

**LAW**

**No.9970, date 24.07.2008**

**GENDER EQUALITY IN SOCIETY**

Pursuant to articles 78 and 83 section 1 of the Constitution, with the proposal of the Council of Ministers,

**T H E A S S E M B L Y**

**O F T H E R E P U B L I C O F A L B A N I A**

**D E C I D E D:**

**PART I  
GENERAL PROVISIONS**

**Article 1  
Object**

This law regulates fundamental issues of gender equality in public life, the protection and equal treatment of women and men with regards to equal chances and opportunities for the exercise of their rights, as well as their participation and contribution in the advancement of all social spheres.

**Article 2  
Aim**

The aim of this law is:

- a) To ensure effective protection from gender discrimination as well as any other form of behaviour that encourages gender discrimination;
- b) To define measures guaranteeing equal opportunities among men and women to eliminate gender based discrimination in any of its forms;
- c) To define the responsibilities of central and local state authorities for developing and enforcing laws and policies in support of encouraging gender equality in the society.

**Article 3  
Fundamental principles**

1. This law is based on the principle of equality and non-discrimination, and other principles sanctioned by the Constitution of the Republic of Albania, by the Convention "On the Elimination of all Forms of Discrimination Against Women", and by all other international acts ratified by the Republic of Albania.
2. The provisions of this law shall not be interpreted or implemented so that they restrict or reduce the guarantees in achieving tender equality sanctioned in international acts

ratiŒed by the Republic of Albania, the EU *acquis communautaire*, the Convention “On the Elimination of all Forms of Discrimination Against Women”.

#### Article 4 Definitions

In the understanding of this law, the following terms shall have the following meanings:

1. “Gender Equality” shall mean equal participation of women and men in all spheres of life, equal positions among them, equal opportunities to enjoy their rights and to fulfil their obligations in the society by profiting equally from its achievements and development.
2. “Gender” shall include the social opportunities and attributes related with being a female or male, as well the relations between them.
3. “Gender-based discrimination” shall imply any gender-based distinctions, exclusions or restrictions aiming at or resulting in damage of and failure to equally recognize, enjoy or exercise the fundamental human rights and freedoms foreseen in the Constitution and in the laws with regard to both genders in the political, economic, social, cultural and civil field.
4. “Gender mainstreaming” shall be the understanding of equality between females and males as an issue concerning not only one gender as a separate group, but the society as a whole. As such, gender mainstreaming is the way to achieve gender equality by involving each gender's perspective in all the lawmaking, policy making, planning, budgeting, implementing and monitoring processes.
5. There shall be “equal gender representation” in cases when neither of the genders is represented by less than 30% in any institution, hierarchical instance, nominated body, political parties.
6. “Temporary special measures” shall be measures undertaken by the state bodies to accelerate establishment of de facto equality between men and women in the society.
7. “Gender equality employee” shall be a central or local public administration employee, who has specific training and knowledge on gender equality and dedicates his/her time to work on achieving gender equality and gender mainstreaming in the respective sector or territory.
8. “Work of equal value” shall be the paid activity which, compared to the same indicators or unit of measure of another activity, displays similar or equal knowledge and professional abilities in carrying out the same or almost the same amount of physical and intellectual efforts.
9. “Gender Based Harassment” is any kind of unwelcome conduct relating to the gender of one person and aiming and/or resulting in violating personal dignity or creating a threatening, hostile, humiliating, disparaging or insulting environment.
10. “Sexual Harassment” is any kind of unwelcome conduct, by means of words or actions, physical or symbolic, of a sexual character, which intends or leads to violating personal dignity, specifically when it creates a threatening, hostile, humiliating, disparaging or insulting environment constitutes.

## Article 5

### **Law Implementation**

1. This law shall protect from gender discrimination all persons living and residing in the territory of the Republic of Albania.
2. Albanian citizens with a temporary or permanent residence abroad enjoy protection offered in this law in the relations they establish with the Albanian governmental agencies.
3. The foreign legal or natural persons with a temporary or permanent residence abroad enjoy protection offered in this law in the relations they establish with the Albanian governmental agencies.

## Article 6

### **Prohibition of gender discrimination**

1. Any treatment of a person less favourable because of his/her gender, compared with the treatment that is made, was made or would have been made to a person of the opposite gender in a similar situation, shall constitute direct gender discrimination and shall be prohibited.
2. The compilation, implementation, encouragement, and the drafting of the provisions, conditions, criteria or practices, which are apparently neutral, but put a person of a certain sex in a situation less favourable compared with persons of the opposite sex, constitutes indirect gender discrimination and shall be prohibited. This prohibition shall not apply when such provisions, conditions, criteria and practices are justified by a legitimate purpose, and the means and ways to reach that purpose are necessary and appropriate.

## Article 7

### **Necessary measures for ensuring tender equality**

In order to ensure gender equality and eliminate gender-based discrimination, the government agencies in compliance with their competencies, shall be committed to:

1. Ensure practical implementation of gender equality principle either by means of legislative measures or by other suitable means.
2. Ensure prevention of any type of gender-based discrimination either by means of legislative measures or other suitable means accompanied with sanctions as the case may be.
3. Ensure alteration or repeal of any legal acts, customs or practice which pose gender discrimination, by means of legislative measures or other suitable means.
4. Take all appropriate measures to create the necessary and legally objective facilities aiming at guaranteeing equal chances and access to both genders.
5. Ensure effective protection for both genders against any discriminatory action through public institutions and national courts.

## Article 8

### **Temporary special measures**

1. The temporary special measures shall include the quota for reaching equal gender representation, increasing the participation of the less represented gender to decision-

making and public life, empowering persons of each gender both economically and in terms of their status, equally improving their education level, as well as additional measures in every field, where persons of one gender do not enjoy an equal status with that of the persons of the other gender.

2. Cases when the state takes temporary special measures, including legal provisions, which aim at speeding up the establishment of a factual equality between females and males shall not constitute gender discrimination. Such measures shall stop existing once the gender equality goals for which they were taken are reached.

#### Article 9

##### **Special measures**

There shall be no gender discrimination involved when the state takes special measures, including legal provisions, which aim at:

- a) Providing a special protection to women during their pregnancy and childbirth, young mothers, as well as young parents, as a result of their natural childbirth or adoption of a child, creating conditions for their protection and comfort at work; social insurance and social aid; ensuring the necessary healthcare assistance to mother and child; ensuring and encouraging the social services system, favouring the development of a network of day nurseries and kindergartens.
- b) Facilitating and assisting persons who have special responsibilities in their families due to their daily care for disable members of the family, due to their age, physical and mental disabilities or other causes of disability.
- c) Limiting certain sectors of hard and dangerous work for pregnant women and breastfeeding mothers. Such limitations shall be reviewed regularly depending on the scientific and technical knowledge, as well as on the needs arising.

#### PART II

##### RESPONSIBLE BODIES FOR ACHIEVING GENDER EQUALITY AND THEIR DUTIES

#### Article 10

##### **Council of Ministers**

1. The Council of Ministers shall approve the National Strategy and Action Plan for the achievement of Gender Equality in Albania.

2. The draft laws prepared by the Council of Ministers and submitted to the Assembly for approval shall be accompanied by an analysis of their effects on both sexes, as the case may be.

#### Article 11

##### **National Council on Gender Equality**

1. The National Council on Gender Equality is an advisory body established by an order of the Prime Minister, with the proposal of the minister who covers the issues of gender equality. Its composition is based on the principle of equal representation

according to tender.

2. The National Council on Gender Equality is chaired by the minister who covers the issues of gender equality and is composed of ten representatives appointed by the government and three by the civil society. Civil society representatives should be Albanian citizens, have completed higher education and are recognized for their activity in the field of gender equality.
3. The mandate of the members of the National Council for Gender Equality is 4 years, with the right to re-appointment, with the exception of members elected *ex officio*. Renewal of all the council members at the same time shall be prohibited, in every case.
4. Procedural rules of National Council for Gender Equality functioning, as well as the remuneration of its members, are set by the Council of Ministers in the regulation of the National Council for Gender Equality;

#### Article 12

#### **Duties of the National Council on Gender Equality**

1. The tasks of the National Council on Gender Equality shall be:
  - a. Counselling the government in defining the direction of state policies on gender equality with the exception of those issues that fall within the mandate of the National Council on Labour. On issues of special importance, the National Council on Gender Equality may hold joint sessions with the National Council on Labour.
  - b. Ensuring gender mainstreaming in all fields, especially in the political, social, economic, and cultural ones;
  - c. Proposing the CoM main programs for encouraging and achieving gender equality in Albania.
  - ç. Evaluating the actual situation of gender equality in the country, coming up with guidelines on the structure of gender equality issues as well as proposals and recommendations to the government on the improvement of the situation.
  - ç. Approving the annual report on gender issues produced by the ministry which covers gender equality issues.

#### Article 13

#### **State Authority responsible for the implementation of the law and state programs on Gender Equality**

1. The State Authority responsible for the implementation of this law and the state programs on gender equality is the ministry that covers the gender equality issues.
2. The minister, which covers the gender equality issues:
  - a- Implements and checks on this law, the National Strategy and Action Plan on Attaining Gender Equality as well the international obligations of the Republic of Albania in the field of Gender Equality;
  - b- Presents to the government proposals on legal and sub-legal changes, the signing of international acts in the field of gender equality and women rights, and also the undertaking of other measures, aiming at eradicating distinctions between genders and enjoying the rights and offering of opportunities, after consultation with the National Council of Gender Equality;

- c- Collaborates and offers support to non-governmental organizations active in the gender equality area;
  - ç Organizes education and professional training for gender equality employees on gender equality issues;
- d- Establishes the mechanisms for gathering gender disaggregated statistics in collaboration with the Institute of Statistics and other state institutions as well as supervises their gathering and processing;
  - dh- Organizes the gathering, analyzing and dissemination information on gender issues;
  - e- Either alone or in collaboration with other state institutions develops and carries out activities on the education, training, information and awareness of citizens and public administration and justice system employees, and officials on the concept of gender equality, non discrimination of women, elimination of gender stereotypes, the proper understanding of the role of women and men, of mother and father in the family and in the society.
  - ë- Within the first quarter of each year presents to the National Council on Gender Equality the previous year's report on the activity of the office, the progress made to attain gender equality, problems encountered and the means for overcoming them;
  - f- Organizes the meetings of the National Council on Gender Equality and prepares the necessary materials, acts and documents preceding or following these meetings.
- 3. State institutions at the central and local level shall have the legal obligation to collaborate with the respective minister for exchanging information and facilitating the accomplishment of his function. For this reason there shall be a gender equality employee appointed in every ministry.
- 4. The minister fulfils the defined obligations under point 2 of this article and shall supervise the activity on gender equality issues through the structures set up for this purpose. The director of this structure shall run this activity and shall represent it in its relations with the third parties.
- 5. The ministry for equal opportunities shall have the following financial resources:
  - a. State Budget;
  - b. Various Donors;

#### Article 14

#### **Local government bodies**

1. Local government bodies shall collaborate with central state institutions for implementing the legislation in force and state policies on gender equality.
2. Local government bodies shall collaborate closely with non for profit organizations for achieving gender equality in various fields in the territories they cover.
3. Local government bodies carry out the gathering and processing of local gender disaggregated statistics.
4. Local government bodies shall appoint one or several local gender equality employees in their structures.

PART III  
EQUAL GENDER REPRESENTATION IN DECISION-MAKING PROCESS

Article 15  
**Participation in the decision making process**

1. Equal gender participation and representation in all legislative, executive, judicial power bodies as well as in other public institutions shall be achieved when:
  - a) A representation of above 30% of both sexes is ensured, including their steering bodies is ensured;
  - b) Equal observation of competition procedures and criteria for both genders for the assignments in these bodies is ensured;
  - c) A participation of above 30% of both sexes in the list of candidates for the local government elections is ensured.
  - ç. A participation of not less than 30% of each sex in the candidates' list presented by the political parties for the proportional system for the general Assembly elections is ensured.
  - d) A participation of above 30% of each sex in the central and local elections process administration bodies is ensured.
2. The political parties shall define methods and measures to comply with the requirements provided in section 1 of this article.
3. The political parties shall pay a fine of up to one tenth of the state funds for the electoral campaign, if they violate the provisions of this article, until they undo the violation.

PART IV  
EQUAL GENDER PROTECTION AND TREATMENT IN LABOR RELATIONS

Article 16  
**The obligations of the employer in labour relations**

In order to actively promote equality between females and males, before and during work relations, the employer and any other individual acting on behalf of the employer, at the capacity of the mediator, agent or representative shall be obliged to:

1. Not include gender discrimination elements in the job vacancy announcement and should guarantee equal opportunities for males and females to apply for the job vacancies;  
In case a vacant position or a certain job category has an uneven distribution of females and males, the fact that the announcement points out the purpose for establishing equality principles, shall not constitute discrimination.
2. Apply equal criteria in all recruitment procedures, with the exception of the special cases defined in article 9 of this law.

The employer shall not disfavour an applicant for a job position, by applying a rule or criteria or procedure which is seemingly neutral but it practically disfavours the persons of the other gender, other than for objective and justified reasons.

3. Employ individuals without distinction to gender in any position or vacant position in all levels of professional hierarchy.
4. Promote equal distribution of males and females in different job positions and within various categories of employees, through training and development of professional skills and other temporary measures.
5. Create equal and appropriate working conditions, equal opportunities for information, training and qualification and equal treatment of employees during labour relations.
6. Apply equal criteria in evaluating work quality. The employer can not apply seemingly neutral evaluating criteria which in practice disadvantages the persons of the other gender.
7. Provide equal payment for equal value works.
8. Take measures to stop discrimination, harassment and sexual harassment towards employees;
9. Not place in a disfavoured position or take disciplinary measures against an employee rejecting or complaining discrimination, harassment or sexual harassment or any employee witnessing discriminatory actions, harassment or sexual harassment done by the employer or other employees.

#### Article 17

#### **Discriminatory actions of the employer**

1. The actions of the employer in the public or private sector shall be discriminatory if based on gender the employer:
  - a. Uses differentiated standards and/or procedures towards employees with regards to recruitment, training, retraining, promotion in duty, professional encouragement, work management and distribution, duration and terms of the probation period, social insurance and benefits in case of retirement, unemployment, illness, disability, incapability to work, the right to leave and paid leave, protection of health and safety at work, payment for equal value work, participation in trade union organizations, other than for objective and justified reasons provided in article 9 of this law;
  - b. Creates differentiated working conditions for employees of the same level;
  - c. Takes disciplinary measures against an employee, changes the working conditions, transfers that employee into another job, makes redundancies, dismisses or removes from work or terminates the employment contract;
  - ç. Places the employee in a disfavoured position because of a complaint against the above actions of the employer.
2. It shall be prohibited to discriminate a candidate in the job selection process or dismiss an employee from work because of maternity, potential pregnancy in the future, pregnancy, parental responsibility, civil status, family responsibilities. It shall not be considered as discrimination, if the work position is classified by the Council of Ministers as dangerous for the health of breastfeeding mothers and pregnant women.
3. In the process of reorganization and reformation of job positions, the employer shall observe the rules of equal gender representation in terminating the work relations.



## Article 18

### **Responsibilities of the employer for protecting the employee from discrimination, harassment and sexual harassment**

1. Any discrimination, harassment or sexual harassment in the working place by the employer and/or employee, shall be prohibited.
2. In order to protect the employee from discrimination and especially from sexual harassment, the employer shall be obliged to:
  - a) Take preventive measures and define disciplinary measures (sanctions) in the internal regulations concerning prevention of harassment and sexual harassment towards the employees, in compliance with this law;
  - b) In case the employer comes to know indirectly or in case he/she receives information or a complaint from an employee who claims to have been discriminated, harassed or sexually harassed by another employee, after being convinced about that, the employer should take the proper organizational measures to stop the continuation and prevent discrimination, harassment or sexual harassment and apply the disciplinary sanctions;
  - c) Inform all the employees on the prohibition of discrimination, harassment and sexual harassment in the working place.
3. The employer shall establish rules on preventing gender discrimination and on the way to resolve complaints filed by persons affected by such actions in the collective work contract.
4. Every individual agreements or collective contract which contradicts the provisions of this law shall be invalid.
5. The provisions of this law are applicable for the self-employed as well as the employees for work performed at home.

## Article 19

### **The public authority responsible for gender equality in the field of employment**

1. The public authority responsible for implementing and checking on the enforcement of this law in the field of labour and employment shall be the Minister who covers gender equality issues.
2. In order to implement the measures aimed at improving equal opportunities between men and women and eliminating direct and indirect gender discrimination, the Minister who covers gender equality issues shall organize the supervision and exercise control on the institutions subordinated to it, who deal with issues of gender equality, as follows:
  - a. The National Employment Service shall ensure the implementation of the measures for supervising the equal opportunities and treatment among men and women in the areas of employment service and vocational training as well as in the unemployment social welfare assistance; checks on whether the employer has taken and implemented the special and temporary measures and submits to the minister in charge of gender equality issues, proposals for amendments in legal and sub legal acts, any initiatives and projects, studies and other collaborations in the gender equality area;

- b. The State Labour Inspectorate shall ensure the supervision of the implementation of gender equality measures with regards to labour relationships and employment, social and health insurance, health and safety at work provided by the employer and the employees in the public and private sector, checks on whether the employer has taken and implemented the special temporary measures;
  - c. The State Social Service shall inspect and is responsible to observe the gender equality principles in the areas of policy implementation and economical aid legislations, payments for people with disabilities and social care services countrywide.
3. The Minister who covers the gender equality issues shall cooperate with the Minister of Finance so as to provide that the Social Insurance Institute ensures the implementation of measures on overseeing gender equality in the field of administration and management of the public pensions' system and with regard to the other rights related to social insurance rights.
4. The ways, forms and the concrete fields of cooperation in the area of gender equality, between the institutions under the Ministry which covers gender equality issues and the other ministries, shall be defined through sub-legal acts.

#### Article 20

#### **Discriminatory announcements**

1. A job, education, qualification or training advertisement is considered discriminatory in case it contains requirements or preferences which give priority to applicants of one specific gender, with the exception of those cases defined in article 9 of this law due to the special character of the work.
2. A job or education advertisement which contains irrelevant requirements for the job position or the education which may exclude a female or male from applying or an advertisement which gives the impression it contains preferences towards a specific gender, shall be considered discriminatory, except for objective and justifiable reasons.
3. Specifications, requirements or preferences on the family or marital status or family obligations shall comprise discrimination.
4. It shall be prohibited for the announcer to ask for information on the private or family life of the applicant.
5. An announcement shall not be discriminatory in case the gender having the lowest level of representation is encouraged to apply (considering the job position and the position).

#### Article 21

#### **The rights of the employees for the observation of gender equality principles**

Female and male employees shall have the following rights without any gender discrimination:

- a. to freely chose their profession and working place, the system of professional preparation and perfection and uninterrupted qualification, vocational training, to be promoted, to have a stable job;

- b. to have the same employment opportunities, including the application of the same employment selection criteria;
- c. to be informed by the employer on vacancies and on their rights for equal opportunities in labour relations;
- ç. to have the same pay for work of the same value, including remunerations, equal treatment for work of the same value as well equal treatment concerning the evaluation of work quality;
- d. to have social insurance especially in cases of retirement, unemployment or temporary loss of the ability to work.
- dh. to enjoy health protection and safety at work, including protection of the reproductive function.
- e. not to be discriminated or dismissed from work because of marriage or for women because of pregnancy or maternity and to be guaranteed the effective right for work.
- ë. to have the right to benefit allowances for dependent children.
- f. to have the necessary support and the encouragement of the social services system in order to allow the employed parents to balance family obligations with professional responsibilities.
- g. to receive written information by the employer after having presented a request, on the nature and purpose of the training, work experience and other qualifications of the person of the other gender who won the right, was selected, or promoted to a position or a vacancy.
- gj.-to become members and active participants in trade union organizations and in any other professional organizations.

#### Article 22

#### **Temporary special measures in the area of job relations**

1. In order to ensure equal gender representation in the area of job relations, the job vacancies advertisements stating preferences for candidates from the less represented gender shall not constitute discrimination.
2. In order to ensure equal representation in the job relation area including the hiring selection process, promotion, development of professional capabilities when the candidates have achieved equal results or are at the same level, the employer shall give priority to the candidates of the less represented gender.

#### Article 23

#### **Evaluation of unpaid work**

1. The unpaid work of females and males shall be considered as a contribution to the family and the society in cases when he/she:
  - a) takes care of the wellbeing of the family;
  - b) takes care of the children;
  - c) takes care of the other members of the family;
  - ç) does agriculture work and home economy.
2. The subjects set out in section 1 of this article shall benefit from the community services, work and employment policies and vocational training based on the legislation in force.

## PART V

### EQUAL PROTECTION AND PROTECTION FROM GENDER-BASED DISCRIMINATION IN THE FIELD OF EDUCATION AND QUALIFICATION

#### Article 24

##### **Prohibition of gender-based inequality**

1. Gender based discrimination by/in the educational institutions of all levels, public or private, shall be prohibited.
2. The following cases constitute discrimination:
  - a. when there are restrictions anticipated based on gender discrimination and hindrances in the creation of necessary facilities to be educated in public or private institutions which offer education or other qualification and training services.
  - b. when there are created objectively unjustified different opportunities for men and women in the selection of a special study, training or graduation area or with regards to duration of classes.

#### Article 25

##### **Education on Gender Equality**

1. Those subjects offering education, qualification and training, as well as those subjects which develop texts, programs and other educational materials in all levels shall ensure the teaching of necessary knowledge and the use of teaching, qualification and training methods in such a way that they help in promoting and building an equality mentality and in preventing gender discrimination, negative stereotypes, prejudices, and canon practices or any other practices violating the principles of gender equality.
2. Higher education institutions, especially according to specified areas, undertake initiatives to carry out studies in the area of gender equality, or include it in the actual study curricula, to ensure material with relevant information, as well to proceed to the practical and scientific development of this area.

## PART VI

### EQUAL TREATMENT AND PROTECTION AGAINST GENDER DISCRIMINATION IN THE MEDIA

#### Article 26

##### **Gender equality in the media**

1. The media helps in increasing the general awareness of equality between women and men by:
  - a. Not discriminating on a gender basis in its reporting;
  - b. Applying gender-neutral terminology;
  - c. Avoiding gender stereotypes throughout its activities.

2. The broadcasting, printing and publication of information and material that contains or implies differences that are humiliating or disparaging on the basis of gender, or that display exclusive or offensive attitudes towards either sex shall be prohibited.

## PART VII

### RESOLUTION OF DISPUTES AND SANCTIONS

#### Article 27

##### **Disciplinary measures**

The violation of article 18 section 2, letter “b” of this law shall bring disciplinary measures. The disciplinary measures shall be released by the direct supervisor, pursuant to the legislation in force.

#### Article 28

##### **Fines**

1. The violation of the articles 16, 17, 18 section 2, letters “a” and “c” and article 20 section 3 of this law shall be punishable by fine from the State Labour Inspectorate.
2. Violation of article 24 section 2 and article 26 of this law constitute administrative violation and shall be punishable by fine from the State Labour Inspectorate.
- 3) Any person who has violated the provisions of this law shall be fined as follows:
  - (a) a natural person, from 30 000 up to 60 000 lekë;
  - (b) a legal person, from 60 000 up to 100 000 lekë;
  - (c) a natural person within a legal person being responsible for the violation from 30 000 up to 80 000 lekë;
  - (ç) a person exercising public functions responsible of violations of the provisions of this law, from 30 000 up to 80 000 lekë;
3. When the provisions of this law are violated and constitute a penal act, it will be treated according to the Penal Code provisions.

#### Article 29

##### **Compensation of damage**

The compensation for any damage, material or moral, caused by the violation of the provisions of this law, including the recovery of the violated rights, shall be made through judicial means based on the Civil Code.

#### Article 30

##### **Procedures for the Resolution of Disputes**

1. Any complaints on violation of gender equality according to this law shall be examined or tried by administrative bodies in compliance with the provisions of the Administrative Procedures Code. The administrative bodies shall decide based on the provisions of this law.

2. The parties, on their free choice, as the case may be, may carry out any mediation procedures or procedures for resolution with reconciliation provided in the legislation in force, for addressing the violations according to this law. The accomplishment of such procedures shall not take away from the appellant the right to follow the case at the administrative body or the competent court.
3. In case the violation has been done by public administration employees, the provisions of law no. 8510, dated 15.7.1999 'On the extra-contractual responsibility of the state administration bodies' shall apply.
4. The non-for-profit organizations which are licensed for providing social services, may represent or provide support in legal proceedings on behalf of the appellant, in accordance with the provisions of this law.

## PART VIII

### FINAL PROVISIONS

#### Article 31 **Abrogation**

Law no. 9198, dated 1.7.2004 "On a gender equal society", as amended and all sub statutory acts issued pursuant to and in accordance to it, shall be abrogated.

#### Article 32 **Sub-statutory acts**

1. The minister covering gender equality issues shall be charged with issuing all the sub statutory acts pursuant to article 13 letter "d" and article 19 section 4 of this law, within 3 months from the date this law enters into force.
2. The Council of Ministers shall be charged with issuing sub statutory acts pursuant to article 11 sections 1 and 4 of this law, within 3 months from the date this law enters into force.

#### Article 33 **Entry into force**

This law becomes effective 15 days after its publication in the Official Journal.

**Promulgated with decree no. 5850 date 30.07.2008 of the President of the Republic of Albania, Bamir Topi.**