

**SiD – The General Workers Union in Denmark**

**Impact study:**

**Contribution to the Development of the  
Albanian Labour Market**

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**August 2002**



**INTERNATIONAL DEVELOPMENT PARTNERS**

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## **1. Introduction**

### **1.1 Background**

Cooperation between the General Workers Union in Denmark (SiD) and the Albanian trade union movement was initiated in 1992, and a SiD-Danida funded project on vocational training and on trade union training in Albania was implemented from mid-1995 to the end of 1998. A second 3-year SiD-Danida funded project with the two Albanian trade union confederations KSSH and BSPSH was started in January 2000 (official starting dated 1<sup>st</sup> September 1999) and may be seen as a phase 2 of the previous project.

The Albanian Project Partners, i.e. The Confederation of Trade Unions in Albania (KSSH) and The Union of Independent Trade Unions of Albania (BSPSH) were both founded in 1991 as Albania started the transition from a communist regime with plan economy to a pluralistic democracy with market economy. The two confederations are competitors but also see themselves as partners in cooperation, and SiD's assistance has to a large extent targeted co-existence and strengthened cooperation between them.

The development objective of the current project is to disseminate knowledge on how a free market economy functions and, in particular, to contribute to tripartism being generally accepted as a steering mechanism of the labour market and as a method for democratic activation and reactivation of the production machinery. The immediate objective is to obtain necessary knowledge on the labour market in Albania and to disseminate this knowledge through training and campaigns to all pertinent actors in the labour market; and to develop the Albanian trade union movement so that it can play an active role in the transition of the labour market in Albania.

A mid-term project review was carried out in February 2002, and findings, conclusions and recommendations are documented in a Final Review Report of April 2002. In addition, however, SiD and the Albanian project partners decided to commission a small impact study, with a view to trace the long-term effects of 10 years of cooperation. The study was then designed in continuation of the review and it was completed by the end of June 2002.

The study was carried out by a team of three:

- Peter Marinus Jensen, responsible for study design, workshop facilitation, final interpretation of data, and writing of report
- Edlira Xhafa and Altin Halilaj, responsible for interviews/data collection, compilation, tentative interpretation of data, and translation

This report outlines the methodology applied and presents the study team's overall findings and conclusions, which are not necessarily shared by BSPSH, KSSH, SiD or any other party concerned.

## 1.2 Methodology

In immediate continuation of the project review, the Consultant met with SiD representatives, and with the Project Management and selected staff on 10<sup>th</sup> and 11<sup>th</sup> February 2002 to discuss phasing out issues and to develop a design for the impact study, including a tentative schedule. The composition of the study team was agreed upon as presented in section 1.1 above.

Due to the scarce resources available it was agreed to use a study design based on an adapted opinion poll approach. It was further agreed to carry out a maximum of 100 interviews with BSPSH and KSSH cadres in 5 selected districts. In addition, a small number of key informants outside the trade union movement should be interviewed on all or some of the topics to be at the centre of the study:

- Internal democratisation (i.e. in the trade unions, federations and confederations)
- Trade unions' democratic participation in the Albanian society at large
- Organisational development within the trade union movement
- Ability to represent members' interests

In consequence, the study team developed a 'questionnaire' containing a total of 23 statements divided into 4 groups corresponding to the four bullet points above. In addition, a separate group of 9 statements related to the type of cooperation between BSPSH, KSSH and SiD. Interviewees' reactions to these statements would then provide the data to be analysed by the study team. The questionnaire is appended as Annex 1.

Eventually, a total of 93 interviews were carried out as detailed below:

District	Number	Interviewees
Vlora	9	Chairmen of District KSSH and BSPSH, chairmen of sections (including participants in Democracy Fund activities)
Korca	18	As above
Skhodra	17	As above
Elbasan	18	As above
Tirana	18	As above
(Tirana Central)	9	TU-chairpersons with close SiD contacts
(External)	4	Key informants outside the TU movement

As some designated interviewees failed to show, the balance between the two confederations was disturbed: 51 KSSH interviewees and 38 BSPSH interviewees.

Each interview was carried out by both interviewers and had a duration of 45 minutes to 1 hour. The interview was structured, i.e. the interviewees were first taken through the 23 statements relating to the four themes listed above, excluding any possible SiD influence

related to each statement, followed by the nine statements on cooperation. Finally, the issue of possible SiD influence on the developments was pursued to the extent interviewees themselves brought it up. At the beginning of the interview the interviewee was given a copy of the questionnaire excluding the columns related to possible SiD influence and could, thus, monitor the process in a structured way. The interviewers ticked the appropriate columns during the interviews and wrote down explanatory key words. Finally, the interviewers' copy of the questionnaire was checked with the interviewee for correctness.

Subsequently, the collected data were synthesized as per confederation/district and as per confederation/in total. Here it became clear that the explanatory key words and supplementary notes were very difficult to synthesize, partly as they had to be translated into English, and partly because these statements were simply too brief. Thus, the more qualitative parts of the responses were not systematically captured in the synthesis.

A draft report was then prepared, presenting the overall responses and tentative conclusions. This draft report was in turn presented to the two confederations and their affiliates and discussed at a workshop in Vlora on 28<sup>th</sup> and 29<sup>th</sup> June 2002. Here the workshop participants (around 25) were asked to assess the validity of findings and conclusions contained in the draft report. In the consultant's opinion, however, these workshop proceedings were unsuccessful in the sense that few tangible responses were obtained. Even so, it has been attempted to reflect the feedback in this report. The workshop programme is appended as Annex 6.

It is important to emphasize that this study has not constituted an in-depth research on impact defined as "positive and negative, primary and secondary long-term effects produced by a development intervention, directly or indirectly, intended or unintended"<sup>1</sup>. The study was designed to capture perceived trends rather than any firm end results. It builds on perceptions and opinions rather than on hard facts that are easy to objectively verify; and it captures the views of TU-insiders (89 of a total of 94 interviews) with a bias in favour of cadres rather than ordinary members. The study design may encourage positive answers as interviewees were asked to respond to a series of positive statements, and views on SiD's influence on outcome and impact may well be coloured due to a "politeness factor".

Although the study design has been kept relatively uncomplicated the information collected is large and may be analysed in many different ways. The presentation in this paper does not capture all angles and aspects but is focusing on overall and general trends. Thus, detailed analysis of district level answers may be undertaken by any of the parties concerned at a later stage, should this be found relevant and necessary. The completed questionnaires, the consolidated data, and feed-back from the Vlora workshop are kept in the project files.

In conclusion, the study and this report is intended to be used in the ongoing dialogue between the parties concerned in as much as it tables some important themes and

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<sup>1</sup> Cf. "Glossary of Key Terms in Evaluation and Results Based Management" (OECD/Development Assistance Committee)

perceived developments. Irrespective of the title of this report, it should not, however, be used as any tangible evidence of an objectively verifiable impact.

## **2. Internal democratisation**

50% of the interviewees are in general agreement that BSPSH and affiliates today are more democratic than they were before, while almost 1 in 4 (23%) is in disagreement. The corresponding figures for KSSH are 66% and 15%, respectively. It would be wrong to conclude, however, that the KSSH is generally regarded as having developed more in the direction of internal democratisation than BSPSH has. When KSSH interviewees are related to KSSH only and, correspondingly, BSPSH members' views on their own organisation are analysed, the organisational images on internal democratisation are almost identical:

- 89% think that BSPSH has become a more democratic organisation and only 3% disagree with this opinion. 85% think that members' influence on decisions and policies have increased, and that members are more active in the unions than before (73%). Interviewees are generally pleased with the level of transparency (77%) and there is a 100% agreement that leaders are elected democratically. 97% regard their leaders as having a better understanding of democracy and democratic organisations than they had just a few years ago, and an overwhelming 100% state that this is also the case for themselves personally.
- 94% think that KSSH has become a more democratic organisation and nobody disagrees with this opinion. The assessment is further supported as 78% find that members can increasingly influence policies and decisions, and the same percentage are of the opinion that members participate more in TU work than they used to do. Transparency has clearly improved (82%) and leaders are elected democratically (92%). 94% are of the opinion that leaders have a better understanding of democracy and democratisation than before, and – as is the case within BSPSH – 100% of the interviewees say that this also applies to them.

Two conclusions immediately present themselves:

Firstly, interviewees are generally very pleased with the democratic development of the trade unions, and with members' influence and the level of their participation. According to the interviewees, leaders' and members' understanding of democratic principles and values have increased significantly during the last few years. The June workshop found this conclusion to be valid, but it was emphasized that there is still a long way to go even if the achievements so far have been encouraging.

Secondly, BSPSH members and leaders view the internal democratisation of KSSH with some scepticism - and vice versa! Interviewees' elaborating statements during the interviews indicate that this perception is founded more on preconceived opinions than on tangible examples and knowledge. In view of the difference in prevailing political sympathies and orientation and considering the organisations' different history, this is hardly surprising. However, since there appears to be almost unanimous agreement that cooperation between BSPSH and KSSH is of benefit to the whole trade union movement

in Albania (cf. section 4 below), the prevailing prejudices represent a challenge to both confederations and their affiliates. This was clearly demonstrated during the June workshop where participants at times were so much on their guard that the actual subject for discussion and the tangible text in the draft report now and again were overshadowed.

Some 60% of all interviewees have assessed to which extent the cooperation with SiD has influenced the trends in respect of internal organisational democratisation. On average, 2 out of 3 are of the opinion that SiD's importance has been 'high' while approximately 30% assess the importance to be 'medium'. In turn, less than 4% evaluate the SiD influence to be 'low' and only one respondent is of the opinion that cooperation with SiD has had no impact on members' influence on TU policies and decisions.

Behind these figures there are, however, significant changes between BSPSH and KSSH responses. Some 60% of the BSPSH answers evaluate the impact to be 'high' while the corresponding figure for KSSH is approximately 75%. Other trends are nevertheless more identical as the positive impact is emphasised in respect of organisational transparency, democratic elections, and personal understanding of democratic principles and values in organisational work.

Even if allowance is made to counterbalance any bias in favour of SiD (the politeness factor) it seems safe to conclude that cooperation with SiD has contributed greatly to the internal democratisation of BSPSH and KSSH. The June workshop pointed out that the general political developments in Albania also were conducive in this respect.

The table below provides an overview of all responses related to internal democratisation. Figures listed in *italics* express percentage of the total number of interviewees, and the corresponding percentage of actual responses is, of course, higher. A breakdown of BSPSH and KSSH answers, respectively, appears in Annex 3 and 4.

<b>BSPSH+KSSH TOTAL: 89 interviews</b>							<b>SiD importance</b>			
<b>Statements</b>		<b>Agreement</b>								
		<b>Yes-----</b>		<b>No</b>						
<b>1.</b>	<b>Internal Democratisation</b>	1	2	3	4	5	H	M	L	N
1.1	BSPSH and affiliates are today more democratic organisations than they were before.	26	19	19	11	10	27	25	1	
		29	21	21	12	11	30	28	1	
1.2	KSHS and affiliates are today more democratic organisations than they were before.	27	32	13	6	7	38	19		
		30	36	15	7	8	43	21		
1.3	In my TU/federation/confederation members are now in a better position than before to influence the decisions and the policies.	40	32	15	2	0	29	25	2	1
		45	36	17	2	0	33	28	2	1
1.4	In my TU/federation/confederation members participate in the union work more than	38	30	17	1	2	31	20	2	

	they did before.								
		43	34	19	1	2	35	22	2
1.5	My TU/federation/confederation is more transparent today than it was before.	41	30	14	1	1	39	12	3
		46	34	16	1	1	44	13	3
1.6	In my TU/federation/confederation leaders are elected democratically.	68	16	3	1	0	36	13	5
		76	18	3	1	0	40	15	6
1.7	Leaders in my TU/federation/confederation have a better understanding of democracy and democratic organisations than they had just a few years ago.	60	25	2	1	0	48	6	1
		67	28	2	1	0	54	7	1
1.8	Personally I have a better understanding of democracy and democratic organisations than I had just a few years ago.	77	12	0	0	0	45	7	3
		87	13	0	0	0	51	8	3

### 3. Democratic participation in society

Almost two thirds of the respondents are, by and large, in agreement that the trade union movement has increased its importance as an actor to promote democratisation in the Albanian society at large. This notion is strongest among BSPSH members (3 of 4), while KSSH members with 1 of 2 are more hesitant as a whole. Outright disagreement is in any event quite low at 3% overall with insignificant variety between BSPSH and KSSH.

Approximately half of the respondents are of the opinion that the two federations are generally respected as having a democratic influence on the development of the Albanian society, but again, figures increase significantly – to approximately 70% for both movements - when the ‘bias-factor’ is eliminated, i.e. KSSH answers are related to KSSH only, and BSPSH answers correspondingly are related to BSPSH only.

Less than 1 of every 5 interviewees – with only insignificant differences between the organisations - sees tripartism as having a large influence on the development of the labour market in Albania. It appears that scepticism about the current role of tripartism is widespread within both confederations, even if it is more prevalent in BSPSH than in KSSH.

Views on the trade union movement’s facilitation of changes in the labour market are only slightly more positive. On average, only one quarter of the respondents regard this role as being successfully undertaken while a corresponding figure tends to disagree or to disagree completely. Thus, almost 50% of the interviewees are uncertain or unable to assess this issue. Variations between the two federations are minor.

It is, with some caution, concluded that the trade union movement’s *role* in democratisation in Albania seems to have been strengthened and that their legitimacy in

this respect has been enhanced, at least in their own understanding. At the same time, however, the actual impact on the labour market is more uncertain and difficult to measure. The June workshop agreed that both confederations had played significant political roles during the 90'ies and in the transition process since the fall of the communist regime.

Information from 4 additional interviews with key informants outside the trade union movement is generally too vague to support these conclusions unambiguously. There is a tendency, however, to support the notion that trade unions have increased their importance in the Albanian democratisation process, and one comments that 'the lack of big enterprises and of a stable labour market has somehow made the work of trade unions difficult'.

The response percentage related to possible SiD influence on these developments stands at 56 with a variety from 43% in BSPSH interviews to 63% in KSSH interviews. Elaborating statements from the interviews do not indicate any particular reason for this significant difference.

It is a general assessment that cooperation with SiD has impacted positively on the confederations' importance as actors to promote democratisation in Albania. More than half of the answers indicate SiD's influence to be 'high' while only a slightly smaller percentage assess the influence to be 'medium'. These figures correspond to approximately one third and one quarter, respectively, of all possible answers.

Even though actual results on the development of the labour market appear to be modest, one third of the actual responses (one fifth of possible responses) attributes achievements to a 'high' degree of SiD influence, and an even higher percentage (43%/22%) assess the influence to be 'high' on the trade unions' performance in facilitating changes in the labour market.

It is concluded that the influence of the cooperation with SiD has been medium-to-high in respect of the confederations' achievements as actors in the Albanian democratisation process. However, the June workshop emphasised that cooperation with other European trade unions had also been important.

The table below provides an overview of the aggregated answers on democratic participation in society. Figures listed in *italics* express percentage of the total number of interviewees. A breakdown of BSPSH and KSSH answers, respectively, appears in Annex 3 and 4.

<b>BSPSH+KSSH TOTAL: 89 interviews</b>														
<b>Statements</b>		<b>Agreement</b>					<b>SiD importance</b>							
		<b>Yes-----No</b>												
<b>2.</b>	<b>Democratic Participation in Society</b>													
2.1	The Trade Union Movement has increased its importance as an actor to promote democratisation in Albania.	14	42	20	10	3	30	23	3					
		16	47	22	11	3	34	26	3					
2.2	BSPSH and affiliates are generally respected as having a democratic influence on the development of the Albania society.	16	25	28	15	5	26	18	5					
		18	28	31	17	6	29	20	2					
2.3	KSHS and affiliates are generally respected as having a democratic influence on the development of the Albania society	16	31	21	10	6	31	18	0					
		18	35	24	11	7	35	20	0					
2.4	Tripartism is having a large influence on the development of the labour market in Albania.	3	14	23	20	27	17	20	10	2				
		3	16	26	22	30	19	22	11	2				
2.5	The Trade Union Movement is actively facilitating changes in the labour market as a result of the transition from plan economy to market economy.	4	19	41	14	6	22	22	7					
		4	21	46	16	7	25	25	8					

#### 4. Organisational Development

While approximately half of all interviewees state that BSPSH and affiliates have defined their role in the development of the Albanian society, this notion is held by no less than 92% of the BSPSH interviewees. The corresponding overall figures for KSSH are 77% and 84%, respectively.

There is general consensus that cooperation between the two federations is of benefit to the whole trade union movement! This view is held by 96% of all interviewees and there is little difference between BSPSH members with 94% and KSSH members with 98%.

4 out of every 5 interviewees are of the opinion that organisational development is increasingly taking place within the two federations and their affiliates, and that the organisations as a result have become stronger than they were before. Differences in opinion between BSPSH and KSSH are generally insignificant. It is worth noting that no interviewee expressed the opposite - or even anything like the opposite - opinion on these issues.

It is concluded that the process on developing the organisations has been initiated and that the organisational profiles and strategies in relation to the Albanian democratisation process have been more clearly defined. In turn, the federations and their affiliates are regarded as having strengthened their organisations. Despite competition and a prevailing and mutual scepticism between the two wings of the TU movement, cooperation between them is of mutual benefit. This conclusion was fully supported by the June workshop.

An average of approximately 70% of the responses on SiD's importance vis-à-vis organisational development suggested that the influence has been 'high' while the balance, by and large, found it to be 'medium'.

No less than 80% of all respondents (51% of all interviewees) saw SiD's influence as being 'high' on cooperation between the federations and the resulting benefits. This notion is stronger in KSSH with 84% (65%) than in BSPSH with 67% (32%). A notable 17% of the BSPSH respondents on this issue regarded SiD's influence as being 'low' while the corresponding KSSH figure was nil.

It is concluded that the cooperation with SiD has been instrumental in promoting initiatives on organisational development, and that SiD has played a very important role in facilitating cooperation between BSPSH and KSSH. Proceedings at the June workshop, however, revealed a somewhat uneven knowledge amongst the participants on OD concepts and this issue should be pursued once the OD component of the project has been completed.

The table below provides an overview of the aggregated answers on organisational development. Figures listed in *italics* express percentage of the total number of interviewees. A breakdown of BSPSH and KSSH answers, respectively, appears in Annex 3 and 4.

<b>BSPSH+KSSH TOTAL: 89 interviews</b>											
<b>Statements</b>		<b>Agreement</b>				<b>SiD importance</b>					
		Yes-----		No							
<b>3.</b>	<b>Organisational Development</b>										
3.1	BSPSH and affiliates have defined their role in the development of the Albanian society.	34	19	17	12	3	34	20	2		
		<i>38</i>	<i>21</i>	<i>19</i>	<i>13</i>	<i>3</i>	<i>38</i>	<i>22</i>	<i>2</i>		
3.2	KSSH and affiliates have defined their role in the development of the Albanian society.	39	29	17	0	2	36	17	0		
		<i>44</i>	<i>33</i>	<i>19</i>	<i>0</i>	<i>2</i>	<i>40</i>	<i>19</i>	<i>0</i>		
3.3	Cooperation between BSPSH and KSSH is of benefit to the whole trade union movement.	82	4	2	0	1	45	9	3		
		<i>92</i>	<i>4</i>	<i>2</i>	<i>0</i>	<i>1</i>	<i>51</i>	<i>10</i>	<i>3</i>		
3.4	Organisational development is increasingly taking place in my TU/federation/confederation.	37	36	14	0	0	40	16	1		
		<i>42</i>	<i>40</i>	<i>16</i>	<i>0</i>	<i>0</i>	<i>45</i>	<i>18</i>	<i>1</i>		

3.5	My TU/federation/confederation is a stronger organisation today that it was before.	53	28	7	0	0	31	13	1	
		<i>60</i>	<i>31</i>	<i>8</i>	<i>0</i>	<i>0</i>	<i>35</i>	<i>15</i>	<i>1</i>	

## 5. Representing members

Approximately 9 in 10 are of the opinion that the trade unions have a good understanding of the members' problems and interests, and that they have increased their capacity and ability to defend the interests of the members. It is, correspondingly, a prevailing notion that trade unions generally consult their members. In the elaboration of answers, however, quite many interviewees emphasise that consultation is not adequate due to undeveloped communication systems in a decentralised economy/labour market.

Two thirds of all interviewees believe that the CBA coverage in the public sector is high and increasing. Differences between KSSH (72%) and BSPSH (56%) are significant.

Almost 1 in 4 is of the opinion that the number of workers in the private sector covered by a CBA is high and increasing. Some 30% are in disagreement and 24% do neither agree nor disagree. A remarkable 22% refrain from responding on this issue.

It is concluded that the trade unions in general have a sound knowledge on their members' situation and are reasonably well equipped to represent their interests. It appears, however, that the actual knowledge on CBA coverage in the public sector and, especially, in the private sector is not well founded and needs to be improved. In this context, the June workshop took the opportunity to reiterate the need for a continued cooperation between the two confederations beyond the current project, notably on collective bargaining and on lobbying and advocacy targeting, for instance, an improved labour code. The June workshop also pointed out that the two confederations must take the initiative to develop a joint strategy on the cooperation.

The trade unions' increased ability to defend members' interests is to a large extent being ascribed to a 'high' SiD influence (approximately 70% of respondents and 36% of all interviewees), and the same causal relationship applies to a corresponding extent to the unions' understanding of their members' situation.

A remarkably high percentage of respondents perceive the SiD influence on CBA coverage to be high, but the response percentage is well below 50, and it is one of the very few cases where some interviewees suggest that SiD has been of no importance whatsoever.

It is concluded that SiD has had a relatively high influence on the ongoing capacity development in the confederations and within their affiliates.

The table below provides an overview of the aggregated answers on the organisations' ability to represent the interests of their members. Figures listed in *italics* express percentage of the total number of interviewees. A breakdown of BSPSH and KSSH answers, respectively, appears in Annex 3 and 4.

<b>BSPSH+KSSH TOTAL: 89 interviews</b>											
<b>Statements</b>		<b>Agreement</b>					<b>SiD importance</b>				
		<b>Yes-----No</b>									
<b>4.</b>	<b>Representing Members</b>										
4.1	My TU/federation/confederation is today in a better position than before to defend members' interests.	48	33	8	0	0	36	19	1		
		54	37	9	0	0	40	21	1		
4.2	Trade unions generally have a good understanding of members' problems and interests.	60	27	2	0	0	36	15	1		
		67	30	2	0	0	40	17	1		
4.3	Trade Unions generally consult their members.	43	32	12	1	0	36	11	4		
		48	36	13	1	1	40	12	4		
4.4	The number of workers in the public sector covered by a collective bargaining agreement is high and increasing.	26	32	14	3	2	27	13	3		
		29	36	16	3	2	30	15	3		
4.5	The number of workers in the private sector covered by a collective bargaining agreement is high and increasing.	10	11	21	14	13	11	12	10	3	
		11	12	24	16	15	12	13	11	3	

## 6. Knowledge on cooperation with SiD

Knowledge on the current project cooperation between BSPSH, KSSH and SiD is high. Almost all 79 respondents (of 89 interviewees) know about the ongoing project cooperation and that TUSA is part of that project. It is remarkable, however, that only one third of the interviewees seem to know that the Labour Institute is also a part of the project. Interviewees outside Tirana generally seem to know little if anything about this relationship.

80% of the interviewees (90% of the respondents) are aware that Albanian trade unionists have attended seminars in Denmark on democracy – arranged by SiD – and 75% (84%) know that BSPSH and KSSH representatives have been exposed to SiD's training programmes in Denmark.

Many – more than 60% - know that Danida funds the project. This indicates that almost 40% apparently do not know but only 2 interviewees say explicitly that Danida does not fund the project.

Less than half of the interviewees seem to know that cooperation with SiD is not limited to the project and a corresponding number appear to know that cooperation was initiated (long) before the current project was started in 1999. This would, inter alia, indicate that

democracy seminars in Denmark since 1999 – funded through the Democracy Fund – by many is believed to be part of the project.

30% believe that SiD provides core funding to BSPSH and KSSH while 26% correctly say that this is not the case. 44% of the interviewees have no opinion on this.

It is concluded that the knowledge on the overall cooperation is high, although it is puzzling that only a minority seems to know that the Labour Institute is part of project and, thus, included in the area of cooperation. A clear distinction between the project and other cooperation activities does not appear to be important to the interviewees, and this also seems to be the case when it comes to the original source of funding.

Knowledge on the history of cooperation appears to vary greatly, but a review of the answers provided does not reveal a clear pattern on differences between the organisations, and nor between the districts.

The diversity in answers on the core funding issue – and the low response percentage – may well indicate that the term ‘core funding’ was not well understood by many interviewees rather than illustrate anything else.

The table below summarises the total response to 9 statements (true and false) on the cooperation:

	<b>True or false statement</b>	True	False
<b>a.</b>	BSPSH and KSSH have a joint project cooperation with SiD, The General Workers Union in DK	76	2
<b>b.</b>	SiD provides core funding to trade unions affiliated to KSSH and BSPSH.	27	23
<b>c.</b>	Cooperation between the Danish and the Albanian Trade Union Movement was started in 1999.	19	41
<b>d.</b>	TUSA is part of a project between SiD, BSPSH and KSSH.	77	2
<b>e.</b>	The Labour Institute is not supported by the project.	10	29
<b>f.</b>	Albanian trade unionists have been attending seminars in Denmark on democratisation.	71	0
<b>g.</b>	Albanian trade unionists have been exposed to SiD’s training programmes in Denmark.	67	0
<b>h.</b>	Besides the project, there are other areas of cooperation between SiD and the trade unions in Albania.	43	2
<b>i.</b>	The project is funded by Danida.	55	3

A break down per district is given in Annex 5.