



**Expanding
Choices** through
Family-Friendly Policies



With funding from
 Austrian
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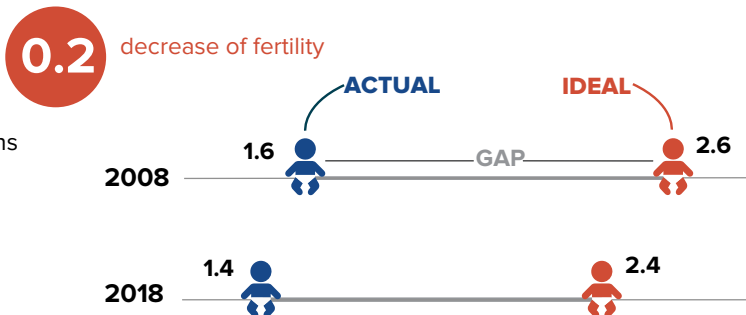
ANALYSIS OF GENDER-RESPONSIVE FAMILY FRIENDLY POLICIES IN ALBANIA

FERTILITY RATES

1.0 gap between ideal and actual fertility rate

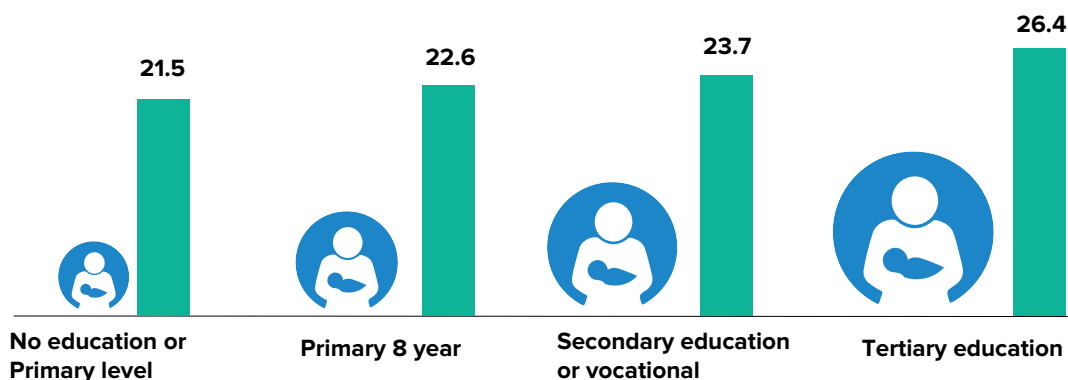
Both the desired and actual number of births have decreased during 2008 - 2018

The fertility decline in Albania (1.37 children/woman) has been greater compared to European countries (1.55 children/woman) during 2018



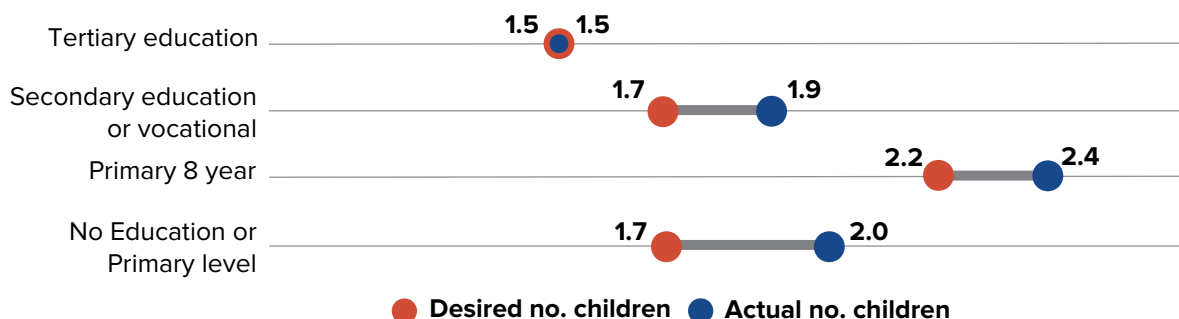
FERTILITY AND EDUCATION

For every level of attained education, women postpone the median age of having the first child



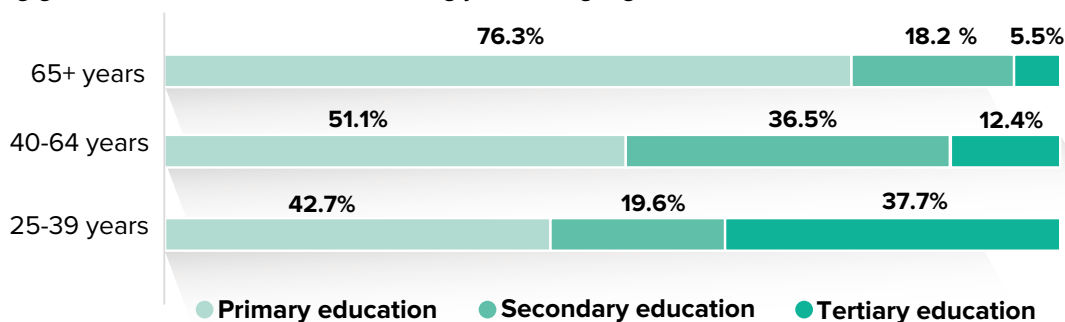
DESIRED AND ACTUAL NUMBER OF CHILDREN

Education has a direct impact on balancing the desired and actual number of children



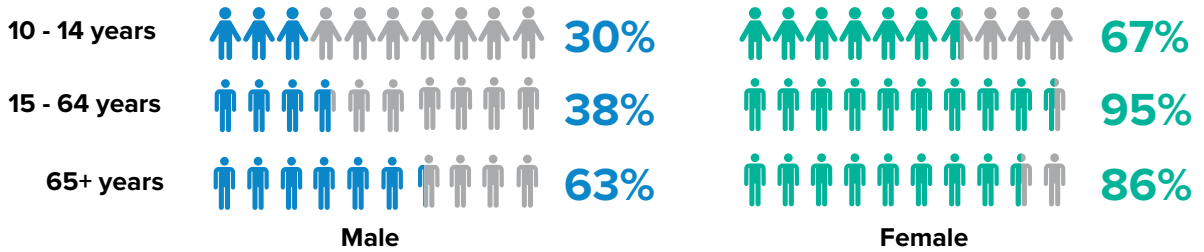
BETTER EDUCATED WOMEN

Young generation of women are increasingly attending higher education



UNPAID ACTIVITIES

Girls and boys participate unequally in unpaid and paid activities from a very young age



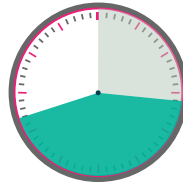
USE OF TIME WHEN A PARENT

Becoming a parent impacts women's and men's engagement in paid and unpaid work differently

UNPAID WORK



37 MIN
Man - without children

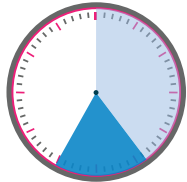


3 H 13 MIN
Woman - without children

58 MIN
Man - with children under 7 years

8 H 25 MIN
Woman - with children under 7 years

PAID WORK



4 H 45 MIN
Man - without children



1 H 57 MIN
Woman - without children

7 H 00 MIN
Man - with children under 7 years

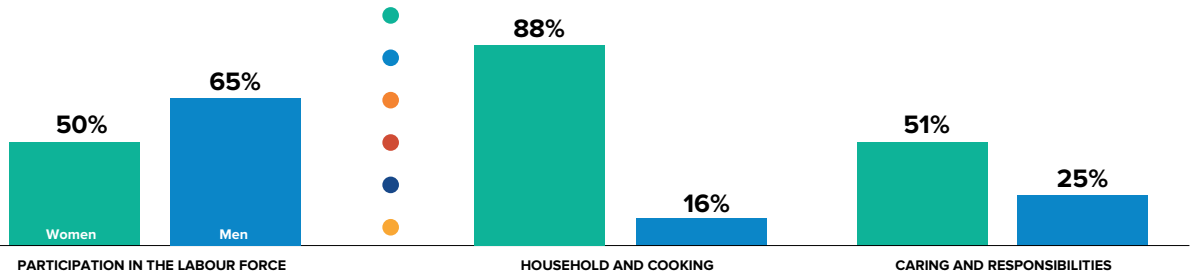
3 H 58 MIN
Woman - with children under 7 years

PARTICIPATION IN LABOR FORCE AND HOUSEHOLD

Unequal distribution of the caregiving and household chores between men and women keeps women out of the labor force and limits their career advancement opportunities

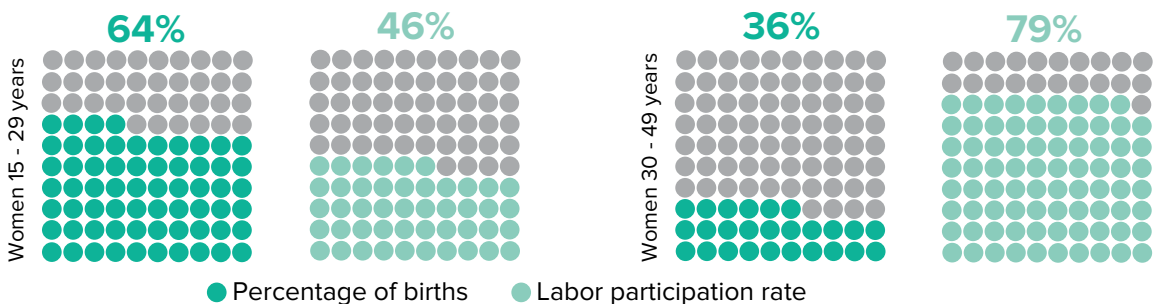
Work

Home



BIRTHS AND EMPLOYMENT RATES

Younger women of reproductive age who have given birth, have lower participation rate in the labor market



FAMILY RESPONSIBILITIES



32%

of women aged 15-29 years are neither attending school, nor participating the labor market due to family responsibilities

ACCESS TO CHILDCARE

80%

of children aged 3-6 years attend kindergarten



GENDER PAY GAP AND PENSION GAP

The gender pay gap is more likely to be higher in lower paid jobs



7%

lower wage than men



20%

lower pension than men

COVID-19 IMPACT

Working from home has increased women's burden in care-giving responsibilities and household chores

