











Kosovo

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	51.7	43.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Kosovo, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Pristina). The scores for Kosovo are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	75.0	100.0	100.0	75.0	75.0	75.0	100.0	75.0
Supportive frameworks score	100.0	66.7	33.3	50.0	33.3	33.3	50.0	66.7	33.3	50.0
Expert opinions score	25.0	50.0	25.0	37.5	31.3	43.8	25.0	75.0	25.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Kosovo (85.0 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women’s pay, constraints related to marriage and laws affecting women’s property and inheritance, Kosovo obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Kosovo is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Kosovo may wish to consider introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for Kosovo (51.7 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting women’s safety, Kosovo obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Kosovo is on the indicator measuring supportive frameworks affecting women’s decisions to work. To improve on the Workplace indicator,

Kosovo may wish to consider publishing guidelines on non-discrimination based on gender in recruitment and publishing guidelines on flexible work arrangements.

The **WBL 2.0 expert opinions score** for Kosovo (43.8 out of 100.0) is lower than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on women's pensions, Kosovo obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Kosovo is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Law on Protection against Domestic Violence, Arts. 2(1.2.1), 2(1.2.2), 2(1.2.7), 2(1.2.10) and 5-23; Criminal Code, Arts. 113(25.1), 227(4.9) and 248
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Law on Gender Equality, Arts. 2(1), 3(1.12), 4(1.3), 4(3), 17(1.14) and 23(3); Anti-Discrimination Law, Arts. 9 and 23; Criminal Code, Arts. 59 (2.2), 183 (2) and 229 (3.10)
Is there legislation on child marriage?	Yes	Family Law of Kosovo, Arts. 15, 16(1) and 64; Criminal Code, Art. 239
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents, Arts. 3, 14, and 23; Family Law, Arts. 3(1) and 42(1)
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)
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law No. 04/L-215 on Citizenship of Kosovo, Arts. 6 and 11
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Law on Gender Equality, Art. 15; Law No.03/L –212 on Labor, Art. 5
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
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 an industrial job 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
Marriage		
Can a woman be “head of household” or “head of family” in the same way as a man?	Yes	Family Law, Arts. 3(1), 42(1) and 44(3)
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 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

Are leave benefits for mothers paid solely by the government?	No	Law No. 03/L-212 on Labor, Art. 49
Is there paid leave available to fathers?	Yes	Law No. 03/L-212 on Labor, Arts. 39 and 50
Is dismissal of pregnant workers prohibited?	Yes	Law No. 03/L-212 on Labor, Art. 53
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Law No. 02/L-52 on Preschool Education, Arts. 1, 18, 19, 21 and 26; Law No. 04/L-032 on Pre-University Education in the Republic of Kosovo, Arts. 7(3) and 10(4)(5)
Does the law establish any form of support to families for childcare services?	Yes	Law No. 02/L-52 on Preschool Education, Art. 24.2; Notice No. 03-297 on the Exemption from Payment of Children in Preschool Institutions for the Educational Year 2023/2024; Decision on Subsidizing Families for the Registration of Children in Private Preschool Institutions
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Administrative Instruction No. 03/2022 on the Inclusion of Children in Preschool Institutions, Art. 5; Law No. 2/L-52 on Pre-School Education, Arts. 28 and 38; Law No. 04/L-032 on Pre-University Education, Arts. 8 and 46; Law No. 2004/37 on Inspection of Education
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Law on Commercial Companies, Arts. 6 and 30-36; Family Law, Arts. 3(1), 42(1) and 44(5)
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Gender Equality, Art. 19(1)
Does the law prescribe a gender quota on corporate boards?	Yes	Law No. 06/L-016 On Business Organizations, Art. 34 (2)
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	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 male and female surviving spouses have equal rights to inherit assets?	Yes	Law on Inheritance, Arts. 3, 11 and 12
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Art. 47(2), 54(1) and 55(1)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	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	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy on Protection Against Domestic Violence and Violence Against Women 2022-2026; Free Legal Aid Agency/Regional Legal Aid Offices; Specialized Training Programme on Domestic Violence
Are there special procedures for cases of sexual harassment?	Yes	Anti-Discrimination Law (Law No.2004/ 3), Art. 8
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Justice/Office of the National Coordinator against Domestic Violence



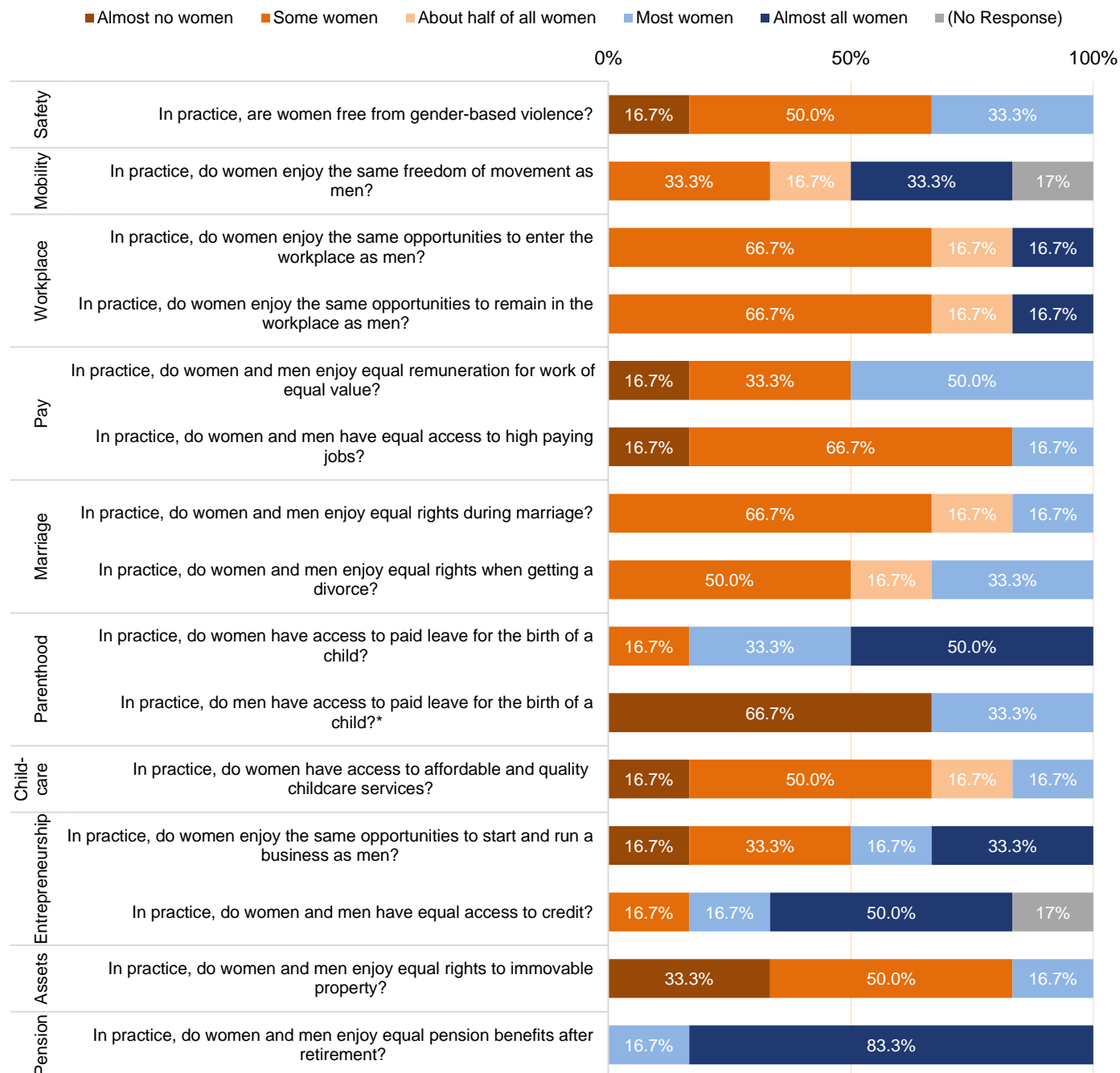
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Budget 2023
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Law No. 05/L-019 on Ombudsperson, Art. 16(1); Law No. 05/L-020 on Gender Equality, Art. 13
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Kosovo Agency of Statistics: Labor Force Survey 2022- Employees by gender and economic activities in 2022, age 15+
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Agency for Free Legal Aid
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	eKosova Platform: Application for Maternity Benefits
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Education, Science, Technology and Innovation (MASHTI); Official Website of Pristina Municipality
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Notice No. 03-297 on the Exemption from Payment of Children in Preschool Institutions for the Educational Year 2023/2024
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Kosovo Agency of Statistics
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Kosovo Program for Gender Equality (2020-2024)
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Family Law, Art. 50; Administrative Instruction (GRK) No. 03/2016 on Special Measures for Registration of Joint Immovable Property on Behalf of Both Spouses, Sec. 4



Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 04/L-101 on Pension Funds, Art. 29



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.