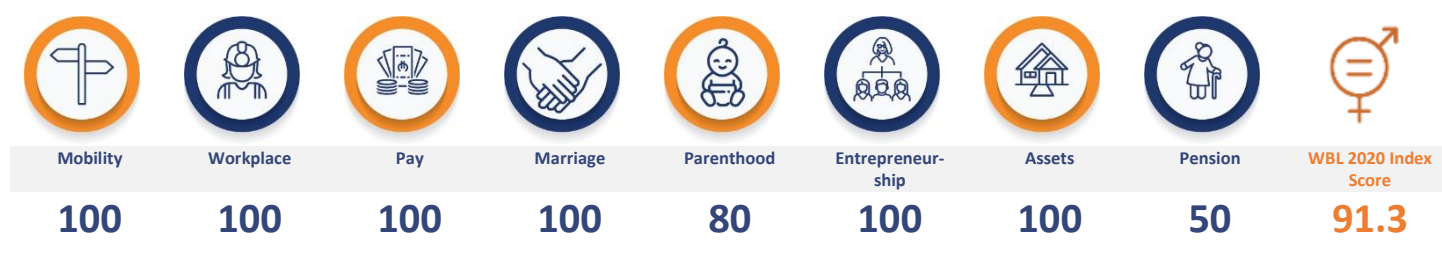


# Albania

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Tirana). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Albania scores 91.3 out of 100**. The overall score for Albania is higher than the regional average observed across Europe & Central Asia (84.2).

## Albania - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, Albania gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's work after having children, and laws affecting the size of a women's pension, Albania could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Albania is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Albania may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 1, 50 and 55
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Providing Passports for Albanian Citizen, Arts. 6-7
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 1 and 50
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 1 and 50
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 7961 of 12 July 1995, Art. 9
	Is there legislation on sexual harassment in employment?	Yes	Labor Code, Art. 32(2); Law on Protection from Discrimination, Arts. 3(5) and 12(2)
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Labor Code, Art. 202(7); Criminal Code, Art. 108a <i>Civil:</i> Law on Gender Equality in Society, Art. 29; Law on Protection from Discrimination, Art. 38
	Does the law mandate equal remuneration for work of equal value?	Yes	Law No. 7961 of 12 July 1995, Art. 115
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
Marriage	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Arts. 1 and 50
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 1 and 50
	Is there legislation specifically addressing domestic violence?	Yes	Law on Measures Against Violence in Family Relations; Criminal Code, Art. 130/a
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Law No. 7703 of 11 May 1993, Art. 27
	Does the government pay 100% of maternity leave benefits?	Yes	Law No. 7703 of 11 May 1993, Arts. 6-8
	Is there paid paternity leave?	Yes	Law No. 7961 of 12 July 1995, Art. 96
	Is there paid parental leave?	No	Law No. 7961 of 12 July 1995, Art. 132/1
Is dismissal of pregnant workers prohibited?	Yes	Law No. 7961 of 12 July 1995, Art. 105/a	
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Protection from Discrimination, Arts. 1 and 20(2)(e)
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 1 and 50
	Can a woman register a business in the same way as a man?	Yes	Law on Entrepreneurs and Commercial Companies, Art. 6
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Code, Arts. 1 and 50
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 90
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 360-361
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 360-361
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 90
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 73-78 and 103
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law No. 7703 of 11 May 1993, Arts. 31 and 92 Men: Law No. 7703 of 11 May 1993, Arts. 31 and 92
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law No. 7703 of 11 May 1993, Arts. 92 and 95 Men: Law No. 7703 of 11 May 1993, Arts. 92 and 95
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law No. 7703 of 11 May 1993, Arts. 8 and 58