

A practical legal guide on
“Employment
and
Self Employment”

Employment **L**aw **A**lbania
“**P**ractical and **R**eliable **L**egal **S**olutions”

EMPLOYMENT

Hello, I am Tom and I am an employee.



Characteristics of employment relation

-Relationships between the parties

I offer my work or service, under the organization and orders of another person, called employer, who pays me a certain remuneration (salary). I execute my job in person, unless otherwise agreed with my employer.

-Salary and declaration of social and health contributions

My salary cannot be less than the minimum salary defined by the Decision of Council of Ministers and it is defined in a collective or individual agreement. My employer is responsible for declaration, calculation and payment of social and health contribution and also tax on incomes.

-Different types of employment contracts

I may work part-time, with a definite or indefinite term contract.

I may work: from home; with a teleworking contract; as a commercial agent; on an apprenticeship contract.

-Other rights and obligations

I am entitled of weekly breaks, official holidays and annual leave.

I am protected from unfair dismissal and discrimination, and the employer is obliged to protect my health and life, through health and safety measures at workplace. If I work for more than three consecutive years and my employment contract is terminated from my employer, I am entitled of seniority reward.

SELF EMPLOYMENT

Hello, I am Joe and I am self employed



Characteristics of self employment

As a self employed I am responsible for registering my business as a legal entity as required by law. I also need the right licenses and permissions to offer my services, especially professional services, such as legal, architectural, engineering, medical ones etc.

I can provide my services for one or more companies (clients). The client will control only the result of my services. I am responsible for the work tools, time schedule and the working place.

I execute my services in person but I may also delegate a part of my work, sub-contract it, or hire another person, unless the conditions set between me and my client do not allow this.

I am responsible for paying my social and health contributions and any other taxes that the law requires me to.

I am self employed but in the same time, I can also choose to work as an employee for some other company. ***In this case I must pay attention because there are special rules for the calculation and declaration of health and social contributions for self employed individuals who also chose to be employed.***

Disclaimer notice

This presentation represents general and practical information; it is not legal advice, and should not be treated as such. The legal information on this post is provided "as is" without any representations or warranties expressed or implied .

Each employment contract or any other similar contract has its own specifications and this information is not an alternative to professional legal advice, nor does it create an attorney-client relation.

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If you have any specific questions about any legal matter please contact us at our email address: info@employmentlaw.al



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