



**REPORT
FOR THE IMPLEMENTATION OF AGREED CONCLUSIONS
IN THE WOMEN'S STATUS COMMISSION, 61st SESSION OF 2017
ABOUT
"WOMEN'S ECONOMIC EMPOWERMENT
IN THE CHANGING WORLD OF WORK "**

11 October 2021

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I. INTRODUCTION

The Ministry of Health and Social Protection, as the main responsible authority responsible for gender equality issues in the country, has the honor to present to the Secretary-General of the United Nations, on behalf of the Government of Albania, the report on the implementation of the agreed conclusions on ‘Women’s economic empowerment in the changing world of work’, adopted by the Commission at its sixty-first session, in March of 2017.

The report was prepared in accordance with the requirements and instructions of the United Nations Secretariat and the requested information is structured on the basis of the submitted questions, in only six pages. However, the report also includes tables or graphs or summarized information to give a clearer picture of the progress made in this regard, as well as to enable comparison over the years.

The information presented is based on the desk review of previous reportsⁱ as well as on the data sent by the main public institutionsⁱⁱ responsible for women’s employment and economic empowerment.

The reporting period is 2017 - September 2021.

It is important to note that during the reporting period Albania has faced some important moments of the country's political development, such as three electoral processes (two of which for the central level, respectively in 2017 and 2021, as well as a process for local level, in 2019).

In addition, during the reporting period Albania is faced with the situation of civil emergency in November 2019, due to the earthquake and significant damage caused in some areas of the country, as well as with the crisis due to the COVID-19 pandemic, which as worldwide had its effects not only on health but also on the economic development of countries.

However, despite the reorganization of key central institutions in September 2017 and September 2021, as well as the situations due to the earthquake and Covid-19, the economic support, empowerment of women and their increasing engagement in the changing world of work, has remained among the key priority issues of the Government of Albania, which are expected to be addressed responsibly, even in the new strategic documents drafted for 2021 onwardsⁱⁱⁱ.

II. IMPLEMENTATION OF THE AGREED CONCLUSIONS ADOPTED BY THE COMMISSION IN ITS 61-st SESSION OF 2017.

Legislative measures taken by Albania are indicative of the government's commitment to combating and eliminating the root causes of gender inequality and violence against women. The legal framework has undergone changes and improvements. Specifically, the changes in the employment legislation may include, inter alia, measures to prevent sexual harassment, prohibit discrimination against pregnant women, as well as significantly improvement of the working conditions for pregnant women and young mothers with breastfeeding children.

Albania ratified the Convention on the Elimination of All Forms of Discrimination against Women in 1993, as well as its Optional Protocol in 2003. The fifth national periodic report on the implementation of this Convention was submitted by the Albanian state in the CEDAW Committee, at the end of the year 2020. Albania has ratified the Convention on the Rights of the Child in 1991 and has also ratified 54 International Labor Organization' Conventions [including those cited in paragraph 40 (b) of the agreed conclusions] and reports annually for their implementation. Equality and non-discrimination are sanctioned in Article 18 of the Constitution of the Republic of Albania, while Article 49 describes the principle of freedom and equality in relation to employment rights.

Article 9 "**Prohibition of Discrimination**" of the Labor Code, as amended, is a transposition of Article 5 of Directive 2000/78 / EC of 27 November 2000 "For the establishment of a general framework for equal treatment in employment and occupation". The Labor Code also reflects the principles and definitions of the ILO' Convention on Equality of Treatment, including Social Security (1962). The definition of discrimination against women in Law 9970/2008 "On gender equality in society" (Article 4/3), is fully in line with Article 1 of CEDAW. Law 10221/2010 "On protection from discrimination" as amended^{iv}, regulates the application and observance of the principle of equality and non-discrimination in relation to a variety of reasons, including and not limited to gender, pregnancy, parental affiliation, parental responsibility, age, family or marital status, civil status, etc. In addition the improvements of this law provide the needed definitions on a set of forms of discrimination (such as direct discrimination, multiple discrimination, cross-sectoral discrimination, indirect discrimination, etc.). Protection from discrimination in employment is provided in Chapter II of this law with about 5 Articles (Articles 12-16), where it is emphasized the prohibition of discrimination for all reasons cited in the law and related to a) announcement of vacancies; b) recruitment and selection of employees; c) treatment of employees in the workplace, including their treatment during the establishment or change of working conditions, remuneration, benefits and working environment, treatment related to professional training or during the disciplinary process or related to dismissal or termination of the contract of employment working; ç) membership in trade unions and the opportunity to benefit from the facilities provided by this membership, etc. Article 12/2 of this law also prohibits any kind of harassment, including sexual harassment, by the employer against an employee or job seeker or between employees.

"**Equality in remuneration**" is also foreseen in Albanian legislation. Article 115 of the Labor Code relates to the principle of equality and remuneration set out in Article 4 of Directive 2006/54 / EC "For the application of the principles of equal opportunities and equal treatment of women and men in matters of employment and occupation", as well as those of the ILO Convention C100 on "Equality of Remuneration" (1951). So, if we talk about the same nature of work, about work in the same quality and quantity, with the same working conditions, which requires the same professional training, seniority, physical effort, intellect, experience

and responsibility, then work is considered equal or of equal value, so its reward must be the same.

Work of equal value and the right of the employee to equal pay for work of equal value is also addressed in Law 9970/2008 "On gender equality in society" (in its articles 4/8, 16/7, 17/1 and 21).

Participation of women in trade unions. Article 50 of the Constitution sanctioned the right of employees, regardless of gender, to join freely in trade unions to protect their labor interests. The Labor Code has granted representatives of trade union organizations a special protection which includes the prohibition of discrimination against trade union representatives and the prohibition of termination of employment contract, by the employer, for the representatives of the trade union organization, without the consent of this organization. The legislation in force also allows civil servants to create and become members of Trade Unions that aim to protect their interests in the civil service. They can also be elected to the governing bodies of the Trade Unions and participate in their activity, outside the official hours. It is forbidden for the civil servant of the senior management category to be at the same time in the executive bodies of the Union.

Maternity care and reconciliation of work and family responsibilities. In Albania, starting from 2014^v the right to childcare permit was also entitled to the father, following a 63-day period after childbirth and when the mother does not exercise this right or is under no conditions to benefit it. For pregnant women, the prohibition period of work after childbirth has been increased from 42 days (that was before adoption of the legal amendment) to 63 days. If the pregnant woman, a woman who has recently given birth and/or is breastfeeding decides to go back to work after the 63-day period and her workplace is not deemed appropriate, the employer should take the necessary measures by temporarily adjusting the working conditions and/or working hours to avoid the risks concerning the employee and/or child. If the adjustment of the working conditions and/or working hours is not technically and/or objectively feasible or cannot reasonably be required on duly substantiated grounds, the employer should take the necessary measures to transfer the woman concerned to another similar job. If even the transfer, according to paragraph 4 of this article is not technically and/or objectively feasible or cannot reasonably be required on duly substantiated grounds, the woman shall be granted with beneficiaries according to the social security legislation in force for the whole period necessary to protect her safety and health and / or child. If the woman decides, upon her own will, to work after the 63-day post-birth period, in agreement with the employer, for the child's nutrition she is entitled that until the child reaches the age of 1 year old, to choose: a) a 2-hour paid leave within normal working hours; or b) 2-hour reduced working time, with the same wage, as if she had worked for the normal daily working time. Upon termination of the maternity leave, the employee is entitled to return to her job or an equivalent workplace, under no less favorable conditions to her and to benefit from any improvement in employment conditions she was due to benefit during her absence. Starting from 1 January 2019^{vi} the bonus application for mothers with newborns, entered into force ranging from 40,000 ALL for the first child, to 80,000 ALL for the second child and 120,000 ALL for the third child. From this bonus benefits even mothers who give birth to their children abroad provided that the child is registered under legal deadlines. The measure of immediate financial aid is granted as a check on behalf of the mother's name at the maternity hospital where she gave birth to her child.

As regards to ***protection of women's employment during childbearing period***, the woman is entitled, in agreement with the employer, to payable leave for conducting medical examinations if necessary during the working hours. With regard to extra hours and nighttime

work, this is prohibited for pregnant women and following childbirth until the child reaches the age of 1 year old. In addition, it is prohibited for an employer to order the performance of nighttime work for pregnant women and after childbirth until the child is 1 year old, if it is detrimental to the safety and health of the woman concerned and / or child, this confirmed by a medical report. When the pregnant woman and / or breastfeeding woman, who decides to go back to work after the 63-day period following childbirth, becomes unfit for nighttime work, this confirmed by a medical report, but who is not unfit for daytime work, she shall be transferred to a similar daytime workplace, for which she is fit. If the transfer, according to paragraph 2 of this article is not technically and/or objectively feasible or cannot reasonably be required on duly substantiated grounds, the woman shall be granted with beneficiaries according to the social security legislation in force for the whole period necessary to protect her safety and health and / or child.

Parental Leave. The employee, having more than one uninterrupted year of work with the same employer is entitled to an unpaid leave, not less than 4 months, until the dependent child is 6 years old. The right to seek parental leave is individual for each parent and is not transferable, except in cases when one parent dies. The leave can be granted separately, but not less than one week a year. Duration is determined by written agreement between the employer and the employee. In the case of child adoption, parental leave is given within 6 years from the child's adoption date, but no later than when the child is 12 years old.

Specific groups. To support groups that experience multiple discrimination, several strategies and action plans have been adopted, in the areas of education, health, property rights, social protection, in the fight against trafficking of human beings, protection from discrimination, etc., such as the 2016-2020 National Action Plan for the Integration of Roma and Egyptians in Albania,^{vii} the 2016-2020 National Action Plan for LGBT Persons in Albania,^{viii} the 2020 National Action Plan for Disabled Persons^{ix}, etc. They all contain special measures for the inclusion and integration of women of these groups in society, employment, participation in and access to all services. Increasing the participation of women from vulnerable groups is also one of the objectives of the Local Gender Equality Plans drafted by 10 municipalities that have signed the European Charter for Equality for Women and Men in local life.^x (The Charter has been signed by 13 municipalities: Gjirokastrë, Tiranë, Korçë, Elbasan, Durrës, Shkodër, Përmet^{xi}, Bulqizë, Dibër, Librazhd, Cërrik, Pogradec and Kamzë.^{xii}) As regards gender policies and relevant legal measures, the Albanian government has been particularly active adding subsidies to employers hiring women from specific groups. Concretely, incentives were increased^{xiii} for employers to create and maintain working relationships with women from specific groups for long duration. Specifically, monthly financing up to 100 per cent of the compulsory social and health insurance contributions (part of the employer's contribution) was limited to the availability of labor contracts with women from specific groups, at least for one year. In addition, incentives were further increased for employers to hire women from specific groups^{xiv}. Concretely, the state undertook to pay for the employee up to six wages at a rate of 115 per cent of the minimum wage at national level, for the first year of employment of women from specific groups, who are designated to be head of the household and child-mothers with dependent children aged under 18. In the context of reducing women's poverty and their inclusion in social care services, legislation in force and relevant employment programs specifically target vulnerable groups such as: victims of gender-based violence or domestic violence, victims of trafficking / victims possible trafficking, young mothers, etc. **Law 15/2019 "On the promotion of employment"** provides that victims / potential victims of trafficking, gender-based violence, domestic violence or mothers under the age of 18, are specified in specific groups of disadvantaged jobseekers in

the labor market and have priority to be included, taking advantage of active employment programs, such as employment promotion programs, vocational training programs, employment mediation services, etc. Improvements to the law on welfare and social security brought about the provision of the right to seek and withdraw economic assistance from adult women. The changes in the law on social security brought, among other things, the social pension scheme, which can be benefited by anyone over 70 years of age and who does not meet the conditions for any other type of pension, or the income that benefits from any other source is less than the income provided by the social pension. Social Enterprises are also recognized in Albania^{xv} as non-profit organizations aimed at hiring people disadvantaged in the labor market, such as: persons handled with social assistance, persons with disabilities, orphans, women victims of violence and trafficking etc. Pursuant to this law, it was approved the respective bylaw^{xvi} which defines as disadvantaged groups, among others: (i) social assistance beneficiaries; (ii) women living in rural areas: a) where the average unemployment rate exceeds 50% of the national average rate for at least two calendar years, b) where the female's unemployment rate is over 150% of the male's average unemployment rate for at least two of the last three calendar years; (iii) women and girls victims / potential victims of trafficking, exploitation and domestic violence.

Development of professional skills and breaking gender stereotypes. There is no discrimination in admission due to gender or other individual aspects, in the system of vocational education and training, both in the directions and profiles offered through vocational schools and in the short-term courses offered through public vocational training centers. However, there is still a gender gap in the preferences for vocational training, where girls are mostly enrolled in vocational schools such as hotel-tourism, tailoring-clothing, economics-business, IT, social-health services, etc. To break this gender stereotype in the direction of vocational training, starting in 2019^{xvii}, female students, who follow the teaching directions such as: mechanics, electrical engineering, electronics, woodworking, geodesy, transport service, as well as thermos-hydraulic, benefit scholarships. Also, in the Local Action Plans for Gender Equality prepared and approved in 10 municipalities in the country there are foreseen information sessions for breaking gender stereotypes in education and vocational training. An extension of these information sessions is also foreseen as part of the actions within the National Strategy for Gender Equality 2021 - 2030. Also, unemployed jobseekers of both sexes registered as such at the Local Employment Offices, benefit free of charge from all vocational training courses. While in the framework of the World Bank initiative, which is being implemented jointly by Coders trust and Euro Partners Development, for girls and young women aged 16-35 years, a 12-week intensive and free training program will be realized, through the online learning platform of the Coders trust Academy, where the most required skills nowadays on web development will be taught, graphic design, and digital marketing, in line with the development trend of the online market for freelancers to have access in the online marketplace of freelancers.

Economic and social policies for the women's economic empowerment. Albania has prepared the Economic Reform Program that covers the period 2019-2021, with 15 reform measures, which reflect the priorities of the government, including: employment and social inclusion, training and vocational training, business improvement, etc. In 2018, the Council of Ministers adopted a decision in aid of the implementation of the law on social enterprises. The decision provides a fund to go towards three directions, such as: the creation of new jobs, compulsory health and social insurance for employees from disadvantaged groups, and for social enterprises themselves upon presentation of a business plan. The new business must employ at least three new people with a disadvantaged background within the first 12 months

of operation commencing the day the subsidy is received. Subsidies are dependent on employment of disadvantaged groups for a period of no less than 2 years. Law 111/2018 “On the Cadastre” has regulated GE in property registration. When a property due for registration was acquired after marriage, pursuant to Article 76 of the Family Code, the title deed reflects both spouses, unless they prove that the property is subject to a special property regime. As to title deeds issued before the entry into force of this law, there are also provisions in it for spouses to write to the local property registration office and ask for the title deed to be updated to show their name, too, as long as this property was acquired after marriage. This provision applies to the registration of legalised properties, construction contracts, or the promise of sale when the aim is to pass the ownership of the property from one party to another in the future. The Ministry of Agriculture and Rural Development intends to continue to address issues of importance for women in rural areas, such as the reduction of poverty and their economic empowerment. The guidelines for the use of the Agriculture and Rural Development Fund (ARDF) awards 5 additional points to female applicants applying for the Investment Scheme. Law 110/2018 on the notary has regulated gender equality aspects to protect the property rights of girls and women. Notaries are obliged to declare the presumption of legal joint ownership if the property was acquired after marriage, and the spouses have no other prior agreement outlining separate property ownership arrangements. In addition, a will cannot encroach on the property rights of the surviving spouse in relation to the share owned by the spouse presumed joint owner of properties acquired after marriage. Notaries must attach the marriage certificate to the property transfer document for the purpose of the surviving spouse. When dealing with the transfer of a property title, the notary must attach to the notary deed the buyer’s family certificate, and their marriage certificate if the buyer is married. In that case, the notary must also reflect in the contract the name of the spouse of the buyer, as co-buyer/joint owner, although the spouse him/herself may not even present. The absent spouse is granted this right by law, as the property is being purchased after the marriage, and, therefore, the joint matrimonial property regime applies. When a property acquired after marriage has been registered in the name of only one spouse whilst the other, who is the presumed joint owner has subsequently died, the notary must request a certificate of inheritance be issued so the names of all the heirs of the presumed joint owner can be registered accordingly in the property certificate before proceeding with the disposal of the property. Improvements in these five years are also noted in support of women's entrepreneurship. The "Action Plan for supporting women entrepreneurs 2014-2020^{xviii}”, consisted of five main pillars aimed at promoting policies for women entrepreneurs; training and educational programmes; increased access to finance through greater involvement in current schemes / new financial support; setup of network stakeholders in support of women entrepreneurs; as well as support of women in rural areas. Implementation of this plan has resulted in a number of positive developments related, among other things, to: providing training for women as part of the first activity for the establishment of a business center for women; development of fundraising programmes^{xix} and designing project fiches to be applied and involved in EU IPA funds^{xx}; efforts to create a database for women entrepreneurs^{xxi}, etc. Further, in the framework of the cooperation agreement between the Albanian Government and the Italian Government in support of small and medium enterprises (SMEs) a change of procedures was enabled^{xxii} to finance projects for women entrepreneurs, granting a bonus to all projects proposed by women entrepreneurs. A dedicated fund was created^{xxiii} for an implementation of the above Action Plan for a period of four years. This fund aimed at subsidizing the loan interest rate to micro, small and medium enterprises, which are run by women as owners or administrators. Gender Responsive Budgeting (GRB) is part of the 2015-2020 National Strategy for Development and Integration and is included in the management of the budget system through the relevant law amendments (2016). The Law on

Local Self-Government Finance (2017) has created opportunities for the effective inclusion of GRB at all stages of the local financial management cycle (annual and medium-term budget programming, monitoring and reporting, evaluation and auditing). It is mandatory for LGUs to address issues of gender equality or full respect for gender equality in at least one of the programme policy objectives, by clearly identifying gender products and indicators. As such, LGUs must include as financial indicators the expenditures for policies supporting gender equality from the total expenditures.

National policies and plans focusing on women's economic empowerment and gender equality. During the last five years, a set of important strategies have been drafted, in which the gender perspective is integrated, or through the implementation of which it is possible to empower women and achieve gender equality. The results from their implementation speak of an improvement of the situation of women in the labor market, although additional efforts and interventions are still needed in this regard. Thus, from the evaluation of the implementation of the National Strategy for Gender Equality and its action plan 2016-2020, it resulted that Strategic Goal 1: "Economic empowerment of women and men" was achieved to the extent of 74.7%. In parallel with the improvement of women's access to the labor market and the improvement of their access to certain services, including extension services, there is a reduction of the gender pay gap by 0.6 percentage points for 2019 (which results 10.1% for 2019) compared to a year ago. There is an increase in the involvement of girls and young women in fields of study related to science and technology, but this increase is not the same in all years, as it is observed for example a decrease in the employment rate of women in agriculture and extractive industries, from 2016 to 2019. Or there are legal improvements for property rights on agricultural land, but their implementation and impact in practice should be carefully monitored.

The National Strategy for Employment and Skills 2019-2022 (prepared as an update of the existing strategy 2014-2020) contains updated indicators as well as indicators of gender equality, reflected in the statistical program reviewed at the end of each year, and reflected in all periodic reports. Indicators in the labor market information system of the state database for the Employment Service System, also contain data disaggregated by sex. The percentage of women CEOs or female business owners was 25.7% in 2018, and 25.4% in 2019. The percentage of women CEOs/business owners is higher among small businesses (1-4 employees) at 25.8%, although this figure is lower than in 2018. When compared to the previous year, however, the percentage of women CEOs/owners has increased in companies with 5-9, 10-49 or over 50 employees.

In the ***Business Development and Investment Strategy 2021-2027*** (BIDS 2021-2027) support for women occupies an important place, referred to several measures. For example, in the measure 'Access to Finance' it was decided that 30% of beneficiaries will be women entrepreneurs / women-run businesses (2022-2027).

In the ***National Strategy for Gender Equality 2021-2030***, based also in the results from the evaluation of the previous strategy 2016-2020, there is foreseen a specific goal to women's economic empowerment in the world of work. Specifically, the strategic goal of "Fulfilling economic and social rights for women, girls, men and women, youth, boys in society and empowering women, girls and girls from all groups^{xxiv}, aiming at an increase and sustainability of the (green) environmental economy, as well as their equal participation in digitalization" contains three specific objectives: I.1 "Implement improved legal framework and policies that enable equal sharing of work and unpaid family care between women and men, young men and women, girls and boys"; I.2. Increasing the access of women, young women and girls, from all groups to financial services and products, as well as to productive

resources. I.3. Reducing the barriers that keep women, girls and girls away from the labor market, as well as increasing the access of women, girls and girls from all groups, to decent work even in non-traditional employment sectors (in particular in science, technology, engineering, mathematics).

In all three of these specific objectives, measures and actions are foreseen which will affect the further improvement of the economic situation of women and their economic empowerment.

REFERENCES

"National Report on the implementation of the Beijing Platform for Action +25"

Fifth National Periodic Report on the Implementation of the CEDAW Convention, 2020;

"Women and Men in Albania", 2011

National Strategy for Employment and Skills 2019-2022

National Strategy for Gender Equality 2021-2030

CoM Decision No.189, dated 02.04.2014 "On some amendments and additions to the Decision No.27 dated 11.01.2012" of the Council of Ministers, "On employment promotion programme for women of specific groups"

CoM Decision No. 73, dated 27.01.2016 "On some amendments and additions to the Decision no. 27, dated 11.01.2012 of the Council of Ministers "On employment promotion program for women of specific groups", as amended.

Law No. 65/2016 on "Social Enterprises in the Republic of Albania"

DCM. 56, dated 31.01.2018 "On determining specific categories of disadvantaged groups"

CoM Decision No. 666, dated 10.10.2019 "On the financial quotas of food in canteens and dormitories and the determination of the criteria for obtaining scholarships and payments for students of pre-university education in public educational institutions

Decision of the Council of Ministers No.592, dated 10.09.2014 "On the establishment of the fund in support of women entrepreneurs".

APPENDIX 1.

Legislation

During the reporting period, the principles of equality and non-discrimination on the grounds of gender, have been included, *inter alia*, in the following laws:

- **Law 68/2017 “On Local Self-Government Finances”** introduced the idea of gender-sensitive budgeting at local self-government.
- **Law 18/2017 “On the Rights of the Child and their Protection”** lists equality and non-discrimination as part of its general provisions. This Law defines what *child protection* means clarifying “the protection measures” protection officers may apply when children are found to be in an unsafe situation due to violence, abuse, negligence or exploitation. This is the first time that Albanian legislation has provided for the protection of street children, children who work or are exploited for work purposes, and, as such, addressing various forms of violence against children, such as bullying, violence in schools, domestic violence, sexual abuse, economic exploitation, children’s safety over the internet, unaccompanied children or victims of trafficking, etc.
- **Law 37/2017 “The Criminal Justice Code for Juveniles/Minors”** guarantees a legal framework of criminal justice for children, promotes the re-integration of children who have broken the law, the protection of the rights of the child victim and/or the witness to a criminal offence, and prevents the re-victimization/secondary victimization of children who have been victims of a criminal offence in the past.
- **Law 111/2017 “On Legal Aid guaranteed by the State”**, guarantees, amongst others, free legal help for special categories, such as victims of domestic violence, sexual abuse, trafficking of human beings, minors who have committed an offence, children in social care institutions, persons whose rights have been infringed by an action or inaction that has led to discrimination, etc.
- **Law 35/2017 adding to and amending Law 7905/1995 “On the Criminal Procedure Code”, as amended**, foresees new legal provisions that considerably improve the position of the victim in criminal cases, including special procedural rights for the minor victim who has been sexually abused or the minor who is a victim of trafficking in human beings.
- **Law 96/2017 “On the Protection of National Minorities in the RoA”** offers guarantees that non-discrimination and full equality before the law are provided for as early in the law as the scope section of the said law.
- **Law 70/2017 adding to and amending Law 10192/2009 “On the Prevention and Dismantling of Organized Crime and Trafficking through Prevention Measures against Assets”** outlines that should reasonable doubt exist on a person in relation to the offence of trafficking human beings, their assets (belonging to them wholly or partially, directly or indirectly) are placed – following a court decision – in a special social fund which is then used for the rehabilitation and integration of victims of trafficking.
- **Law 32/2017 “On the Protection of Witnesses and those cooperating with the justice system”** provides for special protection measures that are applied to persons who cooperate with the justice system.
- **Law 47/2018 adding to and amending Law 9669/2006 “On Measures against Domestic Violence”** fulfils both CEDAW (2016) and GREVIO (2017) recommendations.

Protection and procedural measures have been strengthened to respond more effectively to victims of domestic violence through an Immediate Protection Order (IPO), an order that is issued following a risk assessment that is completed in every single case. Girls and women in intimate relationships who are not in a formal relationship with the perpetrator (marriage or co-habitation) are protected for the first time ever by this law, which was amended in October 2020, providing clear measures for the eviction of the perpetrator from the property, their return once the Order has expired, specific rehabilitation programmes for the perpetrator, the IPO register, etc.

- **Law 22/2018 “On Social Housing”** reiterates the principle of non-discrimination in relation to planning, equipping, assigning and managing housing to social groups in need. A specialised housing programme provides housing assistance to vulnerable groups, such as victims of trafficking, victims of domestic violence and young single mothers.
- **Law 110/2018 “On Notaries”** strengthens women’s economic empowerment, guaranteeing women’s property rights, including new ways of regulating gender equality in terms of protecting property.
- **Law 111/2018 “On the Cadastre”** also regulates gender equality elements relating to property registration.
- **Law 69/2018 adding to and amending Law 10129/2009 “On the Civil Registry”** provides for the procedure of registration when that has not taken place, when a child was born abroad and the birth document issued by the authorities there is either incomplete or inaccurate.
- **Law 15/2019 “On Promoting Employment”** provides for potential/victims of trafficking, victims of gender-based violence, domestic violence victims and young mothers, as special disadvantaged groups of jobseekers who may benefit from employment services and programmes.
- **Law 57/2019 “On Social Assistance in RoA”** sets out the beneficiary groups of social assistance (benefits), including victims of trafficking upon leaving social care institutions but prior to finding employment, and domestic violence victims for the duration of the immediate/protection order if not looked after in social care institutions.
- **Law 34/2019 “On the Administration of Seized and Confiscated Assets”** reiterates the need for the efficient and effective use and administration of assets that are seized and/or confiscated by judicial institutions or seized by order of the minister of finance, the return to the community of the proceeds of crime and the compensation of the victims of crime.
- **Law 35/2020 amending Law 7895/1995 “The Criminal Code of Albania”, as amended**, criminalises psychological violence and protects associates or former associates of the perpetrator of the criminal offence, therefore harmonising domestic legislation to Article 3 of the Istanbul Convention. This law also provides for harsher sentences for certain categories of perpetrators of this criminal offence.
- **Law 13/2020 adding to and amending Law 108/2013 “On Foreigners”** outlines better protection for foreign victims of trafficking.
- **Law 59/2020 “On the Ratification of the Loan Agreement between the RoA and the International Bank for Reconstruction and Development on a Development Policy for Gender Equality in Access to Economic Opportunities”** aims to support the Albanian Government to improve its policy framework for equal access to economic opportunities focusing on increasing the access of women to property, establishing equal rules to increase the opportunities for women in the labour market, and strengthening institutional rules for gender-informed policy-making.
- **Law 81/2020 “On the Rights and Treatment of Prisoners and Detainees”** guarantees that detainees and prisoners are treated with dignity, whilst their human rights and

fundamental freedoms are respected. Another important guarantee is the prevention of cruel, inhuman and degrading treatment.

- **Law 101/2020 adding to and amending Law 10019/2008 “The Electoral Code of Albania”, as amended**, ensures full respect for the principle of gender equality. Therefore, the underrepresented gender’s direct and active participation in the country’s public and political life is a fundamental instrument for the consolidation of Albania’s democratic system.
- **Law 115/2020 adding to and amending Law 8417/1998 “On the Constitution of the RoA”, as amended** provides for both the electoral system and gender representation.
- The purpose of the **law¹ adding to and amending Law 10221/2010 "On Protection from Discrimination"** is to add to the existing law other types of discrimination, such as multiple discrimination, intersectional discrimination, hate speech, segregation, sexual harassment, etc., along with the right of the CPD to put into motion the Constitutional Court to seek the incompatibility of a piece of legislation with the Constitution, etc.

APPENDIX 2

Data on employment and inclusion of women in the labor market until 2019:

Women’s employment rates (15-64 years) have increased. They were respectively 58.3% (2016), 57.7% (2017), 59.7% (2018) and 61.6% (2019). Employment Offices have found employment in 25,170 cases in 2016 (53.5% women), 23,136 in 2017 (50.5% women), 32,846 in 2018 (50.4% women) and 30,391 in 2019 (49% women). The number of long-term unemployed jobseekers has decreased from 54,323 persons (28,007 women) in 2016 to 35,194 persons (19,221 women) in 2019.²

Employment rates (15-64 years) in 2019 were 68.2% for men and 54.4% for women. 27.1% of women were in paid employment whereas 15.2% were not paid for the work they provided to the family business. Rates of men in paid and unpaid employment are respectively 31.3% and 10.8%. Self-employment rates are 26.1% (men) and 12.1% (women). The majority of both men and women tend to be employed in the agricultural sector.

Employment of both men and women in the agricultural sector has decreased: 45.4% women and 36.2% men in 2016, 42.5% women and 34.9% men in 2017, 42.3% women and 33.5% men in 2018, and 41.6% women and 32.3% men in 2019. A decrease is noted in the mining industry, energy, gas and water supply sector with 1% women and 3.9% men in 2016, 0.6% women and 3.7% men in 2017, 0.8% women and 3.3% men in 2018 and 0.8% women and 3.2% men in 2019.³

2019 unemployment rates (15-64 years) were 12.2% men and 11.8% women. Compared to 2018, unemployment rates had gone down for both genders, falling by 1.0% for men and 0.5% for women.⁴

The total number of unemployed jobseekers who were part of the employment promotion scheme in 2016 was 5,211 persons (2,233 women), 5,264 persons (3,239 women) in 2017, 4,808 persons (2,260 women) in 2018, and 5,338 persons (3,045 women) in 2019.

¹ Submitted in February 2020 and adopted in October 2020

² INSTAT, “Men and Women in Albania, 2020”. See: <http://www.instat.gov.al/media/7376/burra-dhe-gra-2020.pdf>

³ INSTAT, “Men and Women in Albania”, 2020

⁴ Labour Force Survey. More data on women’s employment are found on Annex 9 of this report.

The number of unemployed jobseekers enrolled in a vocational training course was 12,710 persons (7,032 women) in 2016, 17,297 persons (6,200 women) in 2017, 12,403 persons (4,931 women) in 2018, and 8,818 persons (3,882 women) in 2019.

19,019 students enrolled in vocational high schools across the country in 2017-2018. 2,715 (14%) were girls. 19,311 students (3,102 female students, 16%) enrolled in the same schools the following academic year.

In 2019, the gender pay gap (GPG) was highest in the manufacturing sector (24.6%) and lowest in the construction sector (0.7%). The highest GPG rate (24.2%) is found in persons who are involved in crafts or who assemble equipment and machineries. GPG's lowest rate (3%) is in the Armed Forces. In other words, men are paid 3.0% more than women in AF.

Public employment services are provided free of charge to both employers and employees. Law 15/2019 obliges the Albanian state to take all necessary steps and provide appropriate resources to ensure that employment offices provide specialised services to special needs groups who are seeking help joining the labour market. In addition, information is to be provided in a way that is easily understood by disabled unemployed jobseekers.

Data on employment and inclusion of women in the labor market for 2020:

Labor market Labor market statistics provide an overview of the gender situation in the labor market. This perspective is very important for both a country's economic growth and productivity, as well as for the life of individuals and their families. Data in this section refer to the information obtained from the Labor Force Survey, focusing on gender differences and their impact on the employment of men and women. Employment data are collected for the population aged 15 and over, which is categorized into three exclusionary categories: employed, unemployed, and those out of the labor force (economically inactive).

Labor Force Participation According to the labor force survey, women are less likely to participate in the labor market. In terms of the population aged 15-64, the participation of women in the labor force has decrease to 2020, with 61.2 % from 61.6 % in 2019. According to causes of inactivity, generally speaking, women remain out of the labor force mostly because they are busy with unpaid work at home (18.8 %), or are attending school (20.9 %). On the other hand, only 0.6 % of men declare homework as the reason behind their inactivity, while 25.7 % are students or pupils.

Employment and employment structure Employment rate for the population aged 15-64 is 77.1 % for men and 61.2% for women. The structure of employees shows that 43.3 % of women in the labor force are employed in paid positions while 22.8 % of them engage in unpaid work in the family business. For employed men, these figures are respectively 41.6 % and 13.1 %. However, a significant percentage of men-namely 33.3 % in the labor force are self-employed, compared to 21.5 % of women. Women and men belonging to the 15-64 years old age group are mostly employed in the agriculture sector. In 2020, the agricultural sector employed 41.4 % women of employees, marking a reduction compared to 2019. Trade, transport, hospitality, business and administrative services are the second sector with the highest share of women's and men employment after the agriculture sector with 21.6 % for women and 31.7 % for men employees

Unemployment In 2020, according to labor force survey data, unemployment rate for men aged 15-64 is 12.0 % versus 12.4 % for women. Unemployment rate has declined for men to

the previous year. However, unemployment rate has greatly improved for men compared to women, decreasing by almost 0.2 point percentage, while for women was increase by 0.6 point percentage

Employment by sex, professions and activity economy In 2020, in Albania, the average monthly gross wage per employee is 53,662 ALL. This wage is calculated based on the enterprises' payrolls declared to the General Directorate of Taxation for contributions on social security, health and tax on income from employment. It covers all sectors of economy and contributors, Albanian and foreign citizens for whom the enterprise declares a gross monthly wage. The gender pay gap is 6.6 %. So men have average monthly gross wage of 6.6 % higher than women. Compared to the previous year, in 2020 there is a decrease of the gender pay gap by 3.5 percentage points. During this year, in the economic sector, the sector with the highest GPG, namely 24.9 %, is the Manufacturing sector, while the economic sector the GPG is the lowest is Construction, by -5.9 %. Viewed from the main groups and professions perspective, the gender pay gap is the highest for Craftsmen and equipment and machinery monitoring employees, by 22.9 %. The lowest GPG is noted for the Armed Forces, by 2.5 %, men's have average monthly gross wage of 2.5 % higher than women's.

APPENDIX 3

Concrete measures targeting women entrepreneurs, for all four funds, according to the latest forecasts of the program "Support for Economic Development", in the Medium Term Budget Plan (MTBP) 2019-2021 (Objective 1: Increasing the competitiveness of the economy in the regional market by providing grant funds), are presented as follows:

Output 1: Subsidized handicrafts subjects	2018	2019	2020	2021
	Budget	Forecast	Forecast	Forecast
Amount	10	20	20	20
Total cost (in thousand ALL)	5,000	10,000	10,000	10,000
Performance Indicator: the number of businesses owned by women, benefiting from the scheme 3 (Creative Economy Handicraft)	90%	92%	94%	95%
Output 2: Start Up subsidized subjects	2018	2019	2020	2021
	Budget	Forecast	Forecast	Forecast
Amount	14	20	20	20
Total cost (in thousand ALL)	7,000	10,000	10,000	10,000
Performance Indicator: The number of businesses owned by women, benefiting from the scheme 2 (Start-Up)	50%	55%	60%	65%
Output 3: Subjects subsidized by the Competitiveness Fund	2018	2019	2020	2021
	Budget	Forecast	Forecast	Forecast
Amount	0	20	20	20
Total cost (in thousand ALL)	18,000	28,000	28,000	28,000
Performance Indicator: The number of businesses owned by women benefiting from the scheme 1 (Competitiveness)	20%	22%	25%	30%
Output 4: Subjects subsidized by the Innovation Fund	2018	2019	2020	2021
	Budget	Forecast	Forecast	Forecast

Amount	0	25	25	25
Total cost (in thousand ALL)	5,000	15,000	15,000	15,000
Performance Indicator: The number of businesses owned by women, benefiting from the scheme 4 (Innovation)	40%	43%	50%	55%

APPENDIX 4:

GRB application in years⁵

Year	No. of budget programs	No. of budget programs that include GRB	No. of Objectives	No. of Products	Budget Funds for GRB (Million USD)	% of the total of Budget Expenditures
2015-2017	84	9	11	14	38.4	1%
2016-2018	84	20	27	23	63.4	1.73%
2017-2019	84	24	32	33	90	2.3%
2018-2020	84	28	41	41	120	2.4%
2019-2021	74	33	52	52	285	6.3%

ⁱ Such as: "National Report on the implementation of the Beijing Platform for Action +25"; Fifth National Periodic Report on the Implementation of the CEDAW Convention, 2020; "Women and Men in Albania", 2011; etc., as presented in the references section of this report.

ⁱⁱ Such as the Ministry of Finance and Economy - Employment Sector, on October 4-7, 2011, aiming at the preparation of this report.

ⁱⁱⁱ Such as: National Strategy for Employment and Skills 2019-2022, National Strategy for Gender Equality 2021-2030, etc.

^{iv} Amended by Law 124/2020 "On some additions and changes to law no. 10221, dated 4.2.2010 "For the protection from discrimination"

<http://www.parlament.al/Files/ProjektLigje/20201020143441ligj%20nr.%20124%20dt.%2015.10.2020.pdf>

^v Law no.104/2014 "On amendments and additions to Law No. 7703, dated 11.05.1993 "On Social Insurance in the Republic of Albania", as amended.

^{vi} DCM Nr. 740, dated 12.12.2018 "On determining the immediate financial assistance for mothers with newborns and the granting procedure"

^{vii} Adopted by DCM no. 1072, dated 23.12.2015. See: http://www.qbz.gov.al/botime/fletore_zyrtare/2015/12/241.pdf

^{viii} Adopted on 25 May 2016

^{ix} Adopted in June 2016

^x https://www.ccre.org/img/uploads/piecesjointe/filename/charte_egalite_al.pdf

^{xi} With UN Women support, from the municipalities of Gjirokastra and Permet that have not drafted the Action Plan on Gender Equality 2018-2020

^{xii} With USAID Planning and Local Governance Project, of which only the Municipality of Kamza has not drafted the Local Action Plan on Gender equality 2020 -2023

^{xiii} CoM Decision No.189, dated 02.04.2014 "On some amendments and additions to the Decision No.27 dated 11.01.2012" of the Council of Ministers, "On employment promotion programme for women of specific groups"

^{xiv} CoM Decision No. 73, dated 27.01.2016 "On some amendments and additions to the Decision no. 27, dated 11.01.2012 of the Council of Ministers "On employment promotion program for women of specific groups", as amended.

^{xv} Law No. 65/2016 on "Social Enterprises in the Republic of Albania"

^{xvi} DCM. 56, dated 31.01.2018 "On determining specific categories of disadvantaged groups"

⁵ Source: "National Report on the Implementation of the Beijing Platform for Action + 25", April 2019

^{xvii} CoM Decision No. 666, dated 10.10.2019 “On the financial quotas of food in canteens and dormitories and the determination of the criteria for obtaining scholarships and payments for students of pre-university education in public educational institutions (Point 2, sub-point 2.3, letter f)

^{xviii} Drafted with the support of UN Women and approved by Order of the Minister of the Ministry of Economic Development, Trade and Entrepreneurship, no. 339, dated 19.06.2014

^{xix} With the support of UN Women and referring to the Croatian experience

^{xx} In this context, during 2017 with the support of the UN Women was prepared the project "Entrepreneurship of women" with 4,000,000 EUR grants and 2,000,000 EUR technical assistance, trainings and advice to women entrepreneurs.

^{xxi} Upon statistics reflected in the Register of Enterprises, INSTAT report, NRC and GDT

^{xxii} Change implemented by the Italian Cooperation with the contribution of the Ministry of Economic Development, Trade and Entrepreneurship

^{xxiii} By Decision of the Council of Ministers No.592, dated 10.09.2014 "On the establishment of the fund in support of women entrepreneurs”.

^{xxiv} “From all groups: means: from rural areas, ethnic minorities, people with disabilities, LGBTI +, the elderly, single mothers, survivors of violence / trafficking, daughter mothers, migrants and asylum seekers, etc.