

Reforming the Legal Status of Teachers in Albania

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I. Overview

As teachers play a vital role in the improvement of the quality of education, the Albanian Government has undertaken the reform on teaching profession. Two main pillars of this reform are: development of legal framework and implementation of the new policy.

In the last decade (2003-2013), the Parliament and the Government of Albania have approved a number of laws and bylaw documents that have impacted the development of education in general and teaching profession in particularly by supporting changes in Albanian education system and improving the educational opportunities of students and teacher's status.

This legal framework represents a national commitment to the education. These laws also are designed to help deliver the aim to create a modern system of education, in compliance with the European integration processes and the Millennium Development Goals, that promotes sustainable economic development, increases competitiveness in the region and beyond and consolidates democracy; to improve the quantitative and qualitative indicators of education, and to achieve the average EU indicators.

There is no single research or data base that provides comprehensive information on the impact of the laws in education and teachers status in Albania. However, there is information from a variety of sources that indicates progress especially in such aspects, as: in modernising the Albanian education, developing public and private system of education, in implementing Bologna process in higher education, in regulating the teaching profession.

75

II. Legislative Framework

The main legal documents that regulate teaching profession in Albania are the following:

- The Law No.10 171 of 22.10.2009 "On Regulated Professions in the Republic of Albania" changed by the Law No. 10357 of 16.12.2010 is the main document on regulated profession, including teaching profession. The aim of this law is:
 - a) to determine the criteria for practice of some important occupations, which are related to the protection of public interest, public safety and health, while respecting the principle of professionals independent scrutiny and the autonomy;
 - b) to protect and guarantee the fulfilment of standards for certain important professions, so the qualified persons who meet criteria by this law or other laws are those that practise these professions'. This law contains the conditions and criteria for exercising a regulated profession; qualifications required for a regulated profession; procedures for getting the right to exercise the profession; responsibilities of professional and responsible authorities.

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- The Law No. 69 of 21.6.2012 “On Pre-university Education System in the Republic of Albania” is the key legal act on education. The scope of application of this law is the pre-university educational system in the Republic of Albania. The aims of this law are:
 - a) to set out the basic principles concerning the structure, activity and governance of the pre-university educational system in the Republic of Albania;
 - b) to guarantee the constitutional right for education, in accordance with the respective legal framework for the functioning of the pre-university educational system. The law regulates such aspects that are related to teaching profession as: status of teaching personnel; academic degrees and qualifications teachers should obtain in order to teach at different levels of education system; the criteria for pre-service and continuous professional development of teachers; teacher’s duties and responsibilities; admission and expulsion from teacher’s job.
- The Law No. 9741 of 21.5.2007 (changed) “On Higher Education in the Republic of Albania”. This law provides for the mission, main goals of higher education and regulates aspects related to the establishment, organization, administration, management, financing, and quality assurance in Institutions of Higher Education of higher education in the Republic of Albania, in compliance with the European standards as well as determines the role of the state and the society regarding higher education. From the point of view of teaching profession, this law regulates issues related to the academic degrees, to study programs, and quality assurance of higher education.
- Law No. 7961 of 12.07.1995 “Labour Code of Republic of Albania”, changed. By Law No. 8085 of 13.03.1996, changed by Law No. 9125 of 29.07.2003. This is the main document that regulates employments issues in Albania. This law is applicable for teaching profession as well.
- Normative Provisions for the Pre-university Education approved by the Ministry of Education and Science in 2002. This is a document that contains detailed rules on education process, on actors that act in the pre-university education institutions. A considerable number of rules are dedicated to teacher’s rights and tasks; to teacher appointment procedure; to teacher transfer.
- The Regulation of the Ministry of Education and Science No.336 of 14.07.2011 “On the Organisation and Conduct of Professional Practice for Teaching as a Regulated Profession” aims to ensure quality of teaching and high performance in the teaching profession, learning of theoretical and professional knowledge, skills and habits practical and ethical norms of conduct of teachers; capacity development of future teachers for a better fit to changes in curriculum, teaching and communication with children and youth. It sets the aims of professional practice (i.e. mentoring standards and responsibilities, application procedure guidelines, as well as applicant assessment procedures) and defines the roles of higher institutions that have teacher education programmes.
- Collective Agreement dated 25.05. 2010, drafted pursuant to the Labour Code, set forth all teachers’ rights and duties, job conditions, job duration, job leave, salary levels, ethical rules and sanctions.
- Other specific legal documents regulating the employment in the education sector (e.g. procedures of the recruitment, selection and appointment), include: Order of the Minister of Education and Science No. 490 of 27.12.2005, Order of the Minister of Education and Science No. 22 of 18.09.2006 “On the Appointment of Teaching and Management Staff in the Pre-university Education”, Code of Ministry of Education and Science No. 8937 of 22.12.2005 “For Schools with Status ‘National Level Schools’”; Decision of the Council of Ministers No. 194 of 22.04.1999 “On approval of the wages structure of the teaching personnel in the pre-university education”; The Law No.9367 of 07.04.2005 “On preventing conflicts of interest in exercising public functions”; Law No. 108/2013 “On foreigners”; Law No. 8389 of 05.08.1998 “On Albanian Citizenship”. Decision of Council of Ministers No. 66 of 03.02.2010 “On the Establishing the Regional Education Departments and Education Offices”; Instruction No.21 of 23.07.2010 of the Minister of Education and Science “On norms of teaching in the pre-university education”; Decision of the Council of Ministers No.511 of 24.10.2002 “On duration of work and leave of absence in state institutions”.

Other relevant documents of legislative framework are:

- The Law No.10247 of 2010 on Albanian Qualifications Framework.
- The Law No. 8652 of 31.7.2000 on the Organization and Functioning of Local Governance.
- Code of Teacher’s Ethics in the Public and Private Pre-university Education (2012).

- Law No. 9131, 08.09.2003 “On the rules of ethics in public administration”
- Bylaw acts on pre-university education, issued by the Council of Ministers and the Ministry of Education and Sciences.

It is evident from the above presentation that the legal framework of education in Albania covers almost of all aspects of teaching profession, like: status, qualifications, employment, salary, professional development, in-service training, rights, duties and promotion.

III. Qualifications

Because providing education is one of the responsibilities of the state, it is clearly within the competence of the State to prescribe what shall be the legal status of teachers, to make or authorize reasonable classifications of teachers and to set the rules on teachers' qualifications.

Considering teacher as the most important variable in the educational equation, the Albanian government included teaching profession in the list of the regulated professions. Given the importance of credentials to professions, requirements for new teachers have been an important issue in school reform. Taking into the consideration the educational levels, the legislation has determined the categories of teacher for the pre-university education system.

A. Categories of teachers

According to the Law No.69/2012 “On Pre-University Education System in the Republic of Albania” (article 24), the categories of teachers in Albania Education System are as following:

- Teacher of Preschool Education
- Teacher of the basic education
 - Teacher of the elementary education (1-6 grades)
 - Teacher of the lower secondary education (7-9 grades)
- Teacher of the upper secondary education (9-12)
 - Teacher of the gymnasium
 - Teacher of the vocational education
 - Teacher of the professional education.

77

B. Qualifications

Entry into professions requires credentials. The Albanian legislation has foreseen basic requirements to enter to teaching profession. Policy governing entry into preparation for teaching has taken into the consideration need to provide society with an adequate supply of teachers who possess the necessary qualities and who have the required professional knowledge and skills.

That is, entry into teaching profession typically requires a diploma, which is obtained only after completion of a higher teacher education program, induction period and passage of the state examination. These credentials serve as screening devices. Their rationale is protection of the interests of the public by assuring that teachers hold an agreed-upon level of knowledge and skill, and by filtering out those with substandard levels of knowledge and skill.

In addition to initial formal education, professional work typically requires extensive practice for new teachers upon entry. Such practice is designed to pick up where pre-service training has left off. While credentials assure that new entrants have a minimum or basic level of knowledge and skill, induction programs for practitioners are designed to augment this basic level of knowledge and skill. The objective of such programs and practices is to aid new teachers in adjusting to the environment, to familiarize them with the concrete realities of schools and also to provide a second opportunity to filter out those with substandard levels of skill and knowledge.

The article 57 of the Law No.69/2012 “On Pre-University Education System in the Republic of Albania” requires the following diplomas for each respective category of teachers.

- Bachelor in Preschool Education is required for the teacher of preschool education.
- Diploma of the Second Cycle of University Studies is required for the following categories of teachers:
 - teacher of the elementary education (1-6 grades)
 - teacher of the lower secondary education (7-9 grades)
 - teacher of the upper secondary education – teacher of gymnasium (9-12).
- Diploma of the Second Cycle of University Studies in Education is required for:
 - teacher of the vocational education
 - teacher of the professional education
 - teacher that work with students with disabilities.

According to the article 26 of the Law No. 9741 of 21.5.2007 (changed) “On Higher Education in the Republic of Albania”, the second cycle education offers two kinds of diplomas: “Master of Science” and “Professional Master”. The Law on Pre-university Education does not specify which of them is required for the primary and which for the secondary. So, in practice students prefer to get a Master of Science diploma in order to be protected from any administrative decision.

The teachers of the initial education and secondary education shall be entitled to practice the profession of the teacher following successfully completing the professional internship and having successfully passed the state exam, as provided for in the Law No. 10 171, dated 22.10.2009, “On regulated professions in the Republic of Albania”, as amended, and subordinate legal acts, issued for its implementation.

There are no requirements related to the nationality or residence. There are two laws that regulate employment of foreign teachers: Law No. 9959, date 17.07.2008 “On foreigners” and Law No. 8389, date 05.08.1998 “On Albanian Citizenship”.

78 IV. Employment

A. Employment criteria

Employment in the education sector is regulated under the rules of the public sector. All teachers, in public and non-public schools, must meet state requirements, but teachers in Albania are not considered civil servants.

Besides the Labour Code²³, the followings are specific legal documents that regulate the procedures of recruitment, selection and appointment: Law No.69/2012 “On Pre-University Education System in the Republic of Albania”; Law No.10 171, date 22.10.2009 “On Regulated Professions in the Republic of Albania” changed by the Law No. 10357, date 16.12.2010; Normative Provisions (2002); Order of the Minister of Education and Science No. 490, dated 27.12.2005; Order of the Minister of Education and Science No. 22, dated 18.09.2006 “On the Appointment of Teaching and Management Staff in the Pre-university Education”; Code of Ministry of Education and Science No. 8937, dated 22.12.2005 “For schools with status ‘National Level Schools’”; Decision of Council of Ministers No. 66, dated 03.02.2010 “On the Establishing the Regional Education Departments and Education Offices”; Collective Agreement dated 25.05. 2010.

Article 4, paragraph 4/4 of the Collective Agreement dated 25.05.2010, signed among the Ministry of Education and Science, the Federation of Unions of Education and Science and the Independent Union of Education of Albania clearly presents the employment criteria for all jobs and positions in the education system.

A person, who is seeking to practise teaching, that is a regulated profession, must have completed an appropriate accredited program of study and /or professional qualifications in the profession, which are certified by official documents issued within or outside the country and recognized in the Republic

of Albania in accordance with the legislation in power. Additional criteria for practising teaching are: to perform professional internship; to take the state exam; to be registered in the Professional Order.

B. Employment procedures

A job in the education sector can be obtained on the bases of competition.

When two or more candidates run for a single job position, according to the Law No.69/2012 “On Pre-University Education System in the Republic of Albania” (article 60), the director of the institution opens competition and creates the commission composed by a representative from the local educational unit, the chairman of the board of the institution, the chairman of the council of parents of the institution and two teachers being selected by the Council of Teachers in that institution. One of the teachers, having the longest experience in the institution, chairs the evaluation commission. The selection criteria include: a) level of diploma; b) GPA; c) seniority in education; d) training courses and qualifications recognized by the Ministry of Education and Science.

The priority is given to those candidates who have served for a period longer than 3 years far away from their residence or in disadvantaged areas; and to the candidates that have the status of “working disabled”, certified by the decision of the relevant official committee.

Recruitment of teachers in special schools that have the status of the national schools is based on the criteria presented in the Chapter XIII of the Normative Provisions (2002), in the Order No. 490, date 27.12.2005, of the Minister of Education and Science, and in the Code No. 8937, date 22.12.2005. According to the article 58, paragraph 2 of the Normative Provisions, letter b and c, selection procedures are organized by the school based on the criteria set by the Ministry of Education and Science. The school commission selects three best candidates and presents them to the Regional Educational Department that takes appointment decision. Each selected candidate initially works as a teacher assistant for one year.

Actually, the State is the teacher’s employer in the public education system. But the Law No.69/2012 “On Pre-University Education System in the Republic of Albania” gives the right and the responsibility of employment to the educational institution.

The teacher’s employer in the private education system is the owner of the institution, or school administrator, or school director, depending on the rules written in the statute of the institution.

C. Permanent and part-time job

Generally, the appointment as a teacher is permanent. The appointment decision is taken before the beginning of the new school year. There are the following criteria: required diploma for the level of education or profile, teaching licence, and at least one year teaching experience. Novice teachers are hired with one year employment contract.

A part-time teaching job is feasible in Albania. The Labour Code, the Collective Contract 2010-2014, and the Instruction No.21, date 23.07.2010 of the Minister of Education and Science “On norms of teaching in the pre-university education” are the legal documents that regulate the part time teaching job. A part-time teaching job can be offered usually when a permanent teacher absences for different legally foreseen reasons.

Normally, a teaching job cannot be combined with other paid activities. The Law No.9367, date 07.04.2005 “On preventing conflicts of interest in exercising public functions”, and Law No. 9131, 08.09.2003 “On the rules of ethics in public administration” impose restrictions. According to the Normative Provisions (2002) article 44/2/q, a teacher cannot offer private courses to his/her students. But the article 44/1/b of the Normative Provisions foresees that in the case of absence of a teacher, than

a teacher from the same school and of the same subject can be charged to teach and for the additional workload will receive a supplementary payment.

D. The nature of the teacher's employment contract

Teacher's employment contracts are governed by two laws: a) "Labour Code of the Republic of Albania"; b) the Law "On Pre-University Education System in the Republic of Albania" and some by laws.

Four types of contracts for teacher's employment are in use in Albania: collective, individual, permanent and temporary. The individual contracts are used mostly for the part-time employment and usually in the private education sector.

The Labour Code describes the rules on collective contracts, parties, scope of application, form of contract, durations, variety of collective contracts, part-time contracts.

Parties. Article 160 of the Labour Code states: "The collective contract of employment is entered into by one or more employers or organizations of employers, on one side, and one or two Trade Unions, on the other side".

The collective contract in pre-university education is signed up between the Minister of Education and the Teachers' Trade Unions. Article 2, point 17 of the Law No.69/2012 "On Pre-University Education System in the Republic Of Albania" states that "Social partner" are the trade unions with whom the Minister of Education and Science signs up the collective labour contract."

Scope of application is described in article 161 as following:

1. The collective contract defines the territorial and occupational scope of its application.
2. The collective contract is entered into on enterprise or branch level in accordance with the agreement between the contracting parties.

80

Article 166 foresees the *requirements* on the contract.

1. The collective contract will be valid only if in a written form. All the parties must sign it. When a party is an organization, the representatives of the latter are assigned in compliance with the statute.
2. The collective contract may be terminated or changed only in writing.
3. The collective contract will be valid only if it is made in the form of a written decision given by the Reconciliation Office, which the parties have assigned through an agreement.

Duration is another element of the contract that is regulated by the article 140 and 173.

Article 140 presents two kind of contracts related to duration.

1. The contract of employment is entered into:
 - b. for an undefined duration;
 - c. for a defined duration.
2. As a rule, the contract of employment is entered into for an undefined duration. Entering into a contract of employment for a defined duration must be justified through objective reasons, which are connected with the temporary nature of the assignment that the employee will be charged with. If the parties entering into the contract do not exactly define its duration, this contract will be considered as of undefined duration.

Article 173 describes the rules on duration of the collective contract.

1. The collective contract is bound for a defined or undefined duration.
2. Each party may terminate the collective contract bound for an undefined duration. In this case, the notice deadline extends to six months.
3. Each party may terminate the collective contract bound for a defined duration lasting more than three years, once the deadline has expired. In this case, the notice deadline extends to six months.
4. When several employers or employees bind the collective contract, the termination of the contract by any of them makes the collective contract between the rest of them remain valid.

5. The collective contract may not be kept in force in a reasonable way, when the circumstances change considerably and cannot be foreseen at the moment of binding it.

In this case, the most concerned party may address to the court to decide on its early termination.

Variety of collective contracts is given in the article 174.

1. When, at the same enterprise, there is an inclination to implement two collective contracts, one bound on enterprise level or on the level of a group of enterprises, whereas the other one on branch level, any employee may demand the implementation of the most favourable provision.
2. If, at the moment of concluding the collective contract on branch level, the employer has been bound on collective contract on enterprise level or on the level of a group of enterprises, he/she may announce himself/herself free from the latter, once the contract bound on branch level enters into force, unless otherwise defined by the collective contract on branch level.

Article 14 contains two rules on *part-time contract*.

1. Through the part-time employment contract, the employee accepts to work on the basis of hours, half or complete working days for a normal weekly or monthly duration, which is shorter than that of full-time employees working under the same conditions.
2. The part-time employee enjoys the same proportional rights as the full-time employee.

E. Teacher transfer

Teachers can be transferred from one school to another on the voluntary or involuntary bases. The transfer procedures are regulated by the Ministry of Education and Science regulations. The Chapter XII, article 55 of the Normative Provisions states:

1. The movement of teachers to work as an employee is made in accordance with the Labour Code (Chapter III).
2. Desire removal from office of teachers is a right of the individual, which is defined in the Labour Code. In these cases, it notifies the school principal in writing 30 days before the date of termination. The school principal shall notify the entity and the latter makes the necessary replacement.

81

Generally, the reasons of the teacher transfer can be: increase or decrease of the number of students in the education institution, increase or decrease of the number of classes, new regulations on the study programs, job vacancies, health status, social reasons, emergency needs. During the transition period, some cases of the teacher transfer for political reasons are registered.

F. Leave of absence possible

The leave of absence is possible and it is regulated by the Labour Code; by the Decision of the Council of Ministers No.511, date 24.10.2002 "On duration of work and leave of absence in state institutions", changed, and by Normative Provisions, 2002. Based on the Albanian legislation the leave of absence can be given for the following reasons: vacation, educational leave, social reasons, medical reasons, and maternity and adoption leave for women.

The Article 92, point 1 of the Labour Code sets that "The duration of the annual vacations with pay is defined by the collective contract or by the individual contract of employment".

G. Teacher's wages

The State through the Regional Educational Department or Educational Office pays the teacher's wages for the public education system. The Decision of the Council of Ministers No. 194, dated 22.04.1999 "On approval of the wages structure of the teaching personnel in the pre-university education", changed contains the criteria and rules for teachers wages.

V. Career Possibilities, Professional Development and in-Service Training

Beyond both pre-service basic training and induction program for beginners, teaching profession requires ongoing professional development and growth on the part of teachers throughout their careers.

Albanian authorities have recognized the importance of in-service training designed to secure a systematic improvement of the quality and content of education and of teaching techniques. The assumption is that achieving a professional-level mastery of complex skills and knowledge is a prolonged and continuous process and, moreover, that teachers must continually advance their knowledge and update their skills.

The career possibilities of a teacher are regulated based on the Law No.69/2012 “On Pre-University Education System in the Republic of Albania”. According to the Article 59 of this Law, qualification categories for teachers in service are three:

- a. “Qualified teacher”;
- b. “Specialised teacher”;
- c. “Master teacher”.

Granting of the category to the teachers shall be based on the experience, training and on successfully passing the final examination of the respective qualification category. The criteria and procedures of qualification of teachers shall be set out by instruction of the Minister.

Every qualification category shall be accompanied with a supplement amount to the salary, the extent of which shall be determined upon the decision of the Council of Ministers.

A. In-service training

Fulfilling the conditions for professional learning is a major challenge for the teaching profession. In-service training is a part of education reform in Albania for many reasons, like: teachers are lifelong learners; the content of education at all levels is changing; the pedagogy of teaching is developing rapidly; shifting from the concept of in-service education to in-service learning. In this framework the legislation is improved and the institutional reform is undertaken.

The Law No.69/2012 “On Pre-University Education System in the Republic of Albania” has foreseen rules on professional development, while the Instruction of the Minister of Education and Science of 2013 “On function of the system of the professional development of the teaching personnel” gives orientations on function and procedures of the in-service training.

Article 58 of the Law No.69/2012 states:

1. The educational institution shall plan the professional development of teachers in accordance with their needs and in compliance with the central, local educational policies and those of the institution.
2. The forms of professional development are: internal professional development, training sessions, professional networks, consultation, short-term and long-term courses.
3. The teachers and directors shall be trained at least 3 (three) days per year.
4. The training sessions shall be held according to the “demand - offer” system, based on the requests from the educational institutions and offers from training agencies, which may be public or private. The training programs shall be accredited by the Ministry.
5. The local educational units shall organise the continuous professional development of teachers in cooperation with training agencies with accredited training programs, selected in open competition, in line with the procedures provided for in the instruction of the Minister.

6. The financial resources for the training sessions shall be from the individual contribution of the educational employee, state budget, projects of local and foreign non-profit-making organisations, foundations, institutions, and other legal sources.

VI. Duties and Obligations

A. Is there a specific liability for teachers?

The liability for teachers as an employee is regulated based on the Labour Code. Chapter Employee's Obligations contains articles and rules about personal job performance (article 22), binding in obedience (article 23), binding in caution at work (article 24), binding in rendering accounts and in giving back (article 25), binding in loyalty (article 26), employee's responsibility (article 27), prohibition against competition after the termination of labour relations (article 28, 29, 30, 31).

The article 56, point 3 of the Law No.69/2012 "On Pre-University Education System in the Republic of Albania" states that "Teachers shall be tasked to:

- a. Implementing this law and by-law acts for its implementation;
- b. Taking care of the progress for each student;
- c. Implementing and developing the curriculum;
- d. Updating the professional powers;
- e. Implementing the standing rules of the institution;
- f. Providing his/her assistance for the performance of the institution he/she is hired".

The article 67, point 2 of the Law No.69/2012 "On Pre-University Education System in the Republic of Albania" asks "The employees of the educational institution shall not be entitled to make available to others, outside the institution, personal data of a person, indicating his identity, with the exception of cases when the person submits a request or grants his consent".

While the point 5 of article 67, prohibits the employees of the educational institutions to provide data on educational achievements and conduct of a student in an educational institution publicly or to a specific person.

The Normative Provisions through article 44 presents the specific obligations of teacher and some restrictions such as: the teacher is prohibited, for matters of his private needs, to remove the student from classroom; the teacher cannot offer private courses; the teachers is not allowed to smoke in the classrooms; the teacher is not allowed to drink alcoholic drink during working hours.

B. Disciplinary status of teachers and disciplinary sanctions

The disciplinary status of teachers is regulated based on the following legal documents:

- The Labour Code (article 37. 153)
- Law No.69/2012 "On Pre-University Education System in the Republic of Albania" (article 60)
- The Collective Contract (2010-2014)
- Normative Provisions 2002 (article 44)
- Code of Teacher's Ethics in the Public and Private Pre-university Education (2012).

In case of a break of work discipline, serious damage or repeated damage to property of the institution, employees are given disciplinary sanctions such as advice, warning, transfer from the upper education level to lower education level for one year, compensation for damage determined based on the contract or on the court decision. The director of the public institution shall dismiss the teacher from the institution due to:

- a. infringement of the provisions of the Labour Code, this law and other by-law acts;

- b. violation of ethics and conduct of the institution;
- c. lack-of progress of students, low results on the school tests, low results on the external tests of the local or national level, low results in the national examinations, negative evaluation of the State Inspectorate of Education.

Analysing the legislation, we remark that following recommendations of UNESCO are not reflected in the legislation.

- a. The authorities or bodies competent to propose or apply sanctions and penalties should be clearly designated.
- b. Disciplinary measures applicable to teachers guilty of breaches of professional conduct should be clearly defined. The proceedings and any resulting action should only be made public if the teacher so requests, except where prohibition from teaching is involved or the protection or well-being of the pupils so requires.
- c. Teachers' organizations should be consulted when the machinery to deal with disciplinary matters is established.

There is a need for further improvement of this part of legislation.

VII. Reforms on the Status of Teachers

A. Policies

Ministry of Education and Sciences has undertaken the reform of education, part of which is the reform on teacher status. The reform on the status of teachers is focused on improvement of the legislation, on expanding the teacher education university programs, on improving the employment policy, on transforming the professional development and in-service training system, on teacher promotion, on improving the salary system. This reform is implemented on the basis of three policy documents:

- a) The National Strategy for Development and Integration;
- b) The National Strategy of Pre-university Education (2009-2013);
- c) The National Strategy for the Higher Education (2008-2013)

B. What reforms on the status of teachers are planned taking into account the financial constraints in the sector?

Government in Albania is considering salary with particular importance amongst the various factors which affect the status of teachers. The government has implemented the following UNESCO's recommendations as:

Teachers' salaries should:

- (a) reflect the importance of society to the teaching function and hence the importance of teachers as well as the responsibilities of all kinds which fall upon them from the time of their entry into the service;
- (b) compare favourably with salaries paid in other occupations requiring similar or equivalent qualifications;
- (c) provide teachers with the means to ensure a reasonable standard of living for themselves and their families as well as to invest in further education or in the pursuit of cultural activities, thus enhancing their professional qualification.

In the framework of this reform the following legal documents regulate the teacher's salary issue:

- a) the Law No.69/2012 "On Pre-University Education System in the Republic of Albania",
- b) the Law No.10 171, date 22.10.2009 "On Regulated Professions in the Republic of Albania" changed by the Law No. 10357, date 16.12.2010;
- c) the Law No. 9741, date 21.05.2007, changed "On Higher Education In Republic of Albania". Some decisions of the Council of Ministers on teacher's salary are taken during last eight years: Decision of the Council of Ministers No. 194 of 22.04.1999 "On approval of the wages structure of the teaching

personnel in the pre-university education”; ”; Instruction No.21 of 23.07.2010 of the Minister of Education and Science “On norms of teaching in the pre-university education”; Decision of the Council of Ministers No.511 of 24.10.2002 “On duration of work and leave of absence in state institutions”..

As the result of implementation of this reform, the salary of teachers is increased from the year to year.

C. How does the government deal with the problems of teaching as becoming an aging profession and how will it make the teaching profession attractive for younger teachers?

The government policy is focused on two directions to cope with the problems of teaching profession: on increasing the number of teacher education university study programs and on increasing the teacher’s salary. The Government Program for period 2009-2013 and the Strategy of Higher Education 2008-2013 are two policy documents that support the initiative of the government towards the developments in teaching profession.

Finally, it is important to realize that passing legislation is only the first step in improving teacher’s status, but implementing laws is most important and challenging.

VIII. References

- Code of Ministry of Education and Science No. 8937 of 22.12.2005 “For Schools with Status ‘National Level Schools’”. <http://www.mash.gov.al/legislation>
- Code of Teacher’s Ethics in the Public and Private Pre-university Education (2012). <http://www.mash.gov.al/legislation>
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