Gender Equality Index
for the Republic of Albania 2020

Tirana, January 2020

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Abbreviations list

ADHS	Albania Demographic and Health Survey
EIGE	European Institute for Gender Equality
EC	European Commission
EU	European Union
EQLS	European quality of life survey
EWCS	European Working Conditions Survey
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
LFS	Labor force survey
SILC	Survey on Income and Living Condition

Country abbreviations

European Union Member States			
AT	Austria	IT	Italy
BE	Belgium	LT	Lithuania
BG	Bulgaria	LU	Luxembourg
CY	Cyprus	LV	Latvia
CZ	Czechia	MT	Malta
DE	Germany	NL	Netherlands
DK	Denmark	PL	Poland
EE	Estonia	PT	Portugal
EL	Greece	RO	Romania
ES	Spain	SE	Sweden
FI	Finland	SI	Slovenia
FR	France	SK	Slovakia
HR	Croatia	RS	Serbia
HU	Hungary	UK	United Kingdom
IE	Ireland	EU-28	28 EU Member States
EU Candidate Countries			
AL	Albania	MK	North Macedonia
RS	Serbia		

Foreword

The first Report for Gender Equality Index in Albania 2020, aims at documenting the achievements of Albanian Government regarding progress made in women's empowerment and gender equality in Albania. In recent years, there has been intense work on the ratification of a number of international documents and on the harmonization of the national legislation with these documents. Likewise, policies, strategies, action plans or concrete interventions have focused on the same goal, to provide equal opportunities for women, men, girls and boys, in the family and society.

To document all the achievements in this regard, but also to identify which areas need more intervention for improvement, we decided to publish this report, this year for the first time, and Albania is the third country among the ones in the Western Balkans aspiring to join to the European family, which has developed its National Gender Equality Index

The Gender Equality Index for Albania was developed with support of National Institute of Statistics of Albania (INSTAT), with support of the European Institute for Gender Equality (EIGE) under the framework of their cooperation within the Instrument of Pre-Accession Assistance (IPA), funded by the European Union and in accordance with the EIIGE' methodology.

The report measures the situation and achievements in six key domains: work, money, knowledge, time, power, health, and two additional domains: intersecting inequalities and violence against women

From one side, we are satisfied with the progress made mainly in decision-making or health, but on the other side we have identified areas where gender stereotypes and gender roles still interfere, turning our efforts into challenges.

The report, prepared by the Ministry of Health and Social Protection with the support of the World Bank, provides an accurate overview of developments but also of areas where efforts are still needed to achieve gender equality. Significant support has also been provided by the Delegation of the European Union in Albania throughout the entire preparation of the report. So, I'm using the opportunity to express my gratitude to all of our partner institutions and organisations!

Ensuring the integrity of girls and women, promoting their socio-economic rights, supporting disadvantaged groups, and engaging men and boys in all activities aimed at empowering women and providing equal opportunities, will remain some of the key objectives of our ministry's work. Each step in this aspect will directly influence on gender equality' improvements, on creating of equal opportunities and continuous progress of our society.

Ogerta Manastirliu

Minister of Health and Social Protection

Key findings

The overall **Gender Equality Index** for the Republic Albania reached 60.4 in 2017, indicating a substantial gender gap. This finding confirms the need for stakeholders, including government, private sector, civil society and citizens to renew their commitment and efforts to achieve full gender equality.[1] Indeed, the Gender Equality Index for Albania is 7 points below the EU-28 average (67.4), except in the domain of *power*, where Albania has higher gender parity than the EU-28. The largest gaps to the EU-28 are in the domains of *knowledge*, *money* and *time*, while scores are similar in the domains of *work* and *health*.

Albania ranks in the middle of all countries that report Gender Equality Index, which include all EU Member States and two EU candidate countries - North Macedonia and Serbia. One factor that contributed to the better ranking of Albania compared to the listed countries is higher achievement in the domain of **power** than in majority of EU Member States (60.9 vs. 51.9 for EU-28).

The score for the domain of **work** is 67.6, with a better situation in the sub-domain of **participation** than in **segregation** and **quality of work**. Similar to the situation across the EU, gender segregation in the labour market is still prominent and reflected in the higher concentration of women in sectors such as social services.

In the domain of **money**, the score of 59.6 results from a particularly unfavorable situation in the sub-domain of **financial resources**, which measures earnings and income disparities between women and men.

In the domain of **knowledge**, the scores of 55.6 reveals a still large gender gap in both sub-domains: **attainment and participation**, and **segregation**. Although there are more highly-educated women than men in Albania, their share is still relatively low compared to EU levels and national targets. The segregation according to fields of education is still prominent, with female tertiary students concentrating in the areas of education, health and welfare, humanities and arts, and male students studying in these fields in small proportion.

The domain of **time** has the lowest index score (48.1), indicating very unbalanced responsibilities regarding care for family members and unpaid household work. While women carry a majority of these responsibilities, they do not participate as much as men in social activities that are important for their wellbeing and quality of life.

The domain of **power** scores 60.9 and places the Republic Albania in 6th place vis-à-vis the rest of the countries reporting on Gender Equality Index. The high score results from the high representation of women in **political and economic power**. On the other hand, women's **social power**, that is, representation in bodies of research financing, media, and top sports organizations boards, is lagging the progress in political and economic power.

The domain of **health** has the highest score of 81.8 (although still below the EU-28 score of 88.1). Sub-domains of *health status* and **access to health care** present lower gender gaps than **health behaviors** affecting risk factors and healthy lifestyles.

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1   The Gender Equality Index measures gender equality on a scale of 1 (full inequality) to 100 (full equality).

1. Introduction

The Gender Equality Index is an instrument of the European Institute for Gender Equality (EIGE) that measures gender inequalities in the European Union (EU) in accordance with EU policy context[2]. It is a composite indicator that provides a measure of the complex concept of gender equality across EU Member States and over time. The Gender Equality Index provides a measure that captures *gender gaps*, while also taking into account the *levels of achievement* in each domain. As such, the EIGE's Gender Equality Index ensures that a good score is the reflection *of both low gender gaps and high levels of achievement*. It is therefore *both a measure of gender equality and social cohesion* (EIGE 2013a: 7-8).

The Gender Equality Index measures gender equality in *six core domains*: work, money, knowledge, time, power, health and *two additional domains*: intersecting inequalities and violence, based on the specific conceptual framework.

1.1 Conceptual Framework

The selection of domains is guided by a conceptual framework which entails elements of different gender equality theoretical underpinnings: the concept of sameness, difference, and gender transformative approach (EIGE, 2013a: 7-9). Three approaches are intertwined and built on one another conceptually underpinning the Gender Equality Index.

The sameness approach highlights the necessity to include women in a world from which they have been typically excluded. Equality policies should seek gender neutrality and extend the dominant practices and values to all individuals. Differences between women and men are attributed mainly to a gender identity which is inscribed in the process of learning experiences throughout the life span and which often place women in a disadvantageous position in relation to men. This approach is criticised because 'male norm' remains standard which women should achieve. The problem is that women can be captured as 'new entrants' in the domains dominated by men, unequipped by appropriate resources (Walby, 2005, quoted from EIGE, 2013a: 7). In this way, one norm, one 'way of being, doing, seeing or evaluating things' (male way) is imposed to all. This approach bear simplification of gender, the view of gender identities as binary world, with two presumably homogenous categories of men and women.

The 'difference approach' reflects a move towards the equal valuation of existing different contributions of men and women in a gender segregated society. This approach suggests that differences between women and men expressed in different life patterns, psychology and values should be targeted by interventions that try to bring parity rather than sameness (Cockburn, 1991, quoted from EIGE, 2013: 8). Gender identities are seen often as plural, and the hierarchies are recognized within the different categories of men and women. The approach is often criticized for falling in the trap of essentialism and relying on essentialist notions of femininity and masculinity, reinforcing the stereotypes and current organization of gendered division of roles in productive and reproductive (care) economies (Fraser, 1997, quoted from EIGE, 2013a: 8). The approach was also criticized for low capacity of change, diverting attention to care for children and older people and reproducing existing gender orders and regimes.

The gender transformative approach is the one where instead of choosing between the 'sameness' and 'difference' approaches, new standard for both men and women is created, leading to the transformation of gender relations (Walby, 2005, 2009, quoted from EIGE, 2013a: 8). This approach aspires to 'move beyond the gender' and to put in the focus not only exclusion of women or men as a norm, but the gendered world in itself (Verloo, 2005, quoted from EIGE, 2013a: 8).

In addition to the gender equality approaches, the theoretical underpinnings of EIGE's Gender Equality Index can be found also in other approaches, such as *human development and women's empowerment* (more in EIGE,

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2   EIGE, Gender Equality Index, https://eige.europa.eu/gender-equality-index/about

2013a: 9-10). While gender equality is seen as a human development issue, EIGE's Gender Equality Index approach departs from the women's empowerment and embraces *gender approach*. It encompasses universal caregiver model outlined by Fraser (1997) in which gender equality as 'equal sharing of paid work, money, knowledge, decision-making power and time' is seen as central (Plantenga et al, 2009, quoted from EIGE, 2013a: 10).

Introduction of Gender Equality Index to EU Policy Framework

Based on the perception that progress in gender equality across EU remains limited despite the fact that gender equality has been in the focus of EU policymaking since the inclusion of equal pay in the Treaty Establishing the European Economic Community in 1957, the European Institute for Gender Equality (EIGE) developed the Gender Equality Index with aim to support more effective policymaking in this area. The Gender Equality Index was launched for the first time in 2013 and first results revealed that EU needed further monitoring and more targeted gender equality policies. Update in 2015 to for the first time included data on violence against women, and in 2017 data with a focus on intersecting inequalities. It has been updated in 2019, including a thematic focus on Work-life balance. From 2019, the core Gender Equality Index will be updated annually with a deeper focus on one selected domain per year.

1.2 Methodology

EIGE's Gender Equality Index is developed by combining indicators for selected (conceptually based dimensions[3]) of gender equality into a single summary measure. As such, the Gender Equality Index represents a sophisticated tool that synthesises this complexity into a user-friendly and easily interpretable measure (EIGE, 2015).

The Gender Equality Index measures gender equality on a scale of 1 (full inequality) to 100 (full equality) in *six core domains*: work, money, knowledge, time, power, health and *two additional domains*: intersecting inequalities and violence.

Figure 1: Domains of Gender Equality Index

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3   The choice of domains was guided by in-depth reviews of key gender equality policy documents at EU and international level, including European Commission's Women's Charter 2010. The European Comission's Strategy for Equality between Women and Men 2010-15, the Council of the European Union Pact for Gender Equality 2011-20, the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Platform for Action.

Each domain is further divided into sub-domains, which are measured by several individual indicators. These sub-domains cover the key issues within the respective thematic areas in line with the conceptual framework. More detailed measurement framework per domains and sub-domains is presented and explained in chapters dedicated to each domain.

Table 1: Domains and sub-domains of the Gender Equality Index

Domains	Sub-domains
Work	Participation, Segregation and quality of work
Money	Financial resources, Economic situation
Knowledge	Attainment and participation, Segregation
Time	Care activities, Social Activities
Power	Political power, Economic Power, Social Power
Health	Status, Behavior and Access
Intersecting inequalities	Analysed by family type, age, disability, education level, rural-urban, etc.
Violence	Prevalence, Severity, Disclosure

Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence. (EIGE, 2015: 11).[4]

In developing Gender Equality Index, EIGE applied strict data quality criteria, namely accessibility, frequency, comparability (over time and across countries). Detailed explanation on metrics and computation is available in EIGE 2013a, and EIGE 2013b.

The Gender Equality Index for the Republic of Albania is calculated following the methodology developed under EIGE's project "Increased capacity of EU candidate countries and potential candidates to measure and monitor impact of gender equality policies (2018-2021)" under the Instrument of Pre-Accession Assistance (IPA) of the European Union and funded by the European Union. The Report on the Gender Equality Index for the Republic of Albania has been developed jointly by the National Statistical Office and Ministry of Health and Social Protection, with the support of World Bank. The calculations were independently validated by EIGE. Data used for calculation of indices are from 2015-2018, with most indicators measured in 2018. The table with metadata – definition of indicators, sources and years to which data refer are presented in the Annex 1.

4   On gender violence, see INSTAT, 2019. "2018 National Population Survey: Violence Against Women and Girls in Albania," INSTAT: Tirana.

2. Context in the Republic of Albania

2.1 Socio-economic context

Socio-economic indicators shed light on the context in which the Gender Equality Index is analyzed. Albania has made considerable progress in terms of economic development, which has resulted in poverty reduction and increased economic growth. The global financial crisis hit Albania after 2008 and resulted in reduced economic growth, reaching its lowest rate in 2013 with 1.0 percent real GDP growth.[5] The economic growth started to bounce back in the later years and reached 3.8 percent in 2017, surpassing the 2.4 percent for the EU-28. Nonetheless, per capita GDP is much lower in Albania than EU-28. In 2017, the per capita GDP of Albania was EUR 4,024 compared to EUR 27,780 for the EU-28. The main economic sectors contributing to economic growth are services, industry and construction, and agriculture. Services account for 48 percent of GDP in Albania and they grew at 6.6 percent in 2017 in real terms. Industry and construction account for 20.4 percent of GDP with a real growth rate of 1.8 percent for industry and 7.0 percent for construction in 2017. In this same year, agriculture accounts for 19.0 percent of GDP and a real growth rate of less than one percent. (Table 3).

Demographic trends show that the Albanian population is projected to decrease, mainly due to low fertility rates and continuous migration abroad. The Albanian population as of January 1, 2019 is estimated at 2.9 million, and it is projected to reach 2.7 million by 2031. Continuously falling fertility since 2013 has also contributed to population decline. In 2018, the fertility rate was 1.37 live births per woman in reproductive age, which is the lowest rate since 2013 (1.73). The fertility rate is below the replacement rate and the EU-28 average (1.59 live births per woman). Furthermore, Albania has continued to experience emigration, although at a much lower rate than the largest migration waves of the 1990s. In recent years, emigration is driven by jobs and education opportunities abroad. In 2018, 38,703 people emigrated.[6] The high emigration along with declining fertility rates may further contribute to the population decline, as well as changes to the labor supply. Furthermore, as a result of high emigration rates, Albania received in the past large amounts of remittances, which accounted for about 28 percent of GDP in 1993. However, as family ties to the home country start to weaken so do remittances, which have gradually declined since 2000. In 2018, they accounted for about 9.7 percent of GDP[7].

Education attainment in Albania shows a large gap with the EU-28 average for both men and women, while the gender gap favors boys in lower grades and then reverses in tertiary education, in favor of girls. Attainment for adults 25 years and older is close to two years below the average for the EU-28. Men have 0.5 years higher attainment than women (10.25 against 9.75 years), although the situation is reversed for the younger cohort aged 20-39 (10.6 against 11 years on average). Indeed, the percentage of women with tertiary education is higher than for men.[8] Enrolment in preschool education shows a wide gap between Albania, with 76.3 percent, and the EU-28, where 95.4 percent of children are enrolled in preschool. And while enrolment of boys and girls is virtually identical in the EU-28, in Albania boys have higher enrollment.

The labor market shows disparities between women and men in Albania, which are greater than in the EU-28. Women have lower labor force participation rates and employment rates, and higher inactivity rates due to household responsibilities. Labor market indicators for Albania fall behind those of the EU-28. Youth in Albania has

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5   INSTAT. National Accounts. http://instat.gov.al/al/temat/ekonomi-dhe-financ%C3%AB/llogarit%C3%AB-komb%C3%ABtare-gdp/#tab2

6   INSTAT. Number of Emigrants, Immigrants, New Migration, 2014-2018. http://instat.gov.al/al/temat/treguesit-demografik percentC3 percentAB-dhe-social percentC3 percentAB/migracioni-dhe-integrimi-i-migrant percentC3 percentABve/#tab2

7   The World Bank. Personal remittances, received (% of GDP)- Albania. https://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS?locations=AL

8   See http://dataexplorer.wittgensteincentre.org/wcde-v2/

the lowest labor force participation rates and employment rates, and the highest unemployment rates compared to the rest of the population[9]. The largest difference in labor market indicators between women and men is in the labor force participation rate, with a gap of 17.2 percent. The unemployment rate in Albania is about double that of the EU-28. Although men have a slightly higher unemployment rate than women in Albania, unemployment statistics mainly capture underemployment for women, since a large percentage are counted as employed in unpaid family labor. Lastly, the gender wage gap is 10.7 percent in Albania and 16.0 percent in the EU-28. It should be noted that the gender wage gap in Albania is calculated from wages declared at the tax office. As a result of informality, wages are often underreported, especially the higher wages, which pertain to men. Consequently, the gender wage gap is reduced. The gender wage gap calculated through survey data is around 15.2 percent[10].

Despite the differences in the labor market women also face a double burden, since they are primarily responsible for the unpaid labor within the household, which is mainly focused in household chores and child-care. Regardless of their employment status, women are by far the largest participants of unpaid care work. The data from the 2011 Time Use Survey show that over 90 percent of women regardless of their employment status participate in unpaid work compared to less than 50 percent of men. Furthermore, employed women devote about 4 hours to unpaid work compared to less than one hour for their men counterparts. The difference is much larger for women who are not in employment. Women who are not employed spend about 6 hours in unpaid work compared to about one hour spent by men who are not employed.

Lastly, representations of women in decision-making has increased at the legislative and executive level. Women represent 29.3 percent of the members of the parliament, with a total of 41 women members out of 140 members in total.[11] During the 2013-2017 legislation, women represented 23.5 percent of the members of the parliament. There is also an increase in the representation of women in the government. Currently, 57 percent of the government is represented by women ministers, which has increased from 42 percent representation in the 2013 government.

Table 3: Socio-economic indicators for Albania and EU-28

Indicators	Albania[12]	EU-28[13]
Demographic Trends		
Population on January 1, 2019, (in million)	2.9	512.4
Share of women in total population, in percent in 2019	50.1	51.0
Population projection for 2031, (in million)	2.7	521.3
Fertility Rate (number of live born children per women in fertile period)	1.37	1.59
Emigration	38,703	3.1
Economic Development		
GDP per capita EUR, 2017	4,024	27,780
GDP, real growth in percent, 2017	3.8	2.4
Human Capital and Employment		
Enrollment in preschool education, in percent	76.3	95.4
Girls	78.9	94.8
Boys	81.6	94.7
Enrollment in tertiary education, in percent	55.0	69.0
Women	66.4	77.0

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9   Youth in the EU-28 is for the ages 19-24 years.

10   Golla, Anne Marie, and María Eugenia Dávalos. 2012. "Gender Gaps in Albania through the Lens of Poverty and Shared Prosperity: Findings from the 2012 LSMS." World Bank, Washington, DC.

11   "Monitoring Report of the National Strategy and Action Plan on Gender Equality 2016-2020." (2018).

12   Source: Albanian Institute of Statistics (INSTAT). www.instat.gov.al

13   Source: Eurostat. https://ec.europa.eu/eurostat
Source: World Bank Data. https://data.worldbank.org/
Source: OECD Data. https://data.oecd.org/emp/employment-by-activity.htm

Indicators	Albania[12]	EU-28[13]
Men	43.8	62.0
Education attainment in percent (25 years and over)		
Women with tertiary education	17.2	34.5
Men with tertiary education	15.7	30.1
Labor force participation rate, in percent	68.3	73.9
Women (ages 15-64)	59.7	68.4
Men (ages 15-64)	76.9	79.4
Youth (ages 15-29)	50.1	42.5
Employment Rate, in percent	59.5	68.8
Women (ages 15-64)	52.4	63.5
Men (ages 15-64)	66.7	74.1
Youth (ages 15-29)	38.5	36.1
Unemployment Rate, in percent	12.8	6.9
Women (ages 15-64)	12.3	7.2
Men (ages 15-64)	13.2	6.7
Youth (ages 15-29)	23.1	15.1
Gender wage gap, in percent	10.7	16.0

Note: Data are for 2018 unless otherwise specified

2.2 Institutions and Policies of Relevance to Gender Equality

Albania has made considerable progress in establishing a relevant institutional framework and policies, as well as partake in various international commitments to ensure gender equality. The national legislation on equality and non-discrimination stems from the fundamental rights and freedoms recognized by the Constitution of the Republic of Albania approved in 1998. The Constitution of the Republic of Albania[14] in Article 18 recognizes that all are equal before the law and that no one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious, or philosophical beliefs, economic condition, education, social status, or ancestry. The Law on Gender Equality in Society[15], No. 9970, dated 24.07.2008 specifically aims to guarantee protection from gender discrimination. It also foresees measures for discriminatory practices, anti-discriminatory provisions and role of the responsible institutions to protect against anti-discrimination at work, education and decision-making process and the media. The law sanctions employer responsibilities in regard to equal rights of both sexes in recruitments, equal working conditions, equal

pay for work of equal value, and equal opportunities. This law aims at ensuring effective protection from gender discrimination as well as any other form of behaviour that encourages gender discrimination. It defines measures guaranteeing equal opportunities among men and women to eliminate gender-based discrimination in any of its forms and defines the responsibilities of the central and local state authorities for developing and enforcing laws and policies in support of encouraging gender equality in the society. Furthermore, the Law on Protection from Discrimination[16], No. 10221, dated 4.2.2010 further extends from gender discrimination to include many grounds of discrimination. The purpose of this law is to assure the right of every person to equality before the law and equal protection by law, equality of opportunities and possibilities to exercise rights, enjoy freedoms and participate in public life, and effective protection from discrimination and from every form of conduct that encourages discrimination. The Law No. 9669, dated 18.12.2006 "On Measures against Violence in Family Relations", amended by Law No. 47/2018 aims to prevent and reduce all forms of domestic violence through the

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14   The Constitution of the Republic of Albania, Article 18. http://unpan1.un.org/intradoc/groups/public/documents/untc/unpan013810.pdf

15   http://www.osce.org/albania/36682?download=true

16   http://www.ilo.org/wcmsp5/groups/public/ed_protect/protrav/ilo_aids/documents/legaldocument/wcms_178702.pdf

appropriate legal and necessary measures and to guarantee, through legal and other necessary measures, the protection of family members victims of domestic violence, by paying special attention to children, older persons and persons with disabilities. Domestic violence and other forms of violence against women are considered crimes in Albania, as per Law No. 7895 "Criminal Code of the Republic of Albania"[17], dated 27.01.1995 and amended by Law No.36/2017 and Law No.89/2017.

The institutional framework regarding gender equality and gender-based violence and domestic violence extends at the national and local. The main national authority in charge of these issues is the minister in charge of gender equality[18]. In 2017, the government assigned this role to the Minister of Health and Social Protection (MHSP)[19]. Within the MHSP, the Sector of Policies and Strategies for Social Inclusion and Gender Equality as part of the General Directory of Policies and Development of Health and Social Protection is the structure that covers gender equality. Furthermore, the Minister of Health and Social Protection is also the head of the National Council of Gender Equality (NCGE)[20]. The NCGE is the highest advisory body in terms of gender equality and gender mainstreaming in policies regarding representation in politics, economic empowerment, social and cultural domains, etc. It includes nine representatives of line ministries represented by deputy ministers or other high authorities, and three representatives of civil society. In addition, the Deputy Prime Minister[21] is assigned as the coordinating national authority on gender equality with the purpose of strengthening the gender machinery. According to the Law No.9970/2008 "On Gender Equality in Society" each line ministry has a gender focal point. At the local government level, there are also gender employees in each municipality who in many municipalities also play the role of the local coordinators against domestic violence.

The Albanian parliament also includes structures supporting gender equality. The Sub-Commission on Gender Equality and Prevention of Violence against Women, which has been established in 2017, which is part of the permanent parliamentary Commission on Labor, Social Issues and Health. The purpose of this sub-commission is to oversee the implementation of the National Strategy on Gender Equality, report on the situation of domestic violence and

discrimination against women, and in doing so it also holds hearing with the interest groups and various stakeholder institutions. There is also the Alliance of Women Members of the Parliament, which was formed in 2013 to promote gender equality in the Parliament and include a gender perspective in the legislation.

Furthermore, the Commissioner for Protection Against Discrimination[22] is an independent body established in 2010 that protects individuals from discrimination including gender-based discrimination. The Commissioner is appointed by the parliament and examines complaints against discrimination of individuals or groups and it acts on their behalf or to protect their interests. In its jurisdiction it may launch administrative investigations, issue decisions, make recommendations, impose sanctions, and represent pleintifs in court under their consent.

Albania has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1993, and the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) ratified from Albania in 2012. Albania is a member state of the Beijing Platform for Action (1995) and the United Nations Security Council Resolution 1325 on women, peace and security. It regularly prepares reports on its commitments and the implementation of recommendations by the international instruments. The Government of Albania has submitted the first report on the implementation of the Istanbul Convention to the GREVIO committee in 2017. The MHSP has prepared an action plan reflecting the received recommendations. Albania has also submitted its fourth periodic report to the CEDAW committee in 2014, for which it received recommendations in 2016, as well as shadow reports by the Ombudsman and civil society organizations. The National Report on the Implementation on the Beijing +25 Platform for Action has been submitted in May 2019. The reporting on the Beijing Platform for Action takes place every five years. For the first time, the civil society prepared and submitted the shadow report to the Beijing Platform for Action. In compiling the international reporting, consultations and roundtables take place with civil society, international partners, the Alliance of Women Members of Parliament, etc.

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17   Law No. 7895 "Criminal Code of the Republic of Albania", dated 27.01.1995 and amended by Law No.36/2017 and Law No.89/2017. https://euralius.eu/index.php/en/library/albanian-legislation/send/10-criminal-code/11-criminal-code-en.

18   Law Nr. 9770, date 18.12.2008 "On Gender Equality in Society" and Law Nr. 9669, date 18.12.2006 "On Measures against Domestic Violence"

19   Council of Minister Decision Nr. 508, dated 13.09.2017

20   Law Nr. 9770, date 18.12.2008 "On Gender Equality in Society"

21   Order of the Prime Minister Nr.32, date 12.2.2018 "On the Establishment of the National Coordinator for Gender Equality"

22   UNWOMEN and UNDP. (2016). "Gender Brief Albania." https://www2.unwomen.org/-/media/field percent20office percent20eca/attachments/publications/country/albania/unw percent20gender percent20brief percent20albania percent202016_en_web.pdf?la=en&vs=5235

Policy making in gender equality is mainly driven by the National Strategy and Action Plan on Gender Equality (NSAPGE) 2016-2020, which has four strategic aims: 1. Economic empowerment of women and men, 2. Guaranteeing factual and equal participation of women in the politics and public decision-making, 3. Reduction of gender-based violence and domestic violence, and 4. Empowerment of the coordination and monitoring role of the National Gender Equality Mechanism, as well as awareness-raising of the society on gender equality advancing. Poverty reduction for women and girls is one of the objectives included in the first strategic aims of economic empowerment. This objective focuses on poverty reduction through identification of the typologies of feminization of poverty and develops measures to reduce such poverty in urban and rural areas, as well as increase social investment. The NSAPGE 2016-2020 also includes coordination of activities with other cross-cutting strategies that include measures of poverty reduction with a gender focus. Furthermore, the National Strategy and Action Plan on Gender Equality (NSAPGE) 2016-2020 has set as one of its objectives the reduction of women's unpaid domestic work by increasing access and quality of social services. The expected outcomes focus on the increased provision of social services in terms of child-care, care for older people, care for children with disabilities and greater access in these services of vulnerable groups such as the Roma and Egyptian communities. To ensure quality of these services, the local government units are expected to conduct monitoring and evaluation.

There is regular reporting on the monitoring of the NSAPGE 2016-2020 by the Ministry of Health and Social Protection to the national Council on Gender Equality.

The National Strategy for Development and Integration (NSDI) 2016-2020 which is the strategic framework for all sector and cross-cutting strategies, also includes gender equality for greater inclusion through economic and social opportunities, strengthen and protect the system of property rights and legal and institutional mechanisms to promote gender equality, increase representation and participation in political and public decision-making, raise awareness on gender-based violence and provide legal and administrative protection and support services for victims and perpetrators. Various other strategies address women's economic empowerment, increased opportunities in the labor market, entrepreneurship opportunities, social

inclusion, healthcare, youth, vulnerable groups, combatting gender-based violence and trafficking, represented in the (i) "National Cross-cutting Strategy for Employment and Skills 2014 -2020", (ii) "Action plan for supporting entrepreneurial woman 2014-2020", (iii) Cross-Cutting National Strategy for Rural and Agricultural Development in Albania 2014-2020", (iv) "Basic package of Primary Health Care Services 2009", (v) "Social Housing Strategy 2016-2025" and its "Action Plan for Housing", (vi) "Policy Document for Social Inclusion 2016-2020", (vii) "National Strategy for Social Protection 2015-2020 and Action Plan for its implementation", (viii) "National Action Plan for Youth 2015 – 2020", (ix) "National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020", (x) "National Action Plan for LGBT Persons in the Republic of Albania 2016 -2020", and (xi) "National Action Plan for the Socio-Economic Re-Integration of Women and Girls Victims of Trafficking in the Republic of Albania" as an integral part of the "National Strategy on the Fight Against Trafficking of Human Beings and the Trafficking of Children 2014-2017" and its Action Plan, and (xi) Inter-institutional Plan of Action for the Implementation of the United Nations Security Council Resolution 1325 "On Women, Peace, Security, 2018-2020."

The NSAPGE 2016-2020 also includes gender mainstreaming in its objectives, through inclusion of gender objectives in the other sectoral strategies and gender indicators and budgeting. Gender mainstreaming is also occurring in the legal framework included in the Law No. 22 "On Social Housing" dated 03.05.2018[23] making provisions for social shelter for women victims of violence, the Law No.96 "On Protection of National Minorities in the Republic of Albania" dated 13.10.207[24], the Law No.110 "On Notaries" dated 20.12.2018[25] protecting women's property rights, the Decision of Council of Ministers No.456/2012 "On Gender Mainstreaming in Mid-Term Budget Programming ", etc.

Furthermore, with the support of UNWOMEN seven local municipalities have committed to adopt gender equality action plans, and five of them have approved their action plans. The initiative started in 2017 after the seven municipalities signed the European Charter for Equality of Women and Men in Local Life. The action plans include indicators for measure progress, as well as financial resources needed to implement each planned activity. They are planned to be implemented within the next 3 years (2018-2020) and are to be revised every year.

23   Law No. 22 "On Social Shelter" dated 03.05.2018. http://www.sherbimisocial.gov.al/wp-content/uploads/2018/06/ligj-nr.-22-dt.-3.5.2018-Per-strehimin-social.pdf

24   Law No.96 "On Protection of National Minorities in the Republic of Albania" dated 13.10.207. https://www.kmd.al/wp-content/uploads/2018/05/1524738824-Ligji-Per-Mbrojtjen-e-Pakicave-Kombetare-ne-R.Sh-2017.pdf

25   Law No.110 "On Notaries" dated 20.12.2018. http://www.parlament.al/Files/ProjektLigje/20181228123858ligj percent20nr. percent20110 percent20dt percent20 percent2020 percent2012 percent202018.pdf

# 3. Gender Equality Index in the Republic of Albania

This chapter presents the results of the Gender Equality Index for Albania, starting from the score of the Gender Equality Index, and following by analyzing the scores by domain and sub-domain. Data used for calculation of the Index for Albania are from 2015-2018, with most indicators measured in 2018.

The situation in Albania is presented comparatively to the EU-28 average and individual Member States as well as in comparison with the two EU candidate countries from the Western Balkans for which Gender Equality Index is calculated – Serbia and North Macedonia[26]. For each domain, key relevant policies are presented in order to provide insights how strategically the Republic of Albania addresses specific aspects of gender equality.

## 3.1 Gender Equality Index in Albania

The Gender Equality Index in the Republic of Albania scores 60.4 points and it is seven points lower than EU-28 average (the table with scores for all domains and subdomains as well as indicators is presented in the Annex 2). There is still road ahead to full achievement of gender equality that requires commitments of all stakeholders, including the governments, private sector, civil society and citizens.

Figure 2: Gender Equality Index, Republic of Albania, 2017 and EU-28, 2017
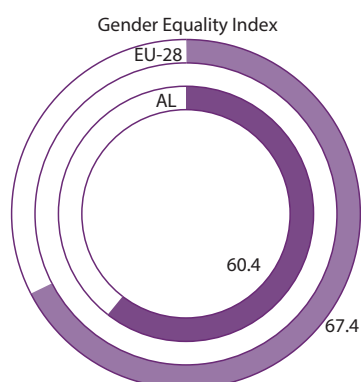
When compared to EU-28 by domains, the Gender Equality Index for Albania shows better score than average for EU in the domain of power, very small differences in domain of work and health and the biggest differences in domains of money and time.

Figure 3: Gender equality index by domains, Republic of Albania 2017 and EU-28 2017
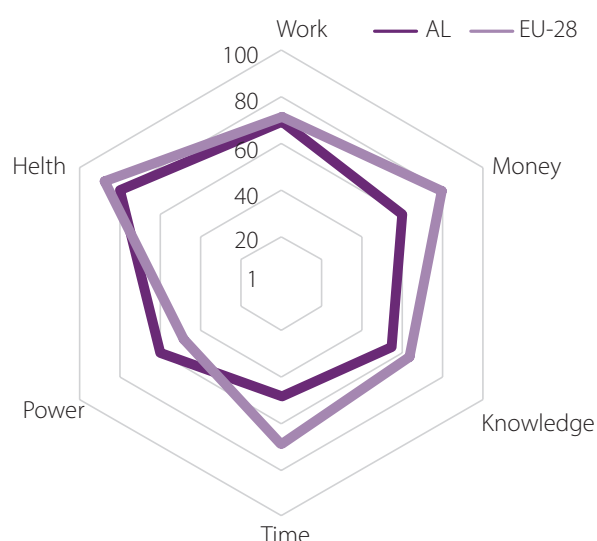
When Albania is compared to individual EU Member States, Serbia and North Macedonia, it is ranked as 17th out of 31 countries. Albania is placed between North Macedonia and Portugal and is ahead of Estonia, Latvia, Bulgaria, Cyprus, Serbia, Checkia, Croatia, Lithuania, Poland, Romania, Slovakia, Hungary and Greece and following Malta, Italy, Austria and Germany. One of the factors that contributed to the better ranking of Albania compared to the listed countries is higher achievement in the domain of power than in majority of EU Member States.

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26   Gender Equality Index is calculated for Serbia based on 2016 data and for North Macedonia based on 2015 data.

Figure 4: Gender Equality Index, Republic of Albania 2017, 28 EU Member States 2017, Republic of Serbia 2016 and North Macedonia 2015
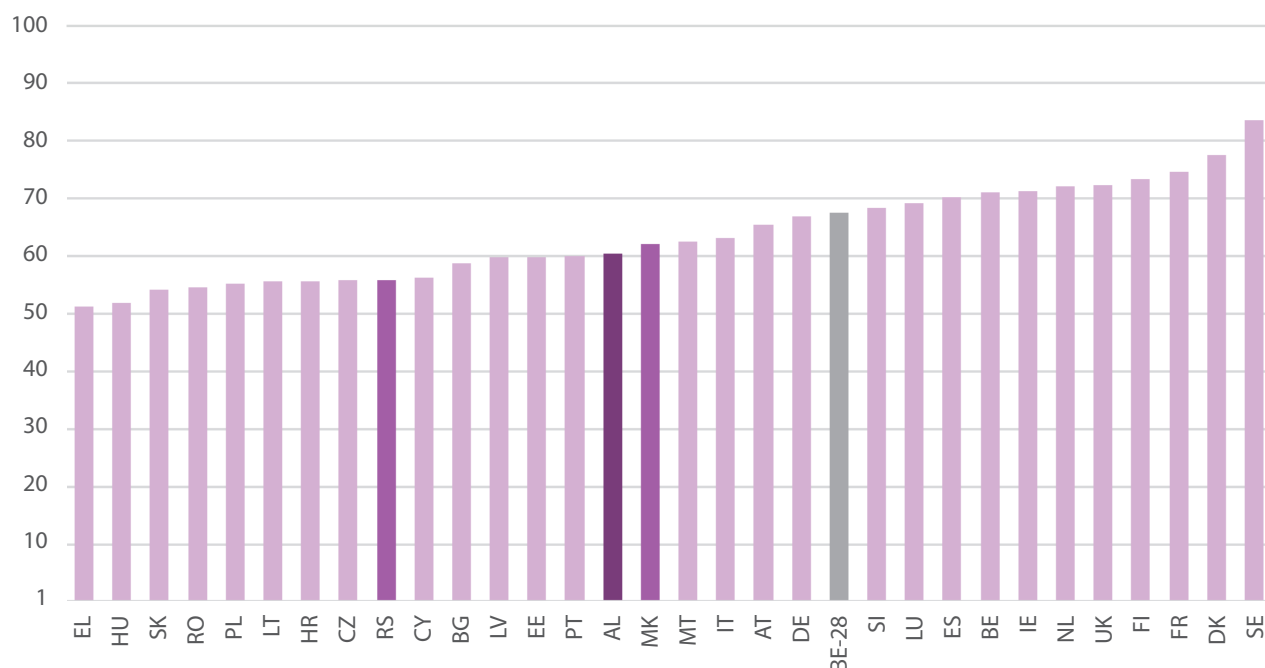
3.2 Domain of work
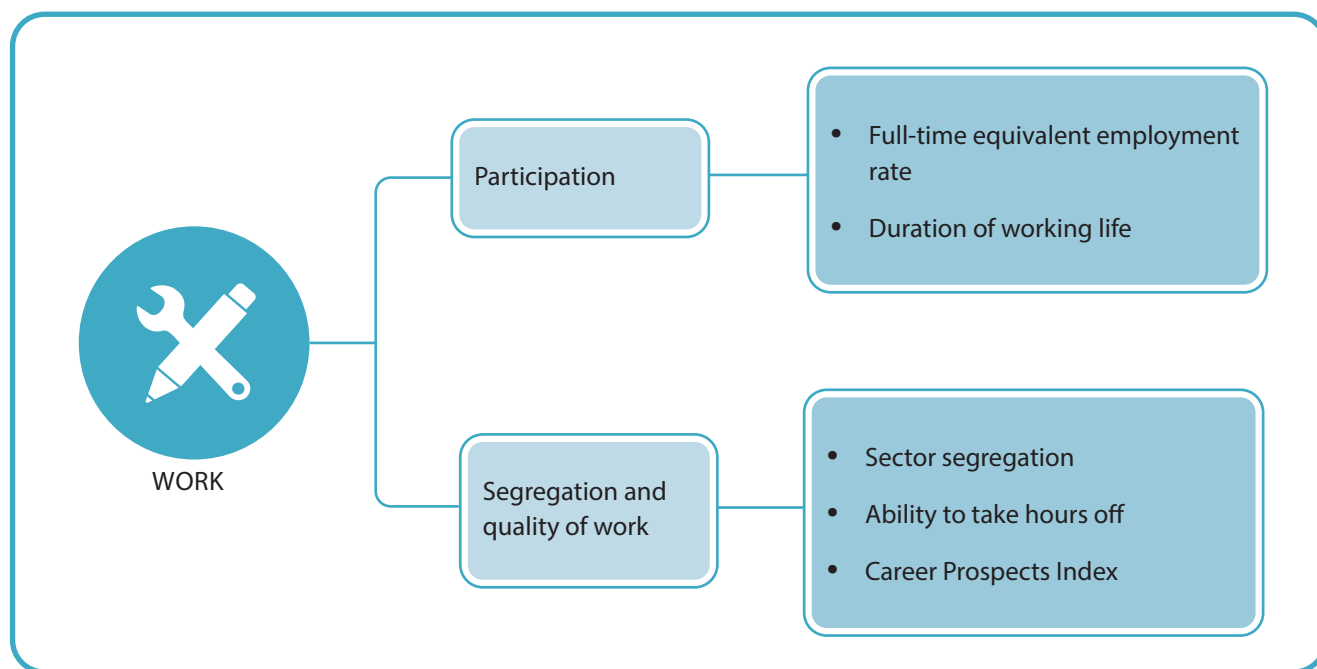
In the domain of work the Gender Equality Index measures the level of access of both women and men to the labor market and whether they work equally in quality forms of employment and working conditions. The domain

of work includes two sub-domains: participation and segregation in the labor market and quality of employment. Participation refers to the level of employment and gender gap in the employment of women and men, pointing to their chances of accessing jobs or employment. This sub-domain combines two indicators: the full-time equivalent employment rate for the population aged 15 and over and duration of working life (for the population aged 15 and over). The full-time equivalent employment rate is obtained by comparing the average number of hours for each employee with the average number of hours of full-time employees (EIGE, 2017b: 13). Gender segregation and quality of work are elements of second sub-domain. Segregation refers to the horizontal and vertical distribution of employed women and men in different sectors, occupations and decision-making positions. Concentration of women or men in certain sectors of economy or professions indicates horizontal gender segregation, while representation in managing positions, displays vertical segregation. Sector segregation is measured by the participation of women and men in the sectors of education, health and social work. The quality of work is measured based on flexible working hours and career prospects. Flexibility is registered based on the ability of women and men to get an hour or two off during working hours in order to perform activities related to family care. The Career Prospects Index measures several aspects of the quality of employment: continuity of employment, defined by type of employment contract, job security (probability of losing a job in the next 6 months), chances for career advancement and chances for developing a work organization in terms of number of employees. The Career Prospects Index is measured on a scale from 0 to 100 points, with the highest value indicating the best career prospects.

The Index for domain of work in Albania is 67.6 and is lower than the average for EU-28 by 4.4 points. As Index values for subdomains indicate, the situation is much better in terms of participation than segregation and quality of work (figure 5). Full time equivalent employment rate was 40.2 percent for women and 54.6 percent for men. The differences from EU-28 average are very small in this aspect, as full-time equivalent employment rate for women in EU was 40.8 percent and for men 56.9 percent. Still this is prominent gender difference. The gender gap is also visible according to the indicator measuring duration of working life as average duration in Albania for women is 31.2 years and for men 40.5 years. The differences from EU-28 average appear as slightly shorter working age for women in Albania than women in EU (in EU is 33.4 years) and longer for men in Albania than men in EU (in EU is 38.3 years).

Figure 5: Gender equality index in the domain and sub-domains of work, Republic of Albania, 2017
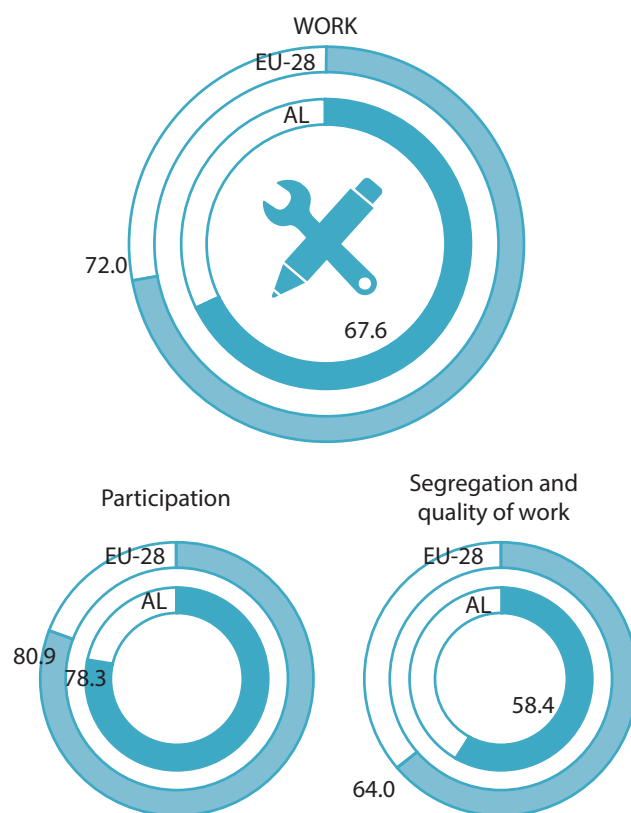
In the subdomain of segregation and quality of work, the index shows higher employment of women than men in social sectors of education, human health and social work. According to labor force survey data, in 2018, 13.8 percent of employed women and only 3.9 percent of employed men were employed in these sectors. The situation is not very different in EU-28 where 30 percent of women's employment is in these sectors, while 8.3 percent of men's employment is in the same sectors. In regard to the flexibility in work, there is lower percentage of women than men who claim that they can take one hour or two off during working hours to take care of personal or family matters (23.6 percent vs. 27.1 percent). Again, situation is not very different from EU as on average 22.8 percent of women and 27.3 percent of men states the same. Career prospects for women are lower than for men in Albania (53.6 vs. 56.0), and lower when compared to EU-28 average (63.7 for women and 62.6 for men).

When compared with EU Member States, and two candidate countries, Albania occupies 25 out of 31 positions and shows higher score than Hungary, Poland, Czechia, Slovakia, Greece and Italy and lower than Romania, Serbia, Bulgaria and Croatia (figure 6).

Figure 6: Gender Equality Index in the domain of work, Republic of Albania 2017, EU-28 2017, North Macedonia and Serbia[27]
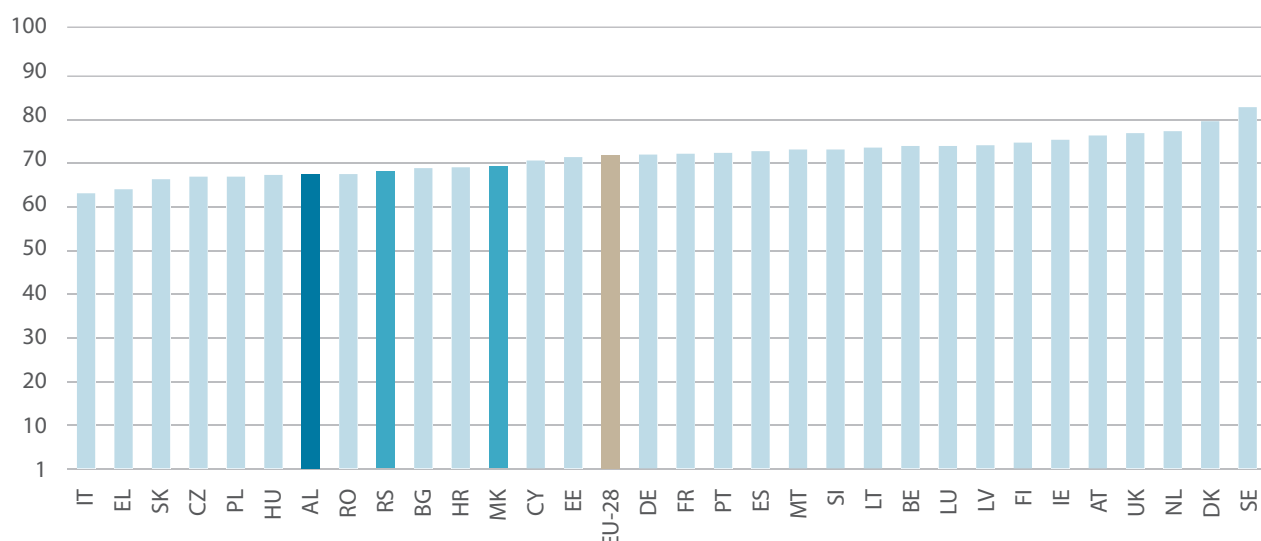
Policies for the Promotion of Gender Equality in the Domain of work

The promotion of gender equality is under the umbrella of various sectoral strategies in Albania. The National Strategy and Action Plan on Gender Equality (NSAPGE) 2016-2020[28] out of four strategic goals sets out one strategic goal on economic empowerment of women and men with an objective to increase participation of women in the labor market and reduce the gender gaps in the labor market. The expected outcomes of this objective are greater access of women and men in employment promotion programs, as well as greater inclusion of women in science and innovation in order to foster economic empowerment. The implementation of the National Strategy on Employment and Skills 2014-2020[29] and its specific measures regarding gender equality as well as the implementation of the measures included in the National Action Plan for Women Entrepreneurs 2014-2020 to foster greater entrepreneurial opportunities for women are also expected to improve women's participation in the labor market and help reduce the gender gap. The NSAPGE 2016-2020 also includes the economic empowerment of rural women in its objectives. The expected outcomes include enforcement of women's property rights in agricultural land, provision of nurseries and kindergartens in the rural areas, and increasing the number of women farmers benefiting from subsidy schemes and extension services.

There are various employment promotion programs that target women and women in vulnerable categories, such as the program of encouraging employment of the unemployed jobseekers in difficulty,[30] and the program of encouraging employment of unemployed female jobseekers from special groups.[31] The former includes long-term unemployed who receive social assistance, individuals who receive unemployment benefits, those entering the labor market for the first time, individuals between the ages of 18-25, individuals over 45 years who do not have more than secondary education, people with disabilities, Roma people, and return migrants who face economic problems. The latter program is designed to integrate in the labor market marginalized women such as: Roma women, former trafficked women, older women, women suffering disabilities, and women victims of violence. The periodic monitoring report of the NSAPGE 2016-2020 shows that women account for 55 percent of those employed through the employment promotion programs, and 46 percent of the total registered unemployed jobseekers with employment services.

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27   Data for North Macedonia refer to 2015 and for Serbia to 2016

28   National Strategy and Action Plan on Gender Equality 2016-2020. 2016. https://awenetwork.org/wp-content/uploads/2017/01/SKGJB-EN-web.pdf

29   National Employment and Skills Strategy 2014-2020. 2014. https://financa.gov.al/wp-content/uploads/2018/09/NESS-ENG-8-1-15_final-version.pdf

30   Decision of Council of Ministers No.48, dated 16.01.2008. http://www.shkp.gov.al/sherbimet/programet-e-tregut-te-punes/

31   Decision of Council of Ministers No.27, dated 11.01.2012. http://www.shkp.gov.al/sherbimet/programet-e-tregut-te-punes/
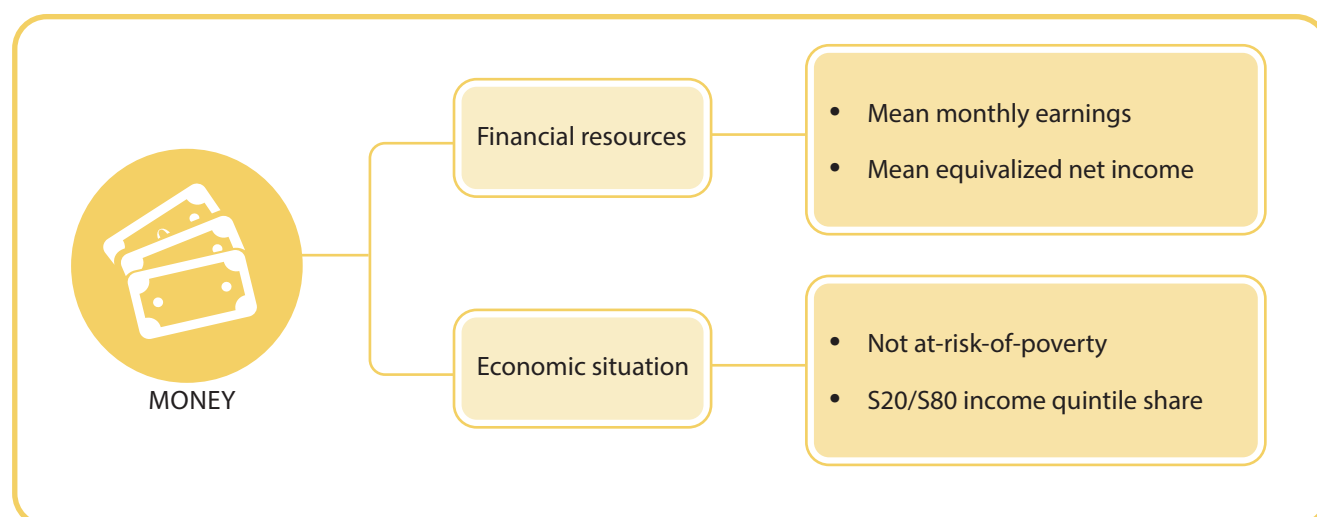
The National Employment and Skills Strategy 2014-2020 includes a gender sensitive and inclusive approach to issues of employment and skill development. It aims to foster women's economic empowerment and access to productive assets by: (i) removing obstacles in access to training and employment, particularly in sectors considered drivers of growth; (ii) creating opportunities for women and particularly rural women to participate in the formal labour market; (iii) addressing and responding to women's low participation in the market and occupational segregation by gender sensitive labor market policies, gender sensitive profiling and counselling of unemployed jobseekers; (iv) strengthening national capacity to integrate gender equality goals into policy and monitoring including monitoring and evaluation of employment promotion programs with a gender sensitive approach. The strategy provides clear gender indicators and targets to measure its objectives.

A set of other national strategies also include measures of gender equality in economic empowerment and increased employment of different groups such as youth and the Roma and Egyptian communities. In this regard, the National Youth Action Plan 2015-2020 sets a specific objective on the promotion of youth employment through effective labor market policy. This includes improving the legal framework, setting up programs focusing on youth entrepreneurial activities, increasing the number of courses in vocational training and education while promoting innovative ideas, as well as recognizing professional practices and skills, internships and diplomas from countries where youth has migrated. The strategy, however, does not make specific references to gender equality, or to a gender sensitive approach in this objective. The National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020[32] also includes in its vision employment objectives to improve access of these communities in the labor market and into formal employment. However, the employment objectives are set for the community at large without specific reference to gender equality. They include integration of Roma and Egyptians in the labor market through vocational and education training and employment promotion programs, and promotion of entrepreneurship and self-employment. Lastly, the National Strategy for Rural and Agricultural Development in Albania 2014-2020[33] is mainly focused on increasing women's access in subsidized schemes and extension services.

Although women's economic empowerment and reduction of the gender gaps in employment and labor market participation are key priorities in various policies, women's labor force participation, occupational segregation, unpaid family labor in the rural areas, the gender wage gap, and the position of youth and especially of young women in the labor market continue to remain a challenge in the Albanian labor market as evidenced by labor market indicators.

3.3 Domain of money

MONEY

Financial resources
- Mean monthly earnings
- Mean equivalized net income

Economic situation
- Not at-risk-of-poverty
- S20/S80 income quintile share

32   National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020. https://www.al.undp.org/content/albania/en/home/library/poverty/national-action-plan-for-integration-of-roma-and-egyptians-in-th.html

33   National Strategy for Rural and Agricultural Development in Albania 2014-2020. https://bujqesia.gov.al/strategjia-ndersektoriale-per-zhvillimin-rural-dhe-bujqesor-2014-2020/

Gender inequalities in access to financial resources and the economic situation in which women and men live is measured in the domain of money. The sub-domain of financial resources contains the data on monthly earnings of women and men measured by two indicators. The first indicator represents monthly earnings based on work, and the second represents the mean equivalized net income, which in addition to salaries includes pensions, social benefits, and any other forms of income[34]. The sub-domain of the economic situation measures the exposure of women and men to the risks of poverty and the distribution of income between women and men. Indicators included in these components of the index measure the share of population not at-risk-of-poverty (whose income is above or at the level of 60 percent of median income in the country) and the share of the lowest and highest income quintile by gender.

The index score for the domain of money is 59.6 points and it is lower than EU-28 average for 20.8 points. The value for index in subdomain of economic situation is much higher than in subdomain of financial resources (figure 7). The mean monthly earnings in 2018 for women amounted 1023 in Purchasing Power Standard (PPS) while for men were 1180 PPS. Mean equivalized net income was also lower for women than for men (4322 PPS vs. 4405 PPS). The differences in risks of poverty were not prominent. In 2017, among women there were 78.1 percent of persons that were not at risk of poverty, while among men there was somewhat lower share of such persons - 77.5 percent. Gender differences in income distribution S20/S80 were not prominent (13.4 for women and 13.5 for men).

Figure 7: Gender Equality Index in the domain and sub-domains of money, Republic of Albania, 2017 and EU-28 2017

MONEY
EU-28
AL
59.6
80.4

Financial resources
EU-28
AL
73.8
44.6

Economic situation
EU-28
87.7
AL
79.6
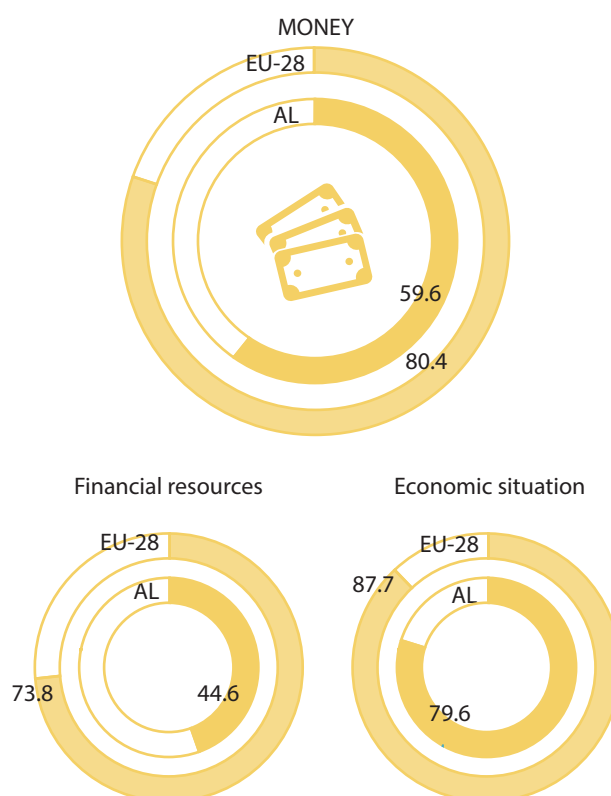
When the domain of money is compared with EU Member States, and three EU candidate countries from the Western Balkans, the results indicate that lowest values have five Balkan countries: two EU Member States (Romania and Bulgaria) and three candidate countries (North Macedonia, Serbia and Albania) (figure 8).

Figure 8: Gender equality index in the domain of money, Republic of Albania 2017, EU-28 2017, North Macedonia and Serbia[35]

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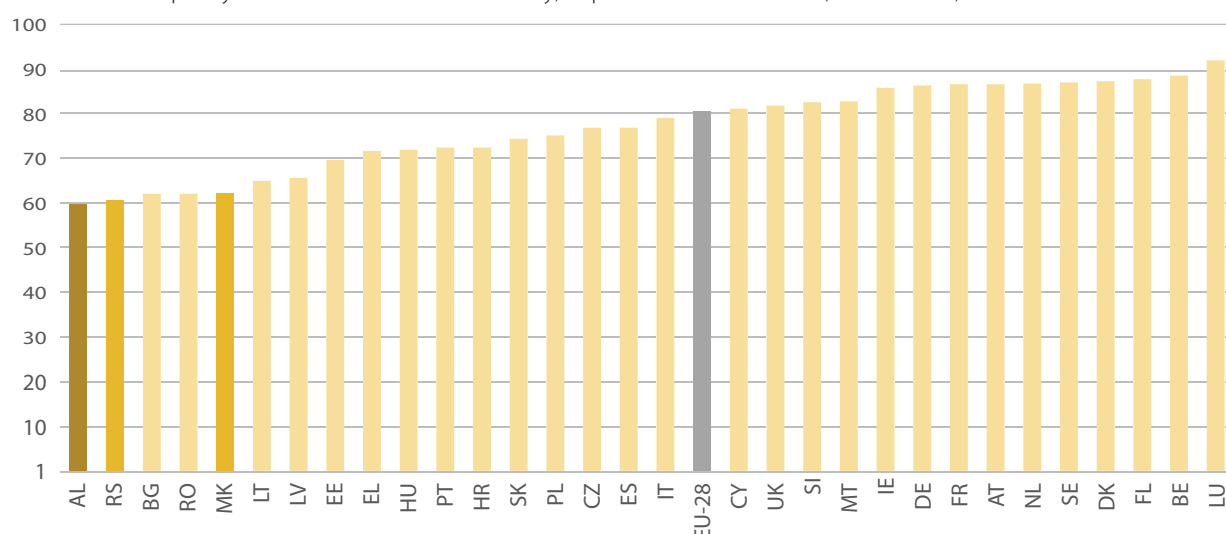
34   Both are reflected in the Purchasing Power Standard (PPS), which is an artificial currency that takes into account differences in price levels between countries.

35   Data for North Macedonia refer to 2015 and for Serbia to 2016

Policies for the promotion of gender equality in the domain of money

Policies and measures aimed at reducing poverty and inequality in order to foster economic well-being are not specified in a poverty reduction strategy. In this regard, the National Strategy on Social Protection 2015-2020[36] aims at being compatible with the EU 2020 Social Agenda. As such, it focuses on building a social protection system to reduce poverty and decrease socio-economic inequalities through prevention and reintegrating social and employment measures. Poverty reduction is expected to be achieved through a greater coverage and better targeting of the economic aid for the poor and the extremely poor, accompanied by integrated social services and employment schemes through the employment promotion programs. Other measures include increased transparency and auditing of the economic aid scheme, as well as capacity building at the central and local level on administering, monitoring and evaluating the economic aid scheme. The strategy also makes provisions for integrated social care services at the national and local level to be inclusive of all vulnerable categories including women head of households, and victims of domestic violence. Although the strategy does not include gender specific measures, it does include gender indicators and targets.

Furthermore, there has been the approval of the social fund financed by the state budget that will support social care services for people in need. It will also finance local social plans and support sustainability of services for vulnerable people. A specific focus on data and gender disaggregated data for social inclusion has been given in the Social Inclusion Policy Document 2016-2020[37]. It focused on the importance of data and gender disaggregated data to build statistics and conduct analysis to inform policy making for a better social inclusion.

The National Strategy on Employment and Skills 2014-2020 also includes measures of social inclusion through expansion of the social safety nets and synergies between social protection and employment. The goal for social inclusion and employment is to shift people from social protection schemes into active labor market measures and employment. There is a specific objective of reforming

the social assistance system to avoid targeting errors and increase coverage of eligible individuals while linking welfare with reintegration into the labour market. Gender indicator and targets are included.

The National Youth Action Plan 2015-2020 also includes social protection measures for young people in terms of housing provision through soft loans and establishment of community-based services. More specifically, this objective focuses on the establishment and ensured sustainability of social care services providing services to young people and categories in need without specifying gender specific measures. Likewise, the National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020 includes social protection objectives to improve the inclusion of these communities in social protection programs and promote reintegration through work. The measures are all inclusive for the community as a whole without gender specific measures.

As part of gender mainstreaming in budget programming, gender-responsive budgeting is also part of the "Albania Public Finance Management Strategy 2014- 2020[38] " and Law No. 57/2016 "For some amendments and additions to the Law No. 9936, dated 26.6.2008 "On the Management of the Budgetary System in the Republic of Albania", which has included for the first time the concept of gender responsive budgeting in the management of the budget system in the Republic of Albania. Gender responsive budgeting is also included in Law No. 68/2017 "On Local Government Finances" which has created opportunities for effective gender responsive budgeting in all phases of the local financial management cycle including annual and mid-term budget programming, monitoring, reporting and evaluation, and auditing by local government units. There are 34 gender responsive budgeting programs for the period 2019-2021, which include funds for increasing women's entrepreneurship, their role in agriculture, professional education, as well as funds for housing of female single headed households resulting from cases of violence, divorce, etc.

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36   National Strategy on Social Protection 2015-2020.
       http://shendetesia.gov.al/wpcontent/uploads/2018/06/Strategjia_Kombetare_per_Mbrojtjen_Sociale_2015-2020.pdf

37   Social Inclusion Policy Document 2016-2020. 2016. http://www.nationalplanningcycles.org/sites/default/files/planning_cycle_repository/albania/
       social_inclusion_policy_document_2016-2020.pdf

38   "Albania Public Finance Management Strategy 2014- 2020 ." 2014. https://financa.gov.al/wp-content/uploads/2017/09/Albanian_PFM_
       strategy_2014-2020-1.pdf

3.4 Domain of knowledge
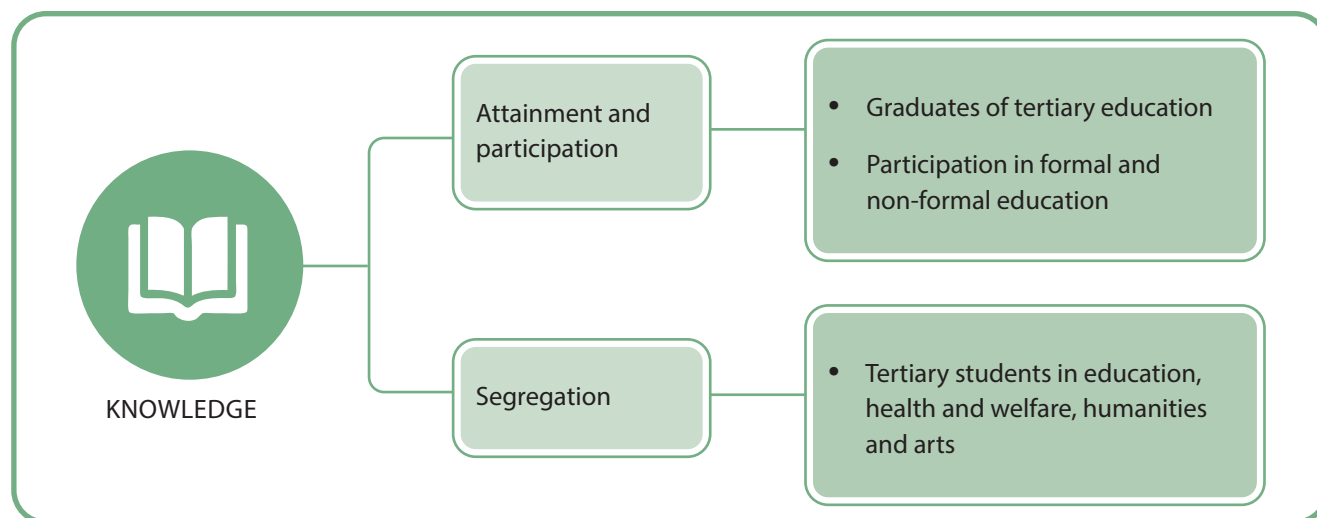
The **domain of knowledge** measures gender inequality in educational attainment and participation, as well as segregation. The **sub-domain of educational attainment and participation** demonstrates the status of the success of women and men to achieve higher education and to engage in formal and non-formal forms of education. The situation is measured by two indicators: the percentage of women and men who have obtained a university degree and the participation of women and men in lifelong formal and non-formal education and training. The second sub-domain is aimed at **gender segregation** in higher education, which is measured by the share of women and men among those studying in the fields of education, health and welfare, humanities and arts.

In the domain of knowledge, Albania has index score of 55.6 with similar scores in two sub-domains (figure 9). The share of highly educated persons is higher among women than men (18.2 percent vs. 14.5 percent). The participation in formal or non-formal education which indicate life-long learning is almost the same among women and men (10.8 percent and 10.2 percent respectively). However, the segregation according to educational areas is still prominent. Among women who are tertiary students, 44.3 percent studies in the field of education, health and welfare, humanities and arts, while at the same time among men who are tertiary students 21.4 percent studies in the same fields.

The score for index in domain of knowledge is 7.9 points lower in Albania than the EU-28 average. The difference in the sub-domain of attainment and participation is 17.5 points, while in sub-domain of segregation Albania has score higher for 0.6 points. In EU-28 there are 25.6 percent of persons with tertiary education among women and 24.7 percent among men. The share of women and men participating in life-long learning is higher (17.2 percent for women and 16.3 percent for men). Segregation is still a major problem in the EU-28 with 43.1 percent of female students concentrating in the areas of education, health and welfare, humanities and arts while only 21.4 percent of male students study in the same areas.

Figure 9: Gender Equality Index in the domain and sub-domains of knowledge, Republic of Albania, 2017 and EU-28 2017
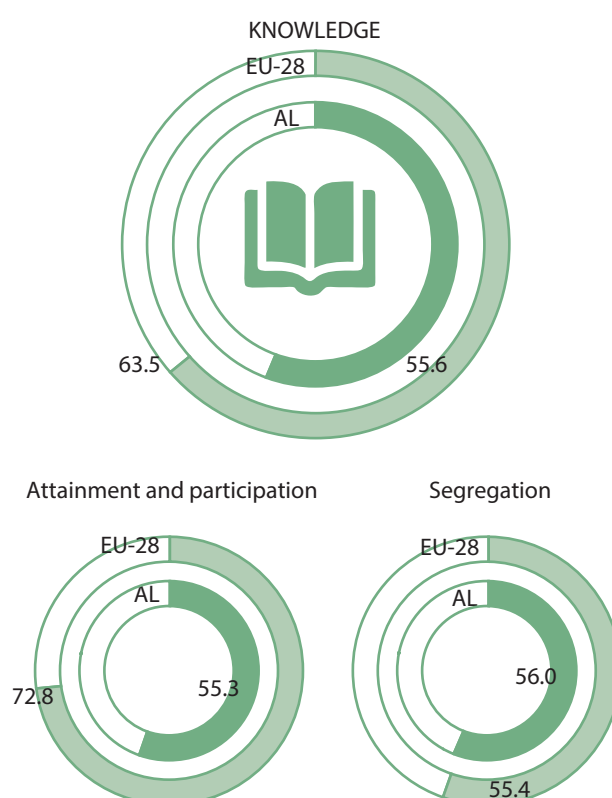
Compared to the EU Member states and two other candidate countries, Albania ranks as 24/31 and has better score than Estonia, Portugal, Germany, Bulgaria, Romania, Croatia and Latvia (figure 10).

Figure 10: Gender equality index in the domain of knowledge, Republic of Albania 2017, EU-28 2017, North Macedonia and Serbia[39]
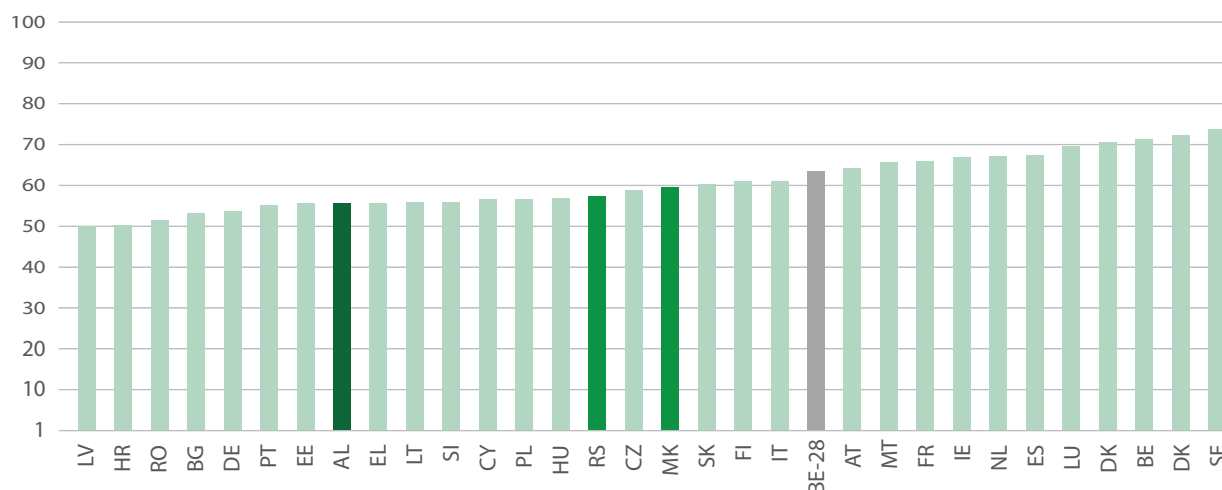
Policies for the promotion of gender equality in the domain of knowledge

The Strategy for the Development of Pre-University Education (SDPUE) 2014-2020[40] sets the main strategic aims and objectives for the sustainable development of education and the education system in Albania in accordance with Europe 2020. Its main aim is to provide an inclusive education system that focuses on the students and supports the country's social and economic development and a consolidated democratic society. It sets the priorities for the provision of quality education and the system of quality assurance, as well as professional qualifications of teachers and school directors. The strategy includes measures for the provision of educational scholarship for students of academic merit and students from vulnerable categories. The SDPUE 2014-2020 promotes access to education for all students in compulsory education with a special focus on children from vulnerable families, as well as an outreach of children that are not part of the education system. Although the strategy takes into account children from vulnerable groups, it does not have a specific gender equality focus and accompanying measures to improve gender equality through the education system.

There are no specific objectives and measures on education in the National Strategy and Action Plan on Gender Equality (NSAPGE) 2016-2020. However, the action plan includes

particular gender disaggregated indicators in education in rural areas that relate to the objective of women's economic empowerment. It also includes activities for the improvement of the education curricula in pre-schools based on gender analysis, as well as involvement of boys and men in the prevention of gender-based violence and domestic violence.

The National Strategy on Employment and Skills (NSES) 2014-2020 includes as one of its main pillars the provision of quality vocational education and training to youth and adults. Its targets include an increase in the participation of female and male students in vocational education training that will foster future employment. The NSES 2014-2020 include a specific objective of establishing a VET system that prepares a skilled work force for Albania and beyond. As such it sets specific gender focused targets in regard to VET and employment that results from the skills and training received in the VET system. It also includes in its objectives the re-conceptualization of the national public VET system on principles of equality and diversity, as well as the inclusion of gender equality and diversity goals in the VET curricula and elimination of gender stereotypes. The continuous monitoring and evaluation of the VET curricula is also set to be conducted in a gender sensitive manner. Other objectives include awareness raising on VET and an outreach of girls and women in the rural

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39   Data for North Macedonia refer to 2015 and for Serbia to 2016

40   Strategy for the Development of Pre-University Education 2014-2020. 2014. http://arsimi.gov.al/wp-content/uploads/2018/08/Strategji_APU_dokumenti_perfundimtar_24_03_2015.pdf

areas, as well as promotion of entrepreneurial learning and women's entrepreneurship as a key competence, which will include tailor-made entrepreneurial programs specifically targeting girls and women including those in the rural areas. Leadership and management skill programs specifically targeting women and girls are also included as measures to serve the entrepreneurial objective.

Education is also in the focus of the National Youth Action Plan (NYAP) 2015-2020 and the National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020. The NYAP 2015-2020 does not include any gender specific measures in the education objectives, however it focuses on the provision of curricula improvement through inclusion of life skills. It also foresees a series of measures to improve the quality of education by lowering the number of students in the classroom, improving technical laboratory conditions in schools, strengthening research and development units in higher education, as well as increasing exchange programs with EU universities and beyond. Provision of education programs for youth out of the education system and those from vulnerable groups though the opening on "night schools" is also included in the strategy. However, the measures are not inclusive of a gender focus. Likewise, the National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020 does not include specific gender equality measures, however it focuses in providing these communities access to the education system without being subject to discrimination and segregation. The objectives are to have more girls and boys completing compulsory education, as well as foster cooperation between school and social services to deal with cases of children with socio-economic problems.

3.5 Domain of time
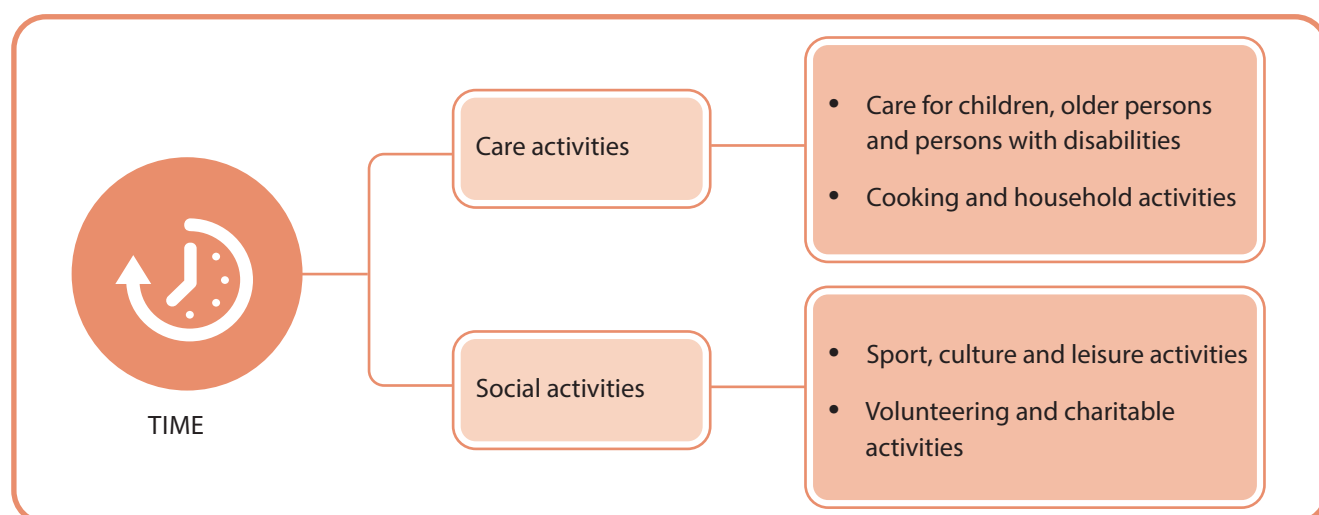
The domain of time is related to the dichotomy of paid work and unpaid work at home and the care for children and other members of the household, as well as with the dichotomy of work and leisure time. Within the sub-domain of care activities, gender gap is measured by the time women and men spend on taking care of children, on the education of children or on taking care of older members of the household or persons with disabilities, as well as the gap in housekeeping tasks, such as cooking and other similar jobs. The other sub-domain refers to patterns of time spent on social, personal and civic activities that are important for life quality, individual development and well-being, as well as active participation in the society through various forms of civic participation. Within this sub-domain, gender gap is measured in the time women and men spend in sporting, cultural or other activities outside the home, combined with their engagement in volunteering and charitable activities.

The Gender Equality Index in the domain of time for Albania is 48.1. When viewed by sub-domains, it is observed that a slightly higher index value is recorded in the sub-domain of care activities than in the sub-domain of social activities (figure 11). There is remarkable difference between women and men in share of persons reporting that they care for their children or grandchildren, older people or people with disabilities every day (51.1 percent of women and 24.6 percent of men). The difference is even more prominent when everyday cooking and housework are in concern, since this kind of activity performs 87.8 percent of women and only 16.1 percent of men. On the other hand, women spend less time in sporting, cultural or other leisure activities outside of their home daily or several

times per week – 31.4 percent of women and 43.9 percent of men. Among women 5.4 percent is involved in voluntary or charitable activities at least once a month, while among men there are 3.4 percent of such persons.

Gender equality index in the domain and sub-domains of time, Republic of Albania, 2017 and EU-28 2017

TIME
EU-28
AL
48.1
65.7

Care activities
EU-28
AL
48.5
70.0

Social activities
EU-28
AL
61.6   47.8
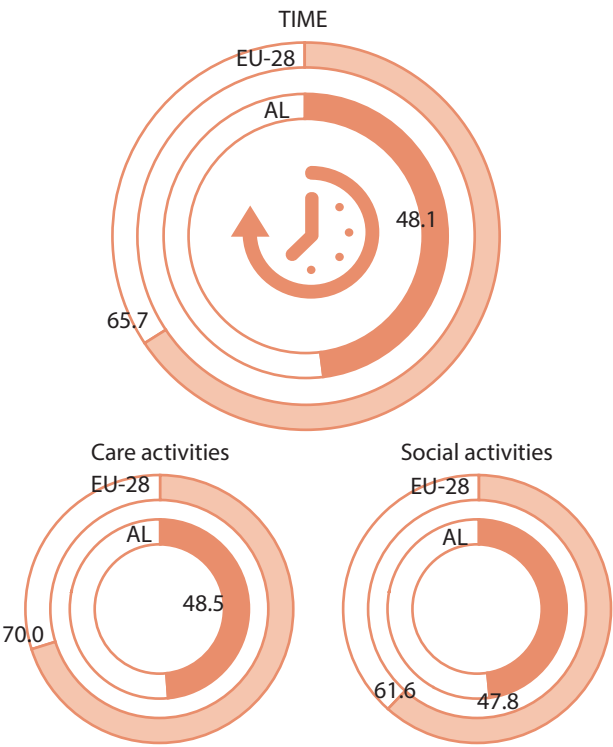
The Index score for Albania in domain of time is lower than average for EU-28 for 17.6 points. In EU there is on average lower share of persons caring every day for children or other family members than in Albania (37.5 percent among women and 24.7 percent among men) with still prominent gender gap. Gap is in EU very prominent as in Albania in regard to cooking and housework with 78.7 percent of women doing this work every day and 33.7 percent of men. Women and men in EU in smaller proportion than women and men in Albania attend sport, cultural or other leisure activities daily or several times per week (27.5 percent among women and 31.9 percent among men) with still significant gender gap in favor of men. On the other hand, among women and men in EU there is higher share of persons involved in voluntary or charitable activities at least once a month (12.2 percent for women and 11.4 percent for men).

Compared to EU Member States and two EU candidate countries, Albania is ranked as 27 out of 31 countries based on value of the domain of time. It is positioned between Serbia and Portugal and higher than Slovakia, Greece and Bulgaria (figure 12).

Gender equality index in the domain of time, Republic of Albania 2017, EU-28 2017, North Macedonia and Serbia[41]
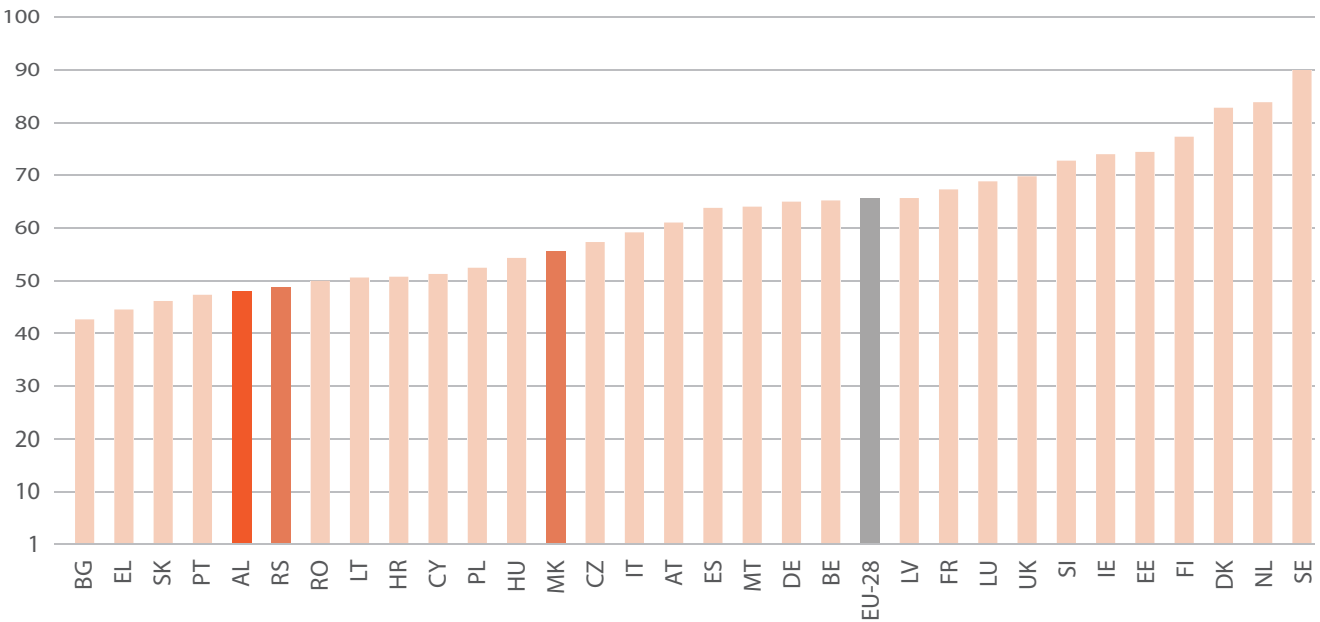
41   Data for North Macedonia refer to 2015 and for Serbia to 2016

Policies for the promotion of gender equality in the domain of time

Strategic actions and policies contributing to a balanced lifestyle and equal division of household reproduction and family time between women and men in the domain of time are not significantly represented. Although the constraints that unpaid work and household responsibilities pose for women are widely recognized, there is a gap in policies regarding equal division of time and household responsibilities between women and men. Women are primarily responsible for unpaid work within the household, as well as children rearing and caring responsibilities, household chores, and care for older people. The main initiatives for a more balanced lifestyle and alleviation of women from their child rearing and caring responsibilities are undertaken in changes to the legal framework. In this regard, revision to the Law On Social Security in the Republic of Albania dated 11.05.1993 and amended on .9.03.2017[42], has recognized the right of fathers to take paternity leave after 63 days mandatory period for mothers. Amendments to the labor code also allow each

of the parents to request parental leave. Furthermore, the Ministry of Education, Sport and Youth has started the "Let's do Homework" initiative, where students remain at school for an additional two hours after the school period ends to do their homework and other extracurricular activities. This initiative was established to provide and equal environment for children from different social-economic backgrounds to do their homework and increase educational attainment. Furthermore, it provides mothers and families with additional childcare, thus creating a more conducive environment for mothers in the labor market.

Lastly, revision to the Albanian "Labor Code"[43] have made provisions for more flexible working arrangements to include telework and work from home. The law requires that this type of work has the same rights and working conditions as the same type of work that is conducted by other employees.

3.6 Domain of power

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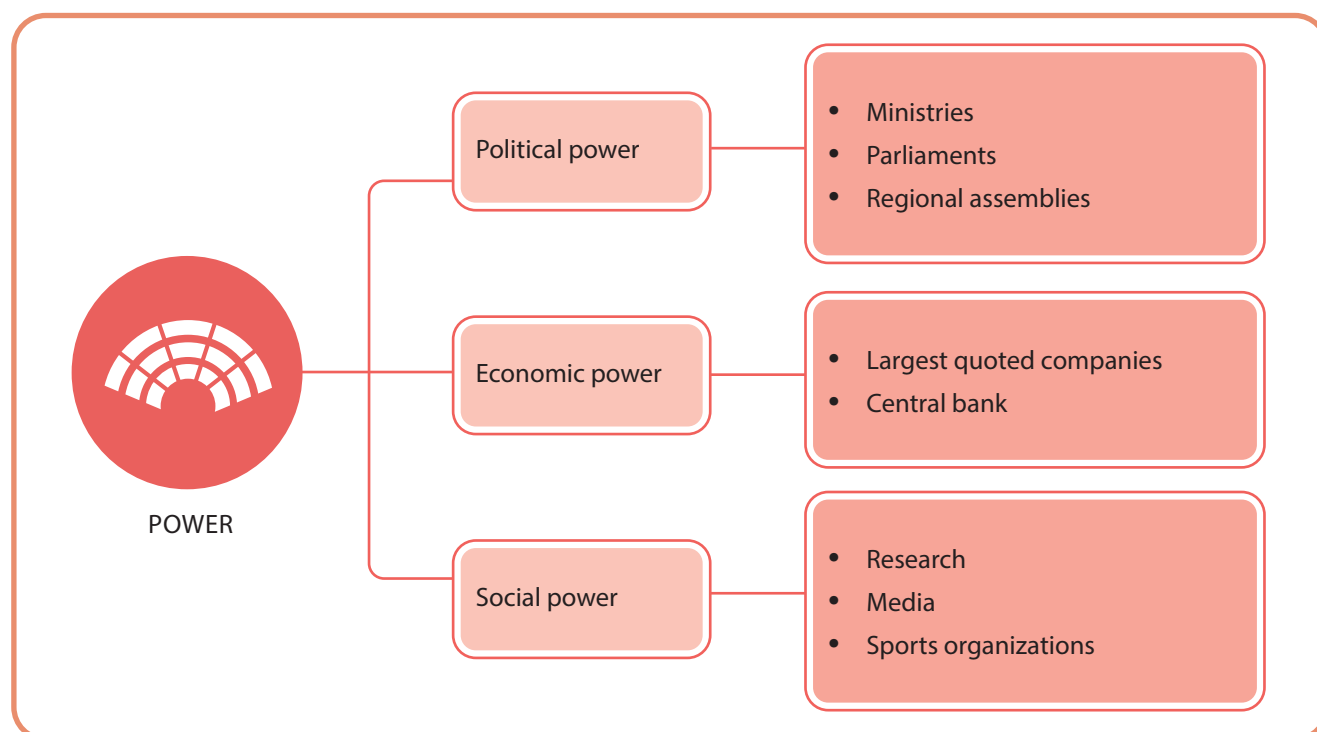
42   Law No. 7703 "On Social Security in the Republic of Albania" dated 11.05.1993 and amended on .9.03.2017. http://www.issh.gov.al/wp-content/uploads/2014/02/Ligji-nr-7703-date-11-05-1993-ndryshuar-deri-ne-mars-2017.pdf

43   aw No.136/2015 amending Law No.7961 "Labor Code of the Republic of Albania" dated 12.07.1995. https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/100843/121198/F2036237860/ALB-100843.pdf

In the domain of power gender gap is measured through participation in the structures of political, economic and social power. Sub-domain of political power includes indicators that measure the proportion of women among the persons acting as ministers in the government and the share of women among deputies of the National Parliament. In addition, this sub-domain also includes the indicator of representation of women in the positions of representatives in local assemblies. The sub-domain of economic power refers to the gap in the management of economic resources through managerial positions and includes indicators of women's participation in the management or supervisory boards of the largest companies on the stock exchange and participation in the executive board of central bank. The sub-domain of social power includes indicators that measure the proportion of women and men in boards of research funding organizations, share in boards of public broadcasting companies, and share in the members of the highest decision-making bodies of national Olympic sport organizations. Social power is covered by the Gender Equality Index due to the symbolic influence on society and access to structures and power positions in different areas.

The domain of power is the domain in which Albania has better score than EU-28 average with 60.9 points (9 points more than EU average)[44]. This is due to the better scores than EU-28 average on subdomains of political and economic power, while in regard to social power score is lower in Albania (figure 13). Women participate in ministerial positions in Albania with 45.4 percent which is much higher than 28.1 percent of EU-28 average. Similarly, women are more represented among members of regional assemblies in Albania than EU (35.9 percent compared to 28.5 percent). However, they are somewhat less represented among MPs in the National Parliament than in EU-28 (26.2 percent compared to 29.3 percent). Participation of women in managing positions of largest quoted companies is slightly higher in Albania than in EU-28 average (26.4 percent compared to 25.0 percent), and much higher among board members of Central Bank (48.1 percent compared to 20.3 percent). Despite these relatively better results in representation of women in political and economic power in Albania than EU-28 average, it is important to notice that gender gaps are still present and require further commitments. Men are still majority in all political and economic power positions.

When it comes to the social power[45], data indicate that while representation of women is relatively high in boards of research funding organizations, they are very underrepresented in the boards of publicly owned broadcasting organizations and highest decision-making body of the national Olympic sport organizations where men occupy over 90 percent of positions.

Figure 13: Gender equality index in the domain and sub-domains of power, Republic of Albania, 2017 and EU-28 2017

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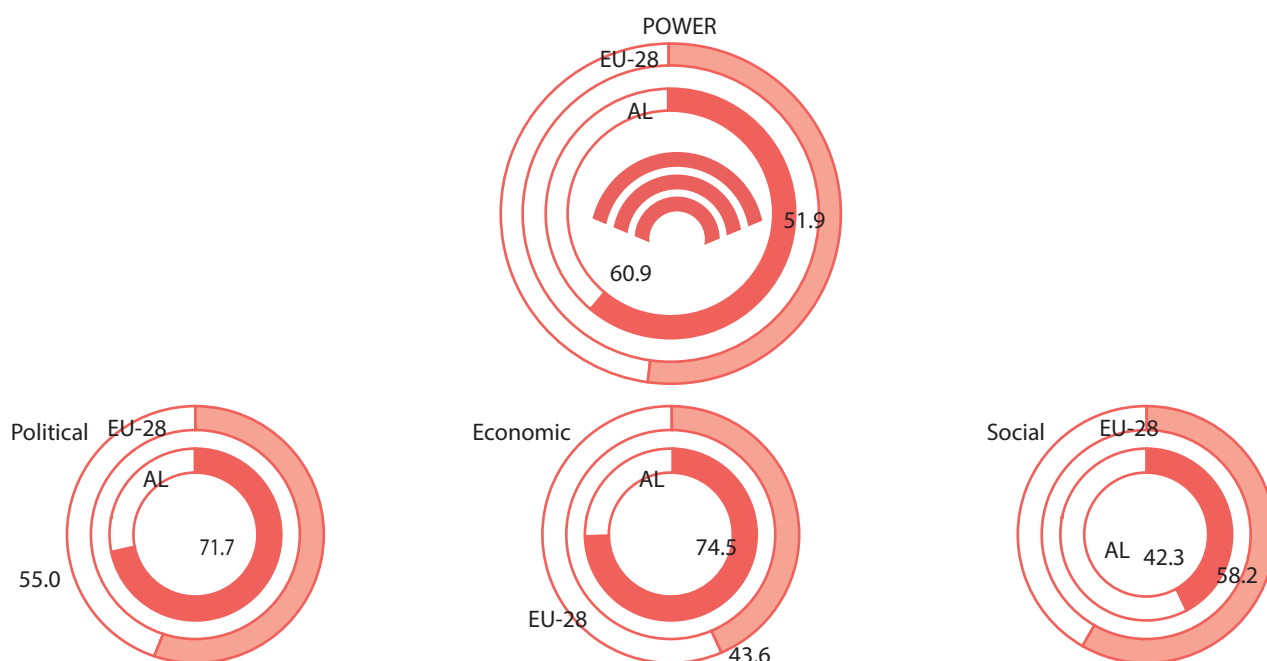
44   Indicators for the domain of power refer to the three-year average (2016, 2017, 2018). More details in Annex 1 in meta data table.

45   Data used for the calculation on participation of women in political power are used from Prime Minister's office, National Parliament, and Central Election Office, but data on political participation of women could be also found in EIGE's Women and Men in Decision Making database, https://eige.europa.eu/gender-statistics/dgs/browse/wmidm

Compared to EU-28 average, women in Albania have relatively high representation in the boards of research funding organizations compared to EU-28 average (44.4 percent compared to 39.9 percent), but they are very little represented in the boards of publicly owned broadcasting organizations (9.1 percent compared to 36.0 percent) and in

highest decision making body of the national Olympic sport organizations (9.4 percent compared to 14.8 percent).

In comparison with the EU-28 Member States and two Wester Balkan candidate countries, Albania is ranked as 6 out of 31, between Spain and Bulgaria (figure 14).

Figure 14: Gender equality index in the domain of power, Republic of Albania 2017, EU-28 2017, North Macedonia and Serbia[46]
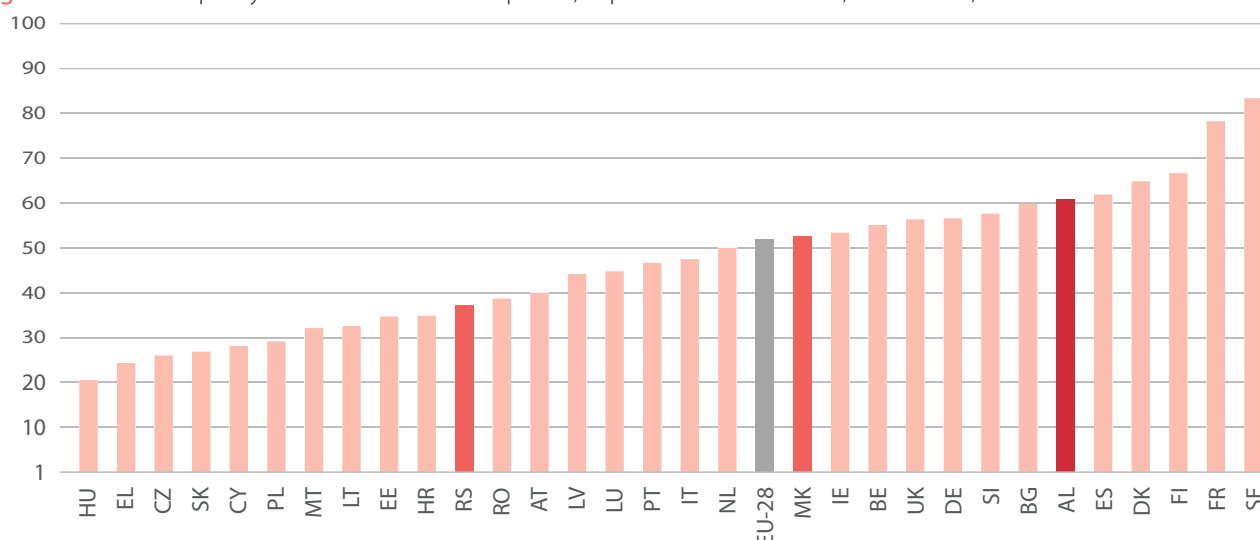
Policies for the promotion of gender equality in the domain of power

Equal participation of women in political and public decision-making has continued to improve and the electoral code requires that women make up 30 percent of the candidates in the electoral lists of the participating political parties[47]. It also requires that each gender is included in the first three names of the list. The Albanian parliament has the largest representation of women members of parliament in the last thirty years. There is also a large increase in the representation of women in the government. The current government is gender-balanced. Equal participation is also one of the strategic goals of the National Strategy and Action Plan on Gender Equality (NSAPGE) 2016-2020. The fulfillment of this goal includes two specific objectives. The first objective is to increase the public decision-making of women in leading positions in law-making and policy-making at the central level. This objective envisions a 40 percent increase in the participation of women in political and public life. The second objective sets to increase by 40 percent the participation of women in policy-making processes and planning leadership level at the local government through increased participation in the municipality councils. Measures to reach these objectives include increased

participation of women at management level in central government bodies, especially in planning, monitoring and evaluation processes. It also includes appointment of women in managerial and administration positions in the local government units, to reach the 30 percent target set by law. In this regards, special importance should be given to the appointment of women from marginalized groups and women with disabilities, older women, and women from the Roma community.

The National Youth Action Plan (NYAP) 2015-2020 also includes objectives for the participation of youth in democratic processes and decision-making. The focus is on advocacy with political groups to promote and ensure participation of youth in local level decision-making and reach a 20 percent participation of youth in the structures of the local government. It also includes measures to provide the relevant infrastructure for supporting participation of youth in democratic processes and decision-making as well. As such it includes activities to enhance youth participation in school governments and school councils as well as establish the Youth Consultation Board at the central and

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46   Data for North Macedonia refer to 2015 and for Serbia to 2016

47   United Nations (2017). "The Standards of Representation in the Political Parties." http://www.un.org.al/sites/default/files/1.%20Gender%20ne%20 Partite%20Politike%202017%20-%20Shqip_1.pdf

local government structures to serve as a consultation structure of young people for all decision-making phases of youth policy development and monitoring. A gender focus is given to awareness raising activities in combatting gender stereotypes and discrimination while promoting participation of young girls in decision-making in public life. Awareness raising activities on the importance of youth participation in political elections and representation in decision-making along with training provisions for youth groups to strengthen their leadership activities are also foreseen in the strategy. There are no specific policies set for the field of scientific work and financing of scientific-research activity, as well as in the domain of social power.

3.7 Domain of health
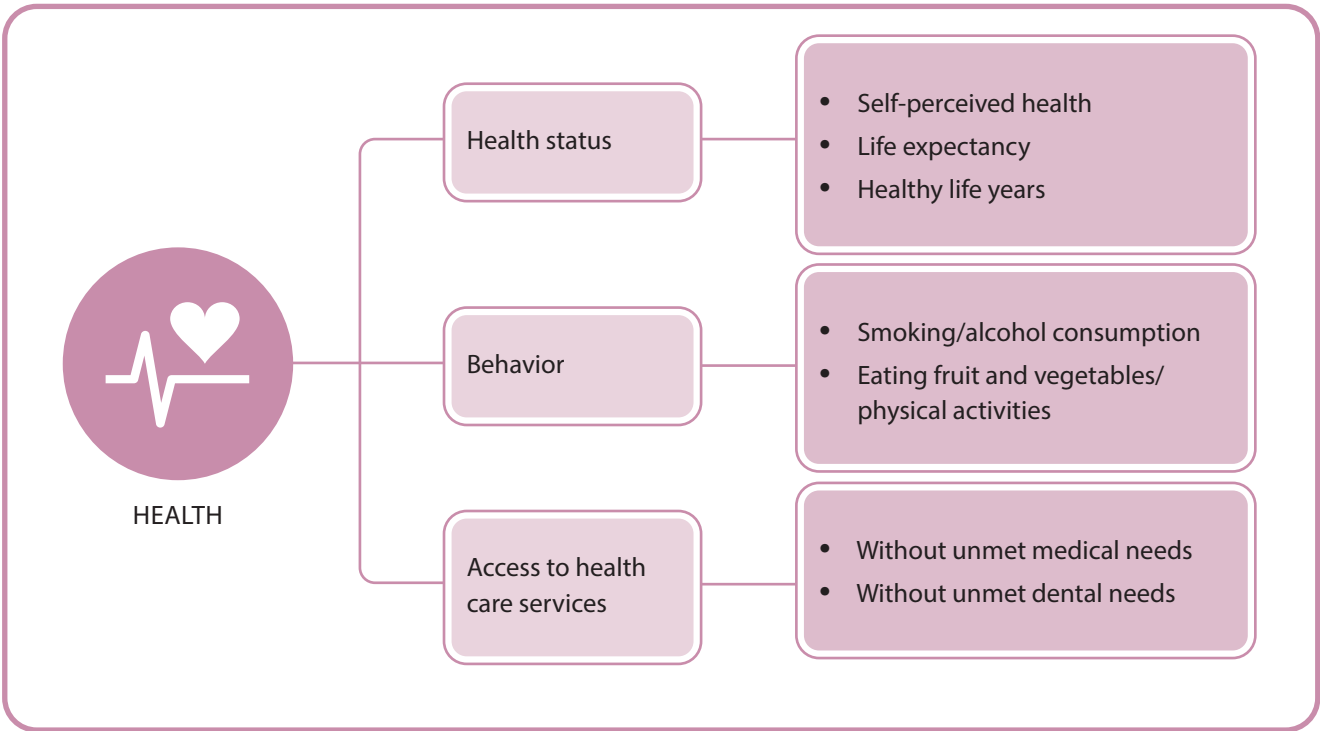
Within the domain of health gender inequalities are measured in three sub-domains: health status, health related behavior and access to health care. The sub-domain relating to the health status includes indicators of subjective assessment of the health of women and men, the expected life expectancy at birth, and the number of expected healthy life years at birth. The behavioral sub-domain includes indicators that measure the prevalence of behavior models that are a health risk, such as smoking and drinking alcohol, and the prevalence of healthy behavior models – the consumption of fruits and vegetables and the exercise of physical activity. The sub-domain access to healthcare services includes indicators of the met needs for medical and dental services, which measure the proportion of women and men who have reported that they could have check-ups, get diagnosed or therapy when needed.

The index score in the domain of health is 81.8 and it is lower than EU-28 average for 6.3 points. Observed by sub-

domains it is noticeable that situation is better in the domains of status and access, but less favorable in the sub-domain of behavior (figure 15). There is gender difference in self-perceived health. Persons who assess their health as good or very good are less represented among women than men (78.9 percent vs. 83.9 percent). Although life expectancy at birth is on average higher for women than men (80.5 years vs. 77.4 years), women on average live shorter healthy lives than men (51.9 years vs. 54.6 years). This is despite the fact that women are exposed less to some of the key health risk factors, such as smoking or harmful drinking. As much as 95 percent of women do not smoke and are not involved in harmful drinking, while among men there are 60 percent of such persons. At the same time, among women there is higher share of persons practicing physical activities and consuming fruits and vegetables than among men (47.9 percent vs. 27.4 percent). Differences in unmet needs for medical examination are relatively small, as among women 80.1 reported that they did not have unmet need, while

among men there were 81.9 such persons. Similarly, there were 79 percent of women and 80 percent of men without unmet need for dental examination.

HEALTH

EU-28

AL

81.8

88.1

Status

EU-28

92.2

AL

91.6

Behavior

EU-28

AL

67.0

75.4

Acces

98.3

EU-28

AL

89.1

When compared to EU-28 average, it is noticeable that women and men in Albania have more prevalent healthy behavior patterns. While in EU-28, 72.4 percent of women and 52.2 percent of men do not smoke and are not involved in harmful drinking, in Albania 95 percent of women and 60 percent of men do not report such risky behaviors. Women in Albania more often practice physical activities and consume fruits and vegetables than women in EU-28 on average (47.9 percent vs. 36.1 percent), while men in Albania do that less than in the EU-28 (27.4 percent vs. 40.1 percent). Unmet need for medical and dental examination is more often recorded among men and women in Albania than EU-28. In EU-28 there are 96.6 percent of women and 97.1 of men without unmet need for medical examination and 96 percent of women and 96.3 percent of men without unmet needs for dental examination.

In the domain of health, Albania ranked 27 out of 31 in comparison with the EU-28 Member States, and two Western Balkan EU candidate countries, positioning itself between two Baltic countries - Estonia and Lithuania (figure 16).

Figure 16: Gender equality index in the domain of health, Republic of Albania 2017, EU-28 2017, North Macedonia and Serbia[48]
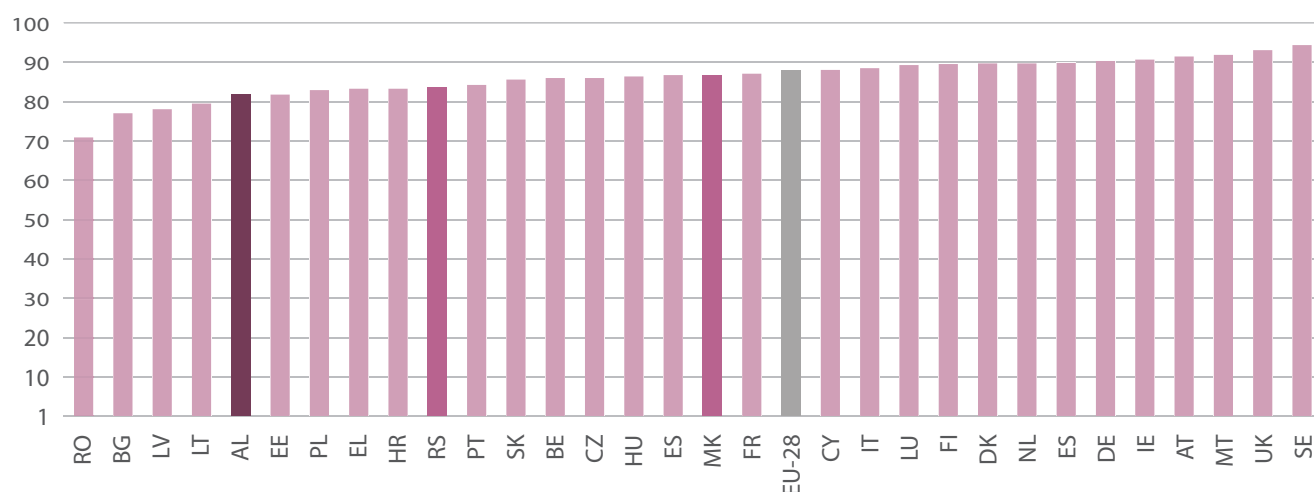
48   Data for North Macedonia refer to 2015 and for Serbia to 2016

Policies for the promotion of gender equality in the domain of health

The Albanian National Health Strategy 2016-2020[49] has set four main strategic priorities, which include: (i) investing in the health of the population through a life-course approach, (ii) provision of universal healthcare for all, (iii) strengthening citizen-centered health systems, and (iv) improving governance and cross-sector cooperation for health. Various measures are foreseen to reach these strategic priorities. Measures include awareness raising for healthier lifestyle choices, improvement of existing health programs including health screening and check-ups, as well as provision of new preventative and health promotion programs with a focus of rural areas. Other measures include increased availability of diagnostic, treatment and rehabilitation services at the regional and local level. Gender specific goals are not mainstreamed; however, they are present in measures aimed to provide better care for mothers and new-born, access of mothers in support groups to promote breastfeeding, and free screening for breast cancer, as well as screening of other types of women specific cancers. The Action Plan for Health Promotion 2017-2021[50], which promotes healthy living, including a healthy diet, promotion of physical activity, reduction of smoking, harmful alcohol consumption and drug use, includes gender specific measures of its strategic objectives. The action plan sets out specific gender targets in reaching its objectives. One of its strategic objectives is awareness raising on healthy lifestyles and proper use of health services. Another strategic objective focuses on strengthening supportive environments and promotion of effective interventions for the implementation of education and health promoting programs. Creating resilient communities on protection and promotion of health and welfare is the last objective set by the action plan. Gender specific targets in fulfilling these objectives include properly using services of monitoring of pregnancy, reduction of smoking in men and women, increased breastfeeding, reproductive health, and advocacy activities in support of vulnerable groups including women.

The National Youth Action Plan (NYAP) 2015-2020 and the National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020 also include health objectives, although they do not include a gender focus in particular. The NYAP 2015-2020 contains strategic objectives on health of youth with a focus on integration with sports culture to foster healthier lifestyles and health for youth. The main focus in health is linked to strengthening the healthcare chain in schools and establishing youth friendly services. In this respect, measures include strengthening health counselling at pre university level, which will be staffed with medical and social personnel and will contain the necessary infrastructure for organizing social and health activities in schools. The establishment of youth friendly services aims at increasing to information sources and provide high quality sexual and reproductive health services. The National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2016-2020 also includes objectives of access by the members of these communities to the mainstream healthcare services. It also includes improving the healthcare information and promotion on the available healthcare services for Roma and Egyptians.

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49   Albanian National Health Strategy 2016-2020.
http://shendetesia.gov.al/wp-content/uploads/2019/01/Health-Strategy-2020_eng.pdf

50   Action Plan for Health Promotion 2017-2021. http://shendetesia.gov.al/wp-content/uploads/2019/01/Action-plan-Health-promotion-2017-2021.pdf

4. Conclusions

The Republic of Albania has published its first Gender Equality Report following the EIGE's methodology on calculating Gender Equality Index for the European Union (EIGE, 2017a). Gender Equality Index in Albania scores 60.4 indicating that still high commitment is needed to achieve full gender equality. The score is lower than for EU-28 for seven points.

In the domain of power, Albania has score higher than majority of EU Member States, primarily due to the higher participation of women in political and economic power. In the areas of work and health achievements are lower but the difference is not so big compared to the domains of knowledge, money and time.

The picture revealed by the Gender Equality Index indicates uneven achievements in key areas of gender equality (work, money, knowledge, time, power and health), not only between main domains of gender equality, but often within the same domain. This is evident by differences in scores between two sub-domains of money domain. The situation is better in terms of higher achievements and somewhat lower gender gaps in regard to the poverty risks than in regard to salaries and incomes. Another example is domain of health where situation is better in regards to health status and access to health care services than in sub-domain of health-related behaviors. The example is as well the domain of power, the one of the best performance, as social power does not follow the level of achievements of the political and economic power.

Gender Equality Index shows that one of the important structural inequality is related to the gender segregation both in the domains of knowledge and work. In regard to this, Gender Equality Index shows how structural gender inequalities can reproduce through different domains of gender relations leading to systematic inequalities.

Although in the first report the Index was not calculated for the additional domains of violence and intersecting inequalities, this is planned to be done in the next reporting cycles.

The Republic of Albania recognizes the importance of gender equality. This is reflected in the dynamic policy initiatives and clear strategic commitment to promote gender equality and empower women in all domains reflected by the Gender Equality Index. However, as results indicate, full gender equality is still to be achieved. This requires further investment of efforts and high commitment of all stakeholders, including government at all levels, private and civil society sectors and all citizens. The Albanian government remains committed to foster gender equality in all domains and undertake initiatives that support this undertaking. It remains committed to increase the gender responsive budget programs to further support the economic empowerment of women, not only at the national level, but also at the local level. It is also committed to increase women's property rights and access to assets as evidenced by the changes to the "Notary Law", in which property acquired during marriage should be registered in the name of both spouses. Women also have the right to demand correction of for co-ownership of property registration acquired during marriage. Lastly, free primary and secondary legal aid will be provided to vulnerable categories including vulnerable women and victims of trafficking and domestic violence.

The Gender Equality Index provides important evidence and monitoring tool for designing and implementing policies more effectively. It will be used by the Government and other stakeholders, including civil society and international organizations in their initiatives directed towards advancement of gender equality.

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Annex 1:

Domains, sub-domains, indicators and data sources

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
Work	Participation	Full-time equivalent employment rate (percent, 15+ population)	The full-time equivalent (FTE) employment rate is a unit to measure employed persons in a way that makes them comparable even though they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked to the average number of hours worked by a full-time worker. A full-time worker is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours she or he works. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5 FTE.	Eurostat, EU LFS Eurostat calculations according to EIGE's request (2005-2015). EIGE's calculations 2017	2017	LFS 2018	
		Duration of working life (years, 15+ population)	The duration of working life indicator (DWL) measures the number of years a person aged 15 is expected to be active in the labour market throughout his/her life. This indicator is calculated with probabilistic model combining demographic data (Life tables available from Eurostat to calculate the survival functions) and labour market data (Labour Force Survey activity rates by single age group). Exact calculation methodology can be requested from Eurostat.	Eurostat, EU LFS Duration of working life - annual data [lfsi_dwl_a]	2017	LFS 2018	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
		Employed people in Education, Human Health and Social Work activities (percent, 15+ employed)	Percentage of people employed in the following economic activities out of total employed (based on NACE Rev 2) are included: P. Education + Q. Human health and social work, as percentage from TOTAL activities (All NACE activities).	Eurostat, EU LFS Employment by sex, age and economic activity (from 2008 onwards, NACE Rev. 2) – 1,000 [lfsa_egan2] Employment by sex, age and economic activity (1983-2008, NACE Rev. 1.1) (1,000) [lfsa_egana]	2017	LFS 2018	
	Segregation and quality of work	Ability to take an hour or two off during working hours to take care of personal or family matters (percent, 15+ workers)	Percentage of people able to take an hour or two off during working hours to take care of personal or family matters (percent, 15+ workers)	Eurofound, EWCS EIGE's calculation with microdata	2015	LFS 2018	
		Career Prospects Index (points, 0-100)	The Prospects Index is one of job quality indexes developed by the Eurofound. It combines the indicators of employment status (self-employed or employee), type of contract, the prospects for career advancement as perceived by the worker, perceived likelihood of losing one's job and experience of downsizing in the organisation. It is measured at the scale of 0-100 where the higher the score, the higher the job quality. Exact methodology can be requested from Eurofound.	Eurofound, EWCS Calculated by Eurofound	2015	EWCS 2015	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
Money	Financial resources	Mean monthly earnings (PPS, working population)	Mean monthly earnings in PPS (Purchasing Power Standard), in the sectors of Industry, construction and services (except public administration, defence, compulsory social security) (NACE_R2: B-S_X_O, total age group, working in companies 10 employees or more)	Eurostat, SES Mean monthly earnings by economic activity, sex, age [earn_ses06_20] Mean monthly earnings by sex, age and economic activity [earn_ses10_20] Mean monthly earnings by sex, age and economic activity [earn_ses14_20]	2014	2018	
		Mean equivalised net income (PPS, 16+ population)	Equivalised disposable income in PPS (Purchasing Power Standard), is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalised adults; household members are equalised or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale.	Eurostat, EU SILC Mean and median income by age and sex [ilc_di03]	2017 EU-28: Non-weighted average	SILC 2017	
	Economic situation	Not-at-risk-of-poverty, ≥60 percent of median income (percent, 16+ population)	Reversed indicator of "at-risk-of poverty rate", calculated as 100 minus "at-risk-of-poverty rate". The at-risk-of-poverty rate is the share of people with an equivalised disposable income (after social transfers) below the at-risk-of-poverty threshold, which is set at 60 percent of the national median equivalised disposable income after social transfers.	Eurostat, EU SILC At-risk-of-poverty rate by poverty threshold, age and sex [ilc_li02]	2017	SILC 2017	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
	Economic situation	S20/S80 income quintile share (16+ population)	Calculated as 1/"S80/S20 income quintile share ratio"* 100. The income quintile share ratio (also called the S80/S20 ratio) is a measure of the inequality of income distribution. It is calculated as the ratio of total income received by the 20 percent of the population with the highest income (the top quintile) to that received by the 20 percent of the population with the lowest income (the bottom quintile). For the Index, a "reversed" version of this indicator is used.	Eurostat, EU SILC Eurostat calculations according to EIGE's request	2017	SILC 2017	
Knowledge		Graduates of tertiary education (percent, 15+ population)	Educational attainment measures the share of high-educated people among men and women. People with tertiary education as their highest level successfully completed (levels 5-8), percentage from total +15 population.	Eurostat, EU LFS Eurostat calculations according to EIGE's request (2005-2015). EIGE's calculations 2017	2017	LFS 2018	
	Attainment and participation	People participating in formal or non-formal education and training (percent, 15+ population)	Percentage of people participating in formal or non-formal education and training, out of total population of 15+. Lifelong learning encompasses all purposeful learning activity, whether formal, non-formal or informal, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence. The reference period for the participation in education and training is the four weeks preceding the interview.	Eurostat, EU LFS Eurostat calculations according to EIGE's request (2005-2015). EIGE's calculations 2017	2017	LFS 2018	
	Segregation	Tertiary students in the fields of Education, Health and Welfare, Humanities and Art	Percentage of persons who are studying in the following areas: EF14 (Teacher training and education science) + EF2 (Humanities and arts) + EF7 (Health and Welfare) out of total students. Until 2012 levels ISCED 5-6, after that ISCED 5-8.	Eurostat, Education statistics Tertiary students (ISCED 5-6) by field of education and sex	2017 EU-28 calculated with original	Ministry of Education, Sports and youth for the acadmic year 2018/2019	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
		(tertiary students) (percent, 15+ population)		(2005-2012) [educ_enrl5] (EF14 - Teacher training and education science EF2 - Humanities and arts EF7 - Health and Welfare) Students enrolled in tertiary education by education level, programme orientation, sex and field of education (2013-2017) [educ_uoe_enrt03] (F01 - Education F02 - Arts and humanities F09 - Health and welfare)	variables BG, CZ, IE, EL, FR, HR, IT, CY, HU, MT, PT, RO, SK, FI, SE, UK. 2016. SI, 2016 for ED7 (Master or equivalent)		
Time	Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (percent, 18+ population)	Percentage of people involved in at least one of these caring activities outside of paid work every day: care for children, grandchildren, elderly and disabled people.	Eurofound, EQLS EIGE's calculation with microdata	2016	EQLS 2016	
		People doing cooking and/or housework, every day (percent, 18+ population)	Percentage of people involved in cooking and/ or housework outside of paid work, every day.	Eurofound, EQLS EIGE's calculation with microdata	2016	EQLS 2016	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
	Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (percent, 15+ workers)	Percentage of working people doing sporting, cultural or leisure activities at least every other day (daily+several times a month out of total).	Eurofound, EWCS EIGE's calculation with microdata	2015	EWCS 2015	
		Workers involved in voluntary or charitable activities, at least once a month (percent, 15+ workers)	Percentage of working people involved in voluntary or charitable activities, at least once a month.	Eurofound, EWCS EIGE's calculation with microdata	2015	EWCS 2015	
Power	Political	Share of ministers (percent W, M)	Share of ministers. Ratio based on three year averages and ratio of each sex in the population (18+). National governments (all ministers: junior ministers + senior ministers). Population statistics is based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2016-2017-2018	Prime Minister Office, 2016-2017-2018	
		Share of members of parliament (percent W, M)	Share of members of parliament. Ratio based on three years averages and ratio of each sex in the population (18+). National parliaments (both houses). Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2016-2017-2018	National Parliament of Albania 2016-2017-2018	
		Share of members of regional assemblies (percent W, M)	Share of members of regional assemblies. Ratio based on three years averages and ratio of each sex in the population (18+). If regional assemblies do not exist in the country, local level politics are included. Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	Regional assembly 2016-2017-2018 Local level politics 2017	Central Election Office 2015-2016-2017	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
	Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (percent W, M)	Share of members of boards in largest quoted companies. Ratio based on three years averages and ratio of each sex in the population (18+). Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2016-2017-2018	Publication "Women In Boards & Senior Positions In Companies Operating In Albania"- 2016	This is a survey conducted in 2016, which asked the enterprises for the composition by sex of their boards.
		Share of board members of central bank (percent W, M)	Share of board members of central bank. Ratio based on three years averages and ratio of each sex in the population (18+). Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2016-2017-2018	Central Bank of Albania 2016-2017-2018	
		Share of board members of research funding organisations (percent W, M)	Members of the highest decision-making bodies of research funding organisations. Ratio based on three years averages and ratio of each sex in the population (18+). Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2017-2018 IT: 2017	EIGE database-2018	
	Social	Share of board members in publically owned broadcasting organisations (percent W, M)	Share of board members in publically owned broadcasting organisations. Ratio based on three years averages and ratio of each sex in the population (18+). Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2016-2017-2018	Radio Television of Albania 2016-2017-2018	
		Share of members of highest decision making body of the national Olympic sport organisations (percent W, M)	Share of members of highest decision-making body of the 10 most popular national Olympic sport organisations. Ratio based on three years averages and ratio of each sex in the population (18+). Population statistics are based on Eurostat database.	EIGE, Gender Statistics Database, WMID EIGE's calculation	2015-2018	EIGE database-2018	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
Health	Status	Self-perceived health, good or very good (percent, 16+ population)	Percentage of people assessing their health as "Very good" or "Good" out of total. The concept is operationalized by a question on how a person perceives his/her health in general using one of the answer categories very good/good/ fair/bad/very bad.	Eurostat, EU SILC Self-perceived health by sex, age and labour status (percent) [hlth_silc_01]	2017	SILC 2017	
		Life expectancy in absolute value at birth (years)	Life expectancy at a certain age is the mean additional number of years that a person of that age can expect to live, if subjected throughout the rest of his or her life to the current mortality conditions (age-specific probabilities of dying, i.e. the death rates observed for the current period).	Eurostat, Mortality data Healthy Life Years (from 2004 onwards) [hlth_hlye], indicators F_0_LE - Life expectancy in absolute value at birth - females and M_0_LE - Life expectancy in absolute value at birth.	2016 Total: average of women and men	2018	
		Healthy life years in absolute value at birth (years)	Healthy life years measures the number of remaining years that a person of specific age is expected to live without any severe or moderate health problems. HLY is a composite indicator that combines mortality data with health status data from health mini-module (EU-SILC): the self-perceived question, which aims to measure the extent of any limitations, for at least six months, because of a health problem that may have affected respondents as regards activities they usually do.	Eurostat, EU SILC and mortality data Healthy Life Years (from 2004 onwards) [hlth_hlye], indicators F_0_DFLE - Healthy life years in absolute value at birth - females and M_0_DFLE - Healthy life years in absolute value at birth - males	2016 Total: average of women and men	SILC 2017	
	Behaviour	People who don't smoke and are not involved in harmful drinking (percent, 16+ population)	Percentage of people who are not involved in risk behaviour i.e. don't smoke and are not involved in heavy episodic drinking. Heavy	Eurostat, EHIS Eurostat calculations according to EIGE's request	2014 EU-28: Non-weighted average	ADHS 2017-2018	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
			episodic drinking is Intake of 6 drinks or 60+ grams of pure alcohol on one occasion, monthly or more often, during the past 12 months. A drink is defined as a glass of wine, glass of beer, shot of whiskey etc. Everyone either smoking and/or is involved in harmful drinking is regarded to exercise risk behaviour.		FR, NL: EIGE estimation		
		People doing physical activities and/or consuming fruits and vegetables (percent, 16+ population)	Percentage of people who are physically active at least 150 minutes per week and/or consume at least 5 portions of fruit and vegetables per day. Both reflect the official recommendation of the WHO. Eurostat provides info on the time spent on health-enhancing (non-work-related) aerobic physical activity (in minutes per week), including sports and cycling to get to and from places. Five portions (400 g) fruit and vegetables exclude juices from concentrates and potatoes (starches).	Eurostat, EHIS Eurostat calculations according to EIGE's request	2014 EU-28: Non-weighted average BE, NL: EIGE estimation	ADHS 2017-2018	
	Access	Population without unmet needs for medical examination (percent, 16+ population)	Self-reported unmet needs for medical examination. The variables refer to the respondent's own assessment of whether he or she needed examination or treatment, but did not have it. Percentage of persons "No unmet needs to declare", Medical care: refers to individual health care services (medical examination or treatment excluding dental care) provided by or under direct supervision of medical doctors or equivalent professions according to national health care systems.	Eurostat, EU SILC Self-reported unmet needs for medical examination by sex, age, detailed reason and income quintile (percent) [hlth_silc_08]	2017	SILC 2017	

Domain	Sub-domain	Indicator and reference population	Description	Source	EU-28 2017	Albania	Albania - definitions of indicators if different
		People without unmet needs for dental examination (percent, 16+ population)	Self-reported unmet needs for dental examination. The variables refer to the respondent's own assessment of whether he or she needed the examination or treatment, but did not have it. Percentage of persons "No unmet needs to declare". Dental care: refers to individual health care services provided by or under direct supervision of stomatologists or orthodontists (dentists). Health care provided by orthodontists is included.	Eurostat, EU SILC Self-reported unmet needs for dental examination by sex, age, detailed reason and income quintile (percent) [hlth_silc_09]	2017	SILC 2017	

Annex 2:

Scores for domains, subdomains and values of indicators for Gender Equality Index Albania 2020

DOMAINS	SUB-DOMAINS	INDICATORS	SCORES
TOTAL			60.4
WORK			67.6
	Participation		78.3
		Full-time equivalent employment rate (%) W	40.2
		Full-time equivalent employment rate (%) M	54.6
		Duration of working life (years) W	31.2
		Duration of working life (years) M	40.5
	Segregation and quality of work		58.4
		Employed people in education, human health and social work activities (%) W	13.8
		Employed people in education, human health and social work activities (%) M	3.9
		Ability to take one hour or two off during working hours to take care of personal or family matters (%) W	23.6
		Ability to take one hour or two off during working hours to take care of personal or family matters (%) M	27.1
		Career Prospects Index (points, 0-100) W	53.6
		Career Prospects Index (points, 0-100) M	56.0
MONEY			59.6
	Financial resources		44.6
		Mean monthly earnings (PPS) Women	1023
		Mean monthly earnings (PPS) Men	1180
		Mean equivalized net income (PPS) W	4322
		Mean equivalized net income (PPS) M	4405
	Economic situation		79.6
		Not-at-risk-of-poverty (%) W	78.1
		Not-at-risk-of-poverty (%) M	77.5
		Income distribution S20/S80 (%) W	13.4
		Income distribution S20/S80 (%) M	13.5

DOMAINS	SUB-DOMAINS	INDICATORS	SCORES
KNOWLEDGE			55.6
	Attainment and participation		55.3
		Graduates of tertiary education (%) Women	18.2
		Graduates of tertiary education (%) Men	14.5
		People participating in formal or non-formal education (%) W	10.8
		People participating in formal or non-formal education (%) M	10.2
	Segregation		56.0
		Tertiary students in education, health and welfare, humanities and arts (%) W	44.3
		Tertiary students in education, health and welfare, humanities and arts (%) M	21.4
TIME			48.1
	Care activities		48.5
		People caring for and educating their children or grandchildren, elderly or people with disabilities every day (%) W	51.1
		People caring for and educating their children or grandchildren, elderly or people with disabilities every day (%) M	24.6
		People doing cooking and/or housework, every day (%) W	87.8
		People doing cooking and/or housework, every day (%) M	16.1
	Social activities		47.8
		Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (%) W	31.4
		Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (%) M	43.9
		Workers involved in voluntary or charitable activities, at least once a month (%) W	5.4
		Workers involved in voluntary or charitable activities, at least once a month (%) M	3.4
POWER			60.9
	Political power		71.7
		Share of ministers (%) W	45.4
		Share of ministers (%) M	54.6
		Share of members of parliament (%) W	26.2
		Share of members of parliament (%) M	73.8
		Share of members of regional assemblies (%) W	35.9
		Share of members of regional assemblies (%) M	64.1
	Economic power		74.5
		Share of members of boards in largest quoted companies, supervisory board or board of directors (%) W	26.4
		Share of members of boards in largest quoted companies, supervisory board or board of directors (%) M	73.6
		Share of board members of central bank (%) W	48.1
		Share of board members of central bank (%) M	51.9

DOMAINS	SUB-DOMAINS	INDICATORS	SCORES
	Social power		42.3
		Share of board members of research funding organizations (%) W	44.4
		Share of board members of research funding organizations (%) M	55.6
		Share of board members of publicly owned broadcasting organizations (%) W	9.1
		Share of board members of publicly owned broadcasting organizations (%) M	90.9
		Share of members of highest decision making body of the national Olympic sport organizations (%) W	9.4
		Share of members of highest decision making body of the national Olympic sport organizations (%) M	90.6
HEALTH			81.8
	Status		91.6
		Self-perceived health, good or very good (%) W	78.9
		Self-perceived health, good or very good (%) M	93.9
		Life expectancy at birth (years) W	80.5
		Life expectancy at birth (years) M	77.4
		Healthy life years at birth (years) W	51.9
		Healthy life years at birth (years) M	54.6
	Behaviour		67.0
		People who don't smoke and are not involved in harmful drinking (%) W	95.0
		People who don't smoke and are not involved in harmful drinking (%) M	60.0
		People doing physical activities and/or consuming fruits and vegetables (%) W	57.9
		People doing physical activities and/or consuming fruits and vegetables (%) M	27.4
	Access		89.1
		Population without unmet needs for medical examination (%) W	80.1
		Population without unmet needs for medical examination (%) M	81.9
		Population without unmet needs for dental examination (%) W	79.0
		Population without unmet needs for dental examination (%) M	80.0