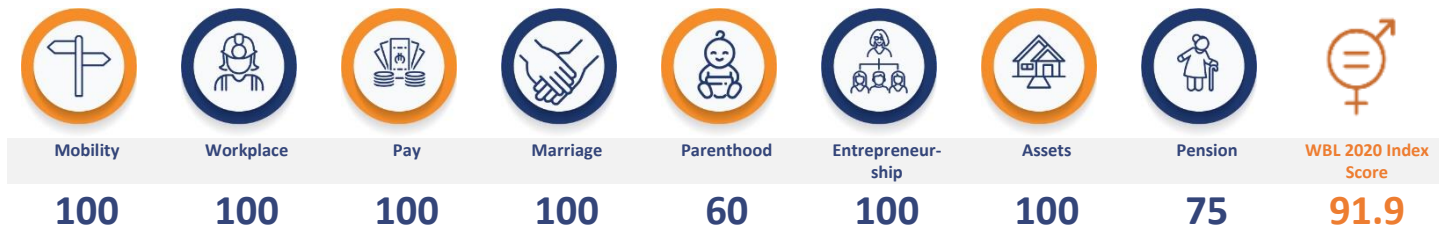


Kosovo

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 (Pristina). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Kosovo scores 91.9 out of 100**. The overall score for Kosovo is higher than the regional average observed across Europe & Central Asia (84.2).

Kosovo - 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, Kosovo 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, Kosovo could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Kosovo is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Kosovo may wish to consider making the government administer 100% of maternity leave benefits, and making paid parental leave available.

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 Law, Arts. 3(1), 42(1) and 44(1)
	Can a woman travel outside her home in the same way as a man?	Yes	Family Law, Arts.3(1), 42(1) and 44(1)
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents, Arts. 3, 14, and 23; Passport application procedures
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	Family Law, Arts. 3(1), 42(1) and 44(1)
	Can a woman get a job in the same way as a man?	Yes	Family Law, Arts. 3(1), 42(1) and 44(5)
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on Gender Equality, Art. 15
Pay	Is there legislation on sexual harassment in employment?	Yes	Law on Gender Equality, Arts. 3(1.12), 4(3) and 17(1.14); Anti-Discrimination Law, Art. 4(1.3)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law on Gender Equality, Art. 23(3); <i>Anti-Discrimination Law 2015,</i> Art. 23 <i>Civil:</i> Anti-Discrimination Law, Art. 9.1
	Does the law mandate equal remuneration for work of equal value?	Yes	Law No. 03/L-212 on Labor, Art. 55
Marriage	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
	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 Law, Arts. 3(1) and 42(1)
Parenthood	Can a woman be head of household in the same way as a man?	Yes	Family Law, Arts. 3(1) and 42(1)
	Is there legislation specifically addressing domestic violence?	Yes	Law No.03/L-182 on Protection against Domestic Violence
	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
Entrepren.	Is paid leave of at least 14 weeks available to mothers?	Yes	Law No. 03/L-212 on Labor, Art. 49
	Does the government pay 100% of maternity leave benefits?	No	Law No. 03/L-212 on Labor, Art. 49
	Is there paid paternity leave?	Yes	Law No. 03/L-212 on Labor, Art. 5
Assets	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Law No. 03/L-212 on Labor, Art. 53
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Gender Equality, Art. 19(1)
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
Pension	Can a woman register a business in the same way as a man?	Yes	Law on Commercial Companies, Arts. 30-36
	Can a woman open a bank account in the same way as man?	Yes	Family Law, Arts. 3(1) and 42(1)
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law, Arts. 47 and 49
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law on Inheritance, Arts. 3 and 12
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance, Arts. 3 and 12
Pension	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law, Art. 49
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Arts. 47(2.2), 54(1) and 55(1)
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Law No. 04/L-101 on Pension Funds, Art. 1 Men: Law No. 04/L-101 on Pension Funds, Art. 1
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
Pension	Are the mandatory retirement ages for men and women equal?	Yes	Women: Law No. 03/L-212 on Labor, Art. 67(1.4) Men: Law No. 03/L-212 on Labor, Art. 67(1.4)
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located