



Sustainability@Leave

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Parenting Leave Policies in Albania and Inequalities





Parenting Leaves in Albania: Types of Leave and Design Elements



Parenting Leave Policy in Albania

- Law No. 7703. date 11.05.1993 for Social Security in the Republic of Albania (changed)
- Family Code (No. 9062, date 8.5.2003, changed)
- Labor Code (No. 7961, date 12.7.1995, changed)



Maternity leave in Albania

- 365 days (35 days before, 63 days after birth minimum)
- 390 days when giving birth to more than one child (60 day before)
- 80% pay for the first 150 days, 50% later
- Requires 12 months insurance
- Includes employees & self-employed
- Protected employment & pension coverage

Maternity leave in Albania

- Ensures income security during childbirth
- Recognizes childbirth as social risk (state protection) and supports childbirth as social function (benefits society)
- Based on solidarity system (supporting work-life balance, paid leave), prevents long-term career penalties

Maternity leave in Albania

- Job adaptation (safe work conditions for pregnant/breastfeeding mothers, e.g. heavy lifting, hazardous work, night shifts).
- Job flexibility after birth (for a year, the mother has the right to take a two-hour break for breastfeeding, with a reduction in work time but not in salary)
- Job security (the right to return to work, or, if the conditions are difficult for the new mother, the right to transfer to a job with better working condition)

Parental/paternity leave in Albania

- No fully developed independent scheme
- Mainly linked to maternity leave
- Transfer to father possible after 63 days
- Rarely used by fathers
- Paternity leave very short (around 3 days)
- Paid by employer



Inequality-Reducing and Inequality-Generating Elements of Parental Leave Design in Albania



Who is eligible, who not?

- Parental leave in Albania is predominantly maternity-centered
- Minimum 12 months of contributions for mothers
- Women in informal employment or with less than 12 months of contributions are not eligible
- Women outside the labor market are not eligible

Who is eligible, who not?

- Limited redistribution of care roles
- Employed fathers can have a short leave immediately after birth
- No reserved quota for fathers
- Fathers can have leave under certain conditions (only if the mother does not exercise the right)
- Weak support for co-parenting

Who is eligible, who not?

- For child sick leave parents can take in total up to 12 paid days per year for dependent children
- For children under 3, parents can take up to 15 paid days per year
- Parents can take an additional unpaid leave up to 30 days per year

What do we know about take-up rates?

- In one report by Arqimandriti et al. (2022), the results based on self-report data were as follows:
- 13% of pregnant women were denied paid maternity leave;
- 40% of women reported being pressured to return to work early
- 53% of men believe fathers should have more paid time off (limited usage of paternity leave)

Parenting Leave Policy in Albania and Gender Equality

- System centered on mothers
- Reinforces traditional gender roles
- Potential discrimination in hiring women
- Limited father involvement
- Unemployed mothers left behind
- Informal labor working mothers left behind



Final Discussion



Parenting Leave Policies in Albania and Inequalities

- Very limited research, data only covering women in formal sectors, no information of women in informal work or without contributions
- Need for balanced parental policies (promoting father participation)
- Gaps between legal entitlement and practical access
- Gaps between legal principles (Family Code) and Leave System