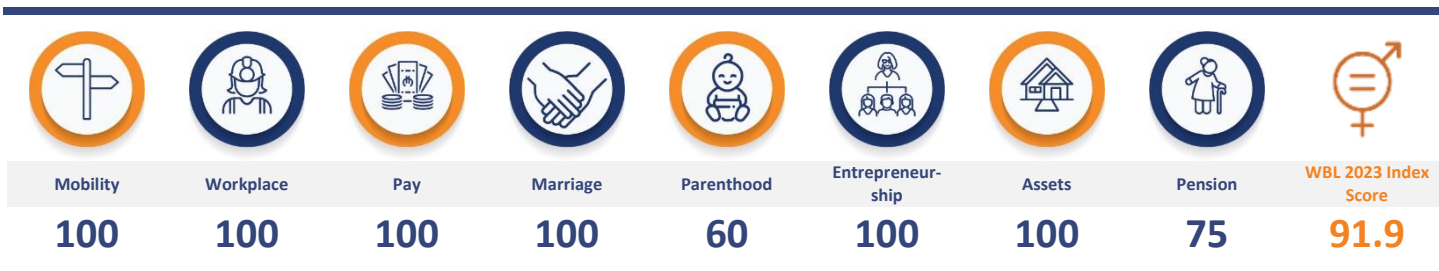


Kosovo

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 (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 and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Kosovo - 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, 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 woman'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 measuring laws affecting women's work after having children (the WBL2023 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

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



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



	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) and 42(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
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law, Arts. 3(1) and 42(1)
Workplace	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
	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,</i> Art. 23 <i>Civil:</i> Anti-Discrimination Law, Art. 9.1
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Law No. 03/L-212 on Labor, Art. 55
	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 Law, Arts. 3(1) and 42(1)
	Can a woman be head of household in the same way as a man?	Yes	Family Law, Arts. 3(1), 42(1) and 44(3)
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection against Domestic Violence, Art. 2
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Art. 68(2)
	Does a woman have the same rights to remarry as a man?	Yes	Family Law, Arts. 68-69
Parenthood	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 paid leave available to fathers?	Yes	Law No. 03/L-212 on Labor, Arts. 39 and 50
	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)
Entrepreneurship	Can a woman sign a contract in the same way as a man?	Yes	Family Law, Arts. 3(1) and 42(1)
	Can a woman register a business in the same way as a man?	Yes	Law on Commercial Companies, Arts. 6 and 30-36
	Can a woman open a bank account in the same way as a man?	Yes	Family Law, Arts. 3(1), 42(1) and 44(5)
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Law, Arts. 49 and 51
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law on Inheritance, Arts. 3, 11 and 12
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance, Arts. 3, 11 and 12
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law, Arts. 49 and 51
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Art. 47(2), 54(1) and 55(1)
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Law No. 04/L-101 on Pension Funds, Art. 1
Pension	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Law No. 03/L-212 on Labor, Art. 67(1.4)
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located