





TAF KOLECI-GENERAL SECRETARY OF FSPISH

F.S.P.I.SH

TOGETHER FOR A SAFE FUTURE!

A LITTLE HISTORY..

Trade Unions in Albania are founded in 1945s, after the creation of the Albanian Communist Party. This union movement was closely related to the communist ideology of the time, based on collapsing of capitalist society and building a planned economy, where the working class was given (at least in principle) political power and self-determination.



Despite all the propaganda of that time, the union role, during communist period in Albania has been mostly fictive, passive and under pressure of communist state. Until 1957 separated unions existed for different sectors of economy. After that the union Unity has been organized in one solid union called Albanian Professional Unions (BPSH), which involved all Albanian working class in that period of time. The fall of communist regime in 1991s brought essential political, social and economic changes in the country.

Albania was transformed from a centralized economy to a free market economy, which brought more intensive of the new relationships between employers and employees. The 1991s brought even the transformation of trade union movement in Albania. That year brought the establishment of the first union of miners.

Today, there are 83 unions established in Albania, which act mainly under the umbrella of two confederations: the Confederation of Trade Unions of Albania (KSSH) and the Confederation of Independent Union (BSPSH). These two both confederations represent 90% of union members in Albania and the other part function independently. The main sectors where they act are: science and education; administration; pensions; industry; agro -culture; food industry; public service; transport; oil; building; textile industry; crafts; marketing; metallurgy and telecommunication. Even that trade unions in the last years have had an increase of their membership particularly in public sector and private entities (ex-state entities), the representation in private sector is still low.

(Geographical searching)



DURING YEARS...



THE HUNGRY STRIKE OF BULQIZA MINERS

The Bulqiza miners led by KSSH and FSPISH decided to make a hungry strike after 22 days protesting. They decided not to stop this strike as well as the protest, until their demands were not completed.

The strike started for the increasing of wages to 20%, for the safety in the workplaces, also for modern investments promised from concessionary company ACR.

The strike lasted for many weeks, because of the disagreements between union and company leaders, expressing unbelief to the new company promises. This has been the biggest strike of all the times in Albania, for the fact itself that this strike was developed in the underground galleries, exactly under 1400 meters. Miners' unionists, led by KSSH and FSPISH have been stabled till the end up to their right demands. Even after some efforts from governmental part to stop the miner's strike, using the policemen forces, it has not been able to stop. This strike has been and will ever be a lighted lamp for all the miners that put in danger their lives, in protection of the right and dignity of each miner.



PROTEST OF METALLURGISTS IN THE "KURUM" COMPANY

The protest started on 3 August of 2010. The reason was the violence from the leaders of the company to Albanian workers. The leaders of "KURUM" company agreed for some demands submitted by the metallurgists. During the deal, FSPISH unionists have been able to dismiss three of leaders of the company that used violence to Albanian workers. Meanwhile it has been achieved to fulfill even other demands in economic character. Workers' wages have been increased to 17% for low wages and to 10% for high wages. KURUM made possible to give the antidote to the workers, with a value 200 Lek per day. The financial effect of wages increase, started from 1 June 2010, when the company paid even the additions from that day. From the institutional side have been made changes on workers favor, because have been set up a jointly discipline commission from the company and the Union (FSPISH). The parties set up another commission to review wages according to the positions in workplaces, including here new wages that hard- industry used.

WE ARE **FSPISH**



TOGETHER FOR A SAFE FUTURE

FSPISH is an organization of all workers, in order to change Albania during these years. It has made essential changes in all the organized and leading work. It has been achieved through institutional developments into the organization thanks to a serious management of all its human and economic resources that disposes, organizes and leads with success to 21 century union, to an European union with social dimensions.

The reformation and democratization in the contents as well as in the structure of Statutes, rules and our agreements between colleagues or superior-dependent that undertook the Trade Union Federation of Industrial workers of Albania have made this federation the most organized one in all the Albanian Republic.

FSPISH is the member of Confederation of Trade Union of Albania(KSSH) .



FSPISH involves five professional unions as follow:

- *The Energy Union(production, distribution, transmission)*
- *The Mining Union*
- *The Metallurgy Union*
- *IT and Mechanical Union*
- *The Oil Union*

TOGETHER FOR A SAFE FUTURE!

Trade Union movement goes side by side with the development of country. It serves like a criteria to measure this development.

The poverty, big social and political changes, all these accompanied with demographic movements of the population, are some factors that support employers and serve to them to make pressure to the workers.

The employers are able and might corrupt a lot of people in several important positions in order to increase their profits.

We are not present only when the worker has no solution, we are there all the times, we are workers!

Our unions are active, but we are facing pressure from the employers and corrupted people whose are everywhere.

WHAT AIMS FSPISH:



- To guarantee decent work for every worker in Albania Republic.
- To protect unionists from bureaucratic actions of employers.
- To guarantee protection for immigrant and refugee workers.
- To support the rights of young workers.
- To guarantee the fully integrity of women into trade union organizations.
- To empower international solidarity with different European countries unions.
- To ensure solidarity and assistance for professional unions and each member or unionist part of it.

- FSPISH represents the protection of social and economic interests of each member, and every citizen in generally, either as an individually way or in collective one. It aims to achieve optimal standards of labor, social well-being and wider in every life aspect.
- FSPISH is an trade union organization that protect the interests of industry workers, like energy workers, miners, chemical-metallurgy workers and oilers.
- FSPISH ensures all the workers in Albania Republic, that, as a member of National Council of Labor in Albanian Republic (KKP), is always on alert to protect their interests in national level.



The building of trade union structure in each company, where FSPISH has collective agreement, is one of the strongest point of it. In every company the elected persons in the head of the union are conscious workers, making in this way present the workers voice and giving effective solution to their right demands. In every company FSPISH has its leader, vice leaders, secretary, the youth and women representatives. In this way they make possible that every member's problem and demand to be in center of discussion and dialogue.

The workers in the companies that FSPISH has collective bargains, take free juridical assistance in several cases. This happens when the issue is not resolved through dialogue, between the employer and employee, ensuring for the workers moral and legal support until the case is resolved.

Other important fields are trade union trainings for the FSPISH members. Every year two groups composed by 30 unionists do different training abroad, which is possible thanks to international sister union where FSPISH is a member with fully rights and has collaboration agreement. Certain seminars are made inside Albania with different thematic where union recognition and training is always primary. Meantime other topics involving labor legislation as well as different convents of ILO ratified from Albanian state.

FSPISH priority is to improve working conditions, health and safety in workplaces for every worker in companies where FSPISH has collective agreements, and every worker in generally. We care that every worker can be covered by collective agreement and its fully implementation in protection and benefits from it. These benefits that flow from collective agreement are juridical legal and insure that every demand is in accordance with labor code or with relevant labor legislation



I We are decided for a "just transition", where the workers are faced with different technological changes. In these companies where industry 4.0 is present, we ensure that these changes will be in the benefits of workers, making in this way a "just transition". This is possible through workers' trainings for new different technological positions, where this is necessary.

The protection and promotion of human values, gender equality as well as decent wages for a decent life and well-being, is the priority of FSPISH and it adheres too much precision.

SË BASHKU PËR NJË TË ARDHME TË SIGURTË!