

STATUTE
OF CONFEDERATION OF TRADE UNIONS OF ALBANIA (CTUA)
(approved by the IV Congress of KSSH, 24 November 2009)

CHAPTER I

Name of organisation

Article 1

The name of organization is Confederation of Trade Unions of Albania (CTUA).
The Confederation of Trade Unions of Albania, CTUA, is established and operates on volunteer alignment of Trade Union Federations of Professions or branches of economy. CTUA is recognized as Juridical Person with the Minister of Justice ordinance, no 6/1, date 03.09.1991, its establishment meeting is done on 05 June 1991. CTUA is with residency in Tirana.

Article 2

On the basis of co-decision-taking and sharing of responsibilities, CTUA represents preservation of social and economical interests in all public life areas, in order to achieve optimal life standards of Federation members.
Being a confederative union its object is the empowering of trade union movement in Albania for the defence of rights, dignity and social and economical interests of its members through concertation of trade union operation and solidarity principle.

General principles

Article 3

CTUA is a democratic trade union organization independent from the government, the political parties, and the religious groups, the public or private employers and from various non-governmental associations and organizations.

Article 4

During its lifetime and its work CTUA is led from joint volition of Federations and Trade Unions of Professions which adhere in it. CTUA's activity is based on this Statute, the Constitution of the Republic of Albania, the universal principles of freedom and human rights, the strategy and objectives of global and European trade-unionism, part of which it is. The statute of every Federation or Profession Trade Union that is composing unit of CTUA must be unified with this Statute.

Article 5

CTUA rigorously executes democratic norms and standards for the establishment and functioning of its structures, and in the selection of managing bodies.

CTUA encourages and supports open debates, respects different thoughts/thinking and decisions are taken in a democratic manner in its managing forums and structures.

Article 6

Elected bodies of Confederation of Trade Unions of Albania from the headquarters to the basis are juridical persons holding legal status with all the rights deriving from the “Constitution of the Republic of Albania”, the “Labour Code of the Republic of Albania”, the Statute of CTUA, the Statutes of Federations or Trade Union Organizations adhering in CTUA as well as whole Albanian Legislation and International Convents ratified by the Republic of Albania. Managing bodies are elected in a democratic way from bottom to top, report to electors and are revocable in front of them.

Article 7

The membership of Confederation of Trade Unions of Albania is composed of registered members in the Trade Union Federations or Central Trade Union Organizations adherent in CTUA.

Every person employed in public or private sector, every employee receiving economical assistance or temporarily unemployed, immigrants and retired persons irrespective of political party membership, political and religious conviction can become members of Trade Unions which compose Trade Union Federations or Central Trade Unions of Professions.

Becoming a member of Trade Union Federations adhering in CTUA is volunteering.

All the members of trade union are equal in spite of nationality, gender, religion, idea or political party membership.

Article 8

Once a member is accepted, he/she is issued a membership card carrying the distinctive signs of the Confederation of Trade Unions of Albania and that of the respective Federation, the personal member number, name and residency of the organization issuing the card.

Article 9

The member who leaves the trade union must return the membership card to the trade union. If such card is lost, the concerning individual must notify the respective Headship of Federation which announces the card as invalid.

In case of willing leave and re-admission in any other trade union, the leaving member must settle his/her account with the trade union financial (statutory) obligations until the end of calendar year.

Article 10

Membership in trade union organisations is verified based on the membership registry compiled by each concerning Federation, Central Organization of Profession, Profession Sections and Trade Union Sections of Basis, and from admission requests, personal adherence declaration of every member, or from membership lists signed by every member. In that case, the list must have as a distinguishing mark the symbol (logo) of the Federation on the left hand-side and that of the Confederation of Trade Unions of Albania on the right hand-side.

Object of organization

Article 11

Confederation of Trade Unions of Albania has as a main object and mission the compilation, leading and protection of trade union movement policies in the country, especially in the area of work relations, wages, pensions, continuous improvements of working conditions and living, security including social, economical and cultural requests and needs of trade unionists, employees, unemployed persons, retired persons, women, young people, invalids etc.

In accordance with such mission, CTUA builds its relations with social legal partners, Government and employers.

Article 12

In order to fulfil its mission and its main target, CTUA aims and engages particularly for:

Maintenance and development of a powerful National Trade Union organization, united, pluralist, representative and democratic, composed of free and democratic Trade Union Organizations of Professions capable of building the decent work dignity by promoting and defending effectively the interests and rights of employees at national and regional level.

Article 13

CTUA has to assure solidarity and assistance for trade unions of professions and those local and regional ones.

Meaningful employment and freely selected, prosperity and better standardization of life for all its members, including pensions and salary insurance, adjustment of working time and health and safety at work.

Article 14

To guarantee full integration of women in trade union organizations and to promote actively gender equality in its decision-taking structures at all levels.

To support young workers rights for an appropriate work, education and training, their complete participation at all decision-taking levels.

To guarantee protection and support for migrant and immigrant workers

Article 15

To empower solidarity between generations within trade union movement and to support employees rights in pension for sufficient incomes.

To contribute for the elimination of forced and child labour

To fight for social exclusions and through incitement of universal access of appropriate health care and basic obligatory education in order to achieve quality in public services and in learning during all life.

Article 16

To preserve and develop co-operation and collaboration with other local and national organizations, governmental or non-governmental ones in order to further evolve confederation policies and activities in advancing with the interests of society as a whole.

To obtain legislation for democratic and coherent work relations

To protect trade unionists from burocratic and arbitrary actions of private and governmental employers

To potentiate international solidarity with trade unions and employees of various countries of the world

Article 17

CTUA uses democratic legal means at its disposal for the achievement of such targets, which are:

- Negotiation and social dialogue.
- Organization of gatherings, talks, meetings, rallies, manifestations, protests and demonstrations.
- Trade union action including partial or general strike.
- Solidarity manifestations for vital problems of the nation and the country, for the protection of homeland freedom and independence, for the combination of anti-democratic and anti-labouring.
- Protection of such essential principles needs the usage of democratic resistance rights.
- Support of the employees' battle of various countries for freedom, democracy and social progress.

Article 18

CTUA works for the democratization of trade union movement in the country, for the provision of a complete pluralist and democratic era in trade unions' activity at all levels. CTUA establishes and enforces the relations with trade unions of different countries and international trade unions and institutions on the basis of reciprocal interest and solidarity principle.

CTUA is adherent in International Trade Unions Confederations (ITUC) and co-operates with the target of being adherent in European Trade Unions Confederation (ETUC), including their regional institutions.

CHAPTER II

Organizational Structure and Forums of CTUA

Article 19

The highest Institution of Confederation of Trade Unions of Albania is its Congress. It reviews all its activity for the period between the two Congresses.

The congress determines the future program and policy of Confederation of Trade Unions of Albania.

CTUA is the highest decision-taking institution. It gathers in ordinary sessions once in five years.

Article 20

Representative norm in Congress is elected one delegate member for every 200 members. Selection of delegates is carried out from the Congresses of Federations in accordance with CTUA Statute, Statutes of Federations, of Central trade Union Organizations as well as CTUA Assembly decisions.

Members of CTUA Assembly, Chairmen of Federations or Central Trade Unions of Professions, Regional Secretaries of Towns, Coordinators of Youth and Women Networks, Director of Trade Union Training and Studies Centre, Secretary of Disciplinary Judging Commission, Secretary of Statute Commission, Secretary of Finance and Auditing Commission and Chief of CTUA Human resources Department are delegates without the need of being elected by the members.

Article 21

Delegate's mandate is five years. The Congress commences and performs the works in the presence of not less than the 2/3 of delegates.

CTUA Congress or Extraordinary Conference is gathered with the request of 2/3 of CTUA Assembly members.

The Congress or Extraordinary Conference retains the attributes of an ordinary Congress only with the decision of 2/3 of votes of CTUA Assembly.

CTUA Congress

Article 22

The Congress of Confederation:

- Listens to the report of CTUA Executive Presidency.
- Approves the report of CTUA Executive Presidency.
- Discusses, takes decisions and approves resolutions, where are determined the essential directions of trade union policy from one Congress to the other.
- Approves the CTUA Statute as well as the amendments and improvements made to it time-to-times.
- Approves resolutions for special cases of trade union movement.

Article 23

The Congress elects the CTUA President abiding by the regulation set by the General Assembly of CTUA for the Congress performance.

Approves the General Assembly of CTUA with following composition:

- President of CTUA
- 3 (three) Deputy Presidents of CTUA
- Organisational Secretary of CTUA
- Chairmen of Federations of Professions adherent in CTUA
- Chairmen of Central Trade Unions of Professions branches (if applicable)
- Coordinators District Trade Union Councils
- Regional Secretaries of Towns
- 35 members from ranges of Federations according to the membership number.
- Coordinator of women network.
- Coordinator of youth network.
- Director of Trade Union Training and Studies Centre
- Secretary of Disciplinary Judging Commission
- Secretary of Finance and Auditing Commission
- Secretary of Statute Commission
- Chief of CTUA Human Resources Department

CTUA General Assembly Members coming from the ranges of Federations, who are proposed to the Confederation Congress for approval, are elected in the respective Congresses of Federations.

Article 24

The Congress approves the Finance and Audition Commission composed of 5 (five) members proposed by the General Assembly.

The Congress approves the Statute Commission composed of 5 (five) members proposed by the General Assembly.

The Congress approves the Disciplinary Judging Commission composed of 5 (five) members proposed by the General Assembly.

Article 25

Congress decisions and resolutions are taken with the majority of votes from participating delegates, excluding the cases when the General Assembly of CTUA foresees otherwise.

The Congress agenda is prepared by the Executive Presidency and is approved by CTUA General Assembly including the activities and the proposals of Federations, Central Trade Unions, Towns Secretariats and other Local Trade Unions.

The Congress call date and agenda are announced by the Executive Presidency in accordance with the decisions taken by CTUA General Assembly, but never later than 45 days from CTUA Congress occurrence.

General Assembly of CTUA

Article 26

General Assembly of CTUA is the authority that manages and concerts the Confederation activity in the period between two Congresses. The CTUA General Assembly responsibility is:

- To organize and manage the trade union activity through processing and implementation of trade union policies at national level.
- To co-ordinate the activities between federations, Central Trade Unions, Secretariats of Regions and other local Trade Unions, and to support them for the accomplishment of their objectives.
- To check the execution of Congress decisions in all CTUA' structures.
- To announce and organize national trade union movements, including partial or general manifestations, protests and strikes. Decisions for such activities are taken through votes of 2/3 of Assembly members.
- General Assembly of CTUA is gathered not less than two times per year.
- Meetings of CTUA General Assembly are directed by the President, 3 (three) Deputy Presidents and Organizational Secretary of CTUA.

Article 27

General CTUA Assembly elects 3 (three) Deputy Presidents of CTUA, where at least 1 (one) of them is a woman coming from the ranks of General CTUA Assembly by keeping the representation norms.

Article 28

CTUA General Assembly decides and announces the call of CTUA Congress or National Conference, determines representation norms and the manner in which the delegates are selected, within the criteria set forth in CTUA Regulation and Statute. General Assembly reports at the Congress and National Conference for the trade union activity commencing from the previous Congress of Conference.

Article 29

CTUA General Assembly discusses on the reports of CTUA Executive Presidency activities and approves them with the respective changes, completions and improvements. It discusses on the materials, conclusions and decisions presented by the Statute Commission, Finance and Auditing Commission, Disciplinary Judging Commission, Trade Union Training and Studies Centre and takes the concerning measurements considering the proposals made by such institutions.

Article 30

CTUA General Assembly approves the annual budget of CTUA and the annual balance of financial activity which is presented by the Executive Presidency reconciling with the annual budgets and balances of Federations, Central Trade Unions, Secretariats of Towns and other local Trade Unions, and with CTUA Economic Department. CTUA General Assembly stipulates in regulation the principles of CTUA property administration in the quality of the owner.

Article 31

CTUA General Assembly approves the Regulation of CTUA Organisational Functioning and procedural regulations for the Functioning of CTUA General Assembly, CTUA Executive Presidency and other institutions that can be created in Confederation with the decision of CTUA General Assembly.

Article 32

CTUA General Assembly proposes to the Congress for the acceptance of Federations, Central Trade Unions at Profession Level, which request to adhere in CTUA in full compliance with the Decisions of their Decision-Taking Structures and CTUA Statute. In case of voluntarily leaving or exemption of any structure of KSSH, the Assembly decides to reorganize the remaining part in accordance with the statute of KSSH.

Article 33

The General Assembly of CTUA approves with the proposal of Executive Presidency the Electoral Regulation and the representation of Congress preparation. It decides for partial elections in CTUA' structures when votes of confidence fall, or when new structures are established. The General Assembly decides for the political lobbying and alliances that CTUA makes in the use of its interests.

Article 34

Meetings of General assembly are valid when most of the members participate in it. Decisions of General Assembly are applicable when voted by more than the half of General Assembly's members (and not the present individuals in the meeting). Exception makes the announcement of general or partial strike and the proposal for the admission or alienation of Federations or Central Trade Unions of Professions for which more than 2/3 of the votes of Assembly members are required.

Article 35

Decisions of General Assembly are taken with consensus or by voting. Decisions are taken after the free debate and exchanges of thoughts. Decisions taken with the majority of votes are mandatory for implementation by all the structures of CTUA, which the decision is referred to. The minority who voted against the decision is entitled to express its point of view in the meeting and request for a review of the decision in the concerning structures foreseen in CTUA' Statute. Decisions which for wrongful reasons are invalidated are only invalidated by the Statute Commission after the commission conducts the consentient of decision interpretation with CTUA regulations or Statute.

EXECUTIVE PRESIDENCY OF CTUA

Article 36

The Executive Presidency of CTUA is composed by: the President, 3 (three) Deputy Presidents, the Organisational Secretary of CTUA, the Director of Trade Union Training and Studies Centre, Chairmen of all Federations adherent in CTUA, 4 (four) Regional Secretaries of Towns, the Coordinator of Women Network and the Coordinator of Youth Network. The Executive Presidency is approved and elected by the General Assembly with the proposal of CTUA's President.

Article 37

The Executive Presidency of CTUA manages, organises and pursues the operation of the execution of CTUA Congress and General Assembly decisions. The Executive Presidency decides for the summons of General Assembly and prepares the materials presented to it.

Article 38

Executive Presidency of CTUA organises all organisational, coordinating and technical Of CTUA' structures for the performance of every-day trade union activity. It pursues strategy planning and implementation for the training and qualification of all trade union members following the programs compiled by the Education Department and the concerning Trade Union Training and Studies Centre.

Article 39

Executive Presidency decides on the executive administration individuals and full-time employees working in CTUA' structures. It discusses and takes decisions for problems concerning efficient administration of properties including premises and financial means owned/possessed by the Confederation. It follows the execution of budget and financial and economic plans and reports to the General Assembly of CTUA.

Article 40

The Executive Presidency, with the proposal of CTUA's President, agrees the number and nomination of Regional Coordinators of Districts that are administration structure of CTUA, full-time employed and responsible for the coordination and pursuance of CTUA' structures activity at District or Region level dependeing on the work assigned by Executive Presidency with a special regulation.

Article 41

Meetings of Executive Presidency are directed by the President of CTUA and are prepared by the Organisational Secretary of CTUA.

The Executive Presidency is assembled regularly 3 times per month.

The Executive Presidency, with the proposal of CTUA's President, desides for the summons of extraordinary meeting of General Assembly wich will take place within 30 days from the date the decision of Executive presidency is taken.

PRESIDENT OF CTUA

Article 42

President of CTUA is the highest senior leader at political level in CTUA. He is the main responsible person for the management and concertation of everyday activity of CTUA in compliance with the Statute, the Regulations and the decisions agreed in the Managing Forums of CTUA.

Article 43

President of CTUA represents the Confederation in the activity with government authorities, political parties, social organisations, other Trade Unions, private and government employer organisation, media, civil society etc in and out of the country.

Article 44

President of CTUA manages and coordinates the work with CTUA Presidency and Executive Secretariat, signs on behalf of CTUA the agreements with the Government, with other government policy-making and decision-taking institutions, with employer's organisation which operate at national level. He signs on behalf of CTUA's structures for all CTUA documentary and financial papers.

Article 45

President of CTUA holds an attitude, takes decisions and makes declarations and claims for emergent cases that cannot be put on hold and informs in the nearest meeting the Executive Presidency and General Assembly of CTUA. He pursues the execution of decisions and tasks allocated by the Executive Presidency and General Assembly of CTUA.

Article 46

The President of CTUA, in accordance with the law and Statute of CTUA, is entitled to the function of employer for the employees hired in the structures of CTUA in headquarters and districts. He in cooperation with the Organisational Secretary manages the everyday operation and activities of CTUA. He in consultation with Executive Presidency depending on the case decides of the participants rank and composition of delegations representing CTUA at international activities as well as for the invitations sent to CTUA by its homologues. He pursues the budget progress and execution of economic and financial plans of the Confederation and informs CTUA Executive Committee on them. President of CTUA represents CTUA in political decision-taking Boards in governmental structures and heads the Boards created in Confederation at central level.

Article 47

In decision-taking of Executive Presidency or General Assembly in cases where consensus is inexistent and when votes of the structures are equal, the variant which is supported by CTUA's President is the winning one. In the absence of CTUA's President such functions are passed to one of the Deputy Presidents with a proxy from CTUA's President or with a decision of Executive Presidency. In cases when CTUA's President resigns for wrongful reasons his work position cannot continue more than 6 months without being replaced. Within such time, in accordance with the Statute, Regulations

and General Assembly's decision Extraordinary Congress is summoned to elect the new President.

Article 48

General Assembly of CTUA in its first meeting after the General Congress selects three Deputy Presidents and nominates the Organisational Secretary, in compliance with the Statute and Regulations and Decisions of the General Assembly of CTUA, who perform their functional duties in support to the Executive Presidency and in accordance with the tasks allocated to them with special regulation by Executive Presidency or with Special Proxy by the President of CTUA.

CHAPTER III

Trade Union Federations and Central Trade Union Organisations

Article 49

Trade Union Federations and Central Trade Union Organisations are Juridical Persons, that with free volition and according to decisions of their structures and CTUA' Statute have established or continue to be part of Confederation of Trade Unions Of Albania, which Juridical Person registered with the Minister of Justice ordinance, no 6/1, date 03.09.1991, with residency "Rruga e Barrikadave, ish Kinema 17 Nentori, K.VI, Tirana".

Article 50

The Statute of Trade Union Federations or Central Trade Union Federations must be unified and harmonized with CTUA Statute in the sense of not having contradictions between them, including principles, objects, and democratic function of elected authorities, the rights and obligations to the Confederation community etc. The adherence of Federations or Central Trade Union Organisations in Confederation is expression of free volition of trade union membership presented through democratic decision-taking of its structures. Adherence or alienation of them from CTUA is conducted based on established criteria on the Statute.

Article 51

With the adherence in Confederation, Trade Union Federation or Central Trade Union Organisation keeps its independence and identity and respects the identity and independence of other Federations or Central Trade Union Organisations separately and of the Confederation as a whole.

Article 52

On essential matters of confederative community, such as principles of establishing a Confederation, its organisational structure, stipulation of policies for trade union movement in general, election of managing authorities at all levels of CTUA, quotation and the administration and profits manner of the properties/wealth of Confederation is set through consensus. In the absence of achieving consensus, the decision is taken depending on the cases through parenthetical voting in Congress, CTUA Executive Presidency or General Assembly.

Article 53

A Community of Trade Union Organisations, Councils and Trade Union Sections of a field or profession, in the context of the current Statute, is entitled to the Federation Statute when unifying its strictures of not less than 2000 members with quotations, when 10-15% of employed members of field or professions are adherent and when the geographic expansion is not less than in 50% of the towns where such field or profession is existent.

Article 54

Councils and Trade Union Sections Communities that do not fulfil the above criteria to be entitled to the Statute of Federation are considered Central Trade Union of Economy and Profession Field. They are joined with Trade Unions of Profession or Trade Unions of similar profession in CTUA, or adhere in directly to CTUA with the condition that there shall not be a Federation of such field and profession in CTUA. Such decisions are taken in the General Assembly of CTUA in respect of CTUA' Statute and General Assembly decision of respective Federations or Central Trade Unions of Professions.

Article 55

Admission or alienation of a Federation or Central Trade Union Federation is carried out only based on the decisions of their General Assemblies. The decision is valid when being voted by not less than 2/3 of Congress delegates.

CHAPTER IV

Trade Union Councils of towns and district

Article 56

In every town, prefecture or district in compliance with CTUA Statute and CTUA General Assembly decisions are established and function of Trade Union Councils of towns, prefecture or district. Such Trade Unions Councils are made of 1-3 representatives elected form Trade Union Sections of Federations or Central Organisations of Profession

which exercise their activity within a certain administrative territory. Trade Union Council elects its Regional Secretary and one or two Deputy Secretaries, depending on representation, in compliance with CTUA General Assembly decisions.

Article 57

Local Trade Union Council of Town, District or Prefecture functions in accordance with the government administrative division. It examines and decides for the most important problems of trade union movement, co-ordinates the work of Trade Union Sections within its unit and supports them. They pursue with priority the work for the execution of decisions and resolutions of higher structures of Federations and Confederation. Such Trade Union Councils are the sole authorities reviewing and assessing the trade union activity in their territory.

Article 58

The Secretariat of Local or Regional Trade Union Council of Towns, District or Prefecture is composed of secretaries elected by trade union sections. The respective trade union section of field or profession is considered that structure which includes not less than 3 trade union councils of basis at enterprise, company or institution level which includes not less than 15 members. In both cases the section must have not less than 50 members with quotations.

Article 59

Trade Union Council of Town is created when in its composition are not less than 5 trade union Sections that represent not less than 400 members with complete quotations. In the cases when the statutory criteria is not met for the Trade Union Councils of town, trade union sections functioning in the town are connected directly to the Trade Union Councils of District. Meeting of Trade Union Council of Towns are organised by its the secretariat and directed by the Secretary and deputy secretary. Trade Union Council of Town is gathered not less than three times per year, and its secretariat once in 3 (three) months. Trade Union Council Secretaries are part of Secretariat.

Article 60

Trade Union Council of regional local structure, Town, District, or Prefecture, when deeming it necessary and reasonable, might organise meetings, tables or conferences with the chosen activity, in order to discuss major trade union problems in the territory where the activity is exercised or wider. Trade Union Council of District is composed of Trade Union Council Secretaries of towns and Trade Union Section Secretaries.

Article 61

Trade Union Council of District is a consulting structure managed by Regional Coordinator of CTUA for the concerning District. The coordinator is selected by the

Executive Presidency of CTUA with the proposal of CTUA President. Regional Coordinator is the functionary responsible for the coordination and persuasion of the activity of Confederation structures at District level. The number, tasks, and function of Regional Coordinator is defined with a special decision by the CTUA Executive Presidency. Regional Coordinator harmonises and supports the Trade Union Councils work on the duties performance and decisions execution of CTUA managing authorities, which it reports to.

Article 62

Trade Union Council of Town, District or Prefecture pursues in an operative manner the progress, the organisation and the functioning of whole trade union movement and is responsible for the training and recruitment of new members in the whole district territory. He pursues problems related to the collection and administration of membership quotations in compliance with respective Statute, Regulation and Instructions of CTUA. Trade Union Councils of Town, District or Prefecture coordinate the work and keep continuous relation with CTUA and respective Federations by pursuing and executing their instructions and decisions. Their meetings are directed by the Secretary and Deputy Secretary, meanwhile for the District it is directed by the respective CTUA Regional Coordinator. Trade Union Council of District is gathered not less than 4 (four) times per year.

Youth and Women Network

Article 63

There functions the Youth Network and Women Network in CTUA. Such Networks do not have a decision-taking character, but they represent the interests of women and youth as groups of interest specifically in economic, social, professional, cultural, health, sportive, educational, employment, remuneration etc fields. In all CTUA structures from the basic level to the pyramid one 30% of the elected must be women and 30% must be young (up to the age of 35 years old).

Such networks function with respective Regulations agreed by the CTUA Assembly as set on the current Statute.

CHAPTER V

Statute Commission

Article 64

In order to rightly interpreted and comply with the Statute for the democratic solution of disagreements actions the Statute Commission. It is composed of five members. Every

member of such commission must have at least 5 year experience in the trade union. They must probably be experts and with a good reputation in the trade union. Such commission conducts studies and consults for necessary improvements in the statute and makes recommendations and proposals in the Congress. It decides on the conflicts related to the interpretations of the Statute. It controls the directives and decisions of authorities in compliance with the statute.

Article 65

Statute Commission exercises control in all forums and structures of CTUA at all levels for the solution of complaints submitted by the members and full statutory compliance.

Article 66

One of the members of the commission is elected by the commission itself as head of commission.

Every member of the commission must not have direct connection to the analysis of judgment of the individual in words or the trade union the individual represents.

Article 67

The commission reports every 2 years to the CTUA Executive Presidency, meanwhile to the Congress for the activity during its whole mandate. Commission members report to the trade union members and forums that elected them.

Disciplinary Judging Commission

Article 68

CTUA regular Congress elects the Disciplinary Judging Commission. It is composed of five members. Every member of Such Commission must have over three years experience in the Trade Unions. Members of such Commission must be elected in the national structures of the Trade Union. The Commissions tasks are to democratically solute disagreements in conformity with CTUA Statute and Albanian Government legacy, and judge and punish every member violating the Statute, Regulation or other Decisions approved from CTUA decision-taking structures.

Article 69

Every member of the commission must not have direct connection to the analysis of judgment of the individual in words or the trade union the individual represents. In such case the member who has a direct connection to the individual or the trade union discussed or judged, is temporarily neutralised by the Commission.

The Commission takes the following measurements:

- Makes exculpation of the accused member or trade union.

- Makes written remarks.
- Suspends the elected trade unionists for limited periods from the trade union functions and from the trade union delegations.
- Excommunicates from the trade union the trade unionists who have strongly violated the current statute.
- In cases when the violations are penal deed, the commission suggests to CTUA President to direct the case to justice authorities.

Article 70

The Disciplinary Judging Commission takes the decisions in written and communicates them to the interested parties and CTUA General Assembly which examines the case in the following meeting and takes a decision. CTUA General Assembly decision is of a non-appealed form. However, the convicted has the right to take the case to the Congress, the decision of which is final.

Finance and Auditing Commission

Article 71

The CTUA regular Congress elects the Finance and Auditing Commission composed of five persons to pursue financial problems in all CTUA structures. Such commission elects a Secretary and a Deputy Secretary. CTUA Finance and Auditing Commission are obliged to revise and certify it-self or with finance expert the accounts and balance sheets of CTUA.

Article 72

CTUA Finance and Auditing Commission's duty is the ongoing check of budget implementation, its fair usage and in accordance with the Statute and the Legislation of all financial and monetary means in power for a good management of Trade Union wealth. The Commission cooperates with concerning Commissions of Federations and with the CTUA Executive Presidency by exchanging information and giving recommendations, taking decisions, in order to abide by the Statute, Regulations and Decisions of Decision-taking Structures of CTUA.

Article 73

Whole activity of such Commission is documented in written; its meetings and decisions are presented in a written process-verbal where a copy is sent to CTUA Executive Presidency. The Commission reports to the General Assembly once per year and to the Congress for the activity of the whole period of its mandate. Members of such Commission report to all CTUA decision-taking structures, but are revocable only by the forum that elected them.

CHAPTER VI

FINANCIAL RESOURCES OF CTUA

Article 74

CTUA achieves its financial incomes from the part of the contribution given from the membership quotes of every Federation as well as the exploitation and usage of Confederation wealth and properties entitled by Law in accordance with the Property/Wealth Law.

Article 75

Membership quotation for every Federation or Central Trade Union Organisation adherent in CTUA is decided by their Decision taking Structures. They cannot be less than 0.5% and more than 1% of the net salary for each member. Exception is made for Retired People Federation, which pays not less than 10 ALL/month for every member.

Article 76

Incomes from trade union quotation as general rule are collected by Bank way, with account number at the bank at territorial unit (town, district) and after that in accordance with CTUA Statute and financial regulation of the General Assembly they are distributed:

1. 35% to Local Trade Unions,
2. 40% to the Central Trade Union of Profession (Federation)
3. 20% to CTUA
4. 5% to CTUA, fund for Education and Qualifitacion, which is collected to the CTUA

In case when a member does not pay the 6 months in a row, he is not any more a trade union member.

Article 77

The owner of monetary means and of mobile and immobile real estate CTUA has inherited or gained by law and in any other form recognised by the Civil Code of the Republic of Albania is CTUA General Assembly. CTUA Executive Presidency is the administrator and the manager of such wealth. With the proposal of CTUA Executive Presidency, the General Assembly of Confederation agrees the Regulation on every-day administration and management of wealth.

Article 78

Incomes achieved from exploitation of mobile and immobile real estates of CTUA are centralised in a sole economic centre, in CTUA Economic Department. CTUA General assembly in the beginning of every year except the approval of Confederation budget, also approves the criteria on which such income is distributed to Federations, Central

Trade Union Organisations Regional Structures (Town, Prefecture, District), including the percentage kept by the Confederation, depending on trade union activity and their real financial possibilities. Mainly the income percentage is distributed in proportion with the number of members paying quotations. General Assembly decides and sets Reserve Fund which is used with the approval of the this Assembly.

CHAPTER VII

Objection and invulnerably of elections

Article 79

Elections can be objected within 10 days from the day when they were carried out. Declaration of their objection should be in writing by clearly stating and explaining the reasons of objection. The authorised individuals for the objection of an election result or a meeting are 1/3 of individuals permitted to vote in the objected election. There is a vicarious for monitoring the election or a member of General Assembly of Central Unit who holds a mandate from the Region where the election is carried out.

Article 80

Objection of election is to be permitted if lack of anything is observed and has had a direct impact in elections result. The highest statutory Authority takes a decision and replies in writing for the complaints arisen on the vulnerability of elections within 10 days upon receipt of complain.

In the case that a Chairmen or trade union organisation, Regional Council Central trade union of profession or Federation has done a anti-statutory activity (from the election until the quotation), non acceptable from the CTUA Statute and Regulations approved in CTUA, than the General Assembly takes the decision for the annulement and decides to do even the re-electin or ri-organization of this structure when there are consequences in the trade union movement.

CHAPTER VIII

PARTICULAR PROVISIONS

Article 81

In all structures of CTUA, Confederative, Federative, Professional, Local and Regional ones, the Managing Bodies are elected in a democratic way from the basis to the top level and report to electors and can be revoked by them.

Article 82

The mandate of the political Leader is irreconcilable with the leaders' mandate of political parties, different organisations or associations that exert public or private activity or with the mandate of leaders of religious organizations. The mandate is irreconcilable with the government leading function, or with mandate of the leader of local government, such as chairman of District, Municipality, Region, Prefecture, and Director of Directorate in all the structures of the local and central government. It is irreconcilable with the function of employer or employer's legal representative as determined by the Albanian legislation.

Article 83

The mandate of the Political leadership, President of CTUA, Federation and Central Trade Union of Profession (the right to be elected is lost) in case the first part of the mandate corresponds with the legal age to retire. This mandate for the regional structures (chairman of regional trade union, local trade union leader) is not compatible when the person mandated does not permanently live or work in the territory, or the administrative region or enterprise it leads.

Article 84

The Mandate of the political leader in regional, federative and confederative level is compatible with the function of Parliamentarian, judge, lawyer, Member of Regional Councils, Districts, Municipalities, and the different management boards of management at all levels.

Article 85

Elected people in order to gain a political mandate in central level (position of the President of CTUA, President of the Trade Union Federation should be a member of the leading bodies of the Confederation, Trade Union Federation, or of the regional trade union councils. Their being as delegate in the structure that elects him/her and the acceptance with free will of the candidate is obligatory.

Article 86

Elected Trade Union leaders who are in working relations in enterprises or private and public institutions cannot leave from work without the consent of respective Trade Union.

Publishing activity

Article 87

CTUA publishes its periodical authority of press which is “Pasqyra” Newspaper. Other press authority might be published with a decision of Executive Presidency such as: bulletins, pamphlets, placards, adverts etc in everyday press or audio-vision media.

Article 88

In conformity with the current Statute, the General Assembly of CTUA approves particular regulations and decisions according to the proposals of Executive Presidency.

Cessation of CTUA existence (dissolution)

Article 89

CTUA stops existing based on criteria foreseen in Civil Procedure Code and more concretely:

- a. When it does not carry out the mission for which it is created.
- b. With the decision of ordinary Congress is “melted” or merged with other trade union bodies within the country.
- c. When the number of federations is below the minimum required by law and determined by actual statute for the establishment of a Confederation.
- d. When there is an injunction of non-appealed form for its dissolution.

Article 90

CTUA has its Statute, program, flag, symbol and stamp carrying three colours: red, black and green. Federations or central trade union organizations adherent in CTUA also have their flag, symbol, stamp as well as their statute and program integrated and unified with CTUA Statute and program. The right of use of symbols of CTUA has only the institutions that repress CTUA in central and local level.

Article 91

Statute comes into power to be enforced since the date 24 November 2009, after its approval at the IV Congress of the Confederation of Trade Unions of Albania.

Organizational Structure of CTUA

**Approved at VIth Congress of CTUA on 24 November 2009,
voting it as part of the CTUA Statute.**

1. The Trade Unions Federation of Education and Science

This Federation will include the workers of the trade unions as following:

- The trade union of preschool education (public and private)
- The trade union of obligatory 9-year (public and private)
- The trade union of general and professional high education (public and private)
- The trade union of Universities and of Institutions of Research and of Science (public and private)
- The trade union of the workers of the facilitating sectors of the education system

2. The Trade Unions Federation of Industrial Workers of Albania This Federation will include the workers of the following trade unions:

- The trade union of workers of Electro – Energy (public and private)
- The trade union of workers of the extractive and processing industry of the metal and non-metal minerals.
- The trade union of workers of oil and gas (extractive, processing and trading) (public and private)
- The trade union of workers of the light metal – mechanic industry, extracting and processing.
- The trade union of workers of informative technology and of electronics

3. The Trade Unions Federation of Civil Services and State Administration.

This Federation will include the workers of the following trade unions:

- The trade union of workers of the state administration (central and local level)
- The trade union of workers of public services and of civil services
- The trade union of civil workers of Defense, Public Order and of Intelligence Services (without uniform and unarmed)
- The trade union of workers of advocacy and jurisprudence services

4. Trade Unions Federation of Workers of Health Services

This Federation will include the workers of the following trade unions:

- The trade union of workers of hospital and ambulance services (public and private)
- The trade union of workers in primary services
- The trade union of workers of dental services
- The trade union of workers of pharmacy services

- The trade union of workers of the health infrastructure service (emergency, cuisine, administration)

5. The Trade Unions Federation of Transport and Telecommunication Workers

This Federation will include the workers of the following trade unions:

- The trade union of workers of road transport and of road infrastructure (public and private)
- The trade union of workers of railways
- The trade union of workers of sea and air transport
- The trade union of workers of post service (public and private)
- The trade union of workers of telephone services and of mobile telephony and their respective.

6. The Trade Union Federation of the Workers of Construction, Wood and of Public Infrastructure

This Federation will include the workers of the following trade unions:

- The trade union of workers of the infrastructure of the public services (water supply, cleaning, greenery, art work, etc)
- The trade union of workers of Construction
- The trade union of workers of Wood Processing
- The trade union of workers of production of construction materials (cement, bricks, tiles, lime, plaster)
- The trade union of workers of letter and typography

7. The Trade Union Federation of the Workers of Textile, Confections and Handicraft

This Federation will include the workers of the following trade unions:

- The trade union of workers of textile
- The trade union of workers of Confections
- The trade union of workers of leather and shoes
- The trade union of workers of handicraft services (barber, hairdresser, tailor, shoemaker, coloring, etc)

8. The Trade Unions Federation of Workers of Agriculture, Food, Forestry and Environment

This Federation will include the workers of the following trade unions:

- The trade union of workers of agriculture
- The trade union of workers of Forestry and Environment
- The trade union of workers of fauna and stockbreeding
- The trade union of workers of fishery
- The trade union of workers of production and processing of the agro – food industry

9. The Trade Unions Federation of Police Services

This Federation will include the workers of the following trade unions:

- The trade union of workers of Public Order
- The trade union of workers of prisons police
- The trade union of workers of the Municipality Police
- The trade union of firefighters
- The trade union of workers of security (the police of private security of buildings, people and VIPs, etc)

10. The Trade Unions Federation of Pensioners and Unemployed

This Federation will include the pensioners organized in trade unions as following, and the unemployed.

- The trade union of educated pensioners
- The trade union of military pensioners
- The trade union of other pensioners
- The trade union of unemployed

11. The Trade Unions Federation of Financial, Trade, Bank and Tourism Services.

This Federation will include the workers of the following trade unions:

- The trade union of Trade Workers (wholesale and retail)
- The trade union of Tourism Workers (hotel, restaurant, agency)
- The trade union of the Workers of the Bank System
- The trade union of the Workers of the Insurance System.

12. The Trade Unions Federation of the Workers of Press, media, Culture and Sport

This Federation will include the workers of the following trade unions:

- The trade union of the Workers of Journalism
- The trade union of the Workers of audio visual media
- The trade union of the Workers of Cultural and Sportive Institutions