

Facts and Figures on Gender Equality Albania

CONTACTS

Government:

Equal Opportunities Committee

Chairwoman: Ms. Nora Malaj

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Parliament:

Committee of Labour, Social Affairs and Health

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Workers' organizations:

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Women's Committee

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Women's Department

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Employers' organizations:

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NGOs:

Women in Development Association

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International Organizations:

UNDP Albania

Capacity Building for Gender
Mainstreaming

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LEGAL FRAMEWORK:

ILO Conventions ratified

- No.100 – ratified in 1957
- No.111 – ratified in 1997
- No. 156 – still not ratified
- No.103 – not ratified
- No.183 – ratified in 2004 ¹

National legislation:

Albania does not have a special gender equality law, although an equal opportunities act is under discussion.

Special provisions are hence placed under general law, primarily in the *Constitution*, from 1998, and the *Labour Code*, from 1995. The *Constitution* proscribes discrimination based on several grounds including gender and the *Labour Code* prohibits any form of discrimination, including

sex, in employment and occupation. Furthermore, the Code states the principle of equal pay for work of equal value and defines and prohibits sexual harassment.

Amendment to the *Labour Code* regulating labour conditions of pregnant and breast feeding women entered into force in September 2003.

Albania is a country of origin and transit for trafficking in women. In 2001, the *Penal Code* was amended with new anti-trafficking articles, which increased the punishment for trafficking and provided an internationally accepted definition of trafficking. Further amendments to this law entered into force in March 2004².

¹ ILO/Ilolex

² ILO/Nalex

GENDER EQUALITY MACHINERY

In September 2004, the law on an equal gender society came into force. On the basis of this law **a new structure - the Committee for Gender Equality - will be established.** According to this law it will be responsible for implementing gender policy, proposing new legislation on gender or introducing changes to the actual one; controlling the focal points network activities etc. The chairwoman will answer to *the Council for Equal Opportunities* guided by deputy prime minister and the committee will be established under the *Council of Ministers of Albania*³.

Currently the gender equality machinery is made up of the *Equal Opportunities Committee*, which is currently situated under the *Minister of Labour and Social Affairs*. The Committee is responsible

for coordinating, implementing and evaluating governmental policies and programs concerning equal opportunities. Furthermore, the Committee initiates proposals for new legislation and amendments to existing law in order to align them with international standards.

The parliamentary *Sub-commission for Youth and Women*, within the *Committee of Labour, Social Problems and Women*, works in cooperation with the Ministry of Labour as well as with NGOs.

Albania has an Ombudsinstitution, the *People's Advocate*, however not with a specific mandate regarding sex-discrimination.

³ UNIFEM Database on National Women's Machinery completed by KARAT, November 2004

SOME BASIC INDICATORS:

Female/Male employment and unemployment rate: In 2002, the economic activity rate for women was 49.3% and 71.8% for men⁴.

In 2003, the unemployment rate was 18.3% for women and 13.2% for men⁵.

University graduates: In 2001, 68.6% of all university graduates were women⁶.

Sex distribution in public and private sector: In 2001, women made up 42.0% of the total employees in the public sector and 39.9% in the private sector⁷.

Retirement: The retirement age is 55 for women and 60 for men, both with 35 years of contributions. Women with

sex or more children are entitled to retirement at the age of 50 years⁸.

Maternity: Employees are entitled to 365 days of paid maternity leave. The compensation is 80% of the average daily wage in the last calendar year until 150 days after the childbirth and 50% of the average daily wage for the remainder of the period⁹.

⁴ ILO/Laborsta

⁵ ILO/Laborsta

⁶ UNECE

⁷ UNECE

⁸ ISSA

⁹ ISSA

BIBLIOGRAPHY

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ISSA - International Social Security Association Database, <http://www.issa.int/>

ILO/Laborsta – labor statistics database, <http://laborsta.ilo.org/>

ILO/Ilolex <http://www.ilo.org/ilolex/cgi-lex/ratificf.pl?Albanie>

ILO/Natlex – national legislation database <http://natlex.ilo.org/>,
http://www.ilo.org/dyn/natlex/natlex_browse.country?p_lang=en&p_country=ALB

SEELINE – National Machinery Reports 2002, <http://www.seeline-project.net/NM.htm>

UNECE – Gender statistics database
<http://www.unece.org/stats/gender/web/database.htm>

UNIFEM Database on National Women's Machinery completed by KARAT, November 2004, bratislava.unifem@undp.org

KARAT website www.karat.org