

### Albania

To keep you up-to-date with the latest economic and financial developments, this bulletin provides information that may affect the operation of your business in Albania.

#### Recent amendments to Law on National Holidays

On 04.02.2010, the Albanian Parliament passed Law no. 10226 amending Law no. 7651, dated 21.12.1992 “On National Holidays and Memorial Days” (“Law on National Holidays”).

Law no. 10226 (“New Law”), published in the Official Gazette no. 13, dated 25.02.2010, shall become effective on 12.03.2010.

The New Law introduces 8<sup>th</sup> of December “Youth National Day” as a national holiday.

Furthermore, the New Law abrogates the provision of last paragraph of article 1 of Law on National Holidays, which set out that “*in case the National Holiday falls on Saturday or Sunday the following working day shall be a day-off*”.

This amendment does not affect article 86 of the Labor Code that provides for a rule similar with the above abrogated provision. Before the said amendment, article 86 of the Labor Code and article 1, last paragraph of Law on National Holidays complemented each other. But, starting from the entry into force of the New Law, the above provision of the Labor Code becomes the only rule applicable to the matter.

Article 86 of the Labor Code provides that when the national holiday falls in the weekly days-off, the day-off due to the national holiday is postponed on Monday.

Pursuant to the Labor Code (article 85), the weekly day-off includes Sunday; leaving thus open the determination of other weekly days off to any relevant secondary legislation, collective contract, individual contract, internal regulation of the employer and local and professional practices.

In any case, should the employee be required to work during a day-off corresponding to a national holiday, article 87 of the Labor Code entitles the employee to benefit either monetary or time-off compensation.

# BOGA & ASSOCIATES

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For more information contact:

Boga & Associates  
Deshmoret e 4 Shkurtit str.  
P.O Box 8264  
Tirana, ALBANIA

Tel +355 4 225 1050/225 1022  
Fax +355 4 225 1055

Internet: <http://www.bogalaw.com>  
E-mail: [info@bogalaw.com](mailto:info@bogalaw.com)

Boga & Associates  
Nene Tereza str.  
Entry 30, No. 5  
Pristina, KOSOVO

Tel +381 38 223 152  
Fax +381 38 223 153

**Genc Boga - Partner**  
**Alketa Uruçi – Senior Manager**  
**Renata Leka – Senior Manager**

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