



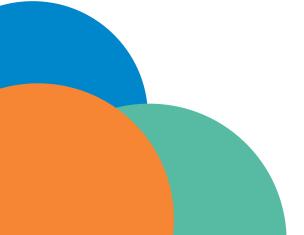
Austrian Development Cooperation

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IMPLEMENTING FAMILY-FRIENDLY POLICIES AND GENDER EQUALITY IN THE PUBLIC AND PRIVATE SECTORS

BUSINESSES PERSPECTIVE











Implementing family-friendly policies and gender equality in the public and private sectors

Businesses perspective

Methodology

This study aims to understand the current situation, challenges and problems of implementing family-friendly policies and gender equality, by providing recommendations to improve the situation in the future.

A combined methodology was applied to conduct this study, which included structured interviews with approximately 700 employees working in private and public sector across the country; about 200 interviews with businesses nationwide, discussion groups with unemployed women with young children; in-depth interviews with businesses as well as with central and local government institutions. The data collection was carried out during December 2021 - January 2022. The findings of this study are representative at national level.

Perspectives on family-friendly policies



49% of businesses consider that the application of family-friendly policies is important for all employees

61% of businesses consider the application of familyfriendly policies for women with young children as reasonable

58% of businesses consider it reasonable to apply family-friendly policies for employees with sick family members

21% of businesses consider it reasonable to apply family-friendly policies for men

Written anti-discrimination regulations

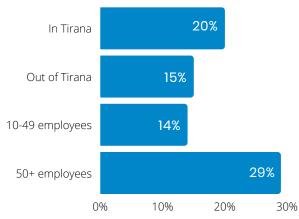
2.



of businesses state that they have dedicated regulations in case their employees are discriminated.

These regulations are more prevalent for companies operating in Tirana (20%) compared to those not operating in Tirana (15%).

When compared to smaller businesses, large companies with over 50 employees have more regulations for non-discrimination of the employees, respectively 14% and 29%.





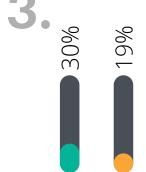


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Businesses in Tirana Businesses not in Tirana

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Business attitudes *



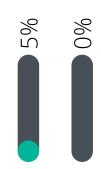
Flexible working hours reduce productivity



The new applicant may be asked about the marital status or whether they have children



New mothers are less productive at work



New fathers are less productive at work

Gender perspectives



of businesses consider as important the gender balance of their staff.



of businesses think that if male employees were to take paternity leave they would be discriminated by colleagues for instance can be bullied/ridiculed or face obstacles in case of promotion.

Breastfeeding support

Most businesses have a positive approach and willing to support women employees in this process, however the concrete steps for this support still need further improvement.



62% of businesses are willing to provide support.



38% claim that they provide support for pregnant or breastfeeding women by giving them the opportunity to take time off work.



4% provide dedicated areas for breastfeeding mothers.

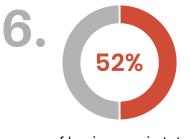


^{* %} of businesses that agree/somewhat agree





Level of knowledge about family-friendly policies







of businesses in total

of businesses in Tirana

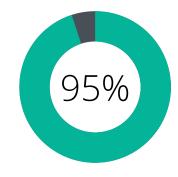
of businesses not in Tirana

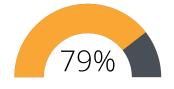
In total only half of businesses are aware about family-friendly policies. The data show that businesses operating in Tirana and large companies show higher level of knowledge.

It is important that businesses are provided with best practices for businesses that have successfully implemented such policies.

Governmental support

About 95% of private businesses think that the government should support companies to promote the implementation of family-friendly policies or gender-responsive policies in the workplace. The most common need of support is mainly related to financial aspects.











Tax relief

Financial support

Promotion

Participation in decision-making