.3 Summary table of occupational health experts

<table>
<thead>
<tr>
<th>Data on Occupational Health Services</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of occupational health physicians (full-time equivalents)</td>
<td>No information</td>
</tr>
<tr>
<td>Number of occupational health physicians/1,000 employees</td>
<td>No information</td>
</tr>
<tr>
<td>Number of occupational health nurses (full-time equivalents)</td>
<td>No information</td>
</tr>
<tr>
<td>Number of occupational health nurses/1,000 employees</td>
<td>No information</td>
</tr>
<tr>
<td>Number of private OSH services</td>
<td>None</td>
</tr>
<tr>
<td>Number of companies with own OSH service</td>
<td>No information</td>
</tr>
<tr>
<td>Number of public OSH centres (for example at municipal level)</td>
<td>One in Tirana</td>
</tr>
<tr>
<td>National Institute of Occupational Health?</td>
<td>No</td>
</tr>
<tr>
<td>Percentage of economically active population covered by occupational health services?</td>
<td>No information</td>
</tr>
</tbody>
</table>

3.4 Other enforcement agencies or institutions for OSH

In Albania operate some other institutions which are directly or indirectly related to OSH such as: Food Control Inspectorate, Veterinary Services Inspectorate, Environment Protection Inspectorate, Forestry Protection Inspectorate. Their activity, powers and responsibilities are described in the following chapters of this study.

3.5 National Advisory Bodies on OSH

The National Labour Council (NLC) is the main body dealing with OSH issues. The activity of the NLC is based on the DCM No. 370/1996. The NLC reviews issues that have to do with common interests of the employers and employees, especially those related to policies and legislation for promotion of employment, vocational education, wages in the private and public sector, social insurance, occupational safety and health and social issues.

The NLC is made of 25 members, 5 members are from relevant Ministers, 10 members are representatives of employers’ organizations and 10 members are representatives of employees’ organisations.

The Minister of Labour is the chairman of the NLC. The two deputies are appointed respectively by the most represented employers and workers representatives and are reappointed once in two years. Members are chosen every 4 years. The Council as a rule convenes not less than once a year.

The Ministry of Labour provides the Secretariat of the National Council of Labour.

The National Labour Council is made of tripartite commissions as follows:

1) Commission on Promotion of Employment
2) Commission on Vocational Education
3) Commission on Wages
4) Commission on Social Insurance
5) Commission on Occupational Safety and Health
6) Commission on Social Affairs.

The tripartite commissions have the duty to examine issues related to their field of competence and to transmit their opinions to the NLC on: a) orientating and implementing government policies in their respective fields of activity; b) drafting laws and decrees of the Government that have to do with their
fields of activity, c) reviewing the issues which the NLC has addressed to them for consultation and opinion. In order to achieve these objectives, each commission may establish task forces, as well as may require consultation from experts of various fields.

The chairman of the Commission on Occupational Safety and Health is the General Inspector of SLI.

### 3.6 Occupational accidents and diseases insurance schemes

The law on Social Insurance of the Republic of Albania (Law No.7703/1993) regulates the relationships in the field of social insurance. The overall service of social insurance is made by: the obligatory insurance, voluntary insurance, and supplementary insurance and from specific government pensions.

The obligatory insurance is non-profitable which provides revenues to:
- Employed people in relation to:
  - Temporary inability to work because of illness;
  - Maternity leave;
  - Old age, disability and loss of the family supporter;
  - Occupational accidents and diseases;
  - Unemployment;
- Other economically active people (employer and self-employed) in relation to:
  - Maternity leave;
  - Old age, disability and loss of the family supporter.

The Social Insurance Institute currently manages the fund of benefits for workers that submit accidents during the work or that are temporarily unable to work. This fund is created by the contributions of the employers, which for every worker is 0.5 percent of his/her wage. This fund covers all employees apart from the self-employed and farmers. In case of occupational accidents, in the medical centre where the employee is sent for cure, is prepared also a form in 4 copies and it is distributed to: the General Prosecution (in fatal or serious cases), to the Social Insurance Institute and to the company where the worker is employed and to the Medical Commission of the respective hospital. After the positive evaluation of the Medical Commission, the worker is entitled to temporary inability not to work as a result of an occupational accident or disease and benefits 100 per cent of his average daily wage of the last three years, paid as social benefit for a period of 12 months.

The revenue for the permanent disabled which have submitted a body damage of at least 67 per cent of their working ability, certified by a medical commission, is equal to 80 per cent of the average wage.

PHD in districts based on the EU Directives use a catalogue of occupational diseases, which is prepared by the WHO. Today in the Albanian legislation there is no provision with regards to the definition of occupational diseases or a list of them.

### 3.7 Information on OSH

There is currently no competent body in the country that may be mentioned regarding the public information on OSH. The SLI as well as other inspectorates in cooperation with each other should carry out this duty. Apart from the few information from the SI though some brochures, other inspectorates have not carried out any activity in this matter. SLI and SSI should cooperate more with the ILO and WHO offices in Albania in order to encourage these offices to organise advertising and informative campaigns regarding the OSH. In the same way direct relationships may be created with international agencies, which deal with OSH such as EAOSH, the ILO Regional Office in Budapest and the WHO Regional Office in Copenhagen.

### 3.8 Specialized technical, medical and scientific institutions related to OSH

Among the other institutions directly or indirectly related to OSH we may mention the following.

#### 3.8.1 University of Tirana

In the University of Tirana, Faculty of Medicine for graduating students two curricula are designed with regards to occupational diseases. Students are mainly introduced to the policies followed by the Albanian Government with regards to OSH, implementation mechanism as well as the practice and experience of other EU countries related to this issue.
Under the Ministry of Health is also the Occupational Diseases Clinic in Tirana, in which occupational disease cases are examined.

### 3.8.2 The General Directorate of Standards

The General Directorate of Standards (Law No. 8464/1999) deals with managing, organizing and controlling the work for the standardisation, accreditation, certification and provision of quality systems in the Republic of Albania.

GDS has these main powers:

- Drafts and approves Albanian standards, product certification, services, quality systems based on the European and international organizations standards;
- Approves the Albanian standards, the adaptation and adoption of European and international standards and those of other countries as Albanian standards;
- Stimulate research and studies that have to do with standardisation and activities related to it.
- Coordinates initiatives of scientific, technical, educational character that have to do with standardisation;
- Administer the archive of Albanian and foreign standards and provides information service according to the need of public and private entities that exercise their activity in the Republic of Albania.

All products, processes or services that have to do with life insurance, health and environment protection for which the laws and bylaws should be respected, are subject to obligatory certification (giving the safety seal). The respective ministries make the request for this purpose.

The initiative for preparing draft standards are undertaken by natural and legal entities as well as from GDS itself, which also grants the final approval. Representative of ministries and other public and private institutions cooperate with the GDS in drafting and reviewing the Albanian standards and adopting the European or international standards.

### 3.8.3 The General Directorate of Methodology and Calibration

The General Directorate of Methodology and Calibration (Law No. 8996/2003) is a public legal entity that is specialized in defining the measuring units and control of measuring equipments. GDMC has its head office in Tirana and also has regional directorates.

Among the main duties of GDMC we can mention:

- Studies and proposes improvements in the legislation on the metrology;
- Controls the implementation of the legislation for measuring units and their control in all the territory of the country;
- Drafts and approves technical methods for defining and evaluating the measuring units and physical dimensions; drafts and approves metrological requests, drafts and approves rules on calibration and verification of laboratory equipment;
- Controls and qualifies the personnel of measuring units control of its system and verifies and calibrates their standardizing basis;
- Makes technical controls for measurement precision in various sectors of the economy;

The GDMC defines the characteristics and the metrological precision of measuring units that are used:

a) in manufacturing, trade and in services) in health sector and technical safety sector and environment protection sectors.

The natural and legal entities that use measuring units for manufacturing, trading, service, technical safety and environmental protection purposes, are obliged to make initial and periodical registration, verification and calibration in the offices of GDMC in districts.

### 3.8.4 The National Directorate of Accreditation

The National Directorate of Accreditation (Law No. 9024/2003, DCM 854/2003) provides accreditation certificates for interested private and public institutions that make testing, calibration, inspection and
product certification, of quality and environmental management systems, personnel as well as entities that exercise similar activities defined in laws.

The National Directorate of Accreditation evaluates the technical capacity of the organizations for evaluating conformity with standards and technical regulations, which is taken into consideration by the relevant bodies that give authorization. They evaluate the legal status and their economical capabilities.

Some of the main duties of The National Directorate of Accreditation are:

- Deals with the accreditation of testing laboratories, calibrating laboratories of certifying organizations and of inspecting organisations;
- Organizes the supervision of accredited organisations;
- Orders the interruption or withdrawal of the accreditation;
- Offers counselling to the government administration on issues that are related to accreditation and other evaluations of the technical competence, on evaluation procedures of conformity to standards and technical rules;
- Keeps updated and gives information on the status of accreditation of accredited organisations.

The accreditation is valid for 4 years. The GDA issues the accreditation certification that contains the name and address of the accredited body, the field of accreditation, the standard or instruction used for the evaluation and accreditation validation

3.9 Coordination and Cooperation on OSH

Apart from the NCL there is not other coordinating body for OSH in the country. The Advisory Council for inspectorates does not operate because there is no effective legal basis and no motivation of the members. The OSH Commission informs continuously on the OSH condition at national level and on measures that should be taken in this direction in order to improve the situation. The OSH Commission is convened 3-4 times a year and in the framework of NCL meetings, proposes the indispensable legal and institutional changes to improve the situation. Based on the experience gained by the activity of inspectors during their inspections in entities subject to their inspection, the OSH Commission within NCL gathers and analyses the OSH situations and proposes to the Ministry of Labour the necessary legal and institutional changes.

3.10 Situational analyses and recommendations

With regards to the organisational framework and to the enforcement mechanisms we should emphasise that the institutional transition period directly influences the implementation of laws and regulations in the OSH field. The fact that SLI and SSI have no institutional legal basis for cooperation makes their efforts not very effective. The joint formulation of inspection methodologies would improve greatly the activity of both institutions. This model could then serve for the creation of joint regulations with other inspectorates that have OSH in their service areas.

Financial motivation of inspectorate employees is a government obligation to be taken into account. The main inspectorates in the country SLI and SSI lack seriously office equipments for e.g.: computers, printers, internet connections, and vehicles and financial resources. Since labour inspectorate services cover only 70 percent of the country, it is indispensable the employment of the necessary number of employees and improvement of work conditions in offices where they work. It is indispensable that SLI hires at least 35 additional workers.

From the international practice and experience the high-risk sectors comprise: mining and quarrying, construction, the chemical industry and agriculture pose the greatest risks to workers’ health. Therefore, special campaigns will be developed to stimulate employers in all high-risk sectors to strive for better compliance levels, especially regarding OSH regulations (Rice, 2006)

A serious obstacle in achieving the mandated activity of the inspectorates is the performance evaluation and continuous qualification of inspectorate employees. This evaluation should be accompanied with financial motivations. Standards and advanced criteria in hiring, qualifying and retention of employees should currently be applied.

In relation to the organisational framework and the enforcement mechanism recommendations may be summarised as follows:
National Profile on OSH

IV THE ROLE OF SOCIAL PARTNERS IN OSH

4.1 Programmes of social partners on OSH

Trade Unions and Employers’ Organizations are the two main social partners of the government in drafting and implementing OSH policies and strategies. More active in this field are the trade unions, which fight for ensuring decent working conditions for their members.

4.1.1 Employer organisations

In Albania there are six main employers’ organizations, which are established in the last ten years. They are as follows:

- The Confederation of the Employers’ Organisations
- The Confederation of the Employers’ Organisations of Albania
- The Albanian Agribusiness Council
- The Albanian Association of Builders
- The Union of Albanian Business Organisations
- The Albanian Association of Industrialists
- The Confederation of the Albanian Industry

All these organisations were established after 1990 and they represent various groupings of Albanian businesses. In the OSH field some of these organisations have established regular relations to ILO. More active in these mutually beneficial relations to ILO are CEO and CEOA.

The Confederation of the Employers’ Organisations has a membership of approximately 700 enterprises in all the country and it regularly participates as a social partner in the debate and dialogue of national labour problems as well as in relation to ILO. The representatives of this organisation present all the problems that are related to OSH issues at the National Labour Council meetings. The CEO is a permanent member of the IOE and participates regularly at the International ILO Conference.

The Confederation Employers’ Organisations of Albania is the first employers’ organisation established in 1995 with the scope of protecting the rights of employers. This organisation includes 400 business companies from all the country. Two leading members of this organisation are permanent members of the Occupational Safety and Health Commission. The cooperating activity with government institutions and trade unions has been mainly institutionalised in the NLC and in its respective commissions. The
CEOA is also a member of the IEO. The CEOA has a wide representation in 12 regions of the country. Representatives of CEOA participate in all the events and activities that ILO and other organisation hold for issues that are related to economic development policies, social dialogue, labour relations, creation of a favourable economic condition and improvement of employees’ working conditions.

The other employers’ organisations take part at the NLC, but their contribution to the OSH issues is not evident.

4.1.2 Employees’ organizations

At the beginning of the 21st century in a number of CEE countries workers’ organizations were still closely associated with the exercise of inspection functions, but in other countries like Albania, Bulgaria, Hungary etc. this dual system in practice have been abolished (Richthofen, 2003). In Albania operate a considerable number of trade unions that have been grouped around two main confederations in the country: Union of the Independent Trade Unions of Albania and the Albanian Confederation of Trade Unions.

Amongst the most active trade unions we could mention:
  - The Trade Union of the Employees of the Education Sector
  - The Trade Union of the Health Sector
  - The Trade Union of the Agriculture
  - The Trade Union of the Mining Sector
  - The Trade Union of the Energy Sector
  - The Trade Union of the Transport Sector
  - The Trade Union of Metallurgy, Mechanics, and Chemical Industry
  - The Trade Union of Textile, Leather and Clothing Industry
  - The Trade Union of the Construction Sector

In general the Trade Unions were established during 1990-1993. Trade Unions are grouped in federations according to the respective industry sectors, trade and services and about 10-12 federations have created Confederations as representative bodies in their relation to the government and international organisations. Both main confederations have representatives at district level and each trade union has its section in districts. The degree of employees unionised varies from 30 to 80 percent depending on enterprise distribution, concentration of the work force and efficiency of the activity of trade unions themselves.

Trade unions have their representatives in NLC Commissions. In the OSH commissions are chosen the permanent representatives from the two confederations. The OSH commission convenes at least four times a year and in December 2006 they discussed the SLI law, which was approved in the same year. In big enterprises with more that 100 workers, trade unions in general have their representative who in cooperation with the employer deal with OSH issues. This is a mutual obligation of the trade union and the employer based on the collective contract. Important OSH matters are sanctioned in all the collective contracts concluded between the trade unions and the employers.

Collective bargaining occurs in two levels. In first level, which is valid for the public sector, the collective contract is signed by the respective Ministry and the sectoral Federation e.g. the Federation of the Employees of Health Sector signed its collective contract with the Ministry of Health. Furthermore the collective bargaining of the second level which is valid also to the private sector is concluded by the government representative at regional level and the trade union council in the region in this case for e.g.: between the Regional Education Directorate and the Trade Union Council of the Region on behalf of the Trade Union of the Employees of Education Sector, in this case the agreement is signed by the Federation of Education Sector as the only judicial entity in this case.

4.2 Participation at national, sectoral and enterprise level for OSH

At national level the relationships between social partners are formalised in the NLC, which is made of six commissions. The Commission for OSH is made of representatives of social partners who have at least four people: two from the trade unions and two from employers’ organisations, then from government representatives and other relevant experts. The Commission discusses on issues that relate the formulation of policies in the OSH field, means of policy implementation as well as tripartite and bilateral relationships.
4.2.1 Participation in tripartite committees for OSH

The tripartite commissions as we mentioned above are part of the NLC. The tripartite commission on OSH has the duty to examine issues that relate to their field of competence and to transmit opinions to the NLC on: a) orientating and implementing government policies in the field of activity for OSH; b) drafting government laws and decrees that are related to OSH and their respective implementing institutions, c) consulting and discussing OSH issues which the NLC has addressed for consultation and drawing the opinion. In order to accomplish these duties, the commission may create working groups and may as well seek consultation from experts of various relevant fields.

In a growing number of countries also, labour inspection is organized under a tripartite body, board or commissions, which in turn supervises the inspectorate proper, sets policy, monitor its implementation, evaluates the results, attribute resources and assume overall responsibility for the proper running of the inspection service (Richthofen, 2003).

4.2.2 Bilateral Committees

The bilateral committees are bodies that function in ad hoc manner at the time when collective contracts are drafted and signed. In this case representatives of the employer and workers organize meetings and debates with regards to the issues of formulating as realistic as possible the collective contract by the best harmonizing their interests and issues in the contract. A significant part of the collective contracts comprise issues related to working conditions, occupational safety and health, work time duration, holidays, vacations, and wages.

4.2.3 Participation at enterprise level

At enterprise level, in general, for the OSH issues in big enterprises with over 100 workers, operates a bilateral commission trade union-employer. In this case the elected trade union representative also makes the monitoring and inspection of working conditions, which derive from the collective contract and from the individual labour contracts. The trade union representative monitors also the completion of employers' duties regarding the OSH. In some enterprises are appointed trade union representatives, which inform workers about parts of the collective contract which have to do with OSH. The trade union councils in each enterprise monitor the provision of working conditions related to OSH. Some European countries have introduced legislation that requires joint committees to be established in industrial, commercial and even non-commercial enterprises above a certain size (Richthofen, 2003).

4.3 OSH in Collective Bargaining

Collective Contract (Law NO. 7673/1993) is the main instrument of institutional cooperation between the trade unions and public and private employers’ organisations. The collective contract is an agreement between employers and workers in order to regulate the judicial relationship at work and rights and duties of each party that results from this relationship. The collective bargaining is concluded at enterprise level and sectoral branch. Collective bargaining is obligatory to be concluded between the employer and employees at both levels.

The Collective Contract regulates: 1) duration of labour relationship that arise based on this contract; and 2) mutual rights and duties of parties that stem from labour relationships.

The trade union representatives insist on that an important part of the collective bargaining at both levels be devoted to employees’ requirements for OSH standards compliance. A part of them has been taken from the Labour Code Provisions.

For the partial or full incompletion of obligations that stem from the collective bargaining, the parties are obliged to pay to one another as a disciplinary measure, an amount of money that is defines in the collective contract signed by them.

4.4 Summary table on responsibilities of employers

The responsibilities of workers and employers regarding the OSH are sanctioned in the Labour Code as well as in the collective and individual contracts and internal regulations of various enterprises.
### 4.4.1 Summary table of individual employer responsibility

<table>
<thead>
<tr>
<th>Does the employer have the responsibility to:</th>
<th>provided for in law? (yes/no)</th>
<th>generally taken up in practice? (yes/no/sometimes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>- establish an OSH policy?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- implement preventive and protective measures?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- provide safe machinery and equipment?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- use non-hazardous substances?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- assess risks and monitor them?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- record risks and accidents?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- report occupational accidents and diseases to the competent authority?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- ensure health surveillance of workers?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- inform workers on hazards and the means of protection?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- consult with worker representatives on OSH?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- educate and train workers?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- establish joint OSH committees?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
</tbody>
</table>

Source: ILS 2007 and Employers’ Organizations

### 4.4.2 Summary table on workers rights and duties

<table>
<thead>
<tr>
<th>Does the worker have the:</th>
<th>provided for in law? (yes/no)</th>
<th>generally taken up in practice? (yes/no/sometimes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>- duty to work safely and not endanger others?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- right to compensation for hazardous work (e.g. hazard pay, reduced working time, earlier retirement, free foods and drink to combat the effects of exposure to hazards)?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- right to be kept informed about workplace hazards?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- right to be provided with personal protective equipment and clothing</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- right to incur no personal costs for OSH training, personal protective equipment, etc?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- duty to make proper use of personal protective equipment?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- right to select worker OSH representatives?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- right to remove themselves from danger in case of imminent and serious risk to health?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- duty to report to the supervisor any situation presenting a threat to safety?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
</tbody>
</table>

Source: SLI and Trade Unions 2007

### 4.4.3 Summary table on the rights and duties of workers representatives on OSH

<table>
<thead>
<tr>
<th>Do worker OSH representatives have the right to:</th>
<th>provided for in law (yes/no)</th>
<th>generally taken up in practice? (yes/no/sometimes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>- inspect the workplace for potential hazards?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- investigate the causes of accidents?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>- investigate complaints by workers relating to OSH or welfare?</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>- participate in risk assessments and access to information concerning risk assessments?</td>
<td>NO</td>
<td>No</td>
</tr>
<tr>
<td>- call in the authorities responsible for OSH inspections?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- participate in/submit observations to inspectors during inspection visits to the work site?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- information given by inspection agencies responsible for OSH?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- access to the list of accidents and diseases and reports of these in the enterprise?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Question</td>
<td>42</td>
<td>Sometimes</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>----</td>
<td>-----------</td>
</tr>
<tr>
<td>- access to records the employer is obliged to keep?</td>
<td>No</td>
<td>Sometimes</td>
</tr>
<tr>
<td>- receive information and consultation by the employer in advance</td>
<td>No</td>
<td>Sometimes</td>
</tr>
<tr>
<td>concerning measures which may substantially affect OSH?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- consultation in advance concerning the designation of workers or</td>
<td>No</td>
<td>Sometimes</td>
</tr>
<tr>
<td>hiring of external services or persons with special responsibility for O</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SH?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- submit proposals to the employer with a view to mitigating risks</td>
<td>NO</td>
<td>Sometimes</td>
</tr>
<tr>
<td>and/or removing sources of danger?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- appropriate training during working hours?</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>- facilities and time off with no loss of pay to be able to carry out</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>their duties as OSH representatives?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- attend meetings of the OSH committee?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>- access to outside experts?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>- stop dangerous work on behalf of workers?</td>
<td>Yes</td>
<td>Sometimes</td>
</tr>
</tbody>
</table>

Source: SLI and Trade Unions 2007

4.5 Situational Analysis and Recommendations

Currently the role of employers and trade unions on improving OSH situation of workers is not in the desired level. Employers’ Organisations are very much interested in economic, legal and financial gains from the government and their devotion and care for OSH is not satisfactory. In Albania, in recent years there have been many serious accidents of fatal consequences particularly for workers in the construction sector. In contrast, there is a global tendency to associate both workers and employers more closely with the work of inspectorate (Richthofen, 2003). The number of Albanian enterprises that apply good OSH conditions is very limited.

Trade Unions that operate in various sectors of the economy in the framework of the two big confederations are powerless to prevent the unacceptable work conditions that are often dangerous to life. Cooperation of trade unions and employers’ organisations at institutional level is weak—the only governmental institution is NLC, in the OSH Commission. It would be advisable that the representation of trade unions and employers’ organisations be expanded at district level, in order to improve representation and close supervision of problems in the OSH area. In the national body on OSH it will be indispensable the expanded representation of employers’ organisations and trade unions sections from the regions.

At economic sector level, the cooperation is inconsiderable. The creation of bilateral committees on OSH would be a positive initiative in order to review more specifically problems in various sectors like agroprocessing, construction, mining, metallurgy and manufacturing sectors.

Recommendations related to the role of social partners to OSH are summarised as follows:

- Drafting annual activity programmes of trade unions related to the OSH in the country and for specific sectors;
- Drafting annual activity programmes of employers’ organisations in relation with the Albanian company policies and strategies for the prevention of occupational accidents and diseases and the improvement of working conditions;
- Creation of bilateral committees trade union–employer organisation for various sectors of the economy;
- Organisation of programs for capacity building for trade unions and employers’ organisations related to OSH;
- Improvement of the drafting the collective bargaining at both levels where stress is put more on the obligations of employers for meeting OSH requirements especially in the private sector.
- Participation of the trade unions and employers’ organisation representatives in international meetings for OSH to exchange experience and best practice.

V REGULAR AND CONTINUOUS ACTIVITIES RELATED TO OSH

5.1 Promotional programmes and activities for OSH

After 1990 all the legal framework of OSH has been improved and revised. Main laws have been approved such as: The Labour Code, The State Labour Inspectorate, and The State Sanitary Inspectorate etc. Other inspectorates of other manufacturing sectors are established and operate

All the legislation on OSH has been prepared in close cooperation with social partners, which is operational since 1996 when the NLC was established.

It should be admitted that in Albania, the awareness campaigns on OSH are few and very rarely organised. Apart from the ILO office and the WHO office in Tirana, which organize and promote individually OSH concerning issues, there is no other initiative from government institutions or social partners like employers’ organisations and trade unions on awareness creation for decent and safe work.

5.2 Activities for capacity building and technical assistance on OSH

With regard to the OSH, international organisations have not developed until now significant activities that directly impact the improvement and modernisation of the national system of OSH. Trade union representatives have taken part in some training events related to OSH, organised by ILO in Tirana or some Albanian representatives participated in the ILO Training Centre in Turin.

The sanitary inspectors have participated in some training events and workshops organised by WHO and UNICEF with regards to improvement of occupational monitoring and inspection practices.

In February 2007, the ILO Regional Office in Budapest organised a four-day training event for OSH matters with the trade union representatives of Albania and Kosovo. The main objective was the motivation of workers by their trade unions with regards to increasing their interest on OSH and the pressure they should exert to employers in order to continuously improve labour conditions and safety at workplace.

The ILO has financed the publication in Albanian of the guidelines on "Code of Practices of ILO on the HIV/AIDS in the labour world" and the Code of Practices of ILO "Recording and notification of occupational accidents and diseases”.

Within the all-inclusive topic "Decent labour and labour for all” the ILO for years 2006-2007 will focus on three main priorities of the country’s programmes which may be seen as long-term objectives:

1) Improved conditions to implement legislation, more effective social dialogue and stronger social partners;
2) National employment policies implementation that meet the EU and international standards;
3) More effective policies on social protection, which are usually, implemented for weak groups.

The WHO office in Tirana has defined for 2006-2007 its priorities of cooperation in the following fields:

1) Strengthening main functions of the health system
2) Promotion of environmental safety
3) Strengthening supervision and control of infectious diseases
4) Increase of health promotion and prevention of non-infectious diseases
5) Improvement of health services for mothers, children and youngsters.

5.3 Analysis of the situation and recommendations

In order to improve the service condition of the labour inspectorate and the sanitary inspectorate, joint programs of assistance should be drafted between the Albanian government and donors under management of ILO and WHO. The Albanian Government Programme and those of donors regarding the provision of technical assistance and capacity building of inspectorates that deal with OSH have been less compared to the substantial needs they require.

Among the main recommendations, which may be provided for the regular activity of OSH institutions some of the efforts should be taken as follows:

- Organisation of joint publicity campaigns between the government, ILO, WHO for the promotion of safe and decent work;
- Organisation of joint trainings from ILO and WHO for labour and sanitary inspectorates in defining priorities and methodologies of inspections;
Organisation of promotional events in the World Day on Occupational Safety and Health of the ILO in April 28 for each year;

VI RESULTS OF OCCUPATIONAL SAFETY AND HEALTH

6.1 Recording and notification of occupational safety and health

Recording occupational accidents and diseases is mandatory for all public and private business entities. These data is gathered from the labour inspectors during their inspections planned in the inspected entities. All the data related to occupational accidents and diseases are presented in the annual report of the SLI. Based on this data the current situation analysis is made and it foresees the trends and further developments. The occupational diseases and accidents frequency orientates the Ministry of Labour and the Ministry of Health to draft preventing and protecting policies for workers employed in the public and private sector. Preventive interventions are made both in the legal aspect as well as in the institutional one.

Although various private and public entities are legally obliged to record occupational accidents and diseases, this obligation is not fulfilled satisfactory. In this case the close cooperation of inspectorates to trade unions and employers’ organisations may improve the collection of data with regards to occupational accidents and diseases.

6.2 Statistical table relating to occupational accidents and diseases

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Value</th>
<th>Unit: in number of cases</th>
<th>Year</th>
<th>Trend (increasing/decreasing/stable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatal accidents</td>
<td>14</td>
<td>2006</td>
<td>Stable</td>
<td></td>
</tr>
<tr>
<td>Injury at work (resulting in more than 3 days absence)</td>
<td>143</td>
<td>2006</td>
<td>Decreasing</td>
<td></td>
</tr>
<tr>
<td>Compensated workplace accidents</td>
<td>140</td>
<td>2006</td>
<td>Increasing</td>
<td></td>
</tr>
<tr>
<td>Commuting accidents</td>
<td>10</td>
<td>2006</td>
<td>Decreasing</td>
<td></td>
</tr>
<tr>
<td>Serious work accidents causing disability of over 30 days</td>
<td>143</td>
<td>2006</td>
<td>Decreasing</td>
<td></td>
</tr>
<tr>
<td>Notified occupational diseases (total)</td>
<td>143</td>
<td>2006</td>
<td>Decreasing</td>
<td></td>
</tr>
<tr>
<td>Compensated occupational diseases</td>
<td>25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repetitive strain injuries</td>
<td>N.I.*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noise-induced hearing loss</td>
<td>N.I.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respiratory diseases</td>
<td>N.I.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skin diseases</td>
<td>N.I.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: SLI 2007  *N.I. = No information

6.3 Indicators of Working Conditions

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Widespread serious problem</th>
<th>serious problem for some workers</th>
<th>moderate problem</th>
<th>minor problem</th>
<th>not a problem</th>
</tr>
</thead>
<tbody>
<tr>
<td>exposure to noise above legal limit (please indicate legal limit)</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exposure to vibration</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exposure to radiation (ionising)</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exposure to high temperatures</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exposure to low temperatures</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>breathing in dangerous vapours, fumes, dusts, infectious materials, etc.</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>handling or touching dangerous substance or products</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exposure to asbestos</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>exposure to pesticides</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Albania 2007
inadequate lighting ✓
regular exposure to solar radiation (e.g. in construction work) ✓
painful or tiring positions ✓
lifting or carrying heavy loads ✓
repetitive hand/arm movements ✓
non-adjustable workstations (e.g. workbench, desk, chairs, etc.) ✓
working at high speed ✓
working to tight deadlines ✓
stressful work ✓
changing work organisation ✓
working time ✓

Source: SLI and SSI 2007

6.4 Situational analyses and Recommendations

The recording and notification of occupational accidents and diseases is not centralised, which contribute to not accurate collection of data. The reason for this is the non-institutionalised cooperation among the main inspectorates and the Social Insurances Institute. The recording of occupational accidents and diseases for the sector of the self-employed and agriculture is currently not made. Actually employers have not defined which occupational accidents and diseases they should record and report, except serious and fatal cases.

The recommendations that may be formulated in this case are:

- Creation of a specialised office within ILS for collection information on occupational accidents and diseases;
- Preparation of annual reports on occupational accidents and diseases based on European and ILO statistical methodology;
- Creation of mechanisms and encouragement of voluntary insurance for the self-employed and agriculture workers;
- Definition of the nature of occupational accidents and diseases that should be recorded and notified by the employers.

VII Information on the country

7.1 Demographic data in 2004

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Value</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total population (million)</td>
<td>3.1</td>
<td></td>
</tr>
<tr>
<td>• Men (%)</td>
<td>49</td>
<td></td>
</tr>
<tr>
<td>• Women (%)</td>
<td>51</td>
<td></td>
</tr>
<tr>
<td>Labour force (million)</td>
<td>1,088</td>
<td></td>
</tr>
<tr>
<td>Employed (million)</td>
<td>931</td>
<td></td>
</tr>
<tr>
<td>• Men (%)</td>
<td>63</td>
<td></td>
</tr>
<tr>
<td>• Women (%)</td>
<td>37</td>
<td></td>
</tr>
<tr>
<td>• Young workers ≤ 18 years old (million or %)</td>
<td>n.i.</td>
<td></td>
</tr>
<tr>
<td>• in agriculture, forestry, fishing (%)</td>
<td>n.i.</td>
<td></td>
</tr>
<tr>
<td>• in primary production (%)</td>
<td>n.i.</td>
<td></td>
</tr>
<tr>
<td>• in manufacturing (%)</td>
<td>n.i.</td>
<td></td>
</tr>
<tr>
<td>• in construction and energy (%)</td>
<td>n.i.</td>
<td></td>
</tr>
<tr>
<td>• in services</td>
<td>n.i.</td>
<td></td>
</tr>
<tr>
<td>Active in the informal economy (estimated %)</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Unemployed (million)</td>
<td>157,008</td>
<td></td>
</tr>
<tr>
<td>Unemployment (%)</td>
<td>14.4</td>
<td></td>
</tr>
</tbody>
</table>

HDR Report 2006
### 7.2 Economic data in 2004

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Value</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross National Product (GNP) per capita (USD)</td>
<td>2,439</td>
<td></td>
</tr>
<tr>
<td>Gross Domestic Product (GDP) per capita (purchasing power parity in USD)</td>
<td>4,978</td>
<td></td>
</tr>
<tr>
<td>GDP produced by agriculture (%)</td>
<td>22</td>
<td>2005</td>
</tr>
<tr>
<td>GDP produced by industry and construction (%)</td>
<td>26</td>
<td>2005</td>
</tr>
<tr>
<td>GDP produced by services (%)</td>
<td>52</td>
<td>2005</td>
</tr>
<tr>
<td>Number of enterprises in operation</td>
<td>54,909</td>
<td></td>
</tr>
<tr>
<td>Number of SMEs (less than 50 employees)</td>
<td>958</td>
<td></td>
</tr>
</tbody>
</table>


### 7.3 Health data in 2004

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Value</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life expectancy (years) at birth</td>
<td>71</td>
<td></td>
</tr>
<tr>
<td>• Men</td>
<td>69</td>
<td></td>
</tr>
<tr>
<td>• Women</td>
<td>74</td>
<td></td>
</tr>
<tr>
<td>Infant mortality per 1,000 live births</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>Standardised death rate (SDR), cardiovascular diseases, 0-64 years/100,000</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>SDR, respiratory diseases, 0-64 years/100,000</td>
<td>30.5</td>
<td></td>
</tr>
<tr>
<td>SDR, cancer, 0-64 years/100,000</td>
<td>93</td>
<td></td>
</tr>
<tr>
<td>SDR, external causes of injury and poisoning, 0-64 years/100,000</td>
<td>39</td>
<td></td>
</tr>
<tr>
<td>Total health expenditure (% of GDP)</td>
<td>2.5</td>
<td></td>
</tr>
<tr>
<td>Physicians per 1,000 population</td>
<td>1,31</td>
<td></td>
</tr>
<tr>
<td>Dentists per 1,000 population</td>
<td>0.1</td>
<td></td>
</tr>
<tr>
<td>Nurses per 1,000 population</td>
<td>4.1</td>
<td></td>
</tr>
</tbody>
</table>

Source: MoH and HDR 2006 and WB Report on Health Sector 2006
## VIII Annex 1
### 8.1 List of the interviewed persons

<table>
<thead>
<tr>
<th>Name and surname</th>
<th>Institution</th>
<th>Position</th>
<th>Phone/Mob</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Thoma Mico</td>
<td>SLI</td>
<td>General Inspector</td>
<td>251 348</td>
</tr>
<tr>
<td>2. Merita Gjashta</td>
<td>SLI</td>
<td>Expert</td>
<td>06821 64438</td>
</tr>
<tr>
<td>3. Frosina Gjino</td>
<td>SLI</td>
<td>Director of Inspection Director</td>
<td>06823 62323/06840 15286</td>
</tr>
<tr>
<td>4. Agim Shehu</td>
<td>MoH</td>
<td>Director of Primary Health and General Inspector</td>
<td>069 2057985</td>
</tr>
<tr>
<td>5. Hajdar Luka</td>
<td>PHI</td>
<td>Expert</td>
<td>06921 91171</td>
</tr>
<tr>
<td>6. Orhan Koci</td>
<td>METE Market Supervision Department</td>
<td>Expert</td>
<td>06827 04737</td>
</tr>
<tr>
<td>7. Xhavit Allicka</td>
<td>Construction Police</td>
<td>Deputy Director</td>
<td>259 067</td>
</tr>
<tr>
<td>8. Agron Gaxho</td>
<td>MAF</td>
<td>Director of FPP</td>
<td>06820 78715/222505</td>
</tr>
<tr>
<td>9. Kozma Kocani</td>
<td>MAF</td>
<td>Director of Forestry Protection</td>
<td>06820 81225</td>
</tr>
<tr>
<td>10. Mift Tolaj</td>
<td>Directorate of Civil Emergencies</td>
<td>Lawyer</td>
<td>0684011203</td>
</tr>
<tr>
<td>11. Anila Jani</td>
<td>Market Supervision Directorate</td>
<td>Director</td>
<td>0692079969/222245/137</td>
</tr>
<tr>
<td>12. Petrit Shehu</td>
<td>PHI-Tirana</td>
<td>Hygiene Section</td>
<td>0692169295</td>
</tr>
<tr>
<td>13. Lame Kodra</td>
<td>Consultant</td>
<td>OSH expert</td>
<td></td>
</tr>
<tr>
<td>14. Sila Bino</td>
<td>PHI</td>
<td>Health expert</td>
<td></td>
</tr>
<tr>
<td>15. Lumturi Balliu</td>
<td>Institute of Environment</td>
<td>Expert</td>
<td></td>
</tr>
<tr>
<td>16. Imir Kambo</td>
<td>COPA</td>
<td>Deputy President</td>
<td>0682024731</td>
</tr>
<tr>
<td>17. Hajdar Kanani</td>
<td>Federation of Light Industry</td>
<td>President</td>
<td>0682034411</td>
</tr>
<tr>
<td>18. Vangjush Mano</td>
<td>Market Supervision Directorate</td>
<td>Expert on OHS</td>
<td>0692648230</td>
</tr>
<tr>
<td>19. Kerim Ismeni</td>
<td>Federation of Metallurgy</td>
<td>President</td>
<td>0682190134</td>
</tr>
<tr>
<td>20. Ida Kostaj</td>
<td>Business Development Foundation</td>
<td>Consultant</td>
<td>230983</td>
</tr>
<tr>
<td>21. Alferd Topi</td>
<td>ILO Office</td>
<td>ILO Correspondent</td>
<td></td>
</tr>
<tr>
<td>22. Vasil Miho</td>
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<td>WHO deputy director</td>
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<td>23. Gramoz Xhangolli</td>
<td>MoLSA</td>
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<td>24. Sabah Voci</td>
<td>Social Insurance Institute</td>
<td>Director of Benefits</td>
<td>0692075082</td>
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<td>25. Vladimir Koka</td>
<td>COP</td>
<td>President</td>
<td>0682020229</td>
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<td>26. Lumturi Cici</td>
<td>SLI</td>
<td>Lawyer</td>
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<tr>
<td>27. Elvira Dhamo</td>
<td>Directorate of Civil Emergencies</td>
<td>Expert on protection against fire</td>
<td>0684011216</td>
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<td>28. Besa Sollaku</td>
<td>SLI</td>
<td>Statistics office</td>
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