



# YOUR GATEWAY TO SIMPLE EMPLOYMENT IN ALBANIA

## Employer of Record (EOR)

A complete employment solution where we become the official employer of your Albanian staff, managing all compliance and administrative tasks.

### Key Services:

- Fully compliant local employment contracts
- Payroll administration (in local currency)
- Taxes and mandatory social contributions management
- Legal compliance (employment law)
- Handling terminations and severance per local laws
- Recruiting and immigration assistance (optional)
- Relocation support (optional)

### Best suited for:

- Companies without a local legal entity in Albania
- Businesses aiming for rapid market entry with minimal risk



## Albanian Employment Legislation

### Albanian Employment Legislation – Quick Facts

- **Working Hours:** Standard 40-hour workweek
- **Annual Leave:** Minimum 20 paid days off per year
- **Public Holidays:** Approx. 14 public holidays annually
- **Taxation:**
  - **Personal income tax:** Progressive from 0% to 23%

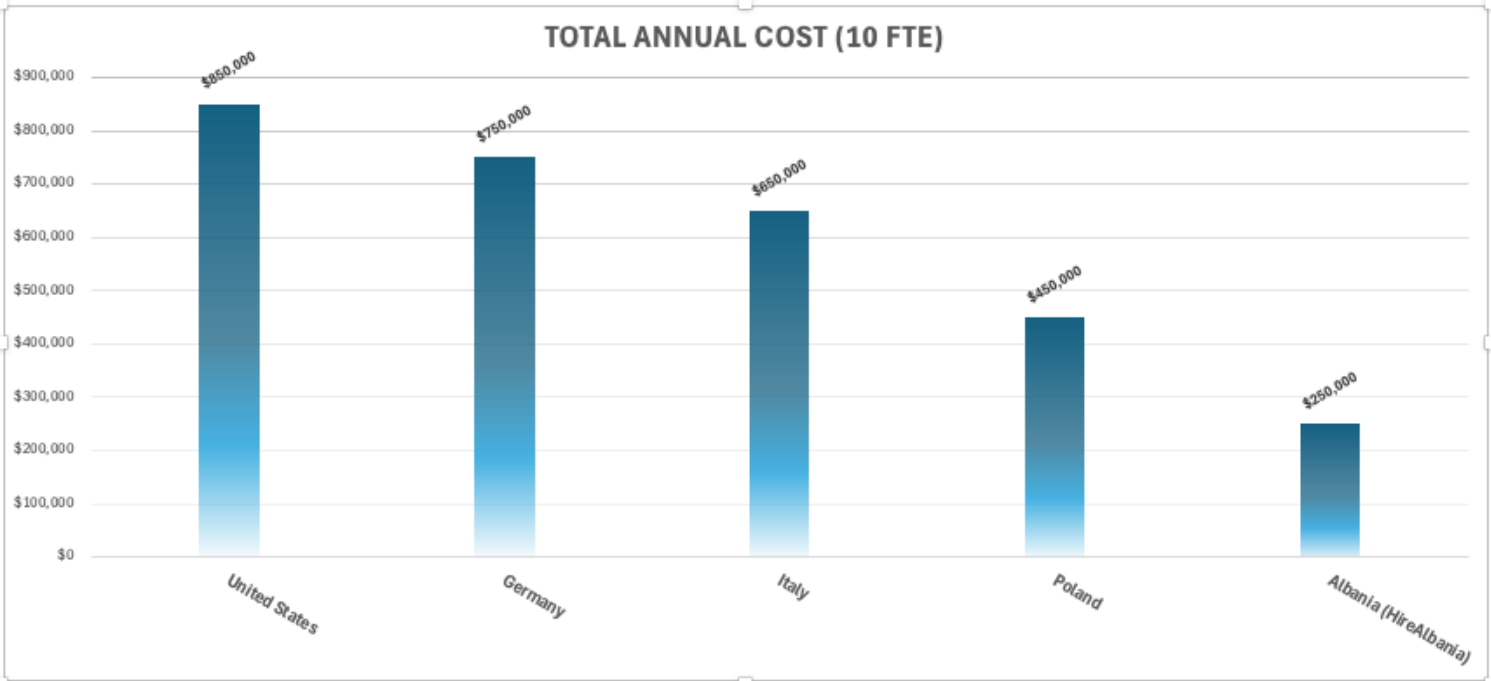
- **Social security & health contributions:** 16.7
- **13th Salary:** Not mandatory by Albanian law
- **Probation Period:** Usually up to 3 months
- **Notice Period:** Typically, 1–3 months depending on length of service and contractual terms

# Benefits of Choosing HireAlbania

- **Speed and Simplicity:** Rapid setup, compliant hiring within days
- **Cost Efficiency:** Avoid high setup costs, administrative burdens, low salary and taxes
- **Risk Mitigation:** Guaranteed compliance with local employment regulations, protecting your business from regulatory risks
- **Flexibility:** Easily scale your workforce up or down based on your business needs
- **Additional Support:** Optional recruiting, immigration, and relocation assistance

# Cost Comperison Graph

Country	Monthly Cost per FTE	Annual Cost per FTE	Total Annual Cost (10 FTE)	Annual Savings (Albania vs. Country)
United States	\$7,083	\$92,083	\$850,000	~\$600,000
Germany	\$6,250	\$81,250	\$750,000	~\$500,000
Italy	\$5,417	\$70,417	\$650,000	~\$400,000
Poland	\$3,750	\$48,750	\$450,000	~\$200,000
Albania (HireAlbania)	\$2,083	\$25,000	\$250,000	-



*Note: Figures are approximate and based on average market rates, highlighting substantial cost-saving potential.*

# Industries & Roles Commonly Supported:

- IT & Software Development
- Engineering, CAD & 3D Modeling
- Data Entry & Research
- Customer Service & BPO
- Digital Marketing
- Finance & Accounting
- Professional Services
- Education & E-learning

**HireAlbania** helps you focus on your core business while we handle the complexities of employment in Albania.

## Case Example:

A mid-sized European tech firm needed to quickly onboard a 10-person software development team in Albania. Using HireAlbania's EOR services, they legally hired the team within 2 weeks without establishing a local entity, saving significant administrative costs, benefits from low salaries and ensuring full compliance.

 **HireAlbania**

**SCHEDULE YOUR FREE CONSULTATION**

**CONTACT US NOW**



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