

**Albania**

**NATIONAL REPORT  
ON THE  
IMPLEMENTATION  
OF THE BEIJING +20  
PLATFORM FOR  
ACTION**

## Table of Contents

- **Part I: General analysis of the achievements and challenges from 1995**
  - National Policies
  
- **Part II: Progress in the key areas of concern/interest of the Platform for Action, since 2009**
  - A. Women and poverty
  - B. Education and training of women
  - C. Women and health
  - D. Violence against women
  - E. Women and armed conflicts
  - F. Women and economy
  - G. Women in power and decision-making
  - H. Women in power and decision-making
  - I. Institutional mechanism for women development
  - J. Women human rights
  - K. Women and the media
  - L. Women and the environment
  - M. Girl children
  
- **Part III: Data and statistics**
  
- **Part IV: Current priorities**

**Annex 1:** *List of abbreviations*

**Annex 2:** *List of main national changes in the area of gender equality in years (1995 – 2014)*

**Annex 3:** *Statistical data regarding participation of girls and women in the armed forces*

**Annex 4:** *Set of minimum required indicators*

**Annex 5:** *Statistical table with data on domestic violence in the course of 2009-2013*

**Annex 6:** *Statistics about employment/representation of women/girls*

**Annex 7:** *Labour market general data*

**Annex 8:** *Situation of women/girl inmates/convicts in penitentiary institutions and in the probation service*

**Annex 9:** *List of policies, strategies, action plans, and important publications in the context of this reporting*

## NATIONAL REPORT ON THE IMPLEMENTATION OF THE BEIJING +20 PLATFORM FOR ACTION

The following report<sup>1</sup> contains information on the implementation of the Beijing Declaration and Platform for Action 2009-2013, reviewing both the progress marked and the challenges faced in this regard. It was prepared as a response to the call from the UN Economic and Social Council in Resolution E/RES/2013/18, in the context of the 20<sup>th</sup> anniversary of the Fourth World Conference for Women, and it is based on the questionnaire “Implementation of the Platform for Action (1995) and the results of the 23<sup>rd</sup> Special Session of the General Assembly (2000)”. This report was drafted under the auspices and direct attention of the Minister of Social Welfare and Youth, Mr. Erion Veliaj. An inclusive consulting process was organised: a working group with 19<sup>2</sup> members was established and coordinated by the General Director of Social Policies; meetings were held with representatives of the main directorates of the MSWY<sup>3</sup>, and a meeting with the most active NGOs<sup>4</sup> in the key areas included in the Beijing Platform, as well as with NGOs that represent the interests of women, and Roma and Egyptian communities in Albania. The draft report was distributed for comments and suggestions and the final version reflects clearly the contribution of all stakeholders involved in the process. UN Women supported the MSWY in drafting the report by providing a consultant and several supporting information and materials from various UN agencies or other international organisations operating in Albania.

During the reporting period, the Albanian Government has continued to give priority to the empowerment of women/girls, taking into consideration the fact that only the prioritising and concrete achievements may lead to a constant economic and social development. The steps taken to achieve this important objective include improvement of the existing legal framework and drafting of several policies, programmes, and administrative measures that aim at empowering women and promoting gender equality.

### **Part I –General analysis of the achievements and challenges from 1995**

**A)** The efforts of the Albanian state, through the years, in fighting gender discrimination and the undertaking of continuous engagements to promote and achieve in practice the rights of women and girls, with the aim of making gender equality a reality, have been regularly reflected in the previous progress reports on the implementation of the Beijing Declaration and Platform for Action. Equality is one of the guiding principles of the European Union. The Albanian legislation and gender policy reflect the process related to its EU membership and integration. Through the Stabilisation and Association Agreement (SAA) of 2006, Albania committed itself to

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<sup>1</sup>Please refer to the “List of abbreviations” in Annex 1 for an easier reading of the report.

<sup>2</sup>The working group for the drafting of the Report on the implementation of the Beijing Declaration and Platform for Action was established in February 2014 (document No.208/1 Prot, dated 11.02.2014). It was composed of 19 (nineteen) members. The group was chaired by the General Directorate of Social Policies and consisted of experts on gender equality issues and violence against women, in the DSP/MSWY, and representatives of the: Ministry of Foreign Affairs, Ministry of Interior, Ministry of Justice, Ministry of European Integration, Ministry of Defence, Ministry of Agriculture, Rural Development and Water Management, Ministry of Economic Development, Trade and Enterprise, Ministry of Education and Sport, Ministry of Culture, Ministry of Health, Ministry of Environment, Ministry of Urban Development and Tourism, the Institute of Statistics, and the Audio-visual Media Authority.

<sup>3</sup>During February – April several meetings have been held with representatives of the key Directorates in the MSWY, such as: Directorate of Social Policies, General Directorate of Employment, etc.

<sup>4</sup>The consulting meeting was held on 07.04.2014 with 30 women and girls, representatives of 26 NGOs active in various areas of the Beijing Platform. The meeting was held under the auspices of the Minister of Social Welfare and Youth, Mr. Veliaj, with the support of UN Women, and it was facilitated by the Deputy Minister of Social Welfare and Youth. The meeting was attended also by representatives of Albania to Beijing 1995, Beijing +5 and Beijing +10, and by three members of National Council on Gender Equality.

harmonise its legislation with the *acquis communautaire*, the legal legacy of the European Union<sup>5</sup>. Equality is one of the objectives and tasks, as well as an integral part of the EC Treaty and EU Charter of Fundamental Rights. The obligations of Albania regarding gender mainstreaming derive also from the five priority areas reflected in the Strategy for Equality between Men and Women 2010 - 2015<sup>6</sup> of the European Commission. Ratification of the Convention on Human Rights, and especially Conventions that address specifically the rights of women and girls, the country's aspirations to develop democracy through an equal participation of men and women, and the efforts to join the European Union, are some of the obligations undertaken by the Albanian Government, and the **achievements** deriving by their implementation are translated into:

1. Consistent harmonisation of the domestic legislation with the international standards by drafting Law No. 9970, dated 24.07.2008 on "Gender equality in society"<sup>7</sup>, Law No. 9690 dated 18.12.2006 on "Measures against domestic violence"<sup>8</sup> (as amended), Law No.10221 dated 04.02.2010 on "Protection from Discrimination"<sup>9</sup>, and several other supportive laws or secondary legislation.
2. Drafting and implementation of two national strategies and their action plans, respectively the first National Strategy on Gender Equality and Eradication of Domestic Violence (NSGE-DV) 2007-2010<sup>10</sup>, and the National Strategy on Gender Equality and Reduction of Gender-based Violence and Domestic Violence (NSGE-GV/DV), 2011-2015 (reviewed) and the respective Action Plan<sup>11</sup>, as well as several programmes and national plans on gender issues and reduction of gender-based and domestic violence<sup>12</sup>.
3. Establishment and empowering of state structures, which support gender equality, and fight against violence against women and domestic violence. Some of the key ones are<sup>13</sup>: a) Directorate of Equal Opportunities, Policies and Family (DEOPF)<sup>14</sup>; b) National Council on Gender Equality<sup>15</sup>, c) Institution of the Commissioner for Protection from Discrimination<sup>16</sup>, etc. The Minister, who covers gender equality and domestic violence issues, is responsible for the implementation of laws and state programmes on gender issues and domestic violence<sup>17</sup>.
4. Raise the awareness of public opinion, with the aim of changing gender stereotypes, through various awareness raising campaigns; change the attitude

<sup>5</sup>The National Report on the Position of Women and Gender Equality in Albania, MLSAEO and UN Women 2011, pg.31 <http://www.un.org.al/editor-files/file/news/National%20Report-Status%20of%20Women%20and%20Gender%20Equality%20ENG.pdf>

<sup>6</sup>"Strategy on equality between women and men 2010 – 2015" – European Commission, September 2010.

<http://ec.europa.eu/social/BlobServlet?docId=6568&langId=en>

<sup>7</sup>Published in the Official Journal No. 125 dated 01.08.2008. <http://www.osce.org/albania/36682>

<sup>8</sup>Published in the Official Journal No. 150 dated 18.01.2007, which entered into force on 01.06.2007 and has been amended twice: by Law No. 9914, dated 12.05.2008 and Law No. 10 329, dated 30.9.2010 <http://www.osce.org/albania/30436>

<sup>9</sup>Published in the Official Journal No. 15/2010. [http://www.ilo.org/aids/legislation/WCMS\\_178702/lang--en/index.htm](http://www.ilo.org/aids/legislation/WCMS_178702/lang--en/index.htm)

<sup>10</sup>Approved by DCM No. 913, dated, 19.12.2007. <http://www.osce.org/albania/32827>

<sup>11</sup>Approved by DCM No. 573, dated 16.6.2011. [http://www.dsdc.gov.al/previewdoc.php?file\\_id=1617](http://www.dsdc.gov.al/previewdoc.php?file_id=1617)

<sup>12</sup>The most recent draft for 2013 was the "National Action Plan for the Involvement of Boys and Men in the Fight against Gender-based and Domestic Violence", upon request of the MSWY and support of UNDP, UN Women and UNFPA. This plan is pending for approval.

<sup>13</sup>For further details on these and other structures, please refer to **paragraph D of session I** of this report and **paragraph H of session II** of this report.

<sup>14</sup>Established by Order of the Prime Minister in 2006 and in December 2013 it was renamed: Directorate of Social Inclusion and Gender Equality.

<sup>15</sup>Established by Order of the Prime Minister No.3 dated 08.01.2009 on the "Functioning of the National Council on Gender Equality", pursuant to Law No. 9970/2008

<sup>16</sup>Established pursuant to Law No. 10221 dated 04.02.2010 on "Protection from discrimination", by Decision No. 33, dated 22.04.2010, on "Election of the Commissioner for Protection from Discrimination", and Decision No. 34, dated 20.05.2010 on "Approval of the structure, organigramme, and classification of the job positions in the office of the Commissioner for Protection from Discrimination"

<sup>17</sup>Until June 2013 – the Minister of Labour, Social Affairs and Equal Opportunities; Currently the Minister of Social Welfare and Youth.

toward gender issues by empowering the public administration capacities and stakeholders in the area of gender equality and domestic violence; as well as reduce gender-based and domestic violence through the establishment of a Referral Mechanism in 24 municipalities or by providing professional training of various stakeholders responsible for the implementation of the Law on Domestic Violence, etc.<sup>18</sup>.

5. Enhance women's representation in politics and public decision-making, through: a) the increase from 6% in 2001 to 18% in 2013 of women-members of parliament (three of whom, or 37.5%, were also elected Chairs of Parliamentary Committees); b) representation with six women ministers, or 46.1%, in the Government's cabinet of 2013; c) representation with 6 women ambassadors, or 12.2%, to diplomatic missions for 2012-2013<sup>19</sup>, etc.

The above are considered key achievements in promoting gender equality and empowering women, which we believe have changed the way how gender issues are understood by central and local state institutions and the general public. Therefore, discussion about gender issues has significantly increased, and domestic violence is now openly discussed, softening thus taboos that existed ten years ago.

These issues are now discussed at all political levels and in society, and they are widely reflected in the print and electronic media.

We believe that several factors have impacted these achievements, such as:

1. The global movement on gender equality and the engagements of the country in the international arena, by endorsing and ratifying important international acts on the rights of women, as well as the aspirations to receive the status of a candidate country to EU.
2. Increase of cooperation with international organisations and the support, especially, by UN organisations with specific relevant programmes.
3. The role of civil society and NGOs operating in the area of gender equality and violence against women, and the enhancement of their cooperation with state institutions and the government mechanism on these issues.
4. Increase of the role of Parliament in this regard and the establishment of independent institutions for protection from discrimination.

**B)**The first decade of this century has seen important institutional and legal developments related to further progress and emancipation of women/girls in Albanian society, as well as in ensuring an active participation, equal to men/boys, in the political, economic and social life of the country. However, at the same time as the above achievements, Albania has faced some **challenges** in promoting gender equality. Some of the main challenges are:

1. Standardisation of the monitoring process of the implementation of the current legislation, and its periodical and continuous application.
2. Empowering of the institutional mechanism for gender equality, at the central and local level, and institutional coordination.

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<sup>18</sup>For further details about this achievement, please refer to **paragraph D of session II** of this report.

<sup>19</sup>Source: "Women and Men in Albania, 2013, INSTAT, pg.53-60. <http://www.instat.gov.al/en/publications/books.aspx>

3. Economic empowerment of women and girls, with a special focus on those living in rural areas, women and girls with disabilities, and minorities.
4. Neglect of women and girls by political parties and the various mechanisms and procedures involved in the electoral system, and failure to fully meet the 30% quota at any decision-making level, especially at local level<sup>20</sup>.
5. Covering of the entire territory with specific services on reduction of the level of gender-based and domestic violence, such as: extending and making the Referral Mechanism efficient throughout the country; provision of good quality services to all victims of violence, throughout the country; establishment of a free-of-charge counselling line; an online referral system for cases of domestic violence, etc.
6. Continuous education of boys and girls, starting with the pre-school system, through consolidated programs that address gender inequality issues and others.

The above are considered to be challenges because, even though important steps have been taken to address these issues, there is still much to be done for fully implementing the legal framework, and for improving the situation for women and girls.

Very important steps have been undertaken since when the Albanian state committed to the Beijing Platform to address the above challenges<sup>21</sup>. The Albanian Government continued to work to fulfil the obligations which derive from the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). The legislation has improved considerably<sup>22</sup>, and in the context of harmonizing it with the ratified international instruments and the EU legal framework on gender equality and non-discrimination, a detailed analysis of the most important laws is prepared from the gender perspective, which identifies a series of legal amendments to be made in order to remove all those provisions, which either still represent gender partiality, or do not properly address women's life situations. The Government's report on 2010 is complemented by two unofficial reports by civil society. The final Findings of the Committee on Eradication of All Forms of Discrimination against Women in 2010, as a response to the most recent report from Albania, serve as guidance for follow-up and treatment of the key areas where there is a need for improvement of gender equality<sup>23</sup>. Meanwhile, the work has already started for the drafting of the fourth state periodical report on the implementation of this Convention.

C) The above-cited challenges saw many **obstacles** to the advancement of gender equality and women's empowerment - since the adoption of the Beijing Declaration and Platform for Action. Some of the main obstacles include:

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<sup>20</sup> "Comparison of absolute figures of women councillors elected in the local elections of 2007 and 2011 showed very little progress: the percentage of elected women councillors was 10 % in 2007 and it increased by only 2% in 2011" – Source: National Report on the Position of Women and Gender Equality in Albania, 2011, pg. 82.

<http://www.un.org.al/editor-files/file/news/National%20Report-Status%20of%20Women%20and%20Gender%20Equality%20ENG.pdf>

<sup>21</sup> Among these steps, we may mention: the drafting and implementation of the two national strategies in the area of gender equality, gender-based and domestic violence, (NSGE-DV 2007 – 2010) and (NSGE-GBV-DV 2011-2015), together with the Action Plans. These documents identify the challenges against women's progress, and stipulate strategic aims, together with concrete objectives and measures. For further details about these two documents, please refer to **paragraph d) of session I** of this report.

<sup>22</sup> For further details about these achievements, please refer to **paragraph d) of session I** of this report.

<sup>23</sup> The final Findings of the Committee on Elimination of All Forms of Discrimination against Women for Albania. CEDAW 2010. <http://www2.ohchr.org/english/bodies/cedaw/cedaws46.htm>

1. Lack of good coordination between the central and local governments in terms of planning of resources, giving priority to women-related issues, etc.
2. Non-timely accountability of competent authorities on enforcement of legislation in the area of gender equality and domestic violence.
3. Lack / Non-allocation of adequate funds to ensure enforcement of measures and actions envisaged in the legislation and national strategies and plans, coupled with untimely and improper application of responsible gender budgeting by central and local authorities.
4. Failure to comply with / apply the gender quota<sup>24</sup>.
5. Lack of a strong and regular system for supervising compliance of various institutions with the legislation, and for making them accountable.

In addressing these issues, the Albanian government took measures to improve the legal and institutional framework, as well as to make more resources available to the enforcement of women's and girls' rights. Besides, the government made more accurate budget projections for the implementation of international documents ratified<sup>25</sup>. The support of international organisations and the continuous coordination with civil society organisations played an important role in this direction.

**D)** The Albanian Government has been working intensively to promote gender equality and women's empowerment since the adoption of the Beijing Declaration and Platform for Action. It developed a comprehensive legal and institutional framework that promotes gender equality and protection of women's rights. There is quite a stock of developments since 1995<sup>26</sup>, but the most significant ones concerning gender equality, anti-discrimination and domestic violence date back in 2006 and onwards. The legal framework had major improvements through the ratification of a series of key international documents<sup>27</sup>, as well as through essential amendments and alignment of the **national** legislation, specifically:

1. Equal rights of men and women are enshrined in the most supreme legal act, the new Albanian **Constitution**, which promotes the principles of equality and non-discrimination, as well as protection of human dignity and human rights and freedoms. Article 18/2 stipulates that: "All are equal before the law and no one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic condition, education, or social status."<sup>28</sup>
2. Equality between men and women in all wakes of public and private life is laid down in the **Law No 9970, dated 24.07.2008 "On gender equality in society"**<sup>29</sup>, in force since 2008. It aims to: a) ensure efficient protection against discrimination of grounds of gender; b) define safeguards for equal opportunities between men and women, in order to eliminate gender-based

<sup>24</sup> For details on obstacles, see Part II, section G.1) of this report.

<sup>25</sup> For example: Preparation of the "Guide on the implementation of the Council of Europe Convention on preventing and combating violence against women and domestic violence – State of play and financial implications for its implementation in Albania – 2013" with the financial and technical support of UN Women in the framework of Albania-UN 2012-2016 joint programme.

<sup>26</sup> Details by periods are presented in previous reports prepared by the Albanian government. A list of main changes is provided in **Annex 2** attached to this Report.

<sup>27</sup> For details about the ratification of main international conventions promoting gender equality and women's empowerment, please refer to Part II, point 1.1. of this Report.

<sup>28</sup> Adopted by Referendum dated 22.11.1998, and in force since 28.11.1998; amended in January 2007. <http://www.osce.org/albania/41888>

<sup>29</sup> Published in the Official Gazette No. 125, dated 01.08.2008. <http://www.osce.org/albania/36682>

discrimination; c) define the responsibilities of state authorities - at all levels, in drafting and implementing legislative acts and policies that support gender equality. The Law on Gender Equality stipulates that gender mainstreaming shall be the approach to ensure gender equality in society, by reflecting the perspectives of all genders into the law-making, policymaking, planning, implementing and monitoring processes. It also covers discrimination and harassment, and provides for special temporary measures for guaranteeing at least 30% representation of the under-represented sex in political and public decision-making position for the least represented gender. The law addresses gender equality and protection from discrimination in education, employment and media, whereas it explicitly mentions the need to estimate unpaid labour. Furthermore, the Law on Gender Equality makes generation of gender-based statistics by State bodies compulsory, and provides for the establishment of bodies and institutional mechanisms devoted to advancing gender equality.

Implementation Implications:

- Set up and strengthen gender equality mechanisms<sup>30</sup>;
- Take special measures to comply with the 30% quota in political and public decision making positions<sup>31</sup>;
- Raise awareness among State institutions and the public on women's rights and gender equality issues;
- Collect gender data using gender indicators<sup>32</sup>;
- Review the legislation in general under the gender view<sup>33</sup>;
- Advance gender budgeting<sup>34</sup>.

Several special measures stemming from the national gender legislation have been implemented since 2008, including equal participation in decision making through the application of the 30% neutral gender quota according to the Law on Gender Equality and the Electoral Code, or through protection of motherhood from hazardous jobs, in accordance with Law No. 10237, dated 18.2.2010 "On occupational health and safety". Meanwhile, there is an Instruction of the Ministry of Education which aims to raise the number of women in management positions at schools.

Complete the implementing legislation to this Law:

- **Development of the "Harmonized Indicators on Gender Equality and Status of Women in Albania"**<sup>35</sup> and adoption by **Instruction No 1220, dated 27.05.2010** of the Minister of Labour, Social Affairs and Equal Opportunities represents an important milestone in the advancement of human and women's rights, as well as in ensuring gender equality so strongly stated in the national priorities by the Albanian Government.

<sup>30</sup> For example: the National Council for Gender Equality (KKBGJ); the Network of Gender Employees in line ministries and municipalities; the gender equality mechanism, etc.

<sup>31</sup> For details on obstacles, see Part II, section G.1) of this report.

<sup>32</sup> Instruction "On Harmonised Indicators on Gender Equality and Status of Women in Albania". [http://www.un.org.al/editor-files/file/Harmonized\\_Indicators\\_ENGLISH.pdf](http://www.un.org.al/editor-files/file/Harmonized_Indicators_ENGLISH.pdf)

<sup>33</sup> Leading to concrete proposals, such as the Labour Code (under review).

<sup>34</sup> Through DCM No. 465, dated 16.7.2012 "On gender mainstreaming in the Medium Term Budget Programme". It stipulates that all central institutions must plan measurable gender equality targets in their budgets, starting from 2013.

<http://www.unifem.sk/index.cfm?Module=articles&Page=ArticleShow&ArticleID=216>

<sup>35</sup> [http://www.un.org.al/editor-files/file/Harmonized\\_Indicators\\_ENGLISH.pdf](http://www.un.org.al/editor-files/file/Harmonized_Indicators_ENGLISH.pdf)

- **DCM No 465, dated 16.7.2012 “On gender mainstreaming in the Medium Term Budget Programme”<sup>36</sup>**. It stipulates that all central institutions, as of 2013, must set in their budgets measurable objectives on gender equality.
3. **The Electoral Code of the Republic of Albania<sup>37</sup>** introduces the obligation to electoral entities to observe the gender quota (Articles 19 and 67)<sup>38</sup>. Several provisions made the gender representation quota in the electoral administration, second-tier commissions and the legislative body (Assembly) obligatory. The Electoral Code stipulated that both genders had to be represented in the multi-name list of candidates for MPs by at least 30%. This was obligatory for each electoral zone, and both genders had to be represented in the first three names appearing in these multi-name lists. Whereas for local elections, 1 in any three consecutive names on the list must belong to the least represented gender.

**Compliance Sanctions:** The Electoral Code has clear sanctions against political parties for failure to meet the gender quota in the list of candidates for MPs, i.e. the CEC shall reject the list. Political parties have no other alternative but meet the gender quota, otherwise it is rejected the multi-name list and consequently loses its right to participate in the elections. For local elections, these sanctions go no further than monetary fines.

In the amendments introduced to the Electoral Code with the Law 74/2012, Article 67(6) stipulates that: “For each electoral zone, at least 30 percent of the multi-name list and one of the first three names on the multi-name list shall belong to both genders”. Point 1 of the amended Article 175 – “Sanctions related to gender equality” states that “ Failure by the electoral subject to comply with the obligations specified in Article 67(6) of this Code, regarding the composition of the list, is punishable by the CEC with a fine of ALL 1,000,000 in the case of elections to the Assembly and with ALL 50,000 for elections for local government bodies”.

4. **Law No 9669, dated 18.12.2006 “On measures against violence in family relations”<sup>39</sup>** came into force on 1 June 2007. Its purpose is “to prevent and reduce domestic violence in all forms, through appropriate legal measures, and to guarantee protection through legal measures to members of the family who are subject to domestic violence, paying particular attention to needs of

<sup>36</sup> <http://www.unifem.sk/index.cfm?Module=articles&Page=ArticleShow&ArticleID=216>

<sup>37</sup> Adopted by Law No. 10019, dated 29.12.2008. <http://www.osce.org/albania/14464>

<sup>38</sup> The Constitution of the Republic of Albania until 2008 and the Electoral Code 2000, determined a majority proportional system. Such system was an obstacle for introducing a tender quota. (a) The first effort for introducing the tender quota in the legislation was made in 2000 for the local government elections. Despite the efforts of the largest political parties, SP and DP, for introducing a minimal representation quota, nothing was achieved. (b) Another effort was made by the civil society during the drafting of Law No. 9198, dated 1.7.2004 “On gender equality in the society”, but quota was not yet introduced. One article of this law was about equal representation of the two sexes, but did not specify any quota. (c) For the parliamentary elections of 2005, a Code of Conduct was adopted upon an initiative of the President of the Republic, whereby the political parties committed themselves to support an increased participation of women in politics and decision-making. The largest parties introduced an internal gender quota (DP introduced a quota of not smaller than 25% and SP not smaller than 20%). (d) However, without the Constitutional amendments of December 2008, which changed the electoral system from majority-proportional into a proportional system, a quota could not be introduced and applied.

<sup>39</sup> Published in the Official Gazette No 150, dated 18.01.2007 in force since 01.06.2007 <http://www.osce.org/albania/30436>

children, the elderly and the disabled”. This law was amended twice by the following:

- a) Law No. 9914, dated 12.05.2008 “On some addenda to Law No. 9669, dated 18.12.2006 "On measures against violence in family relations", and
- b) Law No. 10 329, dated 30.09.2010 “On some addenda and amendments to Law No. 9669, dated 18.12.2006 "On measures against violence in family relations" as amended<sup>40</sup>. Pursuant to this law, an agreements among line ministries was concluded, two DCMs were approved and eight orders of line Ministers and State Police were issued.

Implementation Implications:

- Establish a coordinated network of central and local institutions that provides immediate support to victims of domestic violence;
- Raise awareness among the public and women & girls in order to report domestic violence;
- Increase the number of reports made to police and the number of court protection orders for victims;
- Set up the National Centre for Victims of Violence<sup>41</sup>;
- Ensure capacity building of professionals dealing with victims of domestic violence.

Complete the implementing legislation to this Law:

- In February 2011, the Council of Minister approved **DCM No 334, dated 17.02.2011 “On the mechanism of the coordination of work for the referral of cases of violence in family relations and its way of procedure”**. It paves the way for the settlement of problems and deficiencies found in the cooperation and coordination of efforts against domestic violence. This document sets out a multi-disciplinary approach to assist victims of domestic violence.
- **Prime Minister’s Order No 36, dated 18.03.2011 “On establishment of the National Centre for Treatment of Victims of Domestic Violence”** which is operational since 25 April 2011.
- **DCM No 505, dated 13.07.2011 “On setting the standards for social care service provided to victims of domestic violence in public and non-public residential centres”**. These standards aim to improve the living of victims of domestic violence and their families.

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<sup>40</sup> Published in the Official Gazette No. 142, p. 7703.

<sup>41</sup> This Centre is operational since 25.04.2011, pursuant to Prime Minister’s Order no 36, dated 18.03.2011. It provides health, psycho-social and legal services, as well as rehabilitation for women and children victims of domestic violence.

- **DCM No 425, dated 27.6.2012** “**On eligibility criteria and documentation required for admission of persons in residential public and non-public social care institutions**”. Chapter V lays down the criteria for placement of persons in residential centres where social care is provided.
5. **Law No 10221, dated 4.2.2010** “**On protection against discrimination**”<sup>42</sup>. It seeks to guarantee the principle of equality on grounds of gender, race, colour, ethnicity, language, gender identity, sexual orientation, political, religious or philosophical beliefs, economic, education, or social situation, pregnancy, parentage, parentage responsibility, age, family or marital condition, civil status, residence, health status, genetic predispositions, restricted ability, and affiliation with any particular group or any other reasons. It aims to ensure the right of any persons to: (a) equality before the law and equal protection by law; (b) equality of opportunities and possibilities to exercise rights, enjoy freedoms and take part in public life; (c) effective protection from discrimination and from any form of conduct that encourages discrimination. This Law provides for the establishment of the *Commissioner for Protection against Discrimination* as an independent body that safeguards protection against discrimination. Besides monitoring, it has also the power to impose sanctions for protection against discrimination, thus making up for the void in the Law on Gender Equality regarding independent institutions that guarantee protection.
  6. Another major step was the **criminalisation of domestic violence in the Criminal Code**<sup>43</sup>. Amendments to the Code in 2012 and 2013 touched upon domestic violence and protection of women and girls from violence and abuse.
    - a) **Law No 23, dated 01.03.2012** “**On some addenda and amendments to Law No 7895, dated 27.01.1995 ‘On the Criminal Code of the Republic of Albania’**”, as amended, **makes domestic violence a criminal offence**, namely Article 130/a which sets out the forms of violence, measures and subjects it protects: “Domestic violence, including beating, threat and intentional injuries, shall be punishable by imprisonment up to five years”. Besides, amendments include the systematic psychological and economic abuse, as well release victims of domestic violence from the obligation to file a criminal suit in the case of “light physical injuries”. **Article 121/a – Stalking** “Repeated threats and/or “repeated actions” intended to cause a continuous and grave sense of anxiety or fear on a person’s security, the security of their relatives or the security of a person with whom they are related sentimentally, or intended to force them to change their lifestyle, shall be punishable by imprisonment from 6 months to 4 years. When this offence is committed by a former spouse/cohabitant the punishment shall increase by one-third. When this offence is committed towards a minor, a pregnant woman, or a person unable

<sup>42</sup> Published in the Official Gazette No. 15/2010. [http://www.ilo.org/aids/legislation/WCMS\\_178702/lang--en/index.htm](http://www.ilo.org/aids/legislation/WCMS_178702/lang--en/index.htm)

<sup>43</sup> <http://www.legislationline.org/documents/section/criminal-codes>

to defend himself, or by a person wearing a mask or is accompanied by possession or use of weapons, the punishment shall increase by half.

b) **Law No 144/2013, dated 2.5.2013 “On some addenda and amendments to Law No 7895, date 27.01.1995 “On the Criminal Code of the Republic of Albania”**, as amended. Recent amendments to the Criminal Code criminalised forced sexual intercourse with adults or husband/partner without their consent, making it punishable from 3 to 10 years in prison. Besides, sexual violence through actions of sexual type on the body of another person using objects constitutes a criminal offence and is punishable by 3 to 7 years in prison; when in collusion against many persons more than once, or against children from 14 to 18 years old, it is punishable by 5 to 15 years in prison. Furthermore, when this offence is committed on a minor less than 14 years old, or a minor not yet in his/her sexual maturity, irrespective if there is force involved, is punishable by not less than 20 years in prison; if this criminal offence lead to victim's death or suicide, it is punishable by not less than 25 years in prison.

Another legislative initiative protecting women from violence was the criminalisation of sexual harassment, i.e. sexual behaviour violating human dignity with any means or form resulting in a threatening, hostile, degrading, humiliating or offensive environment is punishable by 1 to 5 years. When committed in collusion and repeatedly, or against children, this offence is punishable by 3 to 7 years. Besides, the legislator stipulated that encouragement, intermediation or offering remuneration for persuasion to prostitution is punishable by 2 to 5 years in prison; if this offence is committed against minors, against many persons, or against persons within close consanguinity, in-laws or custodial relations or by taking advantage of an official rapport or conducted on collaboration or more than once or by persons who have state and public functions/duties, is punishable from 7 to 15 years in prison.

Other important laws adopted during 2009-2013:

1. **Law No 10295, dated 01.07.2010 “On pardon”<sup>44</sup>** defines the criteria and procedures for granting pardon to the person imprisoned. The law is not applicable in the case of perpetrators who have committed criminal offences against pregnant women, or for criminal offences under Article 114/a "Exploitation of prostitution in aggravating circumstances“, Article 114/b "Trafficking of Women“, and other criminal offence against minors/children. During the application of the Law 10295/2010, no pardon has been approved in favour of persons sentenced for criminal offences against women or children.
2. **Amendments introduced to Law No 10 399, dated 17.03.2011 "On social assistance and services”<sup>45</sup>(as amended)** stipulate that the economic aid may be withdrawn not only by the head of the household, but also from abused

<sup>44</sup>[http://www.drejtesia.gov.al/files/userfiles/Legjislacioni/Ligji\\_per\\_faljen.pdf](http://www.drejtesia.gov.al/files/userfiles/Legjislacioni/Ligji_per_faljen.pdf)

<sup>45</sup>[http://www.partnersalbania.org/skedaret/1323943210-law\\_nr\\_9355\\_on\\_social\\_assistance\\_and\\_services.pdf](http://www.partnersalbania.org/skedaret/1323943210-law_nr_9355_on_social_assistance_and_services.pdf)

women, in case a protection order is issued to them. Furthermore, women benefit and have access to economic assistance even when their spouse has filed for divorce and there is not yet a final court decision.

3. **Law No 143/2013 "On some addenda to Law No 10 039, dated 22.12.2008 "On legal aid"<sup>46</sup>"** has expanded the categories of persons entitled to legal aid in these cases: (a) the person enrolls in social protection programs or is eligible for them; (b) is victim of domestic violence or victim of human trafficking or victims of court cases related to these.

Some **amendments to the Labour Code are under adoption procedure**. These include protection from sexual harassment at work, compulsory deadlines for maternity leave, children, LGBT community, etc. These provisions were developed with the support of ILO and UN Women and are expected to be adopted by the Assembly in the fourth quarter of 2014. These amendments are part of the Package of Legislation Review from the Gender Perspective, which includes also a series of provisions of other laws that need to be amended for the purpose of removing all those provisions that either still represent a gender bias, or do not properly address women's real life situations. The Albanian Government is committed to make step-after-step efforts to adopt different parts of this package up to the full harmonization of the national legal framework with the international one, in the area of gender equality.

## **National Policies**

**1. The first National Strategy on Gender Equality and Elimination of Domestic Violence 2007-2010<sup>47</sup>**. Developed through a comprehensive process, the strategy indicates the main areas of operational, political and legislative intervention at national level, by streamlining the national priorities to the critical areas of the Beijing Platform for Action 1995. It was approved by DCM No 913, dated 19.12.2007. It aimed to incorporate gender issues and domestic violence in public policies, through concrete actions plans, in order to advance gender equality and minimize the phenomenon of domestic violence in the future, based on international documents, recommendations and instruments, while keeping stock of the actual conditions in Albania. This cross-cutting strategy came with an Action Plan broken down in specific actions for 2008-2010 that were grouped in 8 strands. Activities were partly covered by State budget and donors under the "One UN" program. The competent authorities committed to the implementation of the Strategy include State central institutions (line ministries and their subordinate agencies), central-level institutions (prefectures, municipalities) and the network of gender employees at central and local level, in partnership with academic bodies, media institutions, civil society and

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<sup>46</sup><http://www.tlas.org.al/sites/default/files/file/ligji%20per%20ndihmen%20juridike.pdf>

<sup>47</sup> Approved by DCM No 913, dated, 19.12.2007. <http://www.osce.org/albania/32827>

international organizations, under the coordination of the MLSAEO (actually MSWY) as the competent authority for gender equality issues.

**2. The National Strategy on Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2001-2015 (revised) and its Action Plan<sup>48</sup>.** The initiative of the MLSAEO (now MSWY) to revise the National Strategy on Gender Equality and Domestic Violence 2007-2010 was driven by the need to match the activity deadlines with those of NSDI, to better prioritize on the categories involved, as well as to ensure equal participation and protection of citizens. The revised Strategy is conceived on the analysis of two main issues: Reduction of Gender Equality and Gender-Based Violence. The working groups set up to revise the document considered that the objectives of the Strategy 2007-2010 must be re-prioritized, resulting in a more limited number of strategic priorities. Drafting of the Strategy was supported by the Program "One UN – For Gender Equality in Albania". The vision enshrined in the Strategy is: "Aspire for a society where gender equality is respected and valued, learned, supported and encouraged, where gender-based violence of any form is not tolerated, but punished, where violence victims are supported and protected, and where equality in opportunities and treatment is a reality for all, irrespective of their gender". Eventually, four priorities were laid down: 1) Strengthen the institutional and legal mechanism; 2) Increase women's participation in decision-making; 3) Ensure economic empowerment of girls and women. Furthermore, the Strategy is accompanied by an Action Plan with clear, concrete, measurable and monitorable objectives<sup>49</sup>. A novelty is that costing and financing source is provided for each measure. Financing sources include the State budget, the budget of local government units and various donors. The approved Strategy is sensitive to the needs and rights of both genders, and seeks to address them through comprehensive action, keeping due account of the needs of certain categories of disadvantaged women due to disability, social origins, ethnicity or sexual orientation.

**E)** Efforts to introduce and apply the concept of gender budgeting date back many years ago in Albania, albeit not always finding proper support. International organizations provided an important contribution in this direction, particularly UN Women<sup>50</sup>. In 2009, these efforts became more concrete with the training sessions on gender budgeting, initially at local level<sup>51</sup>, and extending across the central level over 2010<sup>52</sup>. Delivery of gender-equality objectives, programs and policies requires the allocation of adequate funds. Therefore, there were important developments in gender budgeting with the support of the joint Albania-UN Program 2012-2016, under the gender equality component<sup>53</sup>. In 2011, costing of the National Strategy on Gender

<sup>48</sup> Approved by DCM No. 573, dated 16.6.2011. [http://www.dsdc.gov.al/previewdoc.php?file\\_id=1617](http://www.dsdc.gov.al/previewdoc.php?file_id=1617)

<sup>49</sup> Action Plan has 14 specific objectives and 113 activities, designed to achieve the Strategic Priority Goals to be implemented over 2011-2015.

<sup>50</sup> First efforts started in 2008 (when this organisation was still known as UNIFEM) through capacity building training at central and local level in this area.

<sup>51</sup> Training sessions at local level "Gender mainstreaming through gender budgeting at local level" organised in four municipalities in 2009 with the support of UNIFEM (now part of UN Women).

<sup>52</sup> Such as: Workshop "Gender budgeting – Theory and Practice", organised by MLSAEO (actually MSWY) with representatives of the Directorate for Policies, Directorate for Budget Planning and contact persons from line ministries; Training "Basic concepts of gender mainstreaming and gender budgeting" with representatives of line ministries who deal with financial planning, Directorates of Policy Drafting and Monitoring, Directorates of and Statistics, etc.

<sup>53</sup> Elaboration of "Harmonised Indicators on Gender Equality and Status of Women in Albania" (Instruction No 1220, dated 27.05.2010), amendments made to Law No10.399, dated 17.03.2011, "On social assistance and services", and DCM No 465, dated 16.7.2012 "On gender mainstreaming in the Medium Term Budget Programme", Joint Instruction No 21, dated 21.06.2013 between MLSAEO (MMSR) and the Ministry of Finance "On procedures for gender mainstreaming in the Medium Term Budget Programme are the result of direct involvement of UN in the framework of the Gender Budgeting Programme.

Equality, Reduction of Gender- Based Violence and Domestic Violence was completed and it is **ALL 3.712.625.443**. For 2012, funds were allocated for only **46.8 % of the package**, mainly from the State budget and donors<sup>54</sup>. . Adopted legal acts require line ministries to define objectives, indicators and clear outputs for gender mainstreaming in their budgetary processes. Despite improvements in gender planning and budgeting, it should be noted that *it is still impossible to present the share of national budget invested to promote gender equality and empowerment of women*. The budget for each ministry is allocated as a total amount, and actions promoting gender equality are under different programmes of that ministry.

The State budget allocated for gender equality and domestic violence includes the funds allocated to NGOs by the Agency for Support of Civil Society (AMSHC)<sup>55</sup>. Meanwhile, MSWY plans the annual budget for gender equality and domestic violence within budgetary programmes (a) *Equal Opportunities*<sup>56</sup>; (b) *Social Protection*<sup>57</sup>; (c) *Labour Market*<sup>58</sup>. Also, MSWY has two cooperation agreements with UN organisations (UNDP and UN Women)<sup>59</sup>. In this view, UN organisations in Albania provide support to NGOs<sup>60</sup>. Funds earmarked for gender equality and domestic violence have been growing on a year-on-year basis.

**F)** The role of civil society in advancing gender issues and combating gender-based violence and domestic violence is very important and the Government has paid particular attention to its cooperation with civil society and NGOs active in gender equality and domestic violence. Cooperation is channelled through these mechanisms:

1. Participation of three civil society representatives to the **National Council on Gender Equality** (Article 11(2) of the Law on Gender Equality).
2. **Obligation of local bodies to cooperate closely with NGOs** to attain gender equality in various areas in the territory under their jurisdiction, according to the Law on Gender Equality.
3. **Participation of civil society representatives and NGOs in the Mechanism for Coordination in cases of Domestic Violence** (National Referral Mechanism – NRM).

<sup>54</sup> F. Kodra “Reporting to the Commission on Health, Labour and Social Affairs”, dated 18 June 2012. Source: MSWY, April 2014.

<sup>55</sup> For 2010, the Agency for Civil Society Support has signed 52 contracts with NGOs, which amount to ALL 62,959,000 (or USD 629,590), of which projects against domestic violence represented 7% (ALL 8,838,767 or USD 88,388), while projects against trafficking in human beings, and those for the victims of trafficking, represented 3.4% (ALL 4,337,266 or USD 43,773). Source [http://www.amshc.gov.al/web/raporte/vjetore/2010/Raporti\\_Vjetor\\_2010\\_english.pdf](http://www.amshc.gov.al/web/raporte/vjetore/2010/Raporti_Vjetor_2010_english.pdf). In 2012, the amount was ALL 76,900,000 (USD 769,000) for 69 NGOs, of which projects against domestic violence represented 7.5% (ALL 5,764,200 or USD 57,642) while projects against trafficking in human beings, and those for the victims of trafficking, represented 0.41% (or ALL 314,750 or USD 3,147) – Source: [http://www.amshc.gov.al/web/raporte/vjetore/2012/Raporti\\_Vjetor\\_2012\\_shqip.pdf](http://www.amshc.gov.al/web/raporte/vjetore/2012/Raporti_Vjetor_2012_shqip.pdf).

<sup>56</sup> Budget allocated to this programme for 2013 is ALL 1,220,000 (USD 12,200) – Source: MSWY, Directorate of Finance, April 2014.

<sup>57</sup> Budget allocated to this programme for 2013 is ALL 1,479,263,000 (USD 14,792,630) – The number of women heads of families who benefited from the economic aid was 11,200, and they received a fund of ALL 538,000,000 (USD 5,380,000), while the number of women who had been subject to violence along with their children in 2013, and who benefitted from the residential services was 52. The budget for the centre for 2013 was ALL 13,300,000 (USD 133,000). The budget for trafficked women and girls who benefitted from residential centres and economic aid in 2013 was ALL 20,153,000 (USD 201,530). The number of women and girls with disabilities who benefitted a payment of invalidity in 2013 was 28,100, receiving a fund of ALL 909,000,000 (USD 9,090,000). – Source: MSWY, DSIGE, April 2014.

<sup>58</sup> Budget allocated to this programme for 2013 is 564,500 ALL (564,500 USD) – The number of unemployed women and girls in search of a job, who benefitted from the employment promotion programs in 2013 was 561, receiving a fund of ALL 60,000,000 (USD 600,000), while the number of vocational training beneficiaries in 2013 was 3073 women and girls, a fund of ALL 4,500,000 (USD 45,000). – Source: MSWY, DSIGE, April 2014.

<sup>59</sup> Budget allocated to MSWY for 2013 under both cooperation agreements is 7,327,134 ALL (73,271USD) – Source MSWY, Directorate of Finance, April.

<sup>60</sup> In 2013, UNDP contracted 17,270,383.00 ALL (172,703 USD) to NGOs; in 2013, UNFPA contracted 88,000 USD to civil society organisations for gender equality, specifically gender-based violence; in 2013, UN Women contracted 290,000 USD to NGOs; – Source MSWY, DSIGE and UN organizations, April 2014.

4. Supporting women and victims of domestic violence **with specialised services offered by licenses local NGOs**. These NGOs offer counselling, legal aid, psycho-social assistance, accommodation, rehabilitation, etc.
5. **Cooperation with MSWY and the dedicated structure Directorate for Social Inclusion and Gender Equality** (formerly Directorate for Equal Opportunities and Family), i.e. coordination of joint activities, obtain know-how from civil society representatives in legislation review or policy drafting, joint round tables, participation in national, regional and local activities, etc.

**H)** Implementation of Beijing Declaration and Platform for Action is strongly supported also by the roll out of Millennium Development Goals (MDGs), particularly those related to gender. Pursuant to MDGs, the three MSWY priorities for 2014 include: improve the poverty situation, make progress in gender equality, and improve vocational training and employment.

## **Part II – Progress in the key areas of concern/interest of the Platform for Action, since 2009.**

### **A. WOMEN AND POVERTY.**

In a country like Albania, the gender-based discrimination culture is not simply a matter of violation of the rights of women and girls; gender inequality constitutes a serious obstacle to the acceleration of poverty reduction. Traditionally, although women bear most of the burden related to the household welfare, they have fewer possibilities than men to control the resources and means necessary to fulfil the above responsibilities. The high level of unemployment, the low educational level, performing many unqualified jobs, lack of possibilities for qualification, weak access to and lack of freedom to use family planning methods, being subject to violence, maltreatment or arbitrary actions in the family, unpaid work, as well as the low representation level in public and political leading positions, deepen and feminise poverty in Albania, they prolong it, and include more children in it<sup>61</sup>.

**Poverty level.** As a consequence of the global financial crisis and the general macroeconomic situation related to the low rate of economic growth since 2008, poverty in Albania has increased. The part of the population whose real monthly consumption per capita is under ALL 4.891 (prices of 2002) increased from 12.4% in 2008 to 14.3% in 2012. The extremely poor population – persons who have difficulties to meet the basic needs for food – increased from 1.2% in 2008 to 2.2% in 2012. In 2012, extreme poverty increased both in urban areas 2.2% and in rural areas 2.3%<sup>62</sup>. Other poverty indicators have also increased since 2008. Two other alternative indicators, in addition to the poverty rate (percentage of poor people) are the poverty gap and severity of poverty. The poverty gap increased from 2.3% in 2008 to 2.9% in 2012. Severity of poverty slightly increased from 0.7% in 2008 to 1% in 2012.<sup>63</sup> The statistics above give a general overview on the poverty level without any gender division, i.e. about the number of poor women/girls, because poverty data are population or individual based. Lack of gender statistics restricts our accurate analysis

<sup>61</sup> National Strategy on Gender Equality, Reduction of Gender-based and Domestic Violence, 2011-2015, p. 32-33. [http://www.dscg.gov.al/previewdoc.php?file\\_id=1617](http://www.dscg.gov.al/previewdoc.php?file_id=1617)

<sup>62</sup> Albania: Poverty trend 2002-2005-2008-2012, INSTAT, September 2013, pg.2 (Source: MSWY, April 2014)

<sup>63</sup> The same, pg.3

of the inequality level, impact of inequality on each gender within the poor group, or proper solutions through programmes to address it. Collection of gender-based poverty data is a challenge that needs to have due priority in the future.

Reduction of poverty is one of the priorities of Albanian Government, reflected in several social laws and policies<sup>64</sup>. The *National Strategy for Development and Integration 2007-2013* stipulated concrete objectives on reduction of poverty, which is also one of the fundamental priorities of the *Social Involvement Strategy (2007 – 2013)*, because its level is one of the key indicators of inequality and social exclusion. According to this strategy, reduction of poverty relates to a broad set of actions that need to be undertaken at the national level in order to achieve the set objective. This broad set of actions is closely linked to an increase in the revenues per capita, at the national level, to opening of jobs – in coordination with the qualification of the labour force, to the estimation of the minimum standards of living, and several other factors related mainly to the legislative reforms on salary levels, social insurance payment, elimination of informal jobs, mitigation of the fiscal burden for business outlets, etc. The reform undertaken by the Albanian Government based on the loan agreement with the World Bank, in the *Social Protection Programme (2013)*, for the modernisation of social assistance in Albania, aimed at mitigating poverty and vulnerability through effective social assistance services in compliance with European Union standards, and at improving equality and the efficiency of these programmes. In more concrete terms, this reform aimed at: (a) targeting resources in a more effective manner from among the poorest and most vulnerable, including in the social aid programme those poor people who are currently excluded; (b) improving the efficiency of services, which will improve the process both for applicants and social administrators, and (c) enabling the Government to make timely choices and informed selection of policies. This reform included two interconnected components: (i) strengthening and implementing social assistance programmes, which will improve the implementation of the social aid programme and the benefits of persons with disabilities, and (ii) technical assistance to strengthen the implementing capacities of social assistance programmes<sup>65</sup>. Likewise, adoption of the Law No 10 399, dated 17.03.2011 "On social assistance and services" (as amended) significantly improved the situation of women/girls in terms of benefiting economic assistance/aid. It stipulates that the right to withdraw economic aid is no longer exclusive to the head of the household, but extends also to women provided that: (a) they are abused and have a court protection order; (b) spouses are under divorce proceedings and there is no final court decision yet.

There are currently some draft decisions of the Council of Ministers, which are pending for approval, on limiting the granting of social aid to the condition that: 1. Social aid money be administered by women; 2. Stimulation by providing additional subsidies for the education and vaccination of children. 3. Link to employment promotion and vocational training programmes as a measure to shift from the passive to the active scheme of labour market; 4. Link to other social care services (according to the household needs).

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<sup>64</sup> Analysis of some of them is found in **paragraph D of part I** of this report, and another part of the legislation and administrative framework on addressing the needs of poor women, shall be analysed in **paragraph F of session II** of this report.

<sup>65</sup> Source: MSWY- Directorate of Social Care and Integrated Services, April 2014.

Another Government initiative is the *Reform of Social Services in Albania*. As part of this reform, we are working to improve the living standards for the categories in need, by introducing and standardising innovative practices for the provision of social services, such as: partial transformation of the residential service to a daily service, other innovative services for groups in need, working to deinstitutionalise these services, and involving other new types of social services<sup>66</sup>; draft and adopt the legal framework (standards, procedures and instructions) at the national level, on the management of social services for disadvantaged groups; draft contemporary programmes on promoting employment, initiatives for women entrepreneurs, and promote, organise and acknowledge volunteering work in providing social services in Albania. Another novelty will be the provision of integrated services focusing also on women, where professionals will offer services in the field and close to individuals<sup>67</sup>. The specific policies of the actual government focus on interventions to reduce poverty, create job opportunities for women, establish re-integration and empowering programmes for abused/trafficked women, the Roma community and disabled women and girls, etc.

## **B. EDUCATION AND TRAINING OF WOMEN.**

The Albanian legal framework guarantees to girls and boys equal and universal access to education. It expresses clearly the obligation of the Ministry of Education and Science to provide equal opportunities. The *National Strategy on Pre-university Education 2009 - 2013* does not provide a gender-sensitive approach for this task and it does not include gender equality objectives. This is also reflected in the provision of data, which are not divided according to sex, thus making it impossible to create a general picture<sup>68</sup>. Information on gender inequality and an analysis of such inequality are necessary for the drafting of respective response policies, in compliance with international obligations. Even though there has been progress with gender equality issues - revision of school materials and making them more gender sensitive, or raising awareness of teachers on gender issues - it is still necessary to establish a set of coherent evidence to monitor de facto the equality between girls and boys at any age and place, including members of vulnerable groups. The Ministry of Education and Science published the Annual Statistics Book 2009-2010, which includes a rich summary of data, grouped more and more according to gender<sup>69</sup>. In Albania, women and girls have reached high levels of education, and have progressed in the labour market and public life. Yet, gender inequality remains a concern for the society; many women face the dilemma of raising children or having a career, because of failure to adapt time schedule, lack of social services, and other barriers which lead to gender stereotypes and to a masculine mentality of the society.

**Primary education**<sup>70</sup>: Education is the area which has had good progress in terms of access for women and men. For the last three years, the *percentage of the*

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<sup>66</sup> Such as: establishment of specialized social services, emergency services, services related to violence against women, etc., through an integrated model of social, which is composed mainly of social workers, etc.

<sup>67</sup> Source: MSWY- Directorate of Social Care and Integrated Services, April 2014.

<sup>68</sup> National Report on the Position of Women and Gender Equality in Albania, 2011, pg.55 <http://www.un.org.al/editor-files/file/news/National%20Report-Status%20of%20Women%20and%20Gender%20Equality%20ENG.pdf>

<sup>69</sup> Ibid.

<sup>70</sup> Source: Data from the Ministry of Education and Science, April 2014

*participation of girls in primary education* remains almost the same, about **48%** (2009 – 2010; 2010 – 2011 and 2011-2012).

<b>Years</b>	<b>Registered in the elementary education</b>	<b>Females in cities</b>	<b>Females in villages</b>
2009 - 2010	224,012	47.7%	48.3%
2010 - 2011	216,406	47.4%	48.2%
2011 - 2012	209,213	47.3%	47.9%

This almost unchanging percentage is explained by the decrease of the absolute value (or percentage) of birth rate. Actually, primary education paves the way for families and communities to find more opportunities and solutions for the future generation. Discrimination against girls and women in the area of education continues. Today, more than 55% of children, who are not enrolled in schools, are girls and two thirds of illiterate adults are women. Therefore, special efforts need to be made – starting from recruitment of women-teachers, support for poor households, and more girl-friendly schools – to improve the balance<sup>71</sup>. Another important group that should be mentioned in relation to education are people with disabilities. The data show that: the relation of the number of people with disabilities to their level of education indicates that 1, 9% of people with disabilities above 15 years old, who have attended or are still in school, do not have a diploma. 40, 4% of these people are males and 59, 6% are females, and this disability increases with age<sup>72</sup>. The results of the 2011 census showed that 55,6% of people with disabilities above 15 years old have completed primary education and 3,3% have higher education and post-university education, while 24,3% have never attended school.

**Dropping out of primary education system**<sup>73</sup>: Data show a considerable drop from 0, 81%, of whom 0, 53% are women (2009), to 0.37% where the percentage of abandonment from females remains unchanged (2012). It is worth mentioning the students who completed the primary education and continued the secondary education, where females constituted 85% in 2009-2010, 87% in 2010-2011 and 88% in 2011-2012. The destroyed or non-existing infrastructure that leads to unsafe travelling, lack of safe sanitary environments (bathrooms), and lack of drinkable water are some of the factors that force girls to drop out of school, or force their parents to prevent girls from going to school. In the context of measures for preventing the phenomenon of abandonment of school, there has been a proposal to make amendments, which are pending for approval (by DCM 787 and 904), to the social aid criteria, which set the education of children as a condition for families in need (i.e. they have to submit a certificate to prove that their children attend school in order to benefit from social aid).

**Secondary education**<sup>74</sup>: the table below shows the number of female students enrolled in the secondary education:

<b>Year</b>	<b>Females in cities</b>	<b>Females in villages</b>
2009 - 2010	47.1%	46%
2010 - 2011	46.3%	45.8%

<sup>71</sup> Source of information: UNESCO Venice Office, April 2014. <http://stats.uis.unesco.org/unesco/tableviewer/document.aspx?ReportId=143>

<sup>72</sup> CENSUS of Population and Dwellings, 2011 p. 14, 15 – Source MSWY

<sup>73</sup> Source: Data from the Ministry of Education and Science, April 2014

<sup>74</sup> Ibid.

2011 - 2012	46.3%	45.6%
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We notice a difference of about 1.1% of women enrolment in urban areas as compared to women in rural areas. The same situation is noticed in *secondary vocational education*, where participation of females is about 31%<sup>75</sup>.

**Higher education**<sup>76</sup>: in total, females constitute 56% of the general number of students – this figure has not changed in the last three years 2009-2010, 2010-2011, 2011-2012. As regards the number of graduations for the academic year 2010-2011, females constitute 63.3%. Women are more likely to study social sciences: here females constitute 88.7% of the students [studying these areas], 77% of medical students and 68% of social sciences and art students. Most of engineer students are males (62%). In total, females (full time + part time) for the academic year 2011-2012, constitute 55.4 %, in the respective areas: 82% education, 67.3% health, 66.3% humanitarian science and art, 49.8% natural sciences, and 55.7% social sciences, business and law. Males continue to constitute the most part of students in the engineering field - 71.6%; 74.7% in agriculture and veterinary and 83.6% in the area of services. For the academic year 2009 – 2010 – full time higher education – females constituted 66% of graduates from Cycle I (First Level Diploma), 59% from Cycle II (Second Level Diploma). 1501 women graduated with a professional master degree, or 77% of the total number; while, 243 females graduated from a Level II Master course, or 64% of the total number. For the academic year 2010-2011, females constituted 66% of graduates from Cycle I and 60% of graduates from Cycle II of studies.

**Academic staff**<sup>77</sup>: The representation of women in pre-university system (pre-school, nine years mandatory education system and secondary education), is considerably high. In the primary, public and private, education women-teachers constitute:

Years	% of women teachers from the total number of teachers	Women teachers in cities	Women teachers in villages
2009 - 2010	71%	70.5%	61.4%
2010 - 2011	72%	71.7%	63.1%
2011 - 2012	72%	72%	63.4%

In the public and private secondary education, women-teachers constituted 62% of the staff in 2010-2011 and 63% of the staff in 2011-2012. If we compare the participation of women-teachers in towns to that in villages, we notice that in towns the percentage is respectively 61.6% in 2009-2010; 62.2% in 2010-2011; 62.5% in 2011-2012. While in villages it is: 51.1% in 2009-2010; 51.9% in 2010-2011 and 53% in 2011-2012. In public higher education system, the percentage of women-teachers is increasing every year, constituting 50.4%, relative to 47.2% previously. In the private higher education system, women-professors, with and without titles, constitute 27.4% of the teaching staff. It is worth mentioning here that women and girls constitute a considerable percentage of the professor level staff, 925 women and 729 men. Meanwhile, with the upgrading of ranks, this trend changes immediately. The title Associated Professor is

<sup>75</sup> Source: Data from the Ministry of Education and Science, April 2014

<sup>76</sup> Ibid.

<sup>77</sup> Source: Data from the Ministry of Education and Science, April 2014

held by 105 women and 237 men; the title Professor is held only by 61 women and 281 men. Management posts in the public higher education system are held by 10 men (Rectors) and no women; there are 10 deputy rectors who are men and three women; 29 Deans are men and 11 are women; and 105 Heads of Departments are men and 47 are women. In the public higher education system, for 2011 – 2012, women constituted 52% of the effective teaching staff. Meanwhile, with the upgrading of ranks, this trend changes immediately. Considering both full time and part time staff in public higher education system, for the academic year 2011-2012, the title Associated Professor was held by 169 women and 383 men, while the title Professor was held by only 110 women and 565 men.

**Literacy**<sup>78</sup>: The general literacy rate (% of people of the age of 15 and above) for 2008 is 97% males and 95% females<sup>79</sup>. There are no proper studies which show the progress of girls with writing and reading skills, or beyond; yet, reports from non-profitable organisations and community-based organisations show that the number of girls at risk of being illiterate is high. The National Agency of Exams, at the end of the release exams and high school graduation exams, drafts and publishes for each school year a "Report of the results of the release exams" and a "Report of the results of the high school graduation exams". The data from the living standard survey (2008) show that for people under 54 years old, the illiteracy rate is generally higher for men than women. On the other hand, it is a concern to notice that for younger ages the illiteracy rate is higher. Thus, while for people 45-54 years old, the illiteracy rate is 1% and 0.5% men and women respectively, for the group of people 15-24 years old this figure reaches 1.8% and 1% respectively; for the age-group of 25-34 years old people, the figures are even higher. A real challenge to school attendance is constituted by the "informal" costs of education, which are a financial burden for poor households, which may be related to failure of children to attend school, especially in rural and poorest areas of the country. Furthermore, the social and cultural reality supports the conclusion that girls drop out of school more often and earlier than boys, in order to contribute to the family economy or to get married at a very young age.

**Education and gender equality**<sup>80</sup>: Public education has taken steps toward institutionalisation of gender equality: there has been a revision of the Curricular Framework of the Pre-university Education (Institute for the Development of Education (IDE), 2008), gender is mainstreamed in the standards for teachers (IDE, 2008), gender equality is one of the criteria applied in the selection of school texts (Altext, MoES, 2008). The Framework of the Pre-university Education and standards of teachers intertwine gender equality with other curricular elements, thus enabling the use of interactive teaching methods. Manuals on gender equality, for teachers and students, have been drafted as part of the on-job training of teachers in the primary education, nine-years, and secondary education, and there has been respective training on how to use the manuals. Public universities that prepare teachers have also played a role. NGOs, as collaborators in this sector, have also given considerable contribution. The interventions to include gender dimension in education strengthened the potential for collaboration within the education system. Studies, training, and revision of the curricula have been carried out by internal players of the pre-university and university education system, with the support of

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<sup>78</sup> Ibid.

<sup>79</sup> World Bank Database <http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2013/10/17>

<sup>80</sup> Source: Data from the Ministry of Education and Science, April 2014.

strategic donors. The MoES, Institute for Development of Education, and the Board of Approval of Pre-university Education School Texts intervened with the curricula and the approving criteria of school texts with the assistance of UNDP and SIDA. In public universities – mainly with the training programmes for teachers, school psychologists, sociologists and social workers – the studies and gender analyses, the reflections and interventions in the university curricula were conducted by the internal resources in collaboration with international donors. The launching of the “Gender studies” master programme in the University of Tirana was assisted by UNDP and foreign expertise. All public universities that train teachers have had input and follow-up of gender issues through the gender trainers network and the civic and democratic education centres. The general and vocational secondary education system is developing replicated models of the engagement of vocational education in gender issues. Data from studies have promoted new curricular products in schools. Today, there is a gender-sensitive pre-university education curriculum; gender equality is one of the criteria applied for the approval of the pre-university education materials; the on-job training curriculum for teachers is gender-sensitive; there are several cases of engagement of the vocational secondary education in gender equality issues. The public universities of Albania (University of Tirana, Elbasan, Gjirokastra, Korça, Durrës and Shkodra) have reviewed the curricula for teachers’ primary training. These universities, mainly Social Sciences and Teaching faculties, have introduced special subjects and modules on gender equality. The Tirana and Elbasan Universities have introduced special study programmes for gender employees at the "Bachelor" and "Master" level. Public universities are now committed to introduce studies on gender equality and domestic violence. The training programmes for teachers, social workers, sociologists and psychologists include more quantity and quality research work on issues such as belonging, identity, stereotypes and gender equality. Even the private higher education sector is introducing subjects on gender studies. An important role in improving the situation of education is played by UNESCO, through its programme on “Education for all”, which contributes to the achievement of the Millennium Development Objectives.

**Challenges:** Despite all the achievements, there still remain some challenges such as the low representation of women in the administrative management level in education; application of special measures to encourage young women to attend vocational training; development of policies for engaging young women with disabilities, young women from remote rural areas, as well as young women from special linguistic and ethnic communities, particularly from the Roma community, in the education system; preparation of teachers, gender experts in education, social workers, psychologists and sociologists to address the special needs of young women and men in education; as well as reduction of gender stereotypes through the education process.

### **C. WOMEN AND HEALTH.**

Increasing women’s access to an adequate, affordable, and quality health service is in the focus of the development plans of the Albanian Government. Men and women’s health is determined by a series of factors, where the biological aspect and their needs play a significant role even in drafting and developing specific policies. The needs of

the two are different, and should therefore be considered and treated as such. In addition, there are even certain needs of each sex which require a special care (e.g. women's reproductive health). More attention should also be paid to the discrimination of particularly vulnerable groups in terms of their access to an affordable and high quality health care, as well as to the special needs of adult and young men. Although the Ministry does have gender aggregated data, the amount and quality of such data available in Albania are generally insufficient to contribute to a gender sensitive response, including the health sector. Without such information, developing, planning, and budgeting gender based targeted responses constitutes a real challenge<sup>81</sup>.

**The Albanian legislation** provides special support and health services to mothers and children. Article 55 of the **Constitution** guarantees equal rights to state health care for all. *“All pregnant women shall benefit for free the periodical medical follow up of their pregnancy, birth, and post-birth, especially the obligatory pre and post birth examinations that are determined by an act of the Minister of Health.”*

Starting from September 2013, pregnant women in public health institutions are exempt from fees for health services by Order No.528, dated 09.10.2013 of the Minister of Health “On exemption of patients with tumour diseases and pregnant women in public health institutions from fees for health services”, i.e. health care for these women will be free of charge, regardless of whether they have contributed to the health insurance fund.

Law No. 8876, dated, 04.04.2002, “On reproductive health” guarantees provision of services regardless of gender, or any other demographic category; every individual is guaranteed the right to decide on exercising their reproductive rights according to their wish and interest, free from discrimination, obligation, or violence; special support is given to health care services for mothers and children and periodical check-ups before and after birth, especially to the obligatory check-ups before and after birth. This law foresees the right of everyone to information, consultation, education, and social services necessary for good reproductive health. The Ministry of Health has also drafted several Sectorial Strategies, which are based on the principles of non-discrimination and gender equality. Some of them include: (a) **The ten-year strategy on health system reform (2000-2010)**, which determines the priorities and strategic interventions for improving the health of the population. Again, this strategy gives priority to improving mother and child health. During 2011-2012, the maternity sections of the 16 district hospitals in the country were provided with contemporary sets of health equipment, which efficiently reduces mother and infant mortality rate, leading at the same time to an improvement of mother and child health. This set of contemporary health equipment was enabled by UNFPA, in the framework of its project for improving medical equipment on the country maternity hospitals. The health staffs of six regional maternity hospitals were trained on effective perinatal/care for new-born babies. In cooperation with WHO, a protocol on assessing the quality of care for mothers and infants in maternity hospitals was adopted. Such protocol is a unified means for assessing the quality of care services for the birth process and infants on the basis of international standards. As part of this project, 15 national clinical protocols were drafted for obstetrics and neonatology, and 27 clinical protocols for podiatry. These protocols serve to improve the quality of service, and

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<sup>81</sup> National Report on Women's Position and Gender Equality in Albania, 2011, fq.45. <http://www.un.org.al/editor-files/file/news/National%20Report-Status%20of%20Women%20and%20Gender%20Equality%20ENG.pdf>

were drafted based on scientifically-based medical evidence and adopted to the national context. The protocols were drafted by Albanian experts supported by international experts, and were accredited by the National Centre for Accreditation and Quality. In the framework of the health system reform, the Ministry of Health identified a need for improving consultation and care services for mother and child. Work has been ongoing since 2011 for developing standards, guidelines, protocols and relevant means for mother and child consultation services at the level of primary health care. Guidelines have been drafted for pre and post natal care for mother and child, child feeding, child growth and development. The guidelines were drafted by the Albanian staff with the support of UNICEF. They were approved by Order No.469, dated 03.09.2013 of the Minister of Health “On approval of clinical practice guidelines for the primary health care staff for following up growth and development of 0-6 year old children”. A set of indicators for Consultation services for mother and child is also finalized and approved by Order No.470, dated 03.09.2013 “On approval of indicators for monitoring the performance of mother consulting centres and child consulting centres in the primary health care system”. Training continued for primary health care and hospital staff, including nurses, obstetrician-gynaecologists, and midwives on various health care issues relevant to pregnancy, such as breastfeeding, and pregnancy nutrition, in the districts of Durrës, Shkodër, Lezhë, Kukës, and Tropoja. All these training courses were certified by the National Centre for Continued Education. In cooperation with the Ministry of Education, nutrition and child health is now part of the official curriculum of the University of Medicine. Since October 2013, the Public Health Institute has started to collect annual data from the health centres and maternity hospitals about the indicators related with breastfeeding practices.

(b) **National Strategy on HIV/AIDS 2004-2010**, aims at maintaining a low prevalence of sexually transmitted infections in Albania. The need for drafting the strategy came as a result of certain newly emerging factors such as an increased number of diagnosed cases, evolution of people’s behaviour, such as a new tendency for having sexual relationships at a younger age, use of drugs, etc. The strategy focuses on the risk of infection among women, and application of preventive measures of an awareness-raising character, as well as the application of contemporary methods for treating infected women. In addition, a HIV/AIDS Committee is established and functions actively with participants from institutions and civil society, working on preparing the necessary documentation and application for receiving a fund from the Global Fund.

(c) **Health Education and Promotion Strategy**, which includes objectives and activities regarding health promotion and education on mother and child health.

**Infant mortality**: Statistics show:

<b>Year</b>	<b>Born alive (males)</b>	<b>Born alive (females)</b>
2009	18,080	16034
2010	18,063	15,998
2011	17,849	16,436
2012	18,384	16,911

Infant mortality during 2009-2012 was: 194 male and 158 female in 2009; 181 male and 147 female in 2010; 165 male and 134 female in 2011, and 176 male and 136

female in 2012<sup>82</sup>. The mortality rate for 1000 live births in 2012 was 7.9 or 273, including 167 male and 106 female or 60.5 percent male and 38.8 percent female.

***Birth rate.*** The birth rate has decreased significantly during the 20 last years. From 82 thousand births in 1990, the number decreased to about 35 thousand in the end of 2012, parking a decrease of 57%. The synthetic index of fertilisation has continuously decreased since 1960. In 1960, the index was quite high, with more than 5 children for a woman of reproductive age, and dropped to 1.78 in 2012. The gender proportion at birth (number of males per 100 females) in the world is 105, while in Albania; it was 109<sup>83</sup> in 2012 according to the vital statistics. According to INSTAT, the number of births during 2009-2012 was: 34.114 in 2009; 34.061 in 2010; 34.285 in 2011, and 35.473 in 2012. The age group with the highest birth rate (per 100 women) is the 25-29 year old women, followed by those of 20-24 years old<sup>84</sup>. The data available show that the percentage of births assisted by medical doctors, midwives, and qualified assistants is 99.4%.

***Family Planning and Reproductive Rights***<sup>85</sup>: The Law on Public Health offers health care services for mothers and infants, regardless of their possibility to cover the costs. Reproductive health is regulated by a special law, which covers consultation services for reproductive health, ensures prevention and treatment of sexually transmitted diseases and infections, as well as safe abortion. Contraception was legalized in Albania in 1992, very soon after the fall of Communism; before that, it was extremely difficult to access. Contraceptives are given free of charge in the state clinics. According to the Demographic and Health Study for 2008-2009, a little more than half of the women currently married (54.7 %) at the age of 15-19, use a family planning method, even though only 12.9 % used modern contraceptives, where the use of condoms was the most common method used (9.4 %). Since 2009, about 3 % of the women of the age of 15-19 had already started to have children. The percentage in rural areas was more than three times higher than in the urban areas (3.8 % against 1.2 %), and almost four times higher among women who had only finished the elementary school compared with those who had finished the secondary school (4.4 % against 1.2 %). In 2008, 3.2% of all the abortions were made in women under the age of 20 (270 out of a total of 8335). Currently, the family planning services in Albania are provided in the public health system through the three levels of health care. The Family Planning Centres, which are integrated in the health centres both in villages and cities, in the primary health care, are provided with several types of modern contraceptives offered free of charge, and have well-trained personnel capable of providing information and consultation on family planning. The number of the centres that provide such services is increased from 371 in 2009 to 431 in 2013. At the second level of health care, all the maternity hospitals in the country have a Family Planning unit, which offer all the types of modern contraception methods, as well as information and consultation on family planning. From 2011, there are national clinic protocols for offering family planning services. Work has already started for evaluating the application of these protocols by the medical personnel and for reviewing and updating them based on contemporary evidence. Since 2013, Albania has started to implement the National Strategy on Safety of Contraceptives 2012 -

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<sup>82</sup> "Females and Males in Albania", INSTAT 2013, p.10. <http://www.instat.gov.al/en/publications/books/2014/women-and-man-in-albania-2013.aspx>

<sup>83</sup> Ibid, p.8

<sup>84</sup> Ibid, p.18

<sup>85</sup> Source: UNFPA: Summary prepared by Elona Boce Elmazifor, reviewed in April 2014

2016 (NSSC 2012-2016). The main purpose of this strategy is to make sure that the Albanian men and women may choose, get, and use at any time high quality contraceptives and family planning services for planning their families. The strategy aims at increasing the consumption of modern contraception methods by 30% compared with 2008. The contraceptives offered by the public health services are bought by the state and offered free of charge.

**Level of HIV/AIDS infection in Albania:** all the sources agree that the level of HIV infection in Albania is low. According to the statistics of the Ministry of Health, the total number of HIV/AIDS infected persons in the end of 2013 was 699. Out of these, 212 are women. In 2013, 124 more cases were reported, of which 40 were women. Among the identified cases, there are 604 adults (>25 years old); 61 of the age 16-24; 34 of the age 0-15, and 437 of the age 25-45, which represents the most affected age group. Although the level of infection is low, the number of those diagnosed seems to be increased. About 93% are infected through sexual intercourse (83% heterosexual and 17% homosexuals). Delayed diagnostication remains an issue to be addresses. During 2007 – 2013, more than 50% of those diagnosed every year, are diagnosed at a very late stage of status of HIV virus, or AIDS itself. Since 2004, treatment with antiretroviral is provided free of charge, and during 2013, 316 adults and 19 children underwent therapy. The number of people who have died of AIDS has reached 122, including 7 in 2013. During 2013, 6 children were diagnosed as HIV positive, infected by vertical transmission (from the mother). The total number of such cases goes up to 26 for Albania. The increasing trend of such infection suggests the need for strengthening promotion and recommendations for tests among pregnant women. HIV/AIDS remains a problem of urban areas with 73.5% of the cases and 26.7% in rural areas. About 50% of the reported cases come from Tirana<sup>86</sup>.

**Abortion:** The number of abortions for the reporting period has been decreasing. According to the data from the Ministry of Health, the number of abortions for 2009 was 9200, i.e. 270 abortions per 1000 live births; for 2010 the number of abortions was 8085 with 239 abortions per 1000 live births; for 2011, the number of abortions was 8307 with 242 abortions per 1000 live births; while for 2012, the number of abortions was 7846 with 224 abortions per 10000 live births.

**Selective abortion:** Albania fits the profile of countries where prenatal sex selection has spread rapidly once the level of fertility comes down. The country is characterized by a patriarchal family system, organized along male patriline. Sons are therefore absolutely needed to perpetuate the family. On the contrary, girls are seen as transient members of their native families since they will leave, after marriage. As a result of a rapid fertility decline from the 1990s to date, the probability to remain without a male child has greatly increased and parents are less ready than in the past to bear repeatedly unwanted girls for the sake of having a son. But most importantly, the modernization of available reproductive equipment, the rapid development of the private healthcare system, and the liberalization of abortion has allowed parents to resort to modern methods of prenatal sex selection<sup>87</sup>.

**Mortality rate from breast cancer and cervical cancer.**

**Cervical cancer:** The “Declaration of Wisdom” was signed in October 2013, an important document that determines the purpose and objectives of the alliance against cervical cancer. The declaration calls for joint, immediate, and energetic interventions

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<sup>86</sup> Source: Ministry of Health, Public Health Institute, made available by UNFPA, April 2014

<sup>87</sup> Sex Imbalances at Birth in Albania, prepared by World Vision and UNFPA, 2012, p. 5-6

of the stakeholders to drastically reduce the number of deaths caused by the cervical cancer within five years, and give the future generations of women equal opportunities to work and live a healthy life, without suffering from the cervical cancer. In the name of the alliance, the MPs expressed their readiness and support for any legal initiatives that would improve and save women's lives. The document was supported and signed by dozens of women from the civil society, media, and health professionals, who decided to unite their strength and will in serving women's health. They identified the further steps to be taken for establishing a new legal framework, which would enable a quick screening and early identification of the disease. This initiative shall be translated into an action plan for screening in order to reduce the mortality rate from this pathology, which creates real strategies in the Albanian families. A second meeting was held in January 2014 with the experts of this area to start the work for the action plan.

**Breast cancer:** October is known as the awareness-raising month about breast cancer even in Albania. In October 2013, the Minister of Health issued an Order on exempting patients with tumour diseases and pregnant women from fees for health services. Women affected by the cancer of the reproductive system were also exempt from such fees. In addition, in October 2013, The Council of Ministers approved a loan of Euro 2 million for buying a linear accelerator to complete the treatment process for such diseases, joining thus the efforts of chemotherapists, surgeons, and radiotherapists, in order to give a much more complete treatment, more professional and scientific to tumour diseases.

The conference on prevention of breast cancer was organized from the local media (A1 Report, Shqiptarja.com), Public Health Institute, Oncology Service under the University Hospital Centre "Mother Teresa" in cooperation with the European Institute of Oncology in Milan, and under the care of the Ministry of Health, creating the necessary pressure for the Ministry of Health investments to focus on buying two mobile mammography equipment in order to make sure that screening takes place even in areas with little access to health services.

**Access to health care:** Access to health care services is equal among men and women. Considering the biological differences between them, women are given priority regarding treatment of diseases of reproductive organs, examinations like mammography, pap test, which help diagnose serious diseases. In response to the international protocols for health protection, the institutions of this sector in Albania have continuously established specific services provided through Women's Consultation Centres operating throughout the country. The main purpose has always been to move from curative to preventive medicine, making women aware of the need for taking their own responsibilities and actively contribute to protect their health. In this context, special attention is paid to measures taken for creating possibilities for coordinating women's' expectations not only in terms of their family life, but also their working environment. Both men and women can get information about health care from the public services provided by the Ministry of Health and donors, including international organizations like UNFPA (United Nations Population Fund), USAID, UNICEF, and various NGOs.

#### **D. VIOLENCE AGAINST WOMEN.**

Violence against women is not a new phenomenon in Albania; such violence is rooted deeply in the patriarchal<sup>88</sup> traditions and customs (e.g. strict gender role and identities, patriarchal authority, respect for the code of honour and shame, and control of several generations in the family, poverty, inequality in the area of employment or education, migration as a phenomenon, etc.) which have long shaped the Albanian society. The lack of a functional and well-coordinated system for preventing, treating, and re-integrating victims of domestic violence has often led to inadequate solutions, adding to gender inequality. More than in a few cases, there is an obvious lack of trust among victims of domestic violence in state institutions, because domestic violence has been considered an “issue within closed doors” for years. A large number of women and young women are obliged to live in violent relationships, because they have no sufficient support in economic and social terms, and cannot leave their violent environments. Regardless of the numerous (legislative, administrative, educational, etc.) measures taken in this regard, it will still take a considerable time for this missing trust<sup>89</sup> to be gained, and thus may only be achieved by as an efficient and well-coordinated system as possible, which responds effectively and in a timely manner to the identified cases of violence, and provides support and rehabilitation services. Violence against women is also spread because of the continuous discriminating views. Everyone, regardless of age and profession, may contribute to overcome the challenging gender stereotypes, harmful traditional practices and discrimination against women. It is only through real gender equality that violence against women may be globally prevented and uprooted. This is a process that takes time and coordination of interventions, but this is definitely the right way and essential for a stable and sustainable change.

Violence against women and domestic violence are priorities of the Albanian Government, and as it was analysed above, under section D of Part I of this report, several measures are taken since 1995 for improving the legal and institutional framework for addressing this phenomenon. In addition, Albania has ratified a series of international conventions which aim at preventing, fighting, and eliminating gender-based violence and domestic violence<sup>90</sup>. The national agenda against gender-based violence and domestic violence encourages cooperation among various participants (public and non-public) and has key to establishing cross-institutional mechanism and interest groups coordinated at the central or local level. There is, however, a lot to be done mainly to strengthen the implementation of the law, improve access of victims/survivors of violence to general and dedicated services, as well as to strengthen measures for preventing violence, and for increasing awareness, education, and social inclusion.

With the beginning of work for implementing the Law on Domestic Violence (June 2007), efforts also started for creating adequate and well-coordinated mechanisms for treating cases of violence and the MLSAEO (now MSWY) has played a key role in this aspect as the main institution responsible for the implementation of this law in

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<sup>88</sup> Domestic violence in Albania: Population-based National Survey 2013, p.9 <http://www.instat.gov.al/en/publications/books/2013/domestic-violence-in-albania-2013.aspx>

<sup>89</sup> According to the National Survey on Domestic Violence 2013 (page 55-56): “Battered women are often reluctant to seek help for domestic violence. Only 8.4% of women that “ever experienced domestic violence, and 7.1% of women “currently” experiencing domestic violence ever tried to seek for the violence in their marriage/ intimate relationships. This finding demonstrates that the majority of battered women in Albania continue to suffer in silence despite ongoing efforts to raise public awareness to the problems of domestic violence and newly created domestic violence legislative and social services for victims of domestic violence. <http://www.instat.gov.al/en/publications/books/2013/domestic-violence-in-albania-2013.aspx>

<sup>90</sup> For details regarding the ratification of international documents, please refer to **part I** and **part II** of this report.

coordination with other line ministries<sup>91</sup>. For as an effective implementation of the law as possible, a DCM was also drafted and approved by No. 334, dated 17.02.2011 “On work coordination mechanism for referring cases of violence in family relations and its processing”<sup>92</sup>. Both before and after the issuance of this decision, the MSWY (former MLSAEO) has organized and continues to organize a series of local and regional meetings in order to explain the legal framework regarding domestic violence; the importance of establishing the Referral Mechanism; as well as to coordinate the collection of data about processed cases. As of the reporting period, the Referral Mechanism is established in 24 municipalities of the country<sup>93</sup>. The Referral Mechanism is composed of representatives of various institutions<sup>94</sup>. The philosophy of this mechanism is that once a victim/survivor contacts one of the members of the Referral Mechanism – it does not matter which member is contacted first – the contacted member initiates immediately the support process by informing at least a representative of the municipality, police, and health structures. The services offered to victims/survivors are short and long term. The short-term services include immediately and safety, health support, shelter (including transportation to a safe place), as well as information and assistance for initiating the procedures for getting an immediate protection order. In the meantime, the case of referred further to other institutions accordingly. Long-term support includes referral to employment offices for the victim/survivor to find a job, to get a professional recommendation, be referred to the department of social services for economic aid, long-term accommodation, legal aid, and assistance if the victim/survivor wishes to file for divorce or complain against the perpetrator, advice and psychotherapy to be cured from trauma, as well as re-integration and help for the children (i.e. transfer to a different kindergarten or school, counselling/therapy if necessary, etc.).

The monitoring of the Referral Mechanism work by the MLSAEO (today (MSWY) for 2012, shows that: *“although this mechanism is functional and quite effective in certain municipalities, where multidisciplinary teams meet regularly, where there is good coordination between the participating institutions, and where legal aid, counselling, psychological assistance, vocational training, employment, accommodation, and food is provided, there is still a lot to be done and a series of challenges to be faced. There is a need for more resources for offering complete services: establishment of a 24 hour telephone line; establishment of regional shelters, etc. are some of the priorities where work should be focused for strengthening these mechanisms, in parallel with their further expansion throughout the country”*<sup>95</sup>.

An important policy paper developed by MSWY in cooperation with UN organisations (UN Women, UNDP and UNFPA) during 2013 is the National Action Plan on Men and Boys' Engagement as Partners of Women and Girls for Gender

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<sup>91</sup> Support from international organizations has played an important role, especially support from the United Nations. For the first time, the UN Trust Fund started a pilot project in five municipalities consisting of the implementation of the Law on Domestic Violence (2007-2009), and later through a second support, in five other municipalities (2010-2013). In the meantime, upon request of the MLSAEO and with the support of UNDP, it was drafted a “National Platform for Building a Coordinated Response to Domestic Violence at the local level”. This platform is used as a guide for building this support system at the legal level, in a series of municipalities. In addition, UNDP has assisted in extending this system during 2009-2013 to eight more municipalities in the country.

<sup>92</sup> For details regarding this DCM, please refer to **section D of part I** of this report.

<sup>93</sup> The Guideline for the implementation of the EC Convention on Prevention and Fight against Violence against Women and Domestic Violence – Assessment of the current situation and financial effects of the implementation of the Convention in Albania”, prepared by UN Women, 2013. <http://www.un.org.al/editor-files/file/Roadmap%20of%20the%20CoE%20Convention.pdf>

<sup>94</sup> Such as: municipalities, police directorates, courts, prosecutor’s office, bailiff office, health centres, employment offices, education offices, and NGOs specialized in GBV and DV.

<sup>95</sup> Source of information: MSWY/DSW “Report on establishment and effectiveness of the operation of the National Mechanism for Referring Cases of Domestic Violence at the local level”, December 2012.

Equality and Prevention of Gender-based Violence and Domestic Violence 2014-2019. This plan has concrete activities to launch a national youth movement for gender equality; build capacity of professionals and community leaders to address gender equality and domestic violence issues; educate households and citizens as promoters of change, etc. It is under adoption procedure.

**Studying the causes and consequences of violence against women:** Studying the causes and consequences of violence against women is very important for Albania, as having a clear overview of the situation would help in correctly addressing the planned measures. In this context, two national surveys have now been carried out on domestic violence. The first population-based national survey on domestic violence in Albania was carried out by INSTAT in 2007<sup>96</sup>, followed by a second one in 2013<sup>97</sup>. From 2007 until 2013, the percentage of women<sup>98</sup> who had experienced domestic violence “during their lives” *is increased* from 56.0% to 59.4%. The survey showed that 53.7% of the women were “currently” experiencing domestic violence in 2013. In 2007, 50.6% of the women had experienced emotional violence “during their lives”, and 39.1% had experienced psychological violence “during their lives”. In 2013, 58.2% of the women had experienced psychological violence “during their lives” and 52.8% were experiencing domestic violence “currently”. From 2007 until 2013, the percentage of women who had experienced physical violence “during their lives” reduced from 31.2% to 23.7%. From 2007 until 2013, the percentage of women who had experienced sexual violence “during their lives” reduced from 12.7% to 7.9%<sup>99</sup>. A comparison of the differences from 2007 to 2013, draws our attention to two important aspects: a) the increase of reported cases shows an increase of the public trust in the respective state bodies, as people now report cases of violence and ask for help, and are more and more aware that domestic violence is a crime, and as such, should be reported; b) reduction of the percentage of the cases of physical and sexual violence is an indicator which shows a tendency for changing the shape of violence; this indicator makes us aware at the same time of the care that should be shown in terms of treating the different forms of violence, especially sexual violence, as there will be no change in the reporting figures if this form of violence remains a taboo. This analysis should go deeper, that is why studying the causes and consequences of violence remains a priority in the activities planned to be undertaken by the Albanian Government in the coming years. It is worth noting that both the surveys made in the area of domestic violence, and the entire (international and national) legal and institutional framework on domestic violence, lead us to the same conclusions: violence against women and domestic violence are crimes and the Albanian Government will not stop its efforts to address these phenomena in the best way possible. In addition to the measures already taken, which are explained above and in the coming paragraphs, strengthening women’s economic empowerment programs play an important role in facing this phenomenon.

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<sup>96</sup> [http://www.google.al/url?sa=t&rc=tj&q=&esrc=s&source=web&cd=1&ved=0CC8QFjAA&url=http%3A%2F%2Fmdhamo.files.wordpress.com%2F2010%2F01%2Fdomestic\\_violence\\_robin\\_final\\_5\\_24\\_09.doc&ei=lxZNU4WnGqTrywPy\\_IKwBQ&usg=AFQjCnFr\\_zZIHJezx6w1D2LaYXV6b6AGbQ&bvm=bv.64764171.d.bGQ](http://www.google.al/url?sa=t&rc=tj&q=&esrc=s&source=web&cd=1&ved=0CC8QFjAA&url=http%3A%2F%2Fmdhamo.files.wordpress.com%2F2010%2F01%2Fdomestic_violence_robin_final_5_24_09.doc&ei=lxZNU4WnGqTrywPy_IKwBQ&usg=AFQjCnFr_zZIHJezx6w1D2LaYXV6b6AGbQ&bvm=bv.64764171.d.bGQ)

<sup>97</sup> <http://www.instat.gov.al/en/publications/books/2013/domestic-violence-in-albania-2013.aspx>

<sup>98</sup> The sample in this survey consisted of 18-55 year old women.

<sup>99</sup> Domestic violence in Albania: Population-based national survey 2013, p.63. <http://www.instat.gov.al/en/publications/books/2013/domestic-violence-in-albania-2013.aspx>

**Services**<sup>100</sup>: Following the implementation of the Law on Domestic Violence, and in order to improve the services offered in this regard, the Albanian Government has taken concrete measures, including the issuing of Order No. 36, dated 18/03/2011 of the Prime Minister on “Establishment of the National Centre for the Treatment of Victims of Domestic Violence”. In this framework, the first National Centre for the Treatment of the Victims of Domestic Violence started its operation on 25.04.2011<sup>101</sup>. The purpose of this centre is to rehabilitate women and children who have been victims of domestic violence. Its mission consist of providing sustainable social aid and good services of contemporary standards to victims of domestic violence (women, girls, children, boys up to the age of 16), in order to encourage their independence, inclusion, dignity, and integration in the normal life. The centre offers 24-hours service and treatment offering specialized help to victims of domestic violence for them to rehabilitate and return to normal life until they join their families or until they are accommodated in a sustainable place. Since its beginning, the centre has accommodated: a) in 2011-2012<sup>102</sup> it accommodated 63 beneficiaries (25 women and 39 children<sup>103</sup>), and b) in 2012 – 2013, it accommodated 63 beneficiaries (34 women and 28 children<sup>104</sup>). The age of the women victims of domestic violence varies from 19 to 51 years old, and 70% of them come from the rural areas and 30% from the urban areas. Most of the cases were referred from Police and other from NGOs and several state agencies. Despite this positive model and cooperation with NGOs that offer accommodation services, the level of availability of such services for women victims of domestic violence is not the same throughout Albania and not the same for all the victims. Such services are mainly available in the largest cities and for victims of domestic violence and trafficking, while women/girls in the rural and remote areas have little or no access to services of direct support<sup>105</sup>. Another very important servile for women survivors is *counselling*. Counselling should be immediate and always available, free of charge, and available in different languages<sup>106</sup>. In parallel with the experiences of NGOs, which offer counselling services for various vulnerable groups, the Albanian Government has identified as one of its priorities to **establish a national counselling line** for treating violence against women. To this end, in October 2011, UNFPA supported MLSAEO (today MSWY) in carrying out a feasibility study<sup>107</sup>. This study gave a clear overview of the existing counselling services, and proposed three potential models of a national line, considered as the most feasible for Albania. Based on the recommendations of this study, further meetings and technical round tables were organized for addressing the problem, and for finding an adequate solution. The establishment of a national counselling line is one of the main priorities of the current Government, and of the specific plan of the MSWY.

<sup>100</sup> Source: MSWY/DSIGE, April 2014

<sup>101</sup> The establishment of this centre was supported by UNDP in the framework of “One UN” Programme.

<sup>102</sup> Period 08.07.2011 – 20.11.2012 – Source: MSWY, April 2014

<sup>103</sup> Of which 3 were children unaccompanied by their mother.

<sup>104</sup> Source: MSWY, April 2014

<sup>105</sup> The women centres, which support victims of domestic violence and victims of trafficking are located in Tirana, Shkodra, Pogradec, Elbasan, Durrës, Berat, Vlora, Gjirokastra, and Kukës. Source: Guide for the implementation of the EC Convention on Prevention and Fight against Violence against Women and Domestic Violence – Assessment of the current situation and financial effects of the implementation of the Convention in Albania”, prepared with the support of UN Women, 2013.

<http://www.un.org/al/editor-files/file/Roadmap%20%20Costing%20of%20the%20CoE%20Convention.pdf>

<sup>106</sup> For immediately treating all women/girls who live or reside in Albania at the moment they are subject to violence.

<sup>107</sup> “Study to evaluate feasibility of establishment of a national domestic violence hotline in Albania”, Branislava Marvánová Vargová and Mirela Talka Kumburo, October 2011.

Another important service for victims of violence against women is *provision of free legal aid*. To this end, as it was described in section D of part I of this report, the Albanian state has taken specific measures for improving its legal framework<sup>108</sup>. The implementation in practice of this law shall lead to a significant improvement of the situation of women and girls who are subject to violence. The latest amendments require the establishment of local legal aid clinics, which will provide the necessary legal aid. The local clinics are expected to be established soon in the 6 main districts: Durrës, Gjirokastra, Korça, Shkodra, Tirana, and Vlora. The data from the State Commission for Legal Aid show that there were 4 requests for legal aid in 2013, related with domestic violence. These requests were considered as a priority and were provided with the necessary legal aid for ensuring protection orders<sup>109</sup>.

**Data collection:** The central and local authorities have the obligation to collect administrative data, because they have a key role in coordinating and implementing policies and actions against domestic violence and gender-based violence. The efforts to establish sustainable systems for collecting statistics on all forms of violence against women, to make researches for understanding the phenomenon, and to use all findings in long term strategies on preventing violence against women, constitute one of the requirements of the Convention of the Council of Europe on Preventing and Combating Violence against Women and Domestic Violence<sup>110</sup>. To fulfil this obligation and the obligations deriving from the law on domestic violence, the MSWY has undertaken several concrete measures: local coordinators are required to collect periodical data on cases tackled at the local level (where they are assigned); the ministries of line are also requested to collect periodical data. Starting from 2013, the MSWY in cooperation with UNDP has been working on establishing an online system for a more accurate collection of data on domestic violence cases tackled at the local level by the referral mechanisms. The system is already established and part of the local coordinators has been trained. The operation of this system is one of the short term priorities of the MSWY.

**Data from the State Police**<sup>111</sup>: The data collected from the General Directorate of the State Police – Department of Public Security – show that the number of domestic violence cases reported to the police has increased considerably from 94 in 2005, to 2526 in 2012. In addition, the number of criminal lawsuits on protection orders increased from 0 in 2005 (in 2005 there were no protection order) to 1234 in 2010 and 1562 in 2011<sup>112</sup>. This increase shows more awareness and trust of the public in the legislation on domestic violence and social aid for victims and survivors of domestic violence. The 2013 indicators of the general and specific scale of the age of females who have been victims of physical violence during the last 12 months, according to the statistics form No. 16, approved by Order of the Minister of Interior, are not aggregated according to age groups. This form includes all criminal offenses, indicators for injured women, including those under 18 years old. The state police units have identified a total of 3020 cases of domestic violence<sup>113</sup>. The 2013

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<sup>108</sup> Law No. 143/2013 “On some amendments to Law No. 10 039, dated 22.12.2008 “On legal aid””

<sup>109</sup> Source: Ministry of Justice, April 2014

<sup>110</sup> Ratified by Albania on 04.02.2013. <http://www.conventions.coe.int/Treaty/Commun/ChercheSig.asp?NT=210&CM=&DF=&CL=ENG>

<sup>111</sup> Source: Ministry of Interior, State Police Directorate, April 2014

<sup>112</sup> Domestic Violence in Albania: National observation based on the population, 2013, pg.11.

<http://www.instat.gov.al/en/publications/books/2013/domestic-violence-in-albania-2013.aspx>

<sup>113</sup> Data for 2013: 2346 cases of women injured because of domestic violence; 1491 cases have not filed a criminal report or sought any counselling, [not] referred to court or counselling for the offenders; 17 cases of murder; 3 cases of attempted murder; 3 cases of suicides; 19 cases of intentional minor injury; 8 cases of sexual relations; 1 case of shameful acts; 6 cases of trafficking, 17 cases of abandonment; 5 cases of child kidnapping; 87 cases of forced cohabitation; 46 cases of threat; 3 cases of insult; 610 cases of other offenses (articles 90, 91, 92, 121, 134, 139, 275).

indicators, according to the statistics form No.13, approved by the Minister of Interior, Sexual Crimes (injured women), state only the number of injured women (a total of 69 cases), but not their age.<sup>114</sup> There is a total of 110 cases of crimes against a person (injured women) for 2013. Out of 20 cases of murder, 17 relate to domestic violence.

**Data from the Institute of Forensic Medicine<sup>115</sup>**: The number of violated women who are treated by the Institute of Forensic Medicine in Tirana for the period 2009 – 2013, aggregated in groups of women under 14 years old and above 14 years old is:

Year	Women under 14	Women above 14
2009	17	424
2010	12	424
2011	17	353
2012	19	441
2013	18	462

The table below shows the types of violence and number of victims of violence during 2009-2014:

Year	Forced sexual intercourse under the age of 14	Forced sexual intercourse above the age of 14	Domestic violence	Violence by other people
2009	5	9	120	307
2010	2	20	98	316
2011	3	7	107	253
2012	4	12	93	351
2013	4	14	141	321

**Capacity building<sup>116</sup>**: Fully addressing violence against women calls for intensive efforts in terms of capacity building of competent institutions tasked with handling these cases. The National Centre for Social Studies (NCSS) - in cooperation with the Ministry of Health and the Regional Public Health Directorates in the 12 regions – has implemented the "Capacity building of health professionals to effectively respond to victims of gender-based violence project. This project aimed to improve the quality and efficiency in health services delivery to victims of violence, through building up capacity among the health employees. UNFPA supported the implementation fully, both in financial and technical terms. Initially, NCSS developed an "A practical approach to gender-based violence" guide and a training manual for the trainers who guided the work of health professionals in the area of gender-based violence.

Preparation of these documents was subject to a long process of consultations and coaching with different experts, in order to come up with a complete package that fully addresses gender-based violence.

<sup>114</sup> Separated into: 12 cases of sexual or homosexual relations with minors; 10 cases of sexual or homosexual relations with minors 14-18 years old; 19 cases of forced sexual relations with minors; 1 case of forced homosexual relations with minors; 2 cases of sexual or homosexual relations with people who are unable to act; 4 cases of sexual or homosexual relations with close kept or people in their custody; 21 cases of shameful acts.

<sup>115</sup> Source: Ministry of Justice, April 2014.

<sup>116</sup> Source: UNFPA, April 2014

Seeking to build institutional capacity, "training of trainers" programmes for health professionals and social workers in each Regional Directorate were delivered. The project extended all over Albania with 4,400 health professionals trained during 2009-2013; from these, 1,275 women were trained in 2010, 730 in 2011 and 1,067 in 2013. Focal points for domestic violence and child protection were appointed within the public health directorates at all districts. These persons are part of the local authorities in communes and municipalities. Local capacity exist across public health directorates in all districts, which will be used in the future as local trainers in the health sector concerning abuse and violence, particularly gender-based violence and child abuse. The Public Health Institute in cooperation with public health directorates in 10 districts organised training events with health staff, community and schools to raise awareness over domestic violence and violence against women and children<sup>117</sup>. Findings of the national evaluation of capacity building intervention in the health sector to address gender-based violence indicate that: training of the health personnel on GBV has strongly improved the capacity (knowledge, positions and practices) of service providers; training, as a novelty in content and organisation has laid the foundations of the GBV service in the primary health care service<sup>118</sup>.

**Awareness-raising campaigns:** Each year, MSWY organised awareness-raising campaigns to eliminate gender stereotypes, gender-based violence and domestic violence. National conferences, meetings, TV and radio programmes, leaflets, posters and TV spots were some of the ways of raising awareness. Owing to the efforts of the Government and civil society, there is a stronger sense of awareness on gender issues, people have become more open-minded and issues once taboo now are widely acknowledged and discussed.

There is an increased number of reported violence by women at the support structures. The key event is organised in the framework of the worldwide campaign of 16 days of awareness on violence against women (25 November to 10 December). For this campaign, Government bodies cooperate with NGOs and local authorities with the support of international organisations, particularly the UN organisations. During the reporting period, all the annual campaigns of this type have been successfully organised<sup>119</sup>. In the last two years, the focus of campaigns shifted on the active involvement of men and boys as advocates against domestic violence, and supporters of gender equality. The 2013 campaign had a common slogan agreed by the local and central Government bodies and civil society. This campaign was intentionally extended from 5 November 2013 to 8 March 2014 in order to make a wider distribution of information and messages, and to highlight the link between women's

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<sup>117</sup> Source: Ministry of Health, April 2014.

<sup>118</sup> Source: Workshop: Presentation of the evaluation of the national intervention "Capacity building of the health personnel to address gender-based violence" organised by UNFPA and the National Centre for Social Studies in cooperation with the Ministry of Health on 17.04.2014.

<sup>119</sup> 2009 Campaign "We can stop domestic violence" including many activities by Government bodies in cooperation with civil society. The Conference took place on 4 December. A TV spot commissioned by the Ministry and UNICEF was broadcast on public TV channels several times a day. Awareness raising literary-artistic competitions among high schools were organised in cooperation with MES. Meetings and open discussions with students of the Faculty of Social Sciences and Journalism. 2010 Campaign "Violence is a crime – Violence kills if you don't speak up – Say stop to domestic violence!"

It included activities with pupils and Youth Parliament, posters, meeting with Journalism students; Prize for the best essay on domestic violence; regional meetings with the Network against Violence to launch the setting up of NRF; National Conference on 10 December 2010 with the same title. 2011 Campaign: "Domestic violence is a crime: Family without violence, society in peace". Meetings with pupils and students of the Faculty of Law and Faculty of Social Sciences; media, regional meetings to launch NRM; preparation of a puzzle by school children with messages against violence presented in a Tirana park. Conference with the same title on 9 December 2011. 2012 Campaign titled "Violence is a crime. Act now. A real man would never hurt a woman". 2013 Campaign titled "Men and Boys - part of the solution. Show you are against violence!"

rights and their advancement on one hand, and reduction of gender-based violence, on the other.

Campaigns were also organised in the framework of 8 March<sup>120</sup>.

**TRAFFICKING**<sup>121</sup> is another form of violence against women in Albania. The legal framework on trafficking has been gradually improved to align it with the established international standards. First of all, it is based on the UN Convention against Organised Crime and its two Additional Protocols ratified through Law No. 8920, dated 11.7.2002. Important legislation was adopted regulating the fight against trafficking in human beings was adopted 2009-2013, such as:

(1) **Law No. 10192, dated 3.12.2009 “On prevention and suppression of organised crime and trafficking through preventive measures against property“**. It expands the scope of action over other criminal offences and gives more powers to the judiciary to seize crime proceeds, including those generated from trafficking in human beings.

(2) **Law No. 144, dated 2.5.2013 "On some amendments and addenda to Law No. 7895, date 27.1.1995 'On the Criminal Code of the Republic of Albania", as amended**<sup>122</sup>.

(3) **Order No 69, dated 25.01.2010 of the General Director of State Police "On the coordination of work among central and local bodies in the fight against trafficking in human beings and in the identification of trafficking victims“**. Regular meetings were organised pursuant to this Order to discuss and analyse the situation of trafficking in persons at national level. Participants included representatives from the Ministry of Interior, Serious Crimes Prosecution Office, Reception and Re-integration Centres for victims of trafficking, amongst others.

(4) **Law No. 10252, dated 11.03.2010 “On some amendments to Law No. 9355 'On social assistance and services”**. According to this law, completed with Law No. 10355, dated 02.12.2010 "On the 2011 budget“, Instruction of the Minister of Finance No 4, dated 27.01.2011 "On the execution of the 2011 budget", the Ministry of Labour, Social Affairs and Equal Opportunities transfers funds (nutrition) to the “Social Protection” Programme for beneficiaries (Victims of trafficking) that obtain services from non-public service providers (Shelters/Centres). The law stipulates that victims of trafficking, in addition to the social services provided to them during their accommodation in the reception and re-integration shelters, shall be entitled to

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<sup>120</sup> 2009 – Discussion Panel "Progress for Women and Progress for Albania" supported by UNFPA. 2010 Conference "Equal Rights, Equal Opportunities, Progress for All" in cooperation with the EU Delegation in Albania and the Spanish Presidency. 2011 - Activity "An hour of poetry for women". 2013 – Photo Exhibition (8 - 14 March): "Retrospective and reality – Successful Women and Girls in the World". Exhibition supported by UN Women and the photographer Roland Tasho presented around 120 photos of women and girls after the '90s who left Albania and had a success story in the host countries, Source MSWY, GDSGE, April 2014

<sup>121</sup> Source: Ministry of Interior. Provided by MSWY, April 2014

<sup>122</sup>Main amendments to the Code: (a) Article 114/a on exploitation of prostitution in aggravating circumstances and Article 114/b “Trafficking of women” were repealed by the above-cited law and do not converge with the other trafficking Articles anymore; (b) Article 110/a “Trafficking in persons” titled changed with “Trafficking of adults”. The new Article on adults makes a difference between domestic and cross-border trafficking, putting an end to the legal conflict in evoking this Article in the case of internal/domestic trafficking. (c) A new Article guarantees the impunity of victims of trafficking for their involvement in criminal activity by force (Article 52/a (II)); (d) A new Article 110(b) “Obtaining or using services offered by trafficked persons” was added, punishable by 2 to 5 years in prison. (e) A new Article 110/c “Actions facilitating trafficking” was added; It stipulates that forgery, possession or obtaining ID cards, passports, visas or other travel documents, as well possession, removal, concealment, damaging or destruction of those documents that have been used for trafficking of adults, but without knowledge thereof, is punishable by 2 to 5 years in prison.

*economic aid in the period between leaving the residential centre and finding a job.* This is an important step by the Government to ensure continuation and strengthened services in the reception centres, which until that moment were funded only by donors.

**(5) DCM No 582, dated 27.07.2011 "On Standard Operation Procedures (SOPs) for the identification and referral of victims / potential victims of Trafficking".** SOPs standardise identification and referral actions, including the package of services for the (potential) victims of trafficking.

**(6) DCM No. 395, dated 20.6.2012 "On treatment of victims of trafficking and health services provided to this category".** It stipulates that victims of trafficking are entitled to free health care through the Health Insurance Institute. This Decision was approved following several months of work and cooperation among the Anti-Trafficking Unit, Ministry of Health, Health Insurance Institute, MLSAEU and shelters for victims of trafficking.

**Services:** (a) Albania has **four shelters**<sup>123</sup> for victims / potential victims of trafficking, providing services to Albanian and foreign victims, children and adults, males and females. There were 95 victims / potential victims of trafficking in these shelters during 2013, of which 43 were minors. (b) On 19 October 2013, the Ministry of Interior in cooperation with World Vision Albania and the Foundation "Vodafone Albania" signed a Memorandum of Understanding to launch the project "Addressing human trafficking through mobile phone technology solutions". The application "Report and Rescue" for smart phones aims to enhance public awareness on human trafficking and strengthen the partnership with the community in the prevention and fight against human trafficking, leading to a higher number of initial identifications of victims / potential victims of trafficking and quick access to assistance and information. (c) Another important step in 2013 was the establishment of three Mobile Units (in Tirana, Vlora and Elbasani) in the framework of the Project "*Strengthening Albania's efforts towards an effective and sustainable response to trafficking in persons (TIP)*" financed by the US Department and implemented by the International Organisation for Migration (IOM) in partnership with the National Coalition of Anti-trafficking Shelters. The Anti-trafficking Unit has been a strong promoter and supporter of this initiative and is actually *working and supporting the continuation an expansion of these 3 mobile units.*

Cooperation with police became stronger with the conclusion of a cooperation agreement between the Police Directorates in Regions (Tirana, Elbasani and Vlora) and the Mobile Units mentioned above. The Mobile Units identified 38 potential victims of trafficking in 2013 and 11 in 2014 so far.

The Anti-Trafficking Sector at the State Police identified 31 criminal cases of trafficking in persons during January-December 2012, of which 26 involved trafficking of women (Art. 114/b of CC). During the same period, the Serious Crimes Court of Appeals adjudicated 6 cases (5 filed in 2012 and only 1 as a backlog from 2011). The High Court reviewed 24 cases of trafficking in persons, 16 involved trafficking of women (Art. 114/b of CC), with 8 cases filed in 2012 and 8 carried over

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<sup>123</sup> "National Reception Centre for Victims of Trafficking in Tirana. "Të ndryshëm & të Barabartë" (NGO) in Tirana; "Tjetër Vizion" (NGO) in Elbasani; "Vatra" (NGO) in Vlora.

from 2011. According to the recent information from the Ministry of Justice, there are 51 persons imprisoned (sentenced) in the Albanian penitentiary system for the criminal offence of trafficking in persons (Art. 110/a, 114/b and 128/b of CC), of which 35 sentenced for trafficking in women – Art. 114/b of CC<sup>124</sup>.

**Financial support to victims / potential victims of trafficking and to shelters for 2013:** funds allocated to the national centre were 18,240,000 ALL (182,400 USD). Funds earmarked for services provided by non-public provider was 5,110,000 ALL (511,000 USD). For the period January-December, the number of victims benefiting economic assistance/aid was 30 (victims of trafficking) with a fund of 1,080,000 ALL (10,800 USD). **2014:** In the “Protection” programme, the draft 2013-2014 Medium Term Budget Programme has 22,535,000 ALL (225,350 USD) for efforts against trafficking in persons. This fund (nutrition) for non-public operators (*Tjetër Vizion, Të Ndryshëm dhe Të Barabartë, and Vatra*) is 2,757,200 ALL (USD 27,572). Funds for economic aid for victims of trafficking is 780,000 ALL (7,800 USD). *Compared to 2013, there are 1 million ALL more allocated to the National Reception Centre in Tirana (10,000 USD more), and 240,000 ALL more (2,400 USD) for the economic aid more than in 2013.* For the first time in 2014, the Anti-trafficking Unit will have its own budget amounting to ALL 4.7 million (USD 47,000). Activities planned in this budget focus on prevention.

**Strengthening cooperation with law enforcement bodies:** Anti-trafficking National Coordinator proposed setting up a Task Force composed of the Serious Crimes Prosecution Office, Serious Crimes Court and State Police, in order to strengthen cross-agency cooperation and have a common approach to concrete cases of human trafficking. Actually, the Anti-trafficking National Coordinator is working with ICITAP to develop the Terms of Reference for this Task Force and this entity will be established soon. Besides, the Anti-trafficking National Coordinator in cooperation with the Ministry of Social Welfare and Youth drafted an action plan on street children. This document contains clear and concrete actions and deadlines. It will be formalised through a Cooperation Agreement among all stakeholders.

## **E. WOMEN AND ARMED CONFLICTS.**

Albania is not a conflict country, yet, it has achieved higher standards compared to some years ago and has known how to face new challenges in the path toward consolidation of democracy, peace and respect for human rights. Albania is a NATO member and it aspires for EU integration. The NATO membership paved the way for joint and coordinated actions with other more developed and democratic countries on solving issues of security and peace. Currently, Albania is contributing with peace-keeping troops under the UN and other security organisations, and it is working on increasing its domestic capacities to help establish peace and security. The Albanian Government has been convinced that democracy and peace cannot be achieved without cooperation and joint work of men and women. Albania has ratified the most important documents on human rights, especially for emergency situations and armed conflicts, and it has made efforts to reflect such instruments in its domestic

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<sup>124</sup> Source: Implementation Report for the National Action Plan against Trafficking in Persons, January – December 2012, prepared by the Ministry of Interior, March 2013.

legislation. Special attention is given to the UN Resolution 1325 on Women, Peace, and Security. The MLSAEO (today MSWY) has organised in 9-10 November 2010, with the support of OSCE, a Conference “At the centre of attention, enhancing women’s participation in public and political life”, in the context of the tenth anniversary of Resolution 1325, which aims the full participation of women in all aspects related to establishment of peace. The National Strategy on Gender Equality stipulates objectives and activities related to the obligations deriving by Resolution 1325. These activities focus mainly on enhancing the participation of women in political and public decision-making; in the police and armed forces, and in professional training on gender issues, violence against women, and domestic violence.

**Defence.** The Ministry of Defence has made positive steps in fulfilling the national and international legal obligations, in tackling gender equality issues and in providing equal opportunities in the Armed Forces during 2010-2013. This is reflected by the representation of women both in the institutional and structural policies. Women’s representation, both in the civil and military aspect, is in the highest levels. This is also a result of the introduction of the gender quota in the legislation and strategic documents. The “Human Resources Management Strategy in the Armed Forces, 2011-2015” includes the objective of reaching a level of 15% representation and policies and regulations which aim at promoting them in rank and career. Drafting of institutional policies on enhancing the participation of women in peacekeeping operations, in preventing and solving conflicts, as well as promotion of stimulating initiatives for a broader participation of women in decision-making positions, is another objective of the National Strategy on Gender Equality, Reduction of Gender-based Violence and Domestic Violence, 2011 – 2015, which targets the Armed Forces. This strategy aims at contributing to the improvement of women’s position in the Albanian society and at providing sustainable gender development.

**Initiatives to promote gender equality for 2011-2013 in the Armed Forces of the Republic of Albania:** In 2011, Albania started to draft the National Action Plan on the implementation of Resolution 1325 of the UN Security Council. As part of this plan, and to enhance the institutional gender capacities, it opened a new job position – organic function of the gender employee in the Ministry of Defence and Armed Forces. Eight women participated in international operations during 2011. Gender equality issues were, for the first time, reflected in the Defence Directive of 2012, which highlights: (a) Involvement of women in joint training exercises, at the national and international level, in peace missions and operations, and in other security sectors pursuant to Resolution 1325 of the UN Security Council; (b) Equality as a functional principle for the education of women, aiming at a fair distribution of courses and qualifications, without excluding anyone; (c) Rank and career upgrade should aim a fairer distribution of ranks between men and women in the armed forces, especially of the ranks: Major, Vice-Colonel, Colonel and General; (d) Avoiding to assign military women only to traditional roles, such as secretary, maintenance, etc., and assign them to any kind of role, in accordance with their specialisation, education, and rank. The Equal Opportunity Sector, at the Recruitment Centre of the Armed Forces, was established in 2012 to strengthen its institutional gender capacities. Its main mission is to monitor the implementation of primary and secondary legislation (orders, instructions, etc.) and policy documents regarding respect for equal opportunities for each citizen entitled to become part of the Armed Forces of the Republic of Albania, without discrimination of any kind. Every military structure under the Armed Forces

and Ministry of Defence has its own Gender Equality Focal Point, approved by the Ministry of Defence. There are 9 focal points altogether in the military forces and structures, of which 7 are women, and 2 men. In cooperation with, and with the support of the international organizations UN Women and DCAF, work started for drafting an Action Plan for gender mainstreaming in the Armed Forces and for the implementation of the UNSCR Resolution 1325 “Women, Peace, and Security”. During 2012, 1.2 % of the peacekeeping bodies were women. The 2013 Directive made gender equality and gender mainstreaming the annual priorities of the Armed Forces. The objective of a 17.7% representation of women in the Armed Forces was achieved. With the support of the UN Women Representative in Tirana, the Armed Forces carried out the first phase of basic training on “Gender equality and implementation of UNSCR Resolution 1325”. A group of trainers has also been created with the support of this organization, which is trained in gender issues, sexual violence, and the role of women in peace missions and operations during and after armed conflicts. The Network of Focal Points for gender equality is trained on gender issues in order to carry out a project on “Gender self-assessment in the Armed Forces of the Republic of Albania” as part of the working group. In cooperation with DCAF (Centre for Democratic Control in the Armed Forces), with its office in Geneva, and with the UN Women Representative Office in Tirana, the “Gender Self-assessment in the Armed Forces of the Republic of Albania” project was carried out. During 2013, the Sector for Equal Opportunities under the Personnel Recruitment Centre carried out a study on “The role of women in the Armed Forces”, which gives a general overview of the situation regarding the fulfilment of the obligations emerging from the strategic documents on gender equality. In addition, the Action Plan for 2013-2015 was also drafted and approved in October 2013, which serves the quality increase of under-represented sex, decision-making, and participation in peacekeeping operations in the framework of NATO and other international organizations. Following the changes of the organic structure of the Ministry of Defence in November 2013, the responsibility for coordinating and addressing issues of gender equality was assigned to the Sector of Social Care under the Directorate of Education and Social Care for the Military. Through the implementation of the “Gender Self-Assessment for Armed Forces” project, the Ministry of Defence has now for the first time a Self-Assessment Guide, which is directly related with the identification of gender equality problems in the Armed Forces and with addressing their solutions in technical terms, and which provides knowledge, policies, and procedures. The report of this study drafted in the form of a Guide was mainly focused on collecting information for assessing the real gender situation in the Armed Forces, including strengths and main challenges. Both studies during 2013, which focussed on gender issues and the role of women in the Armed Forces, aimed at further encouraging the process of gender mainstreaming in the Armed Forces. The studies also gave an overview of the trends regarding recruitment, representation, policies, and action to be taken to improve the situation of women in the Armed Forces, and to ensure an environment where they feel welcomed and appreciated, so that they may give their contribution to the successful fulfilment of the mission of the Armed Forces. Drafting a gender equality policy and improving recruitment policies and procedures with the purpose of achieving gender equality, an obligation that emerges both from the national legislation and from Albania’s NATO membership, still remain the challenges and objectives of the Defence Institution.

The number of women in the Albanian Armed Forces has significantly increased during the three last years. Detailed information is given in *Annex 3* of this report.

***Women in the State Police:*** There is a significant improvement regarding the number of women involved in the police sector during the recent years. In 2010, there were 867 women in Police, and 930 in 2011, or 9.6 % of the total number of Police staff. Such positive results came not only as a result of the adopted legislation, but also as a result of the recruitment and awareness campaigns through the media, leaflets, and posters, etc. These have proven to be efficient means for increasing women's interest in joining this sector. These campaigns have also targeted the general public, so that the public members understand and recognize the need for women's involvement in police. Police have drafted an Annual Action Plan for Diversity in the State Police for 2011-2013. The purpose of the plan is to support the entire legislation on Gender Equality<sup>125</sup>. "***Action Plan on the development of diversity in the State Police 2011-2013***" includes the objective for women having a police grade to represent 6-7% of the entire Police Force, which is already fulfilled. No legal act excludes women or any group of men from any role in the State Police. Actually, women are recruited in all the structures of State Police, i.e. public order, crime investigation, border and migration, traffic police, rapid intervention forces and special forces. Women officers engaged also in international peace-keeping and training missions. Adoption of this **Action Plan**<sup>126</sup> is another important commitment and represents one of the first concrete efforts made by State Police to develop the principle of diversity. It keep due stock of the progress made and is coherent with the long-term objectives set out in the 7-year Strategy of State Police<sup>127</sup>.

## **F. WOMEN AND ECONOMY.**

The economic empowerment of women and girls remains one of the long term priorities of the government, and it is one of the priorities in the National Strategy on Gender Equality, Reduction of Gender-based Violence and Domestic Violence 2011-2015. The Institute of Statistics reports that over 100,000 businesses operate in Albania (2010), with almost a quarter owned by women. Women run businesses have a low added value, concentrated mainly in the retail sales and services. In 2011, almost 27% of active enterprises were run or owned by women. This means that the solid majority of 73% of active enterprises is run or owned by men. Women usually have small firms with 1 to 4 employees, which means that most of them are self-employed or own small businesses, which might be attributed to the unfavourable labour market conditions. Small businesses and those managed by women also have a higher increase of 3% from 2007 to 2011. Although such increase of women's businesses is quite positive, women are still limited to self-employment and small business.

In long term perspective they might be facing lack of growth or bankruptcy. In 2011, female ownership of bigger enterprises with 5-9, 10-49 and over 50 employees is approximately 14% or 15%. A positive growth is seen in enterprises with more than

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<sup>125</sup> Report: "Monitoring and Assessment of Security Sector Governance in Albania", IDM 2012, p. 147.

[http://idmalbania.org/sites/default/files/publications/monitorimi\\_i\\_ss\\_eng.pdf](http://idmalbania.org/sites/default/files/publications/monitorimi_i_ss_eng.pdf)

<sup>126</sup> "Action Plan on Development of Diversity in State Police", based on the Strategy of State Police", revised in August 2011.

<sup>127</sup> Source: Report: Gender self-assessment of State Police", prepared by the Ministry of Interior with the support of DCAF and UN Women, 2013

50 employees who are led by women, which have grown with approximately 2% from the year 2007 to 2011. On the other side, this growth is anyway very small. The growing tendency of new enterprises led by women is very encouraging. From 2007 to 2011 there has been a growth with 6% of the number of new enterprises. In 2007, about 25% of the new enterprises were in ownership or managed by women, while in 2011 this number grew to 31.2%. This number is encouraging not only about the growth of new enterprises managed by women, but also because this number has grown while the total number of new enterprises has shown a decreasing tendency. This may show that women have been capable to find new ways to continue or open businesses, or they have been better protected from the financial crisis or business ups and downs.<sup>128</sup> According to INSTAT, the number of active businesses during 2012 reached to 104,275, of which 27,4% are owned or managed by women, with an increase of 1,5% relative to a year ago. This trend has increased over the years. Bank of Albania data show that: of the total credit issued for 2011: 31,4% is borrowed by business outlets owned or managed by women, but it's worth is only 11,5%. The Albanian Competition Fund – a cost-sharing scheme worth 20,000 million lekë/year - was established in 2007 to support SMEs and increase their competitive abilities. It funds co-financed companies with up to 1 Million Lekë, but no more than 50% of the project cost value. The activities that benefit from this fund relate to improvement of the management system, certification of products, market study, product marketing, participation in fairs and exhibitions, etc. AIDA is the agency that manages this fund. At the end of 2013, it approved eight projects, only one of which was managed by a woman. The Innovation Fund approved seven projects during 2013, of which no woman entrepreneur benefited<sup>129</sup>. A Study from the Association of Professional and Business Women (APBW), supported by ILO, shows that: *“Until the end of 2011, there were a total of 98 approved projects, of which 18, or about 18% of the funded projects, were managed by women. This percentage constitutes approximately the general share of female owners over the general number of enterprises. The Innovation Fund covers 30-50% of the project cost, up to ALL 400,000 (Euro2800) and supports enterprises with the auditing of their needs for innovation and technology, as well as to identify the technology suppliers and partners in other countries. The Italian programme on SMEs is supported through a credit line – a concession of Euro25 million and a guarantee fund of Euro2.5 million. Until mid-2012, this fund granted loans to 73 companies, with a value of 16.6 million euro; eight companies were managed by women. The percentage of benefiting businesses, which are managed by women, is relatively low in this programme. This may be the case because, as it is highlighted before, it is more likely for women entrepreneurs to manage micro and small companies that have no right of access to big loans. FAF-DC offers loans mainly to private, profitable and stable, enterprises whose activities have a positive impact on the development of the area, by opening new jobs and markets, trying to reduce poverty and improve the living conditions of people. This financial institution has a gross loan Portfolio of ALL 1,938,012,972 and the number of loans granted to women is 763, the number of clients is 763 and the gross loan Portfolio for women is ALL 341.243.024. National data are as follows: according to*

<sup>128</sup> Source: Study on the participation of women in Albania, prepared by the Institute of Contemporary Studies with the support of UN Women, March 2013.

<sup>129</sup> Source: Ministry of Economy, April 2014

*BoA, business female owners borrow 12.2% of the total value of credits and a total of 31.4% is taken by women*<sup>130</sup>.

**Women and self-employment:** The principle of equality between man and woman applies also to self-employed people. Since there is no specific legal regulation for the category of self-employed men and women, the Albanian legislation applies also to labour relations. To protect the category of “family member working with the self-employed person”, the Albanian legislation offers minimum social rights and guarantees them the same rights as to the self-employed person. The self-employment trend for women has decreased. The data on gender indicators, reported for Albania in the UN Statistic Division of ECOSOC<sup>131</sup>, show that the percentage of self-employed women has decreased from 19.6% in 2009 (compared to 34.5% self-employed men) to 18.7% women in 2010 (compared to 35.9% self-employed men). This drop is actually transferred from the two previous years. Statistics show that the highest number of self-employed people, for both genders, was in 2007 (24.1% women and 42.6% men).

**Employment and the labour market**<sup>132</sup>: the Ministry of Social Welfare and Youth has drafted supporting and promoting policies on involvement of women into active and passive labour market programmes, implemented through its subordinate institutions such as the National Employment Service, the Regional and Local Employment Offices, and the Regional Directorates of Public Vocational Training (RDPVT). The estimation, based on the preliminary data of the Labour Force Questionnaire, for the third trimester of 2013, shows that 58,7 % of the working-age population was active in the labour market, i.e. employed, or actively seeking a job. The participation rate of women in the labour force was 48,9 % while for men it was 69,5%. There is also progress with the employment of people with disabilities. The Employment and Vocational Training Offices are trained about the Law on Promotion of Employment, including the quota for people with disabilities. Awareness raising campaigns have been organised for the introduction of sign language in schools. The draft Law on Access for People with Disabilities is not finalised yet<sup>133</sup>.

Women and girls do not only have difficulties in finding jobs but also in keeping the job. A study conducted on the judiciary disputes shows that “In labour disputes that come from job shortages or reorganization of the work, it is observed that women are the first to be affected by the reforms and the restructuring processes, in the private sector or public<sup>134</sup>”. Beside the difficulties and problems, it is important to stress that the judicial trend is to place employed females in a protected position against economic uncertainties dictated by arbitrary and unjustifiable interruptions of work relations. However, it remains a lot to be done with regard to changing of mentality that women are inferior compared to men in the family.<sup>135</sup>

**Employment promotion programmes:** Employment promotion programmes are active state programmes affecting directly the group of unemployed job-seekers, urging them to find long-term employment. These programmes, together with the

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<sup>130</sup> “Evaluation of the environmental context for women entrepreneurs in Albania”, October 2013, APBW with the support of ILO, p. 25

<sup>131</sup> <http://genderstats.org/Browse-by-Countries/Country-Dashboard?ctry=8>

<sup>132</sup> For further details about employment and the labour market, please refer to **Annex 7** of this report

<sup>133</sup> Progress Report on Albania 2013, European Commission (p. 34).

[http://ec.europa.eu/enlargement/pdf/key\\_documents/2013/package/al\\_rapport\\_2013.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/al_rapport_2013.pdf)

<sup>134</sup> Study: “Judicial conflicts related with employment relationships from the gender perspective”, prepared by Prof. Dr. Mariana Semini-Tutulani, supported by UNDP and the Government of Sweden, p. 116 (the study is in the process of being published)

<sup>135</sup> *Ibid.*, p. 130-133

mediation program, do have an impact on the reduction of the number of registered unemployed people and help them leave the passive schemes of financial support (unemployment payment and social aid). Those who benefit from the employment promotion programmes are the clients of employment offices, job-seekers and employers. The number of unemployed female job-seekers, included in the promotion programmes, are: 1229 for 2010, 757 for 2011, 658 for 2012 and 521 for 2013<sup>136</sup>. However, participation in the labour market and the employment figures remain low, especially for women; while informal economy still prevails in job openings. There is also a need to improve statistics on labour market<sup>137</sup>.

**Vocational training:** The Government supports the building of capacities for vocational training, both quantitatively and qualitatively, through the establishment of the public vocational training system. There are 10 Regional Directorates of Public Vocational Training (RDPVT), throughout the country, in the main cities, which offer vocational training courses, mainly addressed to the unemployed job-seekers and to other various age-groups with different levels of education who want to attend these courses and learn an occupation for different reasons. Another act drafted by the Ministry is on having free-of-charge applications by the unemployed job-seekers (UNJS), registered in the employment offices, for the vocational training courses provided by the Regional Directorates of Public Vocational Training. This target group includes also unemployed job-seekers from the Roma community, trafficked girls and women, former convicts, orphans, persons with disabilities, and returned emigrants who are facing financial difficulties. The public centres offer short-term courses, which are in demand in the labour market and which enable employment and self-employment for the unemployed job-seekers and all those seeking such service. For 2009 – 2013, a total of 2308 unemployed job-seekers were trained (2009), of whom 938 females; for 2010 - 2089 unemployed job-seekers, of whom 911 women; for 2011 - 2468 unemployed job-seekers, of whom 1041 women; for the year 2012 - 2668 unemployed job-seekers, of whom 1045 women and for 2013 - 3218 unemployed job-seekers, of whom 1119 women<sup>138</sup>.

**Number of Unemployed Job-seekers (UNJS) over the years:** For 2009, the number of registered UNJSs is 142,000, of whom 73,600 are women (or 51.8%); for 2010, the number of registered UNJSs is 143,000, of whom 72,900 are women (or 50.9%); for 2011, the number of registered UNJSs is 142,000, of whom 73,800 are women; for 2012, the number of registered UNJSs is 141,800, of whom 73,000 are women (or 51.4%), and for 2013 the number of registered UNJSs is 144,400, of whom 74,600 are women (or 51.8%). A gender-segregated analysis of the administrative unemployment rate over the years, although the difference between men and women has decreased, shows that the labour market in Albania reflects clearly the gender inequality in employment. Thus, during 2000-2010, administrative data on unemployment show that this difference is approximately 5%. In 2011, this difference had dropped to 3%. In 2013, the unemployment rate, according to gender, is estimated to be at the level of 19.3% for males and 13.7% for women. The number of female unemployed job-seekers, who are heads of households, is 8637, or 12 % of the total number. Most of these households live in deep poverty and are mainly treated with economic aid<sup>139</sup>.

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<sup>136</sup> Source: MSWY – Directorate of Employment Policies, April 2014

<sup>137</sup> Progress Report on Albania 2013, European Commission (p. 33).

[http://ec.europa.eu/enlargement/pdf/key\\_documents/2013/package/al\\_rapport\\_2013.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/al_rapport_2013.pdf)

<sup>138</sup> Source: MSWY – Directorate of Employment Policies, April 2014.

<sup>139</sup> Source: MSWY – Directorate of Employment Policies, April 2014.

**Passive labour-market programmes:** The unemployment-payment programme is part of the state employment policies, which support unemployed people financially at the moment they become unemployed, aiming at providing the conditions for their return to the labour market. This programme continues to be one of the most important programmes implemented by the Employment Offices. The number of UNJSs who benefit from the unemployment payment scheme has reduced over the years. 2013 has recorded the lowest number of beneficiaries of the last 13 years, while the total number of UNJSs for this year has increased. This fact supports the finding that the increase in the number of registered UNJSs results from the intense recent promotion of services and opening of new modern employment offices. A Draft National Strategy on Employment and Skills 2014-2020 is prepared and is pending for approval. It stipulates concrete measures on the development of education system, vocational training and employment. The strategy stipulates also concrete measures on the involvement of groups in need - especially as a response to the low level of employment for women- through vocational training and employment programmes, and on the high level of unemployment among the youth. The general purpose of the Strategy will be to promote good quality employment and possibilities for vocational education and training for Albanian women and men. This will be achieved through coherent and coordinated active policies, which address at the same time the demand and offer for employment and the social inclusion gap.

**Parental care as a contribution of domestic work<sup>140</sup>.**

In the Albanian practice, mothers are still considered as the parent who gets the lion's share in terms of child care responsibilities regarding children aged 0 – 14. The role of the father becomes more tangible in terms of child care for children aged 14 – 18.

There is a positive trend towards a more equitable division of child care responsibilities among young urban couples.

**Women and property rights:** Property rights are subject to a reform planned during 2012, yet there is little progress with the implementation of strategic objectives, such as finalisation of property registration, restitution, compensation and legalisation process. The respective Action Plans should be reviewed and be more realistic and sustainable in terms of financial resources. The Government has established three consulting and monitoring units for the implementation of this reform. Cooperation among institutions remains weak. Very little progress has been made with the registration of property; meanwhile, there is no progress in terms of the integration of the electronic system on land and property. Even though there have been significant efforts to digitalise information in the Immoveable Property Registration Offices, the system is not coordinated with those of other institutions<sup>141</sup>. The situation of women in relation to property is reflected in a recent study of the World Bank, which shows: *A sample of 73755 owners of whom 27741 are women and 46014 men (registrations of 2013). Of the total number of female owners, 4374 own 100% of the property; 9063 women own 99%-50% of the property; 4886 women own 49%-25% of the property, and 9418 women own less than 25% of the property. Meanwhile, the number of men*

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<sup>140</sup> Research study: "Legal contests on labour relations in the perspective of gender equality" by Dr. Mariana Semini-Tutulani, funded by the UNDP and the Government of Sweden, page 20 (the research study will be published briefly)

<sup>141</sup> Progress Report on Albania 2013, European Commission (p. 35).  
[http://ec.europa.eu/enlargement/pdf/key\\_documents/2013/package/al\\_rapport\\_2013.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/al_rapport_2013.pdf)

*owners with a property title is twice higher compared to the number of women, or approximately for the last three years (2011-2013), men have received 2/3 of the property titles that were issued, while women only 1/3. Data about these three years show that the number of women inheriting property is increasing year after year. In 2011, it was 38.71%, in 2012 it was 45.11% and in 2013 it was almost the same as the percentage of male inheritors of property.*<sup>142</sup> The current procedure for the legalisation/registration of land, which registers man as the only agent and representative of the land, contributes to the systematic reduction of women owners in Albania. If such process and practice continues, it is much likely that properties (housing and land) will be more and more owned by men. This prevents Albanian women from conducting activities and exercising their rights, and it affects negatively their access to credit. The most common obstacles that women face when they want to start a business activity, relate to the limited access to credit and lack of collateral, regardless of whether they are registered as co-owners or jointly own collateral with men<sup>143</sup>.

The Albanian legislation musters a neutral appearance with regard to gender equality. The authorities have continuously paid attention to preserve this appearance of neutrality as a matter of priority. But the results produced by the application of this legal framework actually result in a perpetuation of the male domination over property. Therefore there is room for improvement through positive measures to be taken for the purpose of achieving real equality between the sexes. Even though the Civil Code and the Code of Civil Procedure recognizes equal rights before the law to women and men, their application in real terms does not produce the same result.

Law No. 7501, dated 19.7.1991 “On land” (as amended) sheds light on the property relations that affect the situation of the women in the rural areas. The law has been subject to frequent amendments that bear witness to the dynamics of developments that have been carried over during the last two decades. The law regulates the right to receive the ownership titles on the land for the families which were enrolled in the former agricultural cooperatives (Art 5). The application of this law should be seen in the perspective of the relevant provisions of the Civil Code on the “agricultural family”. At first sight, this law looks neutral from the gender equality point of view, since legally, the rights arising from this law are not dependent on gender. The co-ownership stipulated by the law does not favour or provides any privilege anyone, at least apparently. All co-owners are entitled to vote for the sale of the land property and to ask for a share from the proceeds of the sale. The right for the transfer of the land ownership title “in compliance with the lawful requirements for the transfer of immovable property”, “with the consent of all entitled family members” (Art 5) the right of transfer as an inherited property “regardless of their membership in the agricultural economy (Article 25 of Law No.7501).

The legal ownership rights are not altered if the member of the agricultural family marries into another family. The ownership titles that also record the division of the land are issued in the name of the head of the family (termed in a gender neutral

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<sup>142</sup> Gender disaggregated data – Western Balkans, Statistical Reports 2005-2013, published in the World Bank Conference on Land and Poverty (Washington 2014)

<sup>143</sup> Ibid.

manner) as the rightful representative of the agricultural family. As a member of the agricultural family the woman is entitled to her ownership share over the land. In the case of a divorce, the woman is entitled to her share of the family properties and to the administration of the same. According to the Civil Code, even in the case a woman did not receive her ownership share of land according to the provisions of the Law “On land” she was considered as eligible for the same on the grounds of her marriage title, that made her a co-owner in the property of one agricultural family (Art 222 and following articles in the Civil Code). Article 223 of the Civil Code addresses the composition of the agricultural family as a family ”consisting of the persons that have direct relations in terms of gender, marriage, adaptation or acceptance as a family member”<sup>144</sup>.

***Rural women:*** According to the Gender Equality Law, work in the agriculture and in the family might be considered as falling within the realm of unpaid jobs. The high levels of unemployment, the different kinds of agricultural work, the widespread lack of opportunities for continuous training and development, along with the low levels of educational accomplishments and opportunities make rural women more vulnerable to unemployment and poverty. Moreover, the emigration of men abroad or their involvement in business activities leave women alone in carrying most of the burden related to agriculture work<sup>145</sup>. The contribution of women in the economies of rural families is important, but this fact does not enable them to play an important role in the family. Legally speaking, a rural woman is a member of an agricultural family and is therefore entitled to the co-ownership of the family’s properties in conjunction with other members of the family, but she rarely plays the role of the household leader. In general, she becomes the leader of the family only in the case when she is a widow, gets divorced, or in the cases when the husband has left the country in a long-term migration<sup>146</sup>. Government policies focus mainly on empowering rural women and, therefore, the Ministry of Agriculture aims through its “Rural Development Strategy”, to create opportunities for employment in rural areas, setting as a priority the promotion of investment power of the local population, especially of women and youth. In 2012, the Ministry of Agriculture considered to include in the subsidy evaluation scheme special support to applications from farms managed by women. The evaluation scheme of the applications for funds stipulates that if the agricultural farm is the property of and managed by a woman, it gets 20 more points. The current Law on Agricultural Cooperation Associations is being reviewed to include in the evaluation criteria of the subsidy schemes for these associations more points for those managed by women. Efforts are being made to identify associations managed by women in rural areas and to promote their activity. Data on agriculture show that about 93% of agricultural farms are managed by men and 7% by women<sup>147</sup>. The

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<sup>144</sup> Source: “Women’s ownership rights” an analysis of the legal standards and of their practical implementation, by Dr. Arta Mandro-Balili, funded by the UN Women and the Swedish Government, 2013

<sup>145</sup> “Migration, remittances and gender-responsive local development”, An UNDP and UN INSTRAW Study (2010) <http://www.undp.org/content/dam/albania/docs/Migration,%20Remittances%20and%20Gender-Responsive%20Local%20Development%20-%20English.pdf>

<sup>146</sup> Gender discrimination in family and in marital cases and the role of Albanian judiciary in its elimination”, prepared by Prof. Dr. Arta Mandro-Balili, supported by the United Nation Development Programme (UNDP) and Swedish Government pg.119

<sup>147</sup> Source: MSWY, DSIGE, April 2014.

gender-aggregated analysis of agricultural services shows that agricultural strategies have traditionally favoured male farmers because women's roles, their daily burden, limitation of movement and the need to care for children while they are attending training, have not been taken into consideration. For an effective support of the agricultural production and to contribute to a sustainable development of rural areas, agricultural services should be provided through a process that leads to implementation of relevant programmes for female and male farmers<sup>148</sup>. Statistical data on the number and % of female farm managers show: a) in 2009, a total of 19218 or 6% of the total; b) in 2010, a total of 24421 or 7% of the total, c) in 2011 a total of 22864 or 6% of the total, d) in 2012 a total of 21527 or 6% of the total. The Sectoral Strategy on Agriculture and Rural Development 2007-2013 focuses on reducing the current economic and social inequality among the regions of the country. It gives priority to the role of rural women in establishing production cooperatives and to the equal treatment that these women should receive in terms of access to credit or direct payments. The inclusion of a high number of women in the establishment of cooperatives is given priority because of their role (even though not visible) in decision-making and in the farm households. The Ministry of Agriculture, Rural Development and Water Administration has assigned a representative for gender equality issues.

### **G. WOMEN IN POWER AND DECISION-MAKING<sup>149</sup>**

Women's representation and participation in decision-making are key indicators of a society that has welcomed gender equality in all the spheres of life. Sustainable development and social-economic democratisation may be achieved only through efforts for empowerment and emancipation, which guarantee women and men representation in all sectors and areas. The Albanian legislation requires a representation of at least 30% of the least represented gender in all government and political bodies. This includes all decision-making posts in the public administration, in the judiciary, police forces and peace-keeping missions, in high political posts and electoral processes. The most important achievement in terms of gender issues is the adoption by the Albanian Parliament, in July 2008, of Law No. 9970, dated 24.07.2008 "Gender equality in society"<sup>150</sup>. This law, which is based on important international documents and especially on the CEDAW principles and EU recommendations, aims at eradicating direct and indirect discrimination in employment, education, health, and other important areas where gender equality may progress. The several years-long work of the government mechanism on gender equality, the proper collaboration with all stakeholders, and the support by international organisations such as UN WOMEN, OSCE and UNDP, was crowned successfully with the adoption of a neutral quota of no less than 30% representation in all bodies of the legislative, executive and judiciary, and in other public institutions. The neutral gender quota was adopted also in the Electoral Code of the Republic of Albania, paving the way for an inclusion of no less than 30% women and girls in the lists of candidates for parliamentary and local elections.

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<sup>148</sup> Gender Analysis of Agricultural Extension Services in Albania, January 2014 supported by UN Women.

<sup>149</sup> Refer to Annex 7 of this report

<sup>150</sup> For further details about this law, please refer to the analysis in paragraph D of the first session of this report.

***At the central level:*** In respect of law on gender equality in society, and the gender quota of 30% at the electoral code, currently in the parliament of June 2009 elections there are 23 women or 16,4 % out of a total of 140 seats. In the Governmental cabinet there was only one woman Minister or 7, 1%. Out of 35 deputy ministers, only 8 were women or 2.3%. Meanwhile, after the general parliamentary elections of June 2013 women hold 17,1 % of the posts which represents an increase from 16,4% which was the figure for the elections of 2009. Women hold 27 out of 140 seats in the parliament. In the Government, women represent 30% of the ministers of the new Cabinet of the Government. In the cabinet there are 6 women ministers out of 19 ministers' total. Women account for 31, 7% of the political parties composition.

***At the local level,*** after the elections of 2011, the situation is as follows: out of 65 municipalities – 3 have women mayors or otherwise put women account for 7,7% (Burrel, Konispol, Patos); out of 11 mini municipalities of Tirana - 2 are mayors of the mini municipalities or otherwise 18 % (in units 1 and 5); members of municipal councils, 13,8%; 2 chairpersons of the communes out of 309, 0,6% and 1 chairperson of the region out of 12 regions.

***Representation of women in the public administration:*** Representation of women in the public administration follows a model which holds true for most of the institutions of the majority of countries: in the public administration, women can be found at mid and often low levels, while men mainly hold senior leading managerial positions. Based on the statistics of DoPA, in the public administration there is high participation of women and girls at the expert level, at 64, 9% in 2011 and at the mid managerial level<sup>151</sup> was 39.2% for 2011, but however the most senior management levels are dominated by men. At the senior management level<sup>152</sup> representation of women is at 24.3% as opposed to 75.7% which is the figure for men.

The trend of representation of women in managerial positions seems to have been declining. If we refer to the figures for 2009-2012, highest levels of participation of women in managerial positions goes back to 2011, at 35.9% (compared to 22% in 2009 and 16.4% in 2012<sup>153</sup>).

***Representation in the Judiciary:*** the data from the Judiciary<sup>154</sup> indicate that the number of female judges in the first instance courts, and courts of appeal during 2009 – 2013 was as follows: in 2009 there were 149 female judges (or 41.9% of 355 judges in total); in 2010 there were 150 female judges (or 41.4% of 362 judges in total); in 2011 there were 155 female judges (or 43.1% of 359 judges in total); in 2012 there were 160 female judges (or 43.9% of 364 judges in total) and in 2013 there were 168 female judges (or 45.2% of 371 judges in total). The data from the prosecution's office are as follows: in the course of 2009 –2010 there were 85 women attorneys; during 2011 –2012 there were 86 women attorneys, and in the course of 2013 – 2014 there are 90 women attorneys. The above mentioned figures speak of an increasing

<sup>151</sup> In line with Law No. 8549, dated 11.11.1999 on the status of civil servant, article 11 states: civil servants of middle managerial level shall be considered the following positions: a)Department director; b)any position equal to that.

<sup>152</sup> In line with Law No. 8549, dated 11.11.1999 on the status of the civil servant, article 11: civil servants of senior managerial level shall be considered the following positions: a)Secretary General; b)Department Director; c) general department director; d)any position equal to the first three in the institutions of central or local public administration.

<sup>153</sup> Data source: UN Statistics Division of ECOSOC. <http://genderstats.org/Browse-by-Countries/Country-Dashboard?ctry=8>

<sup>154</sup> Data source: Ministry of Justice, April 2014

trend from one year to the other as regards the participation of women in the Judiciary. The increased participation of women in the Judiciary was planned for as part of the actions for meeting the strategic objectives of the cross-sector strategy for the Justice sector for 2011 – 2013 (adopted by DCM No. 519, dated 20.07.2011). Actually, the action plan of the Strategy provided for the integration of the legal mechanisms for the introduction of the quota of 30% for the inclusion of the gender quota of women in the Albanian courts of all instances.

## **H. INSTITUTIONAL MECHANISM FOR WOMEN DEVELOPMENT**

Institutional mechanisms in the area of gender equality are found in several layers/levels.

***In the parliament*** – In addition to the parliamentary committees which depending on the specifics require information regarding draft laws to be reviewed, on issues of gender equality and domestic violence the committee in charge is the **Committee on health, labour and social affairs**. The committee has organized hearing sessions with the participation of the institutions responsible for gender equality issues, and regarding the implementation of the National Strategy. Since September 2013, the Parliament that came out of the elections of June 2013 has included as part of its priorities issues of women and gender equality. The lobbying of the Albanian women MPs led to the establishment in October 31, 2013 of the Alliance of Women MPs (ADD). The sub-committee on issues of Minors, Gender equality and domestic violence is part of the committee on health, labour and social affairs.

***Advisory bodies:*** **National Board/council on Gender equality** is an advisory body on gender policies established by PM Order No.3 dated 08.01.2009 “On functioning of the national council on Gender equality”, in line with Law No. 9970/2008. The council is chaired by the Minister of Social welfare and Youth, and it comprises 9 deputy ministers and 3 representatives of the civil society. In the period between 2009 – 2012, the council has convened 7 times, and its meetings it has dealt with and analysed a whole range of issues, starting with the adoption of the by-legal acts, different annual reports for monitoring the situation of gender equality, and has issued recommendations to be met by institutions at the centre and local levels. Following the elections of June 23, 2013 and coming into power of the new Government, this was accompanied with a reshuffling of the national council of gender equality (KKBGJ) which convened in its first meeting in March 2014. In line with legislation on gender equality and domestic violence, the responsible authority for issues of gender equality and domestic violence during 2009- September 2013 was the Minister of Labour, Social Affairs, and Equal Opportunities. This authority was exercised through a structure that had been established to that end, the Department of equal opportunity policies and the family (DPSHBF). Since September 2013, the authority is the Minister of Social Welfare and Youth through the structure of the Department of Social Inclusion and Gender equality, under the General Social Policies Department at the Ministry of Social Welfare and Youth (MOSWY).

***The mechanism:*** the mission of the **Department of Equal Opportunities Policies and Family** (DPSHBF) was the formulation and development of policies aimed at fostering gender equality and reducing domestic violence. DPSHBF was established

in 2006, with a general mandate for the integration of gender equality within MOLSAEO, and the line ministries. Within this broad mandate, DPSHBF was involved in: (i) design and formulation of programs, policies and by-legal acts; (ii) evaluation, analyses and introduction of priorities for the formulation of policies and programs; (iii) monitoring and implementation of policies and programs, iv) launching initiatives for studies and analyses in the field of equal opportunities; (v) evaluation of policies and programs on gender equality, and vi) preparing for meetings of the National Council on gender equality. Since December 2013, these functions are performed by the **Department for Social Inclusion and Gender equality at the Ministry of Social Welfare and Youth, as part of the general department of social policies**. The new name to this Department, as a reporting structure to the General Department of Social Policies at MOSWY was meant to create a better linkage between social inclusion programs (focusing on women coming from the most vulnerable groups) with gender equality issues. Issues of Gender equality, the referral mechanism and addressing the cases of violence, and introduction of the counselling line represent a part of the priorities for the Government of Albania. Hence, social policies in this area are aimed at addressing gender inequalities, combined with wide awareness raising campaigns and cooperation with all active actors and factors of every field.

**Establishment and empowerment of the network of gender focal points at both the local and central level**, which has made possible for the inclusion of gender policies in the governmental policies at all governance levels. Until September 2013, at the central level, three ministries have introduced as part of their internal structure a gender equality officer out of 15 totals. The rest works as gender equality contact points in their institutions. At the local level: out of a total of 65 municipalities, 17 of them have special offices for addressing issues of gender equality, whereas the other 48 municipalities have gender equality contact points. Gender officers have received continuous training on issues of gender equality, gender budgeting integration, gender equality legislation etc.

Following effectiveness of the anti-discrimination law, in 2010 was established the **institution of the Anti-Discrimination Protection Commissioner**. This institution involves several sub-commissioners, in charge of different aspects of discrimination. This institution is in charge of reviewing claims of individuals, groups of individuals or organizations on discrimination issues, including gender discrimination, but also regarding gender identity, pregnancy, sexual orientation, civil status and parental responsibility. In addition, the Commissioner is in charge of administrative investigations, conducting monitoring regarding the degree of law enforcement and putting sanctions in place. Furthermore, through activities aimed at information and awareness rising, the commissioner's office is supposed to assist in implementation of the legislation. Bu, the commissioner's office started being really operational only recently (2011) and its capacities for case management and urging potential victims to come out with complaints is limited<sup>155</sup>. It is clear that this institution needs further strengthening, and support, in order for it to be converted into an efficient mechanism,

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<sup>155</sup> Albania Progress report, European Commission, 2011. See: [http://ec.europa.eu/enlargement/pdf/key\\_documents/2011/package/al\\_rapport\\_2011\\_en.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2011/package/al_rapport_2011_en.pdf)

through which, women in particular, can find justice for a broad range of gender based discrimination acts which are spread in the country.

## **I. WOMEN'S HUMAN RIGHTS**

The Constitution of the Republic of Albania provides that for international agreements where the Republic of Albania is party to, they become integral parts of the national legislation, and supersede national legislation which falls against it (article 122/2 of the Constitution). In particular, on issues of women and gender equality, the ratified documents on which there is periodical reporting are the following:

- a) **Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)** –Albania is party to CEDAW since 1993, when it was ratified by the Albanian Parliament through Law No. 7767, and **Additional Protocol of CEDAW- ratified by the Albanian Parliament through** Law No. 9052, dated 17.04.2003. Report III of the Government of Albania on the implementation of CEDAW was submitted to the Committee on July 2010. Report IV will be submitted in July 2014. During this period, institutions have been committed to meet these recommendations. Additional recommendations were made as part of the National Strategy on Gender equality, reduction of gender based violence and domestic violence, as well as part of the review of the Albanian legislation from the gender perspective. In the framework of the UN conventions on human rights which have been ratified by the country, Albania reports on regular bases, in line with the recommendations on special issues of women rights.
- b) Albania has ratified the majority of ***ILO Conventions*** and prepares regular reports for them<sup>156</sup>.
- c) Other documents in the context of human rights, which are aimed at eliminating discrimination against women are those of the ***Council of Europe***. On 19.12.2011, the Government of Albania signed the **Convention of the Council of Europe for prevention and fighting violence against Women and Domestic violence** and it was **ratified on 04.02.2013**<sup>157</sup>.
- d) Ratification of UN Convention on Rights of Persons with Disabilities **through** Law No. 108/2012. Article 6 of this convention specifically provides for women and girls with disabilities. According to this article: 1. *State parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms.* 2. *State parties shall take all appropriate measures to ensure the full development, advancement, and empowerment of women for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms set out in the present Convention.*

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<sup>156</sup> A comprehensive list of the conventions can be found in the report below.

<sup>157</sup> See: <http://www.conventions.coe.int/Treaty/Commun/ChercheSig.asp?NT=210&CM=&DF=&CL=ENG>

- e) **Integration process:** The rights of women and girls are also part of Albania's commitment in the context of the European integration, Stabilization-Association Agreement (SAA) in 2009 by Albania, and fulfilling the EU requirements and recommendations for the status of the candidate country, in concrete terms Priority no 5- Human rights. Albania's progress in the areas of gender equality and human rights is being monitored and covered by annual progress reports on Albania which get published by the EU.

For more detailed information regarding the situation of women/girls in the justice system, penitentiary institutions and Probation please refer to **Annex 8**.

In the context of awareness raising, an important part has been assigned to training sessions and information sessions on human rights, and in particular getting familiar with international documents covering women. In the training sessions for the gender officers in the local administration, participants were trained and informed about these documents, focusing in particular on the CEDAW and Beijing Platform. Different publications have been put together, such as: an explanatory manual for CEDAW, publication and dissemination of the Concluding remarks on Report III of the government on CEDAW implementation, etc.

## **J. WOMEN AND THE MEDIA**

On March 4, 2013, the Albanian parliament adopted the law on audio-visual media in the Republic of Albania, which in difference from the previous legislation led to sustainable changes with regard to protection of human rights and fundamental freedoms. The law provides for the fundamental principles that constitute the bases for the development of audio visual activities. In concrete terms, it establishes that the activity of audio visual broadcasting respects with impartiality the right to information, personality, dignity, and human rights and other fundamental freedoms. This activity attaches particular importance to rights, interests, and legal and moral requirements for the protection of minors; in addition to the general principles, the law provides for several provisions that provide for obligations of the providers of the audio-visual media service while establishing that the latter, as part of their activity should respect the requirements of the media legislation during the audio and audio-visual activity.

In line with Law No. 27/01/2014, AMA adopted the Broadcasting Code, which aims at regulating the audio and visual activity, almost in all its range. The code includes principles and rules for informational programs, against extreme violence on screen, different commercial messages, respect of dignity, protection of personal data etc. AMA, in line with Law No. 97/2013 on audio-visual media in the Republic of Albania envisages the whole set of programs broadcasted by the providers of audio-visual media service. The vision and monitoring of broadcasted programs aims at ensuring respect for main principles in the exercise of audio-visual activities. The Albanian media is reflecting, up to a certain extent, the problems that today concern the Albanian women, such as the possibilities for education, employment, domestic violence, sexual harassment, etc. even when these phenomena become part of the public debate. AMA believes that the role of the media in the education and awareness raising of the public is very important, as regards the rights and duties that should be exercised on regular based in the area of anti-discrimination in the media,

and therefore has organized several joint round tables on the topic of Discrimination in the Media.

Today's media play an important role in the formation and shaping of public's mentality, and they speak about problems of anti-discrimination or other very sensitive issues. Treatment of these issues by the media requires vigilance about the impact on the most vulnerable groups. In a general context, one can say that Albanian women are active participants in the country's social life, while enjoying rights and gender equality to a satisfactory level. This is also reflected in the media. Women today work together with men in the written and audio-visual media, and the social networks. An example to illustrate this is that the public TV channel (TVSH) is run by a woman, and so is AM, which was chaired by a woman. In Albania there are many women editors and editors-in-chief, many women are hostesses of important talk shows both for the central and local media.

UNESCO plays an important role for improving the status of women in the media, and in cooperation with interested stakeholders it has developed a series of indicators to evaluate gender equality and women empowerment in the media. UNESCO's Gender Sensitive Indicators for Media (GSIM) include empowerment of women and development of media. These indicators have been drafted to come to the assistance of persons working in and for the media, to assess progress on gender equality issues, and to identify challenges and to contribute in local, regional, and global debates that lead to formulation of concrete policies to promote gender equality and women advancement worldwide.

In cooperation with lecturers and students of the Faculty of History and Philology, the Language Department of Tirana University conducted a research survey on the changes in the gender relations and transformation in terms of gender representation in the media, as a result of the changes in the Albanian society. The survey was completed in February 2014, and provides an update on the equal participation of women and men, as reflected in the structure of the Albanian society; their views and concerns as shown in the news; portrayal of women and men; media coverage of issues of gender equality, as an important part of the role of the media, as an observer of the society etc. selected news reports were analysed and collected for 3 months: October, November, December 2013 from six important daily papers: Newspapers Shqiptare, Mapo, Panorama, Shekulli, Shqiptarja.com, Shqip, and news reports and talks shows in: Top Channel, TV Klan, Raporti A1, and Ora News. This reporting was funded by the UN program in cooperation with Swedish Embassy in Albania, in the context of efforts of the Government of Albania. Among the main findings we can mention the following: "the Albanian media is a sector dominated by men (there is a deep misbalance from the gender point of view among media owners, directors and editors in chief)" and there is a clear need for gender mainstreaming within the media sector, especially in the editorial boards and other management structures of media. There is a need to focus on the role of media in the re-conception of the social relations among men and women, and a change of attitudes, positions and traditional roles that reinforce stereotypes and gender inequality. It is important to understand that the actual reporting quality on human rights, discrimination, and gender equality is a matter of technical capacities as well as an issue of prevailing attitude that exists

in addition to being an issue of understanding that reinforces stereotypes instead of putting an end to them.

*It is therefore necessary to introduce diversity programs in the schools of journalism in the country with the long-term vision of creating an environment that supports professional reporting, which is really keen in social issues, and especially in human rights. The media capacity in Albania should be treated in a way that goes beyond training and tradition technical assistance. The drafting of the indicators of gender sensitivity for the media organizations would be a first important step in this direction. These indicators, on one side will help media forums to create gender sensitivity among media organizations, and on the other side would have the desired impact in the media content.””<sup>158</sup>*

## **K. WOMEN AND THE ENVIRONMENT**

The Ministry of Environment has as part of its mission the formulation of strategies and policies for environmental protection and development. Environmental protection consists in the development of the hydrographic systems, forestry, and air. These all represent natural assets that need to be evaluated and protected. Consequently it is everybody's duty to take care of the environment. Accomplishment of our obligations towards the environment around us not only is important for improving the quality of life, but also for the integration of the country in the European Union. The Ministry of Environment employs 104 staff, of whom 66 (sixty six) are girls and women and 38 (thirty eight) men and boys. The ministry has a Minister and two female deputy ministers. There are 8 departments, which employ on equal footing 4 women and 4 men. The National Environment Agency is a reporting institution. Its staff is comprised of 62 employees, of whom 41 are females and 21 males. In the formulation of the priorities for the Ministry of Environment, and in the formulation of the project documents with foreign donors, but as well with the contribution of the Government of Albania, the “gender” aspect takes an important space, while enabling policies for equal opportunities in the promotion of both genders alike. The gender aspect makes part of the plan of foreseen project activities, both in terms of establishment and strengthening of capacities, as well as in terms of enabling opportunities for their implementation. In the representation of the Ministry of Environment in Conventions, programs, and protocols, and other initiatives of this kind, the female/male ratio is in favour of the first. The role, responsibility, and inclusion/involvement of women in issues of formulation and implementation of environmental policies at the national, regional and local levels is a priority of the Ministry. This priority and the commitment to this process is guaranteed from the moment of their formulation. This was made possible through the participation of experts in the working groups of the Ministry regarding:

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<sup>158</sup> Issues related with Human Rights, Discrimination, an Gender Equality in the Albanian Media – Analysis”, prepared by Dasara Dizdari-Zeneli in the framework of Result 1.1.2 of the UN-Albania Cooperation Program (2012-2016), 2013. P. 25-27.

1. Formulation of legal and by-legal acts in the area of competence of the Ministry of Environment;
2. Formulation of strategic documents such as: national, sectorial, regional or local strategies;
3. In the formulation and drafting of medium to long term budget plan.

The female employees of the Ministry of Environment are fully on board in the representation of the country in international protocols and agreements where Albania is party, or that it has ratified.

There is full integration of women and girls in issues of the implementation of environmental projects and programs. In every project funded by the Ministry of Environment, women and girls account for an important share of the implementation staff. There has not been a single case where they have not been involved. The presence of women and girls is guaranteed in every donor funded project, mainly UN organizations. Their participation represents a principle which is being respected at all times. The Ministry of Environment has several projects funded by GEF, the World Bank (WB), UNEP, UNIDO, UNESCO etc. Women and girls are active participants, and in most of these projects they play the role of project coordinators.

Sustainable development needs to be equal for both men and women alike. However, women and men do not perceive of the current challenges alike, such as: degradation of the environment, biodiversity threats, or violent conflicts. Gender roles should be taken into account in an effective fashion, in the evaluation of challenges and solutions for a sustainable development. The work of women, and their knowledge and skills about managing and utilizing natural resources should neither be neglected, nor exploited.

This way, sustainable development should cover all aspects of the contribution of women in the areas of environment, and the economic, social, cultural and personal aspects of life. Sustainable development requires that the priorities for women should be clearly addressed, and in an integrated fashion, in particular as regards policies related to education, science, culture, communications, and information. UNESCO promotes integration of sustainable development issues, such as: climate changes, biodiversity, and disaster risk mitigation systems.

Vulnerable groups, including girls, women, indigenous groups and the coastal population have been harder stricken by the climate changes, including increased intensity and frequency of extreme weather events and natural disasters. Girls and women should be able to benefit particularly from education regarding climate changes and education about risk mitigation in case of natural disasters since they often play an important role in the management of risks at home and in their communities<sup>159</sup>.

## **L. GIRL CHILDREN**

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<sup>159</sup> Source of information: UNESCO Venice Office, April 2014. <http://stats.uis.unesco.org/unesco/tableviewer/document.aspx?ReportId=143>

In line with harmonized and comprehensive policies for the implementation of children's rights, and in the context of alignment with one of the points of Recommendation 11 of the European Union, on March 13, the Action Plan on Children for the period of 2012-2015 (DCM No 182 dated 13.03.012). The process of the formulation of the Action Plan was comprehensive, and included the participation of central and local level institutions, and that of the civil society. The action plan is based on the recommendations of the previous evaluation reports of the Children's rights strategy for 2005-2010, different studies in the area of children's rights, Council of Europe's Strategy for the rights of the child (2012-2015), Hague roadmap for the elimination of child labour etc.

The Children action plan (2012-2015) is intended to enhance formulation of comprehensive, coordinated and harmonized policies for the protection and social inclusion of children, and reiterates the strengthening of institutional structures established for monitoring and reporting on the implementation of rights of children at the national and regional level. Objectives and measures of the Children action plan for 2012-2015 have been classified according to the rights of children:

**1. *The right for protection and social inclusion.*** In response to the increasing needs for comprehensive qualitative social services, the children action plan reiterates the necessity for special attention to the needs of children in the context of the social assistance program, with the view to prevent negative social phenomena that increase exclusion of poor children, enhance reform of social services delivery system for children, and alignment of policies on rights of children at the central and local levels.

**2. *The right of children for protection from violence, maltreatment and economic exploitation***

The children action plan determines that local government units (LGUs) should intensify their efforts for taking over financial responsibility, introduction of new services in line with the dynamics of the needs of children in their communities, protection of children from violence and bad forms of labour.

**3. *The right to education.*** In a detailed fashion, the implementation of this right aims at a comprehensive and qualitative education system for children, and increasing children attendance in the decision-making process in the school and outside of it.

**4. *The right for survival and health care.*** The right for survival and health care shall be delivered through the accomplishment of strategic results such as: provision of essential health care for every infant, prevention of malnutrition, obesity, and overweight among children, healthy eating, and immunization coverage.

**5. *The right for legal protection.*** The continuation of the existing policies and the formulation of the new ones in the area of juvenile justice are aimed at protection of children in conflict with the law, protection of children under 14 years old in conflict with the law, as well as protection of children victims or witnesses of crime. Regarding the legislation on the rights for children, in the course of 2011 were adopted a series of national and international acts in the field of children rights.

**International legislation.** In the course of 2009-2013 were adopted the following pieces of legislation:

- **Law No. 10 071, dated 09.02.2009 on the Ratification of the Convention of the Council of Europe for the Protection of Children from Sexual Exploitation and Sexual Abuse.** This law is aimed at: (i) preventing and fighting sexual abuse and sexual exploitation of the children; (ii) protecting the rights of children victims of sexual exploitation and sexual abuse; (iii) promoting national and international cooperation against sexual exploitation and sexual abuse of children.
- **Law No.10425, dated 02.06.2011 on the Ratification of the Convention of the Council of Europe on the Exercise of Rights of Children.** The scope of this convention is to protect the highest interest of children, to promote their rights, to give procedural rights and facilitate the exercise of these rights, by making sure that children either themselves or through other persons or entities get informed and are allowed to participate in proceedings before a court on issues related to them.
- **Law No. 10424, dated 02.06.2011 on the Ratification of the Convention of the Council of Europe on the Legal Status of Children Born out of Wedlock.** This convention is aimed at improving the legal status of children born out of wedlock, while reducing the differences between their legal status and that of the children born in the wedlock;
- Council of Europe Convention on the protection of children against sexual exploitation and sexual abuse (Lanzarote Convention) of 25.10.2007, ratified by **No.10071, dated 9.02.2009.** The purpose of this convention is: a) To prevent and fight sexual exploitation and sexual abuse of children; b) To protect the rights of children victims of sexual exploitation and sexual abuse; c) to promote national and international cooperation against sexual abuse and sexual exploitation of children. d) In order to ensure effective implementation of the provisions of this convention by the parties, the Convention has established a specific monitoring mechanism.

**National legislation:** **Law No. 10347, dated 04.11.2010 on Protection of the Rights of Children** establishes the rights of children in line with the UN Convention for the rights of children. The law lays the foundation for the introduction of the appropriate institutional mechanisms that would guarantee and ensure the respect for the rights of children from the individuals, family and the state. The law ensures all the necessary measures for guaranteeing the life, wellbeing, and development of the children through a coordinated approach among different actors that are involved in the area of rights and protection of children. The law aims at improving the child protection system in Albania, by institutionalizing Child protection Units, as the structure at the local level responsible for the coordination, and operation of services for child protection and case management, in cooperation with a number of actors of different fields that operate at the local level.

**Institutional mechanisms for protection of the rights of children:**

**National Council for the protection of the rights of children (KKMDF)** is an advisory body, at the Prime Minister's office. KKMDF is responsible for coordinating and determining the policies that should be followed for the children, and monitors the implementation of the national strategy on the rights for children. This body comprises 9 ministers, representatives from the Ombudsman's, civil society, association of Municipalities and Communes. The law provides as well for the duties of the **Minister that will coordinate the efforts on issues of protection of children rights**. For the moment this is delivered by the Minister for Social Welfare and Youth. The Minister that coordinates the efforts on protection of the rights of children is the responsible state authority that is in charge of the following:

- Formulation of state policies and programs in the child protection area;
- Proposes legal and sub-legal changes and amendments, signature of international acts in the child protection area, and launching of other measures for guaranteeing their rights,
- Coordinates the work with relevant state authority for the formulation and accomplishment of standards for child protection;
- Guides the support of local and international donors for the implementation of the rights of children.

**The State Agency for the protection of the rights of children (ASHMDF)** is an executive institution, reporting to the Minister that coordinates the work for the protection of the rights for children and it is established through the Order of the Prime Minister no 30, dated 18.03.2011.

The tasks of the Agency are sanctioned by law, whereas its mission is accomplished through several functions:

- Monitoring of implementation of Law No. 10347, dated 04.11.2010 on the Protection of the Children's Rights and Legislation in Force, and coordinating the responsible state authorities for the monitoring of the implementation of the strategies and policies in the area of children rights;
- Proposes to the Minister that coordinates issues for the protection of the rights for children interventions in terms of policies and legislation based on issues that have come out during monitoring of the implementation of the law, strategies and policies in the field of protection of children's rights;
- It makes proposals for methodological guidelines for the child protection units in the LGUs;
- Technical support for the structures of the local and central governments, and for the NGOs that work in the field of protection of children's rights;
- Coordinating with all structures of local and central government for the preparation and drafting of reports, briefings, information and statistics regarding the situation in terms of implementation of children's rights in Albania;

- Punishment of entities that violate the provisions of Law No. 10347, dated 04.11.2010 on Child Protection Rights.

**Mechanisms at the local level:**

**Child protection units** have been established and are operating as part of the administration of the regional councils in all regions of the country (12 children protection units). The purpose of these units is the following: (a) to monitor and evaluate the implementation of legislation and policies related to the protection of children's rights in the territory of the region; (b) to identify and coordinate referral of cases of abuse with children's rights in the territory of the region; (c) to cooperate and exchange information regarding treatment of children's rights with every responsible education, health, police and local government structure at the communes or municipalities or of the civil society; (d) to organize informational and awareness raising meetings, and training sessions about children's rights in the regions; (e) to report to the regional council about the progress made in terms of respecting children's rights.

**Child protection units (CPUs) at the commune/municipality level.** So far have been established and operate **170 child protection units**. CPUs have been established with the order of the chairman of the commune/mayor or through the decision of the commune/municipal council and are part of the organizational chart of the municipality/commune. The salaries of the CPU staff are paid out of the budget of the respective local government units. The CPU has the following competencies: (a) to evaluate and monitor on regular bases the situation of the families of the children at risk, until the child is considered to be no longer "at risk"; (b) to identify and coordinate the protection, referral and analyses of the cases in the territory of the municipality/commune; (c) to raise awareness of the community, to organize informational and educational campaigns, and training sessions for the child protection in the territory of the municipality/commune; (d) to cooperate with social service administrators, school psychologist, GP, public order forces, social workers of centres of public and non-public services for the improvement of the situation of children protection in the territory of the municipality/commune; (e) to serve as a centre for information where children and their families in the territory of the municipality/commune could obtain information or be referred at for other support services, in line with their needs.

**Situation of adoption of girl children.** Albanian Adoption Committee, which follows the administrative procedures for the adoption of children, and reports that the trend of requests of applicant couples is mainly for girls rather than boys. This trend is also being observed during 2014 where the applicants are more interested in children of the female gender. Statistics of the Albanian Adoption Committee for the period 2009-2014 indicate the following:

- During 2009 there were 24 adoptions of female children;
- During 2010 there were 20 adoptions of female children;
- During 2011 there were 19 adoptions of female children;
- During 2012 there were 29 adoptions of female children;
- During 2013 there were 25 adoptions of female children;

- During 2014 (January – February) there are in the process of 7 adoptions of female children.

In total, the number of adoptions of female children in the course of these years is 114. All adoptions have been successful, and all children have blended very well in their adoptive families in the country and outside.

With regard to the challenges related to “Minors” we can mention: (a) increase of access of girls in the education system in the rural areas; (b) increase of access of Roma girls in the health and education system; (c) training of girls in the penitentiary system (they are to date in the same buildings together with detained women); (d) improvement of the children protection system – girls who suffer multiple violence and discrimination compared to boys (in family, school, services, health institutions, etc.) due to gender stereotypes; (e) increase of access in the education system for girls with disabilities

### **Part III – Data and statistics**

The document for harmonized indicators of gender equality and status of women, Albania, was drafted under the leadership of the Inter-ministerial working group chaired by former MOLSAEO (now MOSWY), with financial and technical support of UN Women, in the context of One UN program on gender equality (2008 – 2010). The ***Order of the Minister of Labour, Social Affairs and Equal Opportunities no 2498 dated 16.12.2008***, as amended by order no 2271 dated 8.12. 2009 ***On the establishment of the inter-ministerial working group*** set up this advisory body for the identification and establishment of gender statistics in support of policies for monitoring of gender equality in Albania, in line with Law No. 9970 on Gender Equality in Society. This group worked for drafting the list of harmonized indicators on gender equality.

Gathering and analyses of the harmonized indicators regarding gender equality and status of women in Albania is an important instruments for reflecting about the reality, evaluation of the development trend, and monitoring the commitment of the government of Albania regarding issues of gender equality and human rights of women. Consequently, Albania already has in place a complete legal framework, aligned with the necessary legislation and a better institutional coordination. Regular collection and analyses of data on the status of women at the central and local levels is the responsibility of INSTAT. These data are collected and updated on regular bases and in an institutionalized fashion based on the document of the Harmonized Set of Indicators on Gender equality and Status of Women in Albania<sup>160</sup>.

Harmonized Set of Indicators on Gender equality and Status of Women in Albania is divided into eight main areas:

1. Legal framework and institutional mechanisms;
2. Participation in decision-making;
3. Education;
4. Employment/economic engagement;

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<sup>160</sup>[http://www.un.org.al/editor-files/file/Harmonized\\_Indicators\\_ENGLISH.pdf](http://www.un.org.al/editor-files/file/Harmonized_Indicators_ENGLISH.pdf)

5. Social protection;
6. Health;
7. Media;
8. Domestic violence.

For the adaptation of the harmonized set of indicators data sources have been identified already, which are collected by the line ministries and the national institutions, and are the results of different studies organized by INSTAT. The harmonized indicators group is more numerous compared to the minima set/group of gender indicators.

The table in *Attachment 4* of this report includes a list of the minimal set of gender indicators, and explains the status for each indicator and the data used for their calculation. Some indicators have not yet been measured because of lack of available data. In 2007, INSTAT launched the first national survey on domestic violence, which was the first effort to measure the nature and spread of domestic violence against women and children. The purpose of this survey to generate reliable data about the nature and spread of the phenomenon of domestic violence in Albania, in order to use these data to guarantee effective protection and adequate measures and policies to address issues of domestic violence and to ensure support for the victims/survivors of domestic violence. Despite challenges of the organization of a nationwide survey on domestic violence, several efforts were made for a second round of this survey in 2013. This second survey was done by using a similar methodology, and almost the same instruments for the collection of the data on the nature and spread of domestic violence. This allows us to make a comparison between the nature and the spread of violence between urban versus rural areas, based on indicators such as: age, level of education, and employment status. The status of 2013<sup>161</sup> also helps the government to better understand the phenomenon of domestic violence, and to begin monitoring of the trends of violence every now and then, and to explore the impact of measures already in place, regarding prevention, intervention and protection of cases of domestic violence. The findings of this survey can also serve to inform policy makers to foster additional preventive measures, and to improve support for women and children survivors of domestic violence. According to this survey, domestic violence refers to a “model of abusive conduct/behaviour in the relations that is used by one of the partners to gain and retain power and control over the other partner or other members of the household. Domestic violence includes psychological, physical and sexual violence that aims at humiliating, manipulating, isolating, threatening, spreading terror and hurting or wounding an intimate partner or another member of the household.

The CENSUS of 2011<sup>162</sup> is one of the sources of the most important data to collect indicators related to particular groups such as:

- a) Women in rural areas;
- b) Old women
- c) Women with disabilities

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<sup>161</sup>[http://www.instat.gov.al/media/225815/domestic\\_violence\\_in\\_albania\\_2013.pdf](http://www.instat.gov.al/media/225815/domestic_violence_in_albania_2013.pdf)

<sup>162</sup><http://www.instat.gov.al/en/census/census-2011/census-data.aspx>

d) Or other groups

Whereas for women infected with HIV and AIDS, data can be collected from a Demographic and Health survey (ADHS-2009)<sup>163</sup>, as well as from other data of the Ministry of Health. However, INSTAT in cooperation with UNFPA has published a publication called “Sex inequalities in Albania”<sup>164</sup>. The purpose of this survey is to understand the situation regarding gender inequalities at birth in Albania and how this gender selection has been achieved in the conditions of Albania, and if there is some mechanism in place. Still, in order to make recommendations for the appropriate policies and other instruments to change it, it was necessary to understand the WHY (logic) these gender inequalities start since the birth, in Albania. In addition to collection and processing of data for the group of harmonized indicators, INSTAT develops on an annual basis a publication on Females and Males in Albania, which provides for data in different social areas.

MOSWY, in cooperation with INSTAT and with the support of UN Women will work on improving the list of harmonized gender indicators.

Another important study to be taken into consideration in analysing data and statistics on girls and women is the “National Study on Time Use 2010 – 2011” prepared by INSTAT with the support of UNFPA and UN Women. According to this study, “Men spent more time than women in doing paid jobs, be it in terms of working hours, but also in terms of degree of participation in paid jobs in an average day. With regard to paid and unpaid jobs taken together, meaning total working time, the contribution of women surpasses the contribution of men in terms of time, with about two working hours more than men in an average day. From the European view, this difference is considerable. The two hours difference of work time between the two genders is balanced with the relaxing time. Men have mainly one hour and a half free time than women. The remaining time of half an hour is related with meals and coffee pauses. Men and women as well in rural areas spent more time working than in urban areas. The group that spent more working hours in total – including the week days and weekends – is the group of women in rural areas. Having kids younger than seven years old affects very much the way how women use their time. They do less paid jobs and more unpaid work compared to women who have grown up children. For men this difference doesn’t exist almost at all; the fact whether they have children or not doesn’t influence at all, and the impact whether they have small children or grown up children is almost inexistent.

#### **Part IV – Current priorities**

##### **1) Ensuring economic empowerment of women and girls, by addressing gender inequalities that lead to poverty, and by promoting social inclusion**

**This goal will be achieved by:**

- Vocational education and training, increasing the number of VET programs to meet the market demand, increasing access to education and vocational

<sup>163</sup>[http://www.instat.gov.al/media/171075/revised\\_-\\_albania\\_dhs\\_2008-09\\_-\\_mar\\_05.pdf](http://www.instat.gov.al/media/171075/revised_-_albania_dhs_2008-09_-_mar_05.pdf)

<sup>164</sup>[http://www.unfpa.org/gender/docs/UNFPA\\_report\\_Albania2012.pdf](http://www.unfpa.org/gender/docs/UNFPA_report_Albania2012.pdf)

training for girls and women in the rural areas, girls and women with disabilities, and ensuring their employment, while taking measures that support employment of women and girls, in line with labour market demands.

- Increasing financial independence of women, by promoting women entrepreneurship; by increasing and improving access to crediting; training and vocational training of women and girls entrepreneurs; improving the legal framework for soft loans and organizing awareness raising campaigns; introduction of a special fund for promoting women entrepreneurship;
- Enhancing and expanding employment service for women and girls, in particular those at risk (women and girls at risk of trafficking, women victims of abuse, women from Roma community, women and girls with disabilities) by drafting policies for part time employment for women in need, formulation and implementation of programs and support structures for social care and protection; introduction of new programs, such as programs for subsidizing salaries for particular categories of women and girls.

**2) Prevention of gender-based violence, legal and administrative protection, and support with services for victims of violence, in order to ensure their re-integration.**

- Prevention of domestic violence; improving the mentality against violence by raising awareness and education in every chain of the society through: education in schools, raising awareness of the population through the Media and public education programs; organization of campaigns and different activities; involvement of men and boys, as important partners in these efforts, to make violence socially unacceptable; publication and dissemination of awareness raising materials against violence etc.
- Improving the legislation with zero tolerance against gender-based domestic violence; improving the legislation to expand the number of subjects that qualify for protection from domestic violence; and labour legislation, in particular for cases of sexual harassment;
- Protection and support for victims of gender-based violence by delivering services tailored for the victims; with no discrimination in terms of abilities; establishment and strengthening in the LGUs of the national coordination mechanism against violence, and social centres for the rehabilitation of the victims; introduction of a national counselling line, and regional green lines of consoling for girls and women victims of violence/abuse; establishment of shelters for victims of domestic violence; introduction of the system for the collection of data, and monitoring of gender based violence. Special attention should be paid to women/girls with disabilities.
- Establishment of capacities of experts of the police forces, justice, health, social services, education, media etc., who are responsible for the prevention and fight against domestic violence on women and girls.

### **3) Strengthening and empowering Women through their participation in political and public decision-making.**

- Enhancing full participation of girls and women in politics, by increasing the representation quota to 30%; development of mechanisms for encouraging participation of women in the electoral process, political activities and other similar areas, as well as development of programs for building capacities of female candidates for local and general elections. Balanced representation of women in political and public decision-making is an important condition for democracy and it is at the same vital for the quality of public management.
- Increased rates of representation and participation of women and girls in all decision-making sectors through formulation and implementation of transparent criteria for the appointment or selection in decision-making positions in the public administration or in the diplomatic representation offices, at the most senior levels of decision-making in politics and administration, in the education system, justice system, at all levels of economy, including private sector and that of civil society.
- Increased participation of women and girls in the peace keeping missions, and police forces by applying special measures, raising awareness in the peace keeping missions and police forces and police structures for addressing gender stereotypes, increased capacities of the police forces/peace keeping missions and structures of the police on gender equality and non-discrimination.
- Increasing skills of women as citizens to participate in public decision-making by increasing capacities of women and girls, in particular women and girls with disabilities to improve the self-estimation, and to shape civic commitment, increase funding for projects focusing on issues of gender equality and gender based violence;

### **4) Collecting data on regular bases through gender sensitive indicators**

- Establishment of an on-line system for the referral of cases of domestic violence;
- Collection of data about specific groups, in particular data about the groups of women/girls with disabilities in all 12 areas of the Platform.

#### **Among the key challenges for the future we can mention:**

1. Economic empowerment of women by improving access to crediting and promoting and expanding programs for employment of women and girls, bridging the gap of unemployment, and increasing participation of women in the labour market. Women and girls with disabilities are one of the priority groups.
2. Prevention and reduction of violence against women and domestic violence, elimination of gender discrimination in education, health, media,

strengthening of legal and institutional mechanisms, and fine-tuning mechanisms for monitoring and evaluation.

3. Increased participation of women in political bodies and central and local decision-making bodies, and representation of women and girls in leading and professional positions in all bodies of public administration, including representation of women in police forces and armed forces.

### **ANNEX 1 – LIST OF ABBREVIATIONS**

ADD	Women MPs Alliance
AMA	Audio-visual Media Authority
AMSHC	Agency for the Support of Civil Society
ASHMDF	State Agency for the Protection of the Rights of Children
EU	European Union
BoA	Bank of Albania (Central Bank)
CEDAW	Convention for the Elimination of all Forms of Discrimination against Women
DOPA	Department of Public Administration
GBV	Gender Based Violence
DV	Domestic Violence
DPSBGJ	Department of Social Inclusion and Gender equality
DPSHBF	Department of Policies for Equal Opportunities and Family
DRFPP	Regional Departments of Public Vocational Education Training
FARSH	Armed forces of the Republic of Albania
GPNI	Inter-institutional Working Group
INSTAT	Institute of Statistics
ILO	International Labour Organization
CoE	Council of Europe
KKA	Anti-Trafficking National Coordinator
KKBGJ	Gender equality National Council
KKMDF	National Council for the Protection of Children's Rights
KP	Criminal Code
CEC	Central Elections Commission
LGE	Law on Gender Equality
LDV	Law on Domestic Violence
MoES	Ministry of Education and Sports

MoARDWM	Ministry of Agriculture, Rural Development and Water Resources Management
MoJ	Ministry of Justice
MoEI	Ministry of European Integration
MoC	Ministry of Culture
MKR	National Mechanism for Referral of Cases of Domestic Violence
MoD	Ministry of Defence
MoE	Ministry of Environment
MOSWY	Ministry of Social Welfare and Youth
MoI	Ministry of Interior
MOLSAEO	Ministry of Labour, Social Affairs, and Equal Opportunities
MoFA	Ministry of Foreign Affairs
SAA	Stabilization-Association Agreement
MoH	Ministry of Health
MoEDTE	Ministry of Economic Development, Trade and Entrepreneurship
MoUDT	Ministry of Urban Development and Tourism
CRU	Children Rights Unit
CPU	Child Protection Unit
WHO	World Health Organization
NGO	Non-Governmental Organization
UNO	United Nations organization
OSCE	Organization for Security and Cooperation in Europe
MDG	Millennium Development Goals
QKSS	National Centre for Social Studies
GoA	Government of Albania
DP	Democratic Party
SP	Socialist Party
PuPa	Number of unemployed jobseekers
SIDA	Swedish Agency for International Development and Cooperation
ACA	Agriculture Cooperation Associations
NSGE-EDV	National Strategy on Gender equality and Elimination of Domestic Violence
NSGE-RGBV-DV	National Strategy on Gender Equality, Reduction of Gender Based Violence and Domestic Violence
NSDI	National Strategy for Development and Integration
THB	Trafficking of Human beings
UN	United Nations
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNSCR 1325	UN Security Council Resolution 1325 on Women, Peace, and Security
UN Women	United Nations entity on Gender equality and economic empowerment of Women
UT	University of Tirana
DCM	Decision of Council of Ministers

**ANNEX 2 – LIST OF MAIN NATIONAL CHANGES IN THE AREA OF  
GENDER EQUALITY IN YEARS (1995 – 2014)**

**1995:**

1. Law No.7961 dated 12.7.1995 Code of Labour of the Republic of Albania [as amended]
2. Law No. 7995 dated 20.09.1995 ON Employment Promotion

**1998:**

Constitution of the Republic of Albania

**1999:**

1. Law No.8454 dated 4.02.1999 on the Ombudsman [as amended]

**2002:**

1. Law No. 8876 dated 04.04.2002 on Reproductive Health

**2004:**

1. Law No. 9188, dated 12.2.2004 on Some Amendments to the Criminal Code
2. Law No. 9198, dated 01.07.2004 on Gender Equality in the Society (abrogated)
3. HIV/AIDS National Strategy for 2004-2010

**2005:**

1. Law No.9398/12.05.2005 on Some Amendments to Law on the Ombudsman

**2006:**

1. Law No. 9669, dated 18.12.2006 on Measures against Domestic Violence

**2007:**

1. First National Strategy on Gender Equality and Elimination of Domestic Violence (NSGE-DV) 2007-2010.

**2008:**

1. Law No. 9914, dated 12.05.2008 on Some Amendments to Law No. 9669, dated 18.12.2006 on Some Measures against Domestic Violence.
2. Law No.9970, dated 24.07.2008 on Gender Equality in Society.
3. Decision no 1114, dated 30.7.2008 on some issues regarding implementation of Law No.7703, and dated 11. 5.1993 on Social Insurance in the Republic of Albania (as amended); Law No. 9136, dated 11.9.2003 on Collection of Mandatory Contributions of Social and Health Insurance in the Republic of Albania" (as amended); and Law No. 7870, dated 13.10.1994 on Health Insurance in the Republic of Albania (as amended).
4. Law No.10019, dated 29.12.2008, the Electoral Code of the Republic of Albania.
5. Order No. 2498, dated 16.12.2008 of the Minister of Labour, Social Affairs, and Equal Opportunities, amended by Order No. 2271, dated 8.12. 2009 on the Establishment of the Inter-Ministerial Working Group (IMWG).
6. Law No. 10 039, dated 22.12.2008 on Legal Aid.

**2009:**

1. Prime Minister's Order No.3 dated 8.1.2009 on the Operation of the National Council on Gender Equality, in line with Law No. 9970/2008
2. Law No.10192 dated 03.12.2009 on Prevention and Fight against Organized Crime and Trafficking through Preventive Measures against Property

**2010:**

1. Law No.10221 dated 4.2.2010 on Protection from Discrimination
2. Law No.10237, dated 18.2.2010 on Security and Health Safety in the Workplace
3. Drafting of Harmonized Indicators on Gender Equality and Status of Women in Albania, and their adoption by Instruction No. 1220, dated 27.05.2010 of the Minister of Labour, Social Affairs, and Equal Opportunities
4. Law No. 10295, dated 01.07.2010 on Amnesty.

5. Amendment of Law on Domestic Violence by Law No. 10 329, dated 30.9.2010 on Amendments to Law No.9669, dated 18.12.2006 on Measures against Domestic Violence, (as amended).
6. Order No. 69 dated 25.01.2010 of the General Director of State Police On Coordination of Work between Central and Local Government Structures in the Fight against Trafficking in Human Beings, and Identification of Victims of Trafficking.
7. Law No. 10347, dated 04.11.2010 on Protection of Children's Rights.

**2011:**

1. Decision of Council of Ministers (DCM) No. 334, dated 17.02.2011 on the Mechanism for the Coordination of Work for the referral of cases of domestic violence and the method for its operation”.
2. DCM no 142, dated 23.2.2011 On the adoption of the National Action Plan in the Fight against Trafficking of Human Being, and National Action Plan in the Fight against Trafficking of children and protection of children, victims of trafficking, 2011-2013.
3. PM Order No.36, dated 18.03.011, On the establishment of the National Centre for Treatment of Victims of Domestic Violence
4. Law No.10.399 dated 17.03.2011,On social assistance and social services ( amended)
5. National Strategy on Gender equality, Reducing gender based violence and domestic violence, 2011-2015 (revised), and the action plan for its implementation was adopted by DCM No. 573, dated 16.6.2011.
6. DCM No. 505, dated 13.07.2011, on the adoption of standards for services of social care for victims of domestic violence, at residential public and non-public centres.
7. DCM No. 519 dated 20.7.2011, Justice System cross-sectorial strategy, and its Action Plan.
8. DCM Nr. 582 dated 27.07.2011, on adoption of Standard Procedures for Action (SPA) for the Identification and Referral of Victims/Potential Victims of Trafficking.

**2012:**

1. DCM No. 27, dated 11.01.2012, “On promotion of Employment of women and girls from special groups

2. Law No.23, dated 01.03.2012 On some additions and changes to Law No.7895, dated 27.01.1995, Criminal Code of the Republic of Albania
3. Law No. 54/2012, dated 10.05.2012 on Amendments to Law No. 9232, dated 13.05.2004 on Social Programs for Housing of Inhabitants of Urban Areas (as amended).
4. DCM No. 425 dated 27.6.2012 “Criteria and necessary documentation for admission of individuals in residential public and non-public institutions of social care”
5. DCM No. 465 dated 16.7.2012 “On gender mainstreaming in the medium-term expenditure framework”
6. Changes to the Electoral Code by Law 74/2012
7. National Strategy on Contraceptive Safety, 2012 - 2016
8. DCM No. 395, dated 20.6.2012 “On treatment of victims of trafficking and access to health services for this category”

**2013:**

1. Law no 143/2013 on some additions to law no 10 039, dated 22.12.2008, on legal aid.
2. Law No.144/2013 dated 2.5.2013 on Amendments to Law No.7895, dated 27.01.1995, Criminal Code of the Republic of Albania (as amended).
3. Joint instruction, No. 21 dated 21.06.2013, of MOLSAEO and the Ministry of Finance, on “Establishing the procedures to be followed for gender mainstreaming in the medium-term expenditures framework”.
4. Order No. 469, dated 03.09.2013, of the Minister of Health, on “Adoption of the guidelines for clinical practice for primary health care personnel in following the wellbeing and development of infants and children from 0-6 years old”.
5. Order of Minister of Health No. 470 dated 03.09.2013 “On adoption of indicators for monitoring of performance of mother and child clinics in the primary health care”.

### **ANNEX 3 – STATISTICAL DATA REGARDING PARTICIPATION OF GIRLS AND WOMEN IN THE ARMED FORCES**

#### **MAIN INDICATORS:**

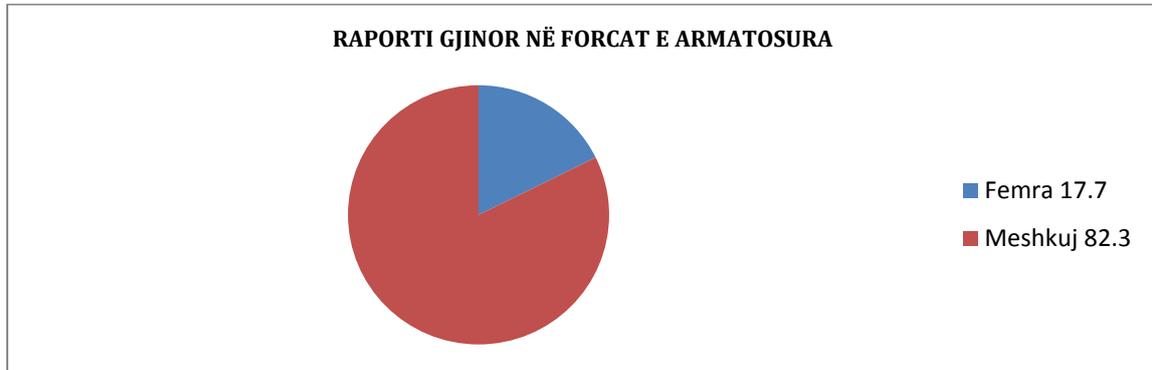
In the last 3 years, there has been an increased participation of girls and women in the armed forces, as follows: in 2010, participation rates were 12.3%, in 2011, 13.6%, in 2012, 15.2% and in 2013, they reached 17.7%. Presence of women and girls in peacekeeping operations is becoming a permanent feature, and it varies between 1% and 1.5 %. Even though in terms of percentage it is small, there is ample opportunity to further consolidate these ratios. Armed forces (AF) have ample human resources and willingness to improve this indicator. In the course of the academic year 2012-2013, the participation rates for women and girls is as follows: (a) officers - NCA (colonel rank), 20 %; KKSHP (rank of subcolonel), 19.4%; KTHOSH (rank of major), 2%. (b) For sub officers – beginners course 12.5%; basic course 9.78%; advanced course 15.2%; senior course 16.4%; instructors course 11.2%. (c) In terms of ability to speak of foreign languages, women and girls account for: 25.5%. Until November 1<sup>st</sup>, 2013, from the quantitative view point (civil and military), women representation in the armed forces is above 2.7% which is the threshold established in the policies of the Ministry of Defence, which is 15%. The ratios and support of women from the civil community who work with the armed forces is above the threshold established in the National Strategy, for 9%. Whereas in the military community it is far from the strategic objective of the policies of the Ministry of Defence for 3%.

#### **Participation in decision-making**

Currently there are 4 women who work as Directors in the Ministry of Defence and SHPFA, 2 of whom come from the ranks of the military, with the colonel rank and 2 come from the civilian ranks, which account for 16%. As heads of departments and sectors, in the armed forces, women account for 9.3% or 2.4 % of the total number.

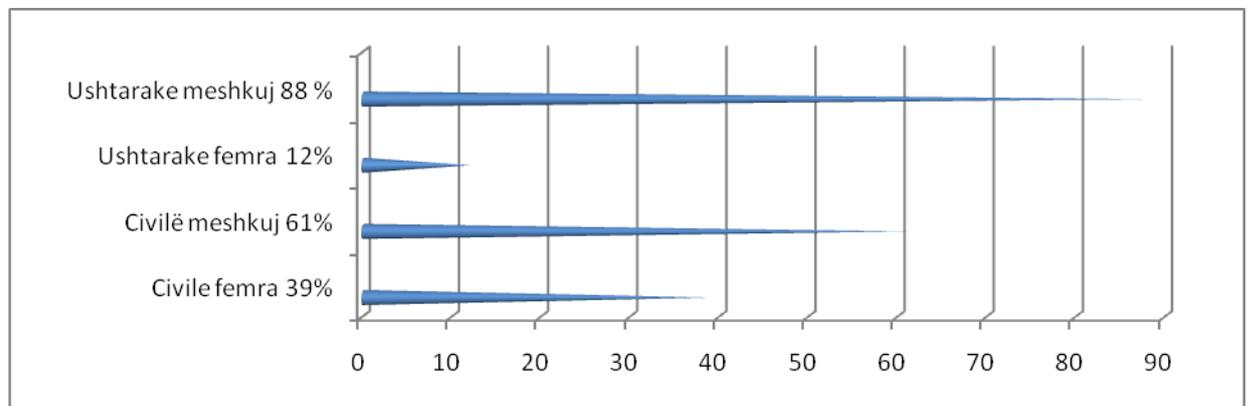
**Participation** in the competition to become part of the armed forces.

During 2012 there were 596 applicants for becoming members of the armed forces, of whom 46 female or 7.71%. 30 of them or 11.2% managed to become part of the armed forces, 26.6 % of them are University graduates. For the first semester of 2013, there were 560 applicants, of whom 41 female or 7.32%. Of them 8 are members of the armed forces or 5.6 %, and 50% of them are University graduates<sup>165</sup>.



The ratio reflects the gender situation as of November 1, 2013 in the armed forces, including civilian and military. From the quantitative viewpoint, representation of women and girls in the armed forces is above 2.7%, the threshold established in the policies of the Ministry of Defence, which is 15%.

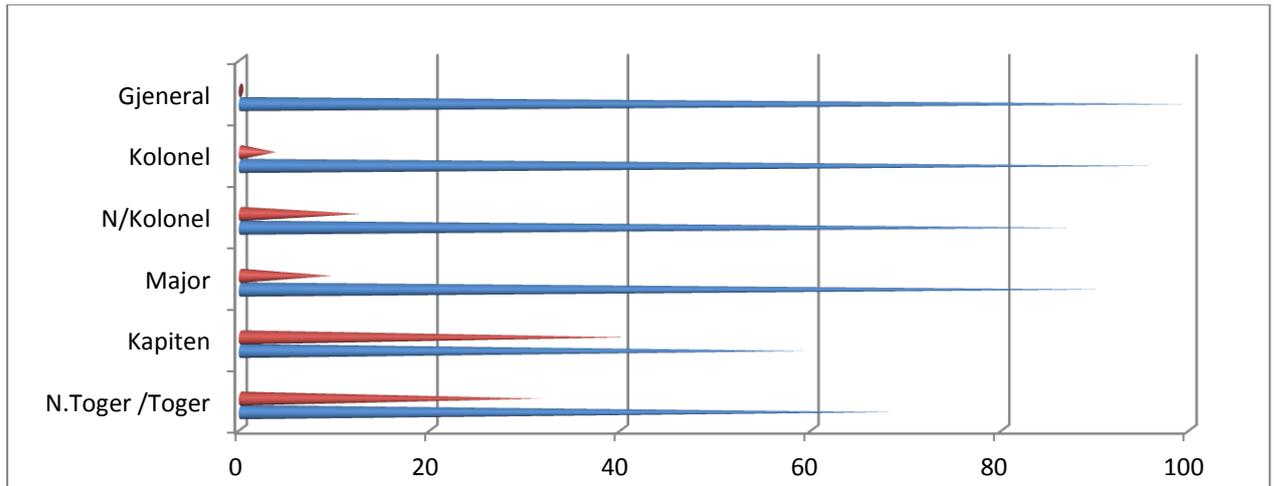
**GENDER RATIO**



This picture reflects the gender ratio from the civilian and military aspects. The regulation of the ratios and support of women in the civilian community who work for the armed forces is above the threshold of the national strategy, at 9 %. Whereas in the military community, the situation is far from the strategic objective established in the policies of the MOD, at 3%.

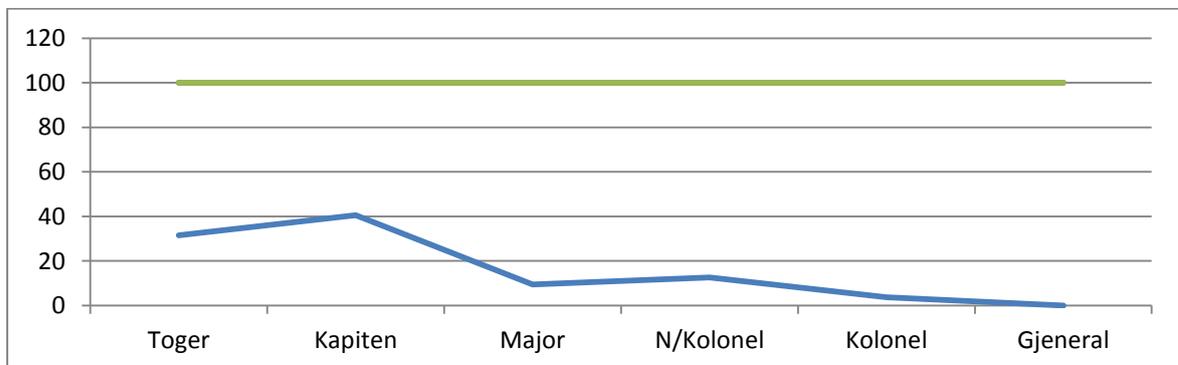
<sup>165</sup> Recruitment data from November 2012 and June 2013.

### RANK (CAREER ADVANCEMENT) RATIOS ACCORDING TO GENDER



Graphics reflect that in the major ranks, such as the general women representation is zero, whereas for colonels, vice-colonel Colonel, S/Colonel and major, the situation has suffered positive changes, but it is still far from the objective of reaching the strategic goal of 15%. Another issue is related to the fact that the rank of s/colonel and major are disproportionate on the negative angle.

### GRAPH ILLUSTRATING THE RANKING HIERARCHY WITHIN THE FEMALE GENDER



This graph speaks about the distortion in the ranking system for the female gender, and this also in part due to lack of gender-based planning.

**ANNEX 4 – SET OF MINIMUM REQUIRED INDICATORS**

<b>Indicators</b>	<b>Source</b>	<b>Frequency</b>
<b>I. Economic structures, participation in productive activities and access to resources</b>		
1 Average number of hours spent doing unpaid work at home, according to gender. Note: If possible, divide between house work and looking after the children.	INSTAT/TUS	2010
2 Average number of hours spent in unpaid and paid work (combined) (total hours work), by sex	INSTAT/TUS	2010
3 Participation rates in the labour force, for age group 15-24 and 15+, by sex	INSTAT/LFS	Annual
4 Percentage of self-employed employees, by sex.	INSTAT/LFS	Annual
5 Percentage of employed as unpaid workers for the household, by sex	INSTAT/LFS	Annual
6 Percentage of employed who are employers, by sex	INSTAT/LFS	Annual
7 Percentage of companies owned by women, according to size	INSTAT/Business Registry	Annual
8 Percentage of distribution of population employed according to sectors, by sex	INSTAT/LFS	Annual
9 Informal employment, as percentage of total non-agricultural employment, by sex	-	
10 youth unemployment, by sex	INSTAT/LFS	Annual
11 Percentage of population that has access to credit, by sex	-	
12 Percentage of adult population owning land, by sex		
13 Gender Gap in salaries	Publication in Gender	2011

	Gap in Salaries in Albania	
14 Percentage of persons employed on part-time bases, by sex	INSTAT/LFS	Annual
15 Employment rates for persons of age group from 25-49 years old, with one child under 3 years old, who live in the same household, and without children who live in the same household, by sex	INSTAT/LFS Census	Annual 2011
16 Percentage of children under 3 years old in public institutions of care	-	
17 Percentage of individuals who are internet users, by sex	INSTAT/LSMS	2002, 2005, 2008, 2012
18 Percentage of individuals who are mobile phone users, by sex	INSTAT/LSMS	2002, 2005, 2008, 2012
19 Percentage of households with media access (radio, TV, Internet), by sex for the head of the household	INSTAT/LSMS Census	2002, 2005, 2008, 2012 2011
<b>II. Education</b>		
20 School attendance rates for persons between 15-24 years, by sex	INSTAT/LSMS Census	2002, 2005, 2008, 2012 2011
21 Adjusted level of education in elementary education, by sex	INSTAT-Ministry of Education	Annual
22 Educational attainment rates for secondary education, by sex	INSTAT- Ministry of Education	Annual
23 Educational attainment rates for tertiary education, by sex	INSTAT Ministry of Education	Annual
24 Index of gender equality in primary, secondary and higher education	INSTAT- Ministry of Education	Annual
25 Division according to sciences, female graduates in engineering and civil engineering	INSTAT- Ministry of Education	Annual
26 Percentage of females with a teacher diploma	INSTAT- Ministry of Education	Annual
27 Number of individuals enrolled in basic education, by sex	INSTAT- Ministry of Education	Annual
28 Primary education completion rate, by sex	INSTAT- Ministry of Education	Annual
29 Number of persons who have completed secondary education, by sex	INSTAT- Ministry of Education	Annual
30 Transition level in terms of secondary, by sex	INSTAT- Ministry of Education	Annual

31 Education attainment rates for the population of 25 years and up, by sex	INSTAT/LSMS Census	2002, 2005, 2008, 2012 2011
<b>III. Health and services</b>		
32 Prevalence of use of contraceptives among married women of 15-49 years old	INSTAT/ADHS	2009
33 Mortality rates among children 5 years old, by sex	INSTAT/Statistics	Annual
34 maternal mortality rates	INSTAT/Ministry of Health	Annual
35 after birth care	Ministry of Health	Annual
36 Percentage of birth assisted by qualified medical personnel	INSTAT/ Statistics	Annual
37 Prevalence of smokers of 15 years and up, by sex	INSTAT/LSMS	2002, 2005, 2008, 2012
38 Percentage obese adults, by sex	INSTAT/ADHS	2009
39 Number of women from 15-49 years old infected with HIV/AIDS	Ministry of Health	Annual
40 Access to anti-retroviral drug, by sex	Ministry of Health	Annual
41 longevity after 60 years old, by sex	INSTAT	Annual
42 mortality rates, by cause, and age group	INSTAT/Statistics	Annual
<b>IV. Public life and decision making</b>		
43 Percentage of women holding ministerial posts	INSTAT/Publication “Females and males”	Annual
44 Percentage of women in the Parliament	INSTAT/ Publication “Females and males”	Annual
45 Percentage of women in managerial positions	INSTAT/Business registry	Annual
46 Percentage of women in the police forces	Ministry of Interior	Annual
47 Percentage of women judges	INSTAT/ Publication “Females and males”	Annual
<b>V. Human rights of women and girls</b>		
48 Percentage of women of 15-49 years old age group subject to physical or sexual violence in the last 12 months from an intimate partner	INSTAT/Domestic violence	2007, 2013
49 Percentage of women of 15-49 years old age group subject to physical or sexual violence in the	INSTAT/ Domestic violence	2007, 2013

last 12 months from other persons		
50 Prevalence of mutilation of genitalia (only for relevant countries)	-	
51 Percentage of women from 20-24 years old who were married before reaching 18 years of age	-	
52 fertility rates among teenagers	INSTAT/Statistics	Annual

**ANNEX 5 – STATISTICAL DATA ON DOMESTIC VIOLENCE FOR 2009-2013**

<b>Year</b>	<b>Number of cases denounced with the police</b>	<b>Requests for protection orders</b>	<b>Victims of violence (female)</b>	<b>Victims of violence (male)</b>	<b>Murders</b>
<b>2009</b>	1217	745	945	272	16
<b>2010</b>	1998	1234	1660	338	20
<b>2011</b>	2181	1345	1779	402	30
<b>2012</b>	2526	1562	1142	284	28
<b>2013</b>	3020	1851	2346	674	28

**ANNEX 6 – STATISTICS ABOUT EMPLOYMENT/REPRESENTATION OF WOMEN/GIRLS**

Women employed in diplomatic services abroad (For those that pay social insurance because of seniority)

<b>Nr</b>	<b>Years</b>	<b>Numbers</b>	<b>Female</b>	<b>%</b>
<b>1</b>	<b>2009</b>	<b>210</b>	<b>59</b>	<b>28</b>
<b>2</b>	<b>2010</b>	<b>214</b>	<b>61</b>	<b>28</b>
<b>3</b>	<b>2011</b>	<b>192</b>	<b>60</b>	<b>31.2</b>
<b>4</b>	<b>2012</b>	<b>185</b>	<b>63</b>	<b>34</b>
<b>5</b>	<b>2013</b>	<b>186</b>	<b>62</b>	<b>33.3</b>
<b>6</b>	<b>2014</b>	<b>180</b>	<b>65</b>	<b>36.1</b>
	<b>Total</b>	<b>1167</b>	<b>370</b>	<b>31.7</b>

**Women working in the Ministry of Foreign Affairs**

<b>No</b>	<b>Years</b>	<b>Numbers</b>	<b>Female</b>	<b>%</b>	<b>Director s</b>	<b>Head of sector</b>	<b>Deputy Minister</b>
<b>1</b>	<b>2009</b>	<b>184</b>	<b>88</b>	<b>47.82</b>			<b>1</b>
<b>2</b>	<b>2010</b>	<b>185</b>	<b>92</b>	<b>49.73</b>			<b>1</b>

3	2011	167	82	49.1			1
4	2012	186	81	43.54			1
5	2013	178	91	51.1	9	12	1
6	2014	137	69	50.36	10	7	
	<b>Total</b>	<b>1037</b>	<b>503</b>	<b>48.5</b>			

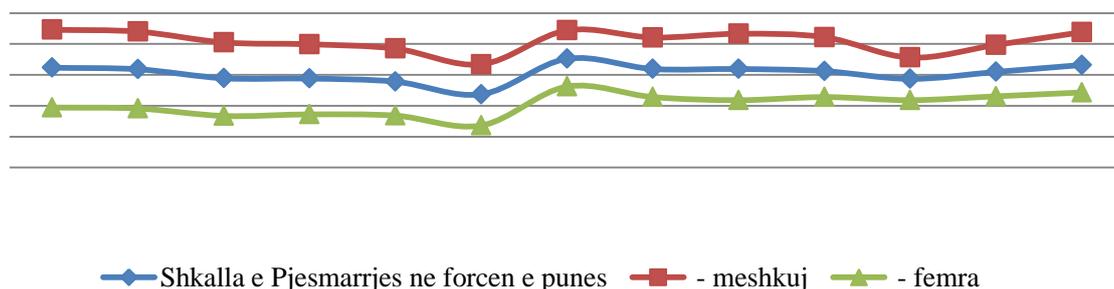
**Female/Male ratio in years, MoFA + diplomatic representation  
2009-2014**

No	Years		Numbers	Female	%		
1	2009	MOFA	184	88	47.82		
		Diplomatic representation	210	59	28		
		<b>Total 2009</b>	<b>394</b>	<b>147</b>	<b>37.3</b>		
2	2010	MOFA	185	92	49.73		
		Diplomatic representation	214	61	28		
		<b>Total 2010</b>	<b>399</b>	<b>153</b>	<b>38.3</b>		
3	2011	MOFA	167	82	49.1		
		Diplomatic representation	192	60	31.2		
		<b>TOTAL 2011</b>	<b>359</b>	<b>142</b>	39.55		
4	2012	MOFA	186	81	43.54		
		Diplomatic representation	185	63	34		
		<b>TOTAL 2012</b>	<b>371</b>	<b>144</b>	<b>38.8</b>		
5	2013	MOFA	178	91	51.1		
		Diplomatic representation	186	62	33.3		
		<b>TOTAL 2013</b>	<b>364</b>	<b>153</b>	<b>42</b>		
6	2014	MOFA	137	69	50.36		
		Diplomatic representation	180	65	36.1		
		<b>TOTAL</b>	<b>317</b>	<b>134</b>	<b>42.27</b>		

		2014					
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## ANNEX 7 – LABOUR MARKET GENERAL DATA

**Fig.1 Level of participation in the Labour Force.**



### Number of unemployed female jobseekers employed by the Employment Promotion Programs

YEARS	2010	2011	2012	2013
Number of unemployed jobseekers, total, involved in employment promotion programs	1757	1170	919	834
Number of unemployed female jobseekers involved in employment promotion programs	1229	757	658	521

	TE DHENA PER TE TRAINUARIT NE VITE									
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Te rregjistruar gjithsej</b>	9114	7574	6727	7400	7752	6915	8855	8949	8703	9254
femra	5243	4388	3693	3899	4409	3843	4514	4751	3798	3896
<b>Te çertifikuar gjithsej</b>	8328	7004	6118	7029	7577	6611	8485	8531	8357	8884
punekerkes te papune	1005	1253	1683	1700	1857	2308	2089	2468	2668	3218
femra				615	780	938	911	1041	1045	1119

### Number of unemployed jobseekers in years

YEARS	2009	2010	2011	2012	2013
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unregistered unemployed (in thousands)	142	143	142	141.8	144.4
Registered unemployed (in thousands) female	73.6	72.9	73.8	73.00	74.6

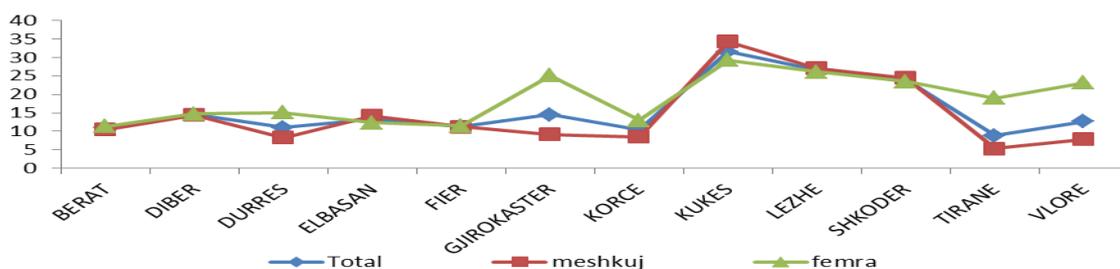
**Characteristics of female unemployed jobseekers in % versus total**

Unemployed jobseekers female	Heads of households	By age								By level of education					
		Up to 19 years old	20-24 years old	25-29 years old	30-34 years old	35-39 years old	40-44 years old	45-50 years old	over 50 years old	Lower than elementary	elementary	More than 9 years	General middle education	Vocational middle education	University
100	12.0	4.4	10.6	11.7	12.8	13.1	13.8	15.7	18.0	2.5	9.6	42.9	28.1	11.5	5.4

Female unemployed jobseekers, heads of households are 8637, or 12 % of the total. The majority of these households live in high levels of poverty and mainly on social assistance.

**Registered Unemployed jobseekers according to special groups and gender**

Title	Unemployment benefit	Social assistance	Long-term	Roma and Egyptian Pu.Pa	Orphan Unemployed jobseekers	Unemployed jobseekers-victims of trafficking	Disability	Returned emigrants
total	7887	82349	87305	9439	218	59	1,972	2346
female	49.2	50	50	50	55	100	42	31
male	50.8	50	50	50	45	0	58	69



The above mentioned graph shows the regions with the highest levels of concentration of unemployment, which are: Kukës, Shkodër and Lezhë, whereas the regions where number of female unemployed is higher than male unemployed are: Durrës, Gjirokastra and Tirana.

#### Registered unemployed jobseekers (Pu.pa) by specific groups and sex

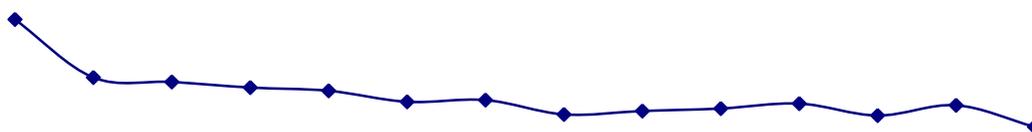
Item	Unemployment benefit	Social assistance	Long-term	Roma & Egyptian Pu.Pa	Orphan Pu.Pa	Unemployed jobseekers-victims of trafficking	Disability	Returned emigrants
Total	7887	82349	87305	9439	218	59	1,972	2346
female	49.2	50	50	50	55	100	42	31
Male	50.8	50	50	50	45	0	58	69

#### Unemployed jobseekers by professions and gender

Item	Manager/Specialist by University degree	middle level technicians/specialists	Civil servant	Sales/Services	Qualified agriculture/forestry/fishery workers	Handicrafts	Industry workers	Basic professions	Armed forces
Total	6146	5925	3046	8824	8458	26553	1077	73245	1459

							1		
Female	58.9	49.5	62.0	59.7	53.6	42.1	23.4	58.0	9.3
Male	41.1	50.5	38.0	40.3	46.4	57.9	76.6	42.0	90.7

**Unemployed jobseekers registered as beneficiaries of unemployment payment program in years.**



**Unemployed jobseekers receiving unemployment benefit, by sex**

Category	2009	2010	2011	2012	2013
<b>Unemployed jobseekers receiving unemployment benefit (total)</b>	10280	9265	9367	8861	7887
<b>Female (physical number)</b>	55	51	50	49	49
<b>Male</b>	45	49	50	51	51

**ANNEX 8 – SITUATION OF WOMEN/GIRLS INMATES/CONVICTS IN PENITENTIARY INSTITUTIONS AND IN THE PROBATION SERVICE**

➤ *Situation of women/girls in the penitentiary system*

The number convicts compared to the number of convicts total for 2012 was low, with 363 female convicts or 5% of the total number of convicts.

If we compare the number of female convicts with those of 2011 there is a declining trend, by 138 less convicts, 186 convicts than in 2010, 152 convicts less than in 2009, 194 convicts less than in 2008, with 92 convicts less than in 2007 and 170 convicts less than in 2006.

Out of 363 female convicts in the course of 2012, 226 were convicted for crimes and 137 were convicted for contraventions, i.e. 62% of them were convicted for crimes and 38% for criminal contraventions. In comparison with 2011, the number of females that have committed criminal offenses has increased (out of 56% convicted for crimes in 2010, to 62% convicted for criminal offenses in 2011).

Below is a graph presentation of female convicts for the last four years:

	(Year)	(Year)	(Year)	(Year)
--	--------	--------	--------	--------

<i>(Female convicts)</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
<i>(For criminal offenses)</i>	377	336	283	226
<i>(For Contraventions)</i>	178	213	218	137
<b>Total</b>	515	549	501	363

Below is a statistical information about cases brought to the court and court deliberations for the period of 2009-2013. The following table contains data on the number of court verdicts referring to violation of rights of women, according to the definitions of articles of Criminal Code (statistical data for 2013 cannot be confirmed because they are being processed):

Type of criminal offence	Article	Year	Pending Criminal Cases	Finalized cases	Guilt y	Innocent	Lack of competence	Suspended	Returned for complementary investigation	Not finalized
Termination of pregnancy without women's consent	Article 93	2009	0	0	0	0	0	0	0	0
		2010	0	0	0	0	0	0	0	0
		2011	0	0	0	0	0	0	0	0
		2012	0	0	0	0	0	0	0	0
		2013	0	0	0	0	0	0	0	0
Sexual or homosexual intercourse with minors	Article 100/1	2009	9	5	5	0	0	0	0	9
		2010	13	9	8	1	0	0	0	4
	100	2011	9	5	5	0	0	0	0	4
		2012	11	7	5	1	0	1	0	4
		2013	14	10	10	0	0	0	0	4
Forced sexual or homosexual intercourse	Article 101	2009	7	3	2	1	0	0	0	4
		2010	6	5	5	0	0	0	0	0
		2011	3	3	2	1	0	0	0	0

e with minors of age 14-18		2012	1	1	1	0	0	0	0	0
		2013	7	4	3	0	1	0	0	3
Forced sexual intercourse with adult women	Article 102	2009	2	0	0	0	0	0	0	2
		2010	12	8	6	0	0	2	0	4
		2011	5	4	3	0	0	1	0	1
		2012	4	4	4	0	0	0	0	0
		2013	3	3	3	0	0	0	0	0
Sexual or homosexual intercourse with persons incapable of protecting themselves	Article 103	2009	1	0	0	0	0	0	0	1
		2010	4	3	0	0	0	0	0	1
		2011	2	2	1	0	0	0	1	0
		2012	1	0	0	0	0	0	0	1
		2013	3	2	2	0	0	0	0	1
Sexual or homosexual relationship under threat, and under the use of a weapon	Article 104	2009								
		2010	0	0	0	0	0	0	0	0
		2011	0	0	0	0	0	0	0	0
		2012	0	0	0	0	0	0	0	0
		2013	0	0	0	0	0	0	0	0
Sexual or homosexual intercourse by misuse of duty	Article 105	2009	0	0	0	0	0	0	0	0
		2010	0	0	0	0	0	0	0	0
		2011	0	0	0	0	0	0	0	0
		2012	0	0	0	0	0	0	0	0
		2013	0	0	0	0	0	0	0	0
Sexual or homosexual intercourse with a person of close	Article 106	2009	0	0	0	0	0	0	0	0
		2010	1	1	1	0	0	0	0	0
		2011	0	0	0	0	0	0	0	0
		2012	0	0	0	0	0	0	0	0

kinship, or a person under one's custody		2013	0	0	0	0	0	0	0	0
Exploitation of prostitution	Article	2009	9	3	3	0	0	0	0	6
	114	2010	9	5	1	0	2	2	0	4
		2011	13	9	9	0	0	0	0	4
		2012	10	6	5	0	0	1	0	3
		2013	6	2	2	0	0	1	0	3
Exploitation of prostitution in aggravating circumstances	Article	2009	27	8	6	0	2	0	0	19
	114/a	2010	18	9	8	1	0	0	0	9
		2011	13	8	6	1	0	1	0	5
		2012	14	11	9	0	0	1	1	3
		2013	9	4	3	1	0	0	0	5

*Source: Ministry of Justice*

#### Situation of women in penitentiary institutions

Law No. 8328, dated 16.4.1998 on the Rights and Treatment of Inmates and Detainees (as amended), in its article 5 specifies that: "Imprisonment shall be in line with respecting the dignity of the convict and should be run through by human feelings." Treatment of convicts should hold no bias due to sex, nationality, race, economic situation, social circumstances, political views and faith. Article 17 of the law establishes that women should suffer their punishment in special institutions assigned only for them, and in the event this is not possible in special sections of other institutions, according to the criteria established in this law.

In line with Order No. 329, dated 15.01.2009 of the Minister of Justice On Classification of Institutions for the Execution of Criminal Sentences (IECS)", a special section assigned to women only in Ali Demi IECS, for a which final verdict has been issued, and another one in IECS Jordan Misja in Tirana, where there is a detainee section for women. Women convicts and detainees are placed in different sections from men, and are kept under the supervision and care of female staff only.

According to statistical data of the General Department of Prisons, in the course of 2009<sup>166</sup>-2014<sup>167</sup>, in the Albanian prisons there are:

<sup>166</sup> The data for 2009-2013 refer to December of every year.

Years	2009	2010	2011	2012	2013	2014
Convicts	92	65	59	50	61	61
Female detainees	21	30	28	32	43	45
Total:	113	95	87	82	104	106

With the view of improving treatment of women in criminal justice institutions, delivery of support services and increasing rehabilitation and re-integration activities, General Department of Prisons has signed 10 MoUs with NGOs that operate in the area of human rights, focusing on women deprived of freedom.

#### Treatment of women inmates and detainees:

Treatment of women inmates/convicts and detainees is done in line with the capacities, education, social and economic circumstances, and their skills and abilities. For the purpose of social rehabilitation of women, penitentiary institutions make available all of its appropriate services, thus providing for moral support, vocational training, education, development of social skills, counselling, and participation in activities and fostering contacts with the world outside the prison, in order to reiterate the perspective of re-integration following their release.

Special care is being paid to preservation, maintenance or restoration of relations of women convicts with their families. For women with small children there is a special program that fosters relations with the family, and which is called Distance Parenting. Women may see their relatives 4 times a month, and for holidays or special events visits. IECS Ali Demi for women convicts offers special services for pregnant or breastfeeding women. Mothers are allowed to keep their children up to the age of 3. There is a special nursery for these children, which is located in the external regime, giving the possibility to the mother and child to avoid the negative effects of incarceration.

Health care personnel take care of sick women on daily bases, and runs check-ups for the other women, according to a timetable developed by the Directorate of the Prison. The medical staff identifies and immediately notifies about the diseases/illnesses that require specialized treatment. In the penitentiary institution of Ali Demi there is a special section for women that start displaying mental health problems. The program in these sections includes mainly psycho-social treatment and intensive therapy, with the view to rehabilitating as fast as possible women with mental health problems. According to the most recent data, 3 women are under intensive treatment in the special section.

The staff in charge of social and psychological care monitors personality traits of women, with the view to make an assessment of their psychological and social needs, skills and willingness to work and for vocational education. Based on these results and the personal, family, social data, as well as on type and years of incarceration, the

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<sup>167</sup> The data for 2014 refer to the month of February.

social care staff drafts the penitentiary plan for each convict and the individualized treatment program for special groups, which is prepared by a group of experts including: psychologists, social workers, and educators. The penitentiary plan includes: counselling, therapy, education, vocational training, employment, library services, and any other necessary service. The penitentiary plan and the personalized program are aimed at:

*Enabling social skills:* The prison, in itself represent a society where like in other societies and communities there are different social, cultural and specific dynamics. From this perspective, enabling skills for adaptation to the life in the prison and outside take special importance. There are different programs underway in this context, such as: Pro-social thinking program; anger management program, stress, anxiety and depression management program; pre-release program; social skills.

*Vocational training:* Important elements for the education and rehabilitation of women convicts and detainees include vocational training and operational skills. To this end, there are courses for hairdressers and clothes making. 43 women convicts and detainees have attended the courses during January 2014. *Art therapy:* One of the methods for embracing and exercising a series of skills in drawing, painting etc. in addition, art is a means for releasing feelings, thoughts, which women inmates cannot or prefer not express in words. The purpose of this therapy is that women increase their self-esteem. At the same time, this therapy is used for treating anxiety, depression and other emotional and mental health problems. In cooperating with an NGO called “Përthyerje” are delivered occupational therapies for women detainees, in order to make sure that they use their time in a useful way and can manage stress under circumstances of privation of freedom.

*Art crafts:* According to one of the inmates of the penitentiary institution Ali Demi: “When we are able to use our hands, this gives us a lot of positive energy. Being part of such activities is perceived as a method of self-employment for inmates. “Art nga qelia” (Art from prison) is the name of a commercial unit with works of the inmates, and it is an initiative of the General Prison Department, in cooperation with “No Limit” centre, and with the support of City Park (a shopping centre). Built in the shape of a prison cell, but with an artistic touch, the so-called commercial unit for the works of the inmates is like a real shop that could earn some funds for the inmates by selling their works. It included initially the art craft works and drawings of 56 persons, of whom 20 inmates of the penitentiary institution Ali Demi and 5 detainees of the penitentiary institution Jordan Misja.

*Employment:* Rules and procedures of Penitentiary Institutions adopted by DCM No. 303 dated 25/03/2009 (as amended), with articles 83, 84, 85, 86 , 87, 88 establish the procedures for the employment of inmates, remuneration, rules of conduct of the Permanent Commission for the evaluation of the work in the penitentiary institutions, evaluation and approval procedures for the annual activity. Women get employed in line with the opportunities offered to them by the institutions. In total, 41 women were involved in employment activities in the course of 2014. Work is being used as a means of appreciation, not as punishment.

*Educational, cultural and sports activities:* There is in place a special facility for the Library service, where women inmates are part of the maintenance and management of this service, and it can also be a means for them passing the time in a positive way. Approximately 37 women use library services every month. On average, there are 44 social topics covered in the course of a month and 13 book reviews. Women are allowed to practice their religion in the penitentiary institution. 30 activities were organized in the penitentiary institution Jordan Misja in the course of January 2014 and 30 social activities with external groups at the penitentiary institution Ali Demi. Women inmates are part of sports activities which make up for a total of 90 hours/month.

#### Projects in the pipeline for 2014:

*Changes in the legislation:* There are proposals for changes to Law No. 8328, dated 16.04.1998 on the Rights and Treatment of Inmates and Detainees (as amended), on treatment of women convicts.

*Planning for a project to promote human values through art beyond the prison walls.* The objectives of this project include promotion of possibilities for preparing for re-integration through art, and employment, raising public awareness and information about art in the penitentiary institutions, strengthening the commercial unit that displays art works of detainees/inmates.

*Movies in prisons:* In order to improve the material and human capacities of the penitentiary institutions in the delivery of integrated services about art through movies in the prisons system, in cooperation with a private company efforts will be made to improve the infrastructure in the penitentiary institutions to deliver this activity. The project aims at promoting opportunities for rehabilitation and re-integration through art and cinema, to strengthen the material and human capacities of the penitentiary system in the delivery of integrated services through art and cinema in the penitentiary institutions.

#### *Situation of women in the Probation Service*

Total number of female convicts with alternative punishment for the period between 01.06.2009 –28.02.2014 is 821. The Probation Service is organizing consultations with partners and OSCE experts for drafting a special plan for special programs for treatment of female convicts. Treatment of cases of convicts who are drug addicts and alcohol addicts is done in cooperation with several NGOs, such as: Action Plus and the Centre for Integrated Legal Services and Practices.

#### *The situation of execution of alimony from/for girls and women (2009-2013)*

There has been a total of 4390 executive titles registered with the State Bailiff Service regarding alimony and protection orders. Out of these, 3715 are still pending. The total of executive titles on alimony registered with the State Bailiff Service for execution is 3761 cases, of which 65 cases have been finalized, while the remaining 3696 cases are underway until the moment the child comes of age. The total of

executive titles on protection orders registered for execution with the State Bailiff Service includes 629 cases, of which 19 cases are still pending.

The above picture shows that there have been a considerable number of cases spread over long periods of time.

## **ANNEX 9 – LIST OF POLICIES, STRATEGIES, ACTION PLANS, AND IMPORTANT PUBLICATIONS IN THE CONTEXT OF THIS REPORTING**

- Constitution of the Republic of Albania <http://www.osce.org/albania/41888>
- Law No. 9970, dated 24.07.2008 On gender equality in society, <http://www.osce.org/albania/36682>
- Law No. 9690 dated 18.12.2006 On measures against domestic violence <http://www.osce.org/albania/30436>
- Law No.10221 dated 04.02.2010 On anti-discrimination [http://www.ilo.org/aids/legislation/WCMS\\_178702/lang--en/index.htm](http://www.ilo.org/aids/legislation/WCMS_178702/lang--en/index.htm)
- First National Strategy on Gender equality and Elimination of Domestic Violence (NSGE-DV) 2007-2010 <http://www.osce.org/albania/32827>
- National Strategy on Gender equality, Reduction of gender based violence and domestic violence (NSGE-GBV/DV), 2011-2015 (revised) and Action Plan for its implementation [http://www.dsd.gov.al/previewdoc.php?file\\_id=1617](http://www.dsd.gov.al/previewdoc.php?file_id=1617)
- Electoral Code of the Republic of Albania <http://www.osce.org/albania/14464>
- Criminal Code of the Republic of Albania <http://www.legislationline.org/documents/section/criminal-codes>
- Law No.10.399 dated 17.03.2011 On social assistance and social services (as amended) [http://www.partnersalbania.org/skedaret/1323943210-law\\_nr\\_9355\\_on\\_social\\_assistance\\_and\\_services.pdf](http://www.partnersalbania.org/skedaret/1323943210-law_nr_9355_on_social_assistance_and_services.pdf)
- Guidelines of Harmonized Indicators on Gender equality and Status of women in Albania. [http://www.un.org.al/editor-files/file/Harmonized\\_Indicators\\_ENGLISH.pdf](http://www.un.org.al/editor-files/file/Harmonized_Indicators_ENGLISH.pdf)
- DCM No. 465 dated 16.7.2012 on gender mainstreaming in the medium-term expenditure framework. <http://www.unifem.sk/index.cfm?Module=articles&Page=ArticleShow&ArticleID=216>
- National Report of position of Women and Gender equality in Albania, MOLSAEO and UN Women <http://www.un.org.al/editor-files/file/news/National%20Report-Status%20of%20Women%20and%20Gender%20Equality%20ENG.pdf>
- Strategy for equality among women and men 2010 – 2015” – European Commission, September 2010. <http://ec.europa.eu/social/BlobServlet?docId=6568&langId=en>
- “Females and males in Albania, 2013, INSTAT <http://www.instat.gov.al/en/publications/books.aspx>

- Concluding remarks of the Committee for the Elimination of all forms of discrimination against Women, Albania. CEDAW 2010.  
<http://www2.ohchr.org/english/bodies/cedaw/cedaws46.htm>
- UNESCO Venice Office, April 2014.  
<http://stats.uis.unesco.org/unesco/tableviewer/document.aspx?ReportId=143>
- World Bank data bank <http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2013/10/17>
- Domestic violence in Albania: national survey based on the population, 2013,  
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