

Albania

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Albania - Scores for Women, Business and the Law 2023



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 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 woman'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 measuring laws affecting the size of a woman's pension (the WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Albania are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/albania/2023>



	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 and 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, Art. 12(2)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Labor Code, Arts. 32(2) and 202(7); Criminal Code, Art. 108/a <i>Civil:</i> Law on Gender Equality in Society, Art. 29; Law on Protection from Discrimination, Art. 38
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Law No. 7961 of 12 July 1995, Art. 115
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require 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; Penal Code, Art. 130/a
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Art. 132
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Art. 145
	Is paid leave of at least 14 weeks available to mothers?	Yes	Law on Social Insurance, Art. 27
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Social Insurance, Arts. 6-8
	Is paid leave available to fathers?	Yes	Law No. 7961 of 12 July 1995, Art. 96
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Law No. 7961 of 12 July 1995, Art. 105/a(2) and 107
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Protection from Discrimination, Art. 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. 3
Assets	Can a woman open a bank account in the same way as a 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 and 361
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 360 and 361
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 90
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 73-78 and 103
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Law on Social Insurance, Arts. 31 and 92
	Is the age at which men and women can retire with partial pension benefits the same?	No	Law on Social Insurance, Arts. 31/1, 31/5, 92 and 95
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law No. 7703 of 11 May 1993, Arts. 8 and 58