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GENDER EQUALITY PLAN

ALBANIAN GEOLOGICAL SURVEY

2024 – 2028

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I. CONTEXT AND LEGAL FRAMEWORK

The National Strategy for Gender Equality 2021-2030 and the Gender Equality Plan

The Gender Equality Plan is an important means of implementing in practice the commitments undertaken by the Albanian Geological Survey in relation to the principles of equality, planning and implementation of the needs and rights of women and men, young women and young men, girls and women, boys of all ages and from all walks of life.

This plan will be based on the "*National Strategy for Gender Equality 2021-2030*" which has been prepared on behalf of the Government of Albania by the Ministry of Health and Social Protection, in coordination and consultation with other responsible ministries, local self-government units, institutions independent, civil society organizations, academia, as well as international organizations, which work to achieve gender equality and reduce gender-based violence and domestic violence in Albania.

The recognition and respect to equal legal rights between women and men are emphasized in the Constitution of the Republic of Albania, in Article 18/2 of which the principles of equality and non-discrimination are promoted: "Everyone is equal before the law and no one can unfairly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic, educational, social status".

The ongoing efforts to harmonize the national legal framework with the international one have resulted in highlighting the issues of gender equality and the fight against gender discrimination, gender-based violence and domestic violence, not only in special laws dedicated to these issues, but also in Albanian legislation as a whole.

"National Strategy for Gender Equality 2021-2030 " is related to two main chapters of **the National European Integration Plan (NEP) 2019-2021**¹, specifically with *chapter 19 "Social policy and employment"*, as well as with *chapter 23: "Justice and Fundamental Rights"*. **The *acquis*** in the field of social policy includes minimum standards in areas such as employment law, equal treatment of women and men in employment and social policy, health and safety at work, non-discrimination in employment and social policy, also in social inclusion and protection. The protection of fundamental rights includes traditional civil rights, such as the right to life, the right to dignity and integrity, the prohibition of torture and degrading treatment, the right to liberty and security, the right to respect for private and family life, the freedom of religion, freedom of speech, freedom of association and assembly, freedom of education, property rights, etc.

"National Strategy for Gender Equality 2021-2030" is related to the **Stabilization and Association Agreement between the Republic of Albania and the European Communities and their member states (MSA)**, specifically with Article 99 "Social Cooperation"². According to this article, the parties cooperate to facilitate reforms of Albanian employment policies, in the context of strengthening economic reforms and integration. The cooperation aims to support the adaptation of the Albanian social security system to the new economic and social requirements and includes the adaptation of Albanian legislation in terms of working

¹<http://integrimi-ne-be.puneteshmte.gov.al/wp-content/uploads/2020/04/PKIE-2019-2021.pdf>

²<http://dap.gov.al/publikime/dokumenta-strategjik/61-marrevesja-e-stabilizim-asociimit>

conditions and equal opportunities for women, as well as improving the level of health and safety protection in work for workers, referring to the existing level of protection in the Community Cooperation takes into account the priority areas related to the Community *acquis* in this area.

National Legal Framework

Law no.9970 dated 24.07.2008 "On gender equality in society". From its very object, the law regulates the basic issues of gender equality in public life, the protection and equal treatment of women and men, for equal opportunities and chances for the exercise of rights, as well as for their participation and assistance in the development of all areas of life. This law foresees special temporary measures to guarantee at least 30% participation of the less represented gender in political and public decision-making positions, as well as protection from discrimination in the sectors of education, employment, media, etc. It is also foreseen the mandatory collection of gender statistics by all state bodies, as well as the establishment of institutional structures and mechanisms for advancing gender equality. Completion of the sub-legal framework for the implementation of this law, among others with VKM No.465 dated 16.07.2012 "On gender integration in the medium-term budget program", paved the way not only for the planning of measurable gender objectives in the budget programs of central institutions, but also for all further steps in the direction of gender responsive budgeting (GRP) in Albania.

Law No.57/2016 "On some changes and additions to Law No.9936, dated 26.06.2008 "On the management of the budget system in the Republic of Albania" amended, includes for the first time the concept of gender responsive budgeting in the management of the budget system, adding as a principle of its operation the respect of gender equality, where men and women enjoy equal opportunities and access to rights and benefits of the same nature.

Law no.7961, dated 12.07.1995 "Labor Code of the Republic of Albania", amended by law no.136/2015, where it is emphasized, among others: the treatment of employees without discrimination; taking temporary and special measures by the employer, which aim to accelerate the real establishment of equality in the exercise of the right to employment and occupation, when the lack of equality is caused by discrimination for any reason mentioned in Article 9 of the Code of Work, as well as the termination of this measure as soon as the objectives of treatment and provision of equal opportunities have been achieved; the provision by the employer of the reasonable adaptation of the work place for persons with disabilities or persons in other conditions; taking the necessary measures to stop the moral harassment committed by the employer and other employees, as well as posting the provisions on moral and sexual harassment and the corresponding sanctions; prohibiting the employer from performing any action that constitutes sexual harassment for employees and not allowing the employer to perform such actions by other employees; etc.

Law No.93/2014 "On the inclusion and accessibility of persons with disabilities" defines the essential rights related to the inclusion and accessibility of persons with disabilities in order to guarantee their equal opportunities and conditions with others. Among the basic principles of this law is gender equality, which ensures that women with disabilities have equal opportunities as men with disabilities to benefit from the rights guaranteed by this law. In the institutional aspect, the law foresees the establishment of the National Council for the

Disabled as an advisory body that is established by order of the Prime Minister, consisting of 17 members appointed by the Prime Minister, paying due comprehensive attention to various categories, such as the ability limited, age and gender.

Law No.104/2014 "On some changes and additions to Law No.7703, dated 11.05.1993 "On Social Security in the Republic of Albania", amended, the right to leave for the care of the child was also recognized for the father, after the period of 63 days after the birth of the child and when the mother does not exercise this right or there are no conditions to benefit from it. For pregnant women, the period of stopping work after giving birth has been increased from 42 days (which was before the adoption of the legal change) to 63 days. Other provisions in this law are also made for the return of the mother to the work place after 63 days with her wish and the adaptation of her condition to the working conditions, breast feeding of the child, etc. With VKM No.740, dated 12.12.2018 "On the determination of immediate financial assistance for mothers with new born babies and the procedure for granting it", entered into force on January 1, 2019, the bonus application for mothers with new born babies, ranging from 40,000 thousand ALL for the first child to 80,000 ALL for the second child and 120,000 ALL for the third child. Mothers who give birth to their children abroad also benefit from this bonus, provided that the child is registered according to the legal deadlines.

Law no.221 dated 04.02.2010 "On protection from discrimination", amended. According to this law, no one can be discriminated against because of gender, race, color, ethnicity, language, gender identity, sexual orientation, political, religious or philosophical beliefs, economic, educational or social status, pregnancy, parental affiliation, parental responsibility, age, family or marital status, marital status, residence, health status, genetic predisposition, disability, belonging to a particular group, or for any other reason. This law has also been improved by ***Law 124/2020 "On some additions and changes to Law No.221/04.02.2010 on protection against discrimination",*** where, among other things, the object of this law is further specified, definitions are added, emphasizing the language of hatred, a definition is given for severe forms of discrimination, etc.

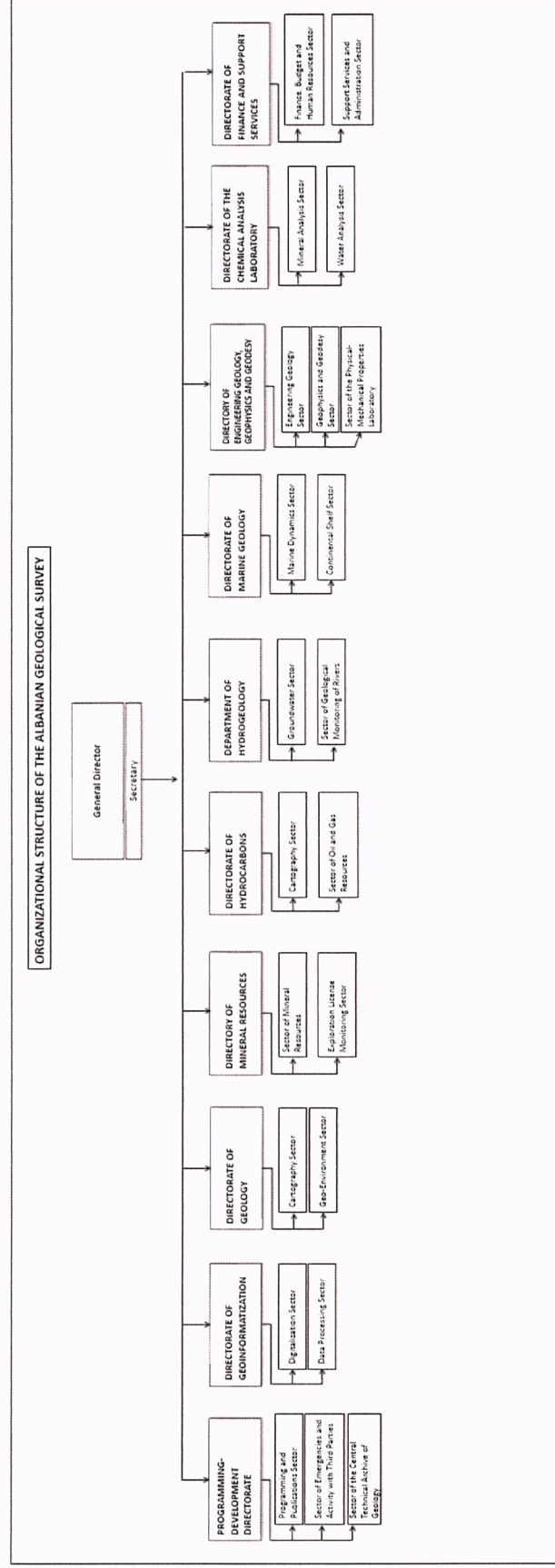
Law 15/2019 "On the promotion of employment", where potential victims of trafficking, gender-based violence, domestic violence or mothers under the age of 18 are specified in the special groups of disadvantaged job seekers in the labor market, which benefit from employment promotion services and programs.

Law no.75/2019 "On youth", specifically point 1 of article 3 provides that: "The support and empowerment of young people is based on the following principles: a) the principle of equality and non-discriminations, sanctioned by the Constitution of the Republic of Albania, other international acts ratified by the Republic of Albania and legislation in force; b) the principle of equal opportunities and guaranteeing the participation of young people in policy-making and decision-making processes in the fields of education, scientific research, financial policies, employment, volunteerism, protection of social inclusion, health, culture, sports, environment, tourism, justice, internal and external affairs, integration and defense, information technology, entrepreneur ship and in other areas that encourage the development of young people;...etc."

I. GENDER EQUALITY IN THE ALBANIAN GEOLOGICAL SURVEY

The Albanian Geological Survey exercises its activity in the field of geosciences, based on Law No.111/2015, dated 15.10.2015, "On the Albanian Geological Survey", which regulates the relations between this institution and the public and private sectors, for promoting the use of mining resources for the maximum benefit of the public. According to the Regulation "On the Operation of the Albanian Geological Survey", approved by Order No.88, dated 22.02.2016, by the Minister of Energy and Industry, the Albanian Geological Survey, has the legal status as "advisory, technical and scientific institution of the state, public legal person, budgetary, which carries out activities in the field of earth sciences in the territory of the Republic of Albania".

The structure of the institution

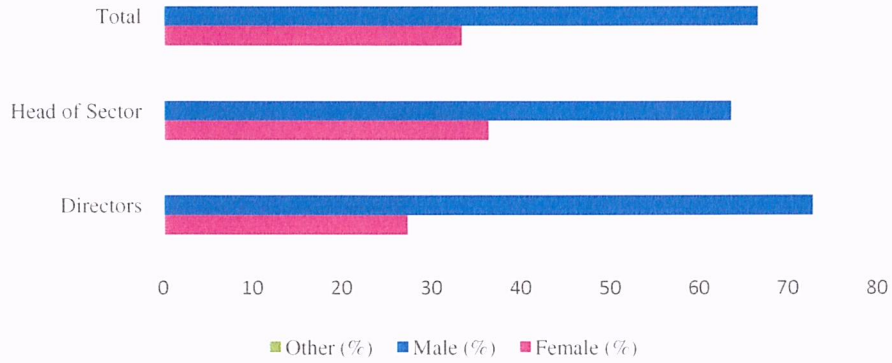


Currently AGS has 109 employees in its structure. According to an analysis we can clarify:

1. Distribution in structure

a. Management post

Distribution on management/leading posts

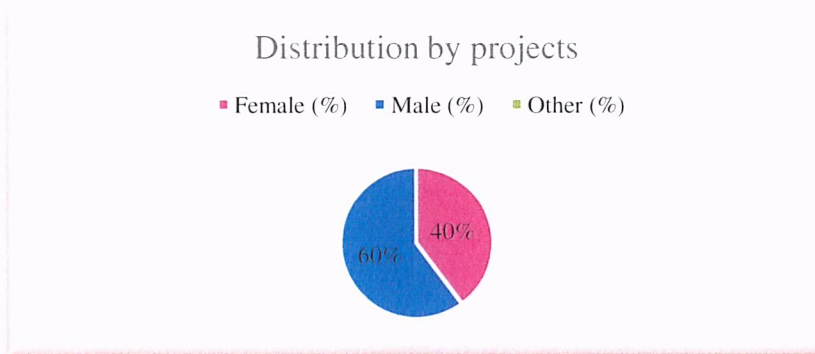
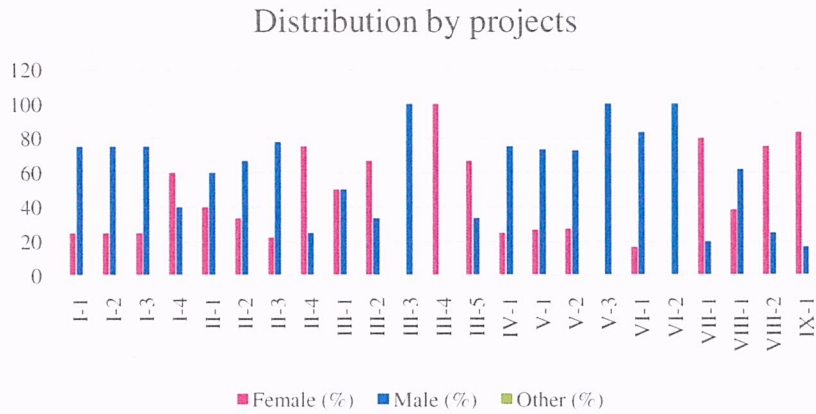


b. According to the profile

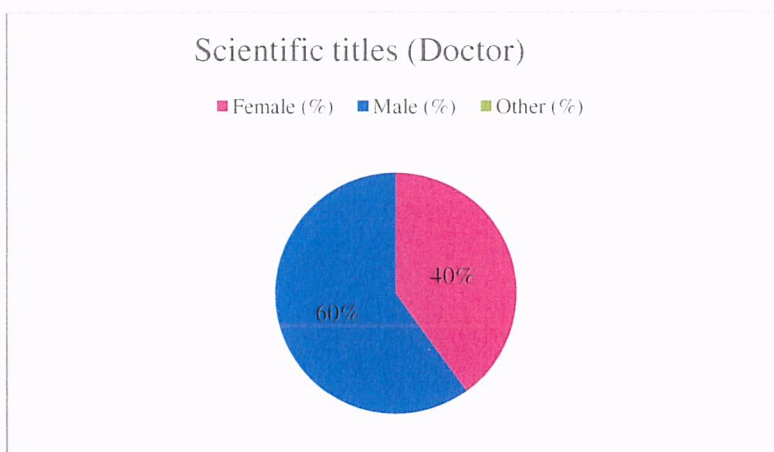
Distribution by profile



2. Distribution in projects (25 budget projects)



3. Distribution according to scientific titles



II. STRATEGIC GOALS AND SPECIFIC OBJECTIVES

The strategic goals of the GEP of AGS, also supported by the National Strategy for Gender Equality as well as the strategy of the European Commission for gender equality in research and innovation policy, are:

1. Promoting equality in scientific careers

- a. Encouraging women, young people and girls from all groups (*from rural areas, ethnic minorities, disabled, LGBTI +, single mothers, survivors of violence/trafficking, mothers, migrants and asylum seekers, etc.etc.*), to propose, bring new ideas and the direction of future topics of projects in AGS, with budget or foreign funding.
- b. Creating opportunities for women, young people and girls from all groups, for further qualifications in the field of geosciences (domestic and abroad)

2. Ensuring gender balance in decision-making processes and bodies

- a. Increasing the number of women, young people and girls from all groups (*from rural areas, ethnic minorities, disabled, LGBTI+, single mothers, survivors of violence/trafficking, mothers, migrants and asylum seekers, etc.etc.*), in management positions within the AGS (Director Head of Sector).
- b. Increasing the number of women, young women and girls in the structures under the AGS (ex. Editorial Board of the Bulletin of the Geological Sciences).

3. Integrating the gender dimension into the content of research and innovation

- a. Reduction of gender stereotypes and inequalities, through the promotion of the principle of equality between women and men, young women and young men, as well as girls and boys, in the access and quality of research and innovation.
- b. To reduce gender stereotypes in education and lifelong learning.
- c. Take appropriate actions to advance equality between women and men, as well as young women and young people in the development of research and innovation.

III. SPECIFIC OBJECTIVES FOR THE PERIOD 2024 – 2028

1. Creation of the Unit responsible for drafting the Gender Equality Plan (2024 – 2028) for the Albanian Geological Survey.
2. To draw up the Gender Equality Plan (2024 – 2028) for the Albanian Geological Survey.
3. Acquaintance of AGS employees with this plan.
4. The publication of this plan on the official website of AGS.
5. Taking the necessary measures to stop moral harassment carried out by the employer and by other employees, as well as the posting of provisions on moral and sexual harassment and the corresponding sanctions (*ILOC190*)³.
6. Annual monitoring of statistics on employees (based on gender) in the Albanian Geological Survey.
7. Based on the conditions that will be presented and the Albanian legislation, apply flexible working hours when necessary in cases of providing care, regardless of the type of care.

³[C190 - Violence and Harassment Convention, 2019 \(No. 190\)](#)

IV. IMPLEMENTATION OF THE GENDER EQUALITY PLAN

This plan will be implemented by *the responsible unit* specially set up in February 2025 in AGS. This unit based on the strategic goals described above as well as on the expected results for each goal will make possible the implementation of this plan, based on the legislation in force for the internal functioning of the AGS, the legislation of the Republic of Albania and the legislation in the EU.

The costs as well as the implementation methodology will be specific for each purpose as well as depending on the conditions that are created related to the current crises.

V. REPORTING AND MONITORING OF THE IMPLEMENTATION OF THE GENDER EQUALITY PLAN

The process of reporting on the implemented activities will be carried out by *the unit responsible* for the implementation of these activities, which will be established with the approval of the General Director of the AGS for this purpose. Immediately after the approval of the Plan, as the first step of its implementation, the responsible unit will draw up indicator sheets with the information that must be collected and reported based on activity, but also based on specific objectives. **Reports based on specific objectives** as well as *on activities* will be prepared *once a year*.

The monitoring of the implementation of the Action Plan at the level of objectives will be carried out by a *responsible unit*, which will also be assigned responsibilities for gender equality issues.

While in the following years, with the implementation of this Action Plan, the possibility of proposing the establishment of a special Commission for gender equality issues can be considered.

Based on the monitoring carried out, the Plan will be *revised and improved at the beginning of each succeeding year*.

GENERAL DIRECTOR

ADRIAN BYLYKU

