



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

EMPLOYEE PERSPECTIVE

Methodology

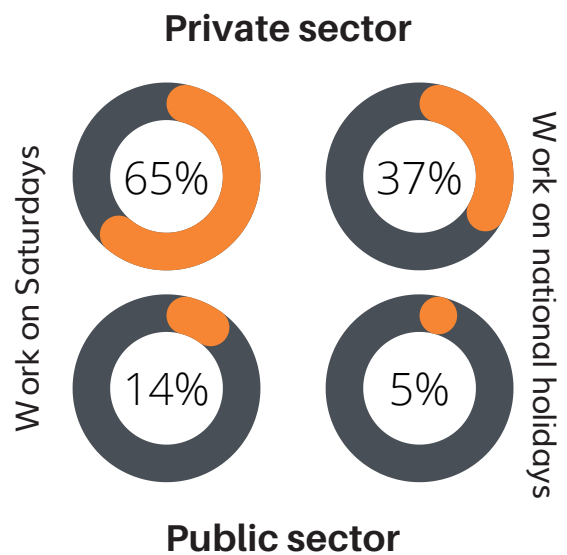
This study aims to understand the current situation, challenges and problems of implementing family-friendly policies and gender equality, by providing recommendations to improve the situation in the future.

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**.

Working on weekends and national holidays

- Findings show that **employees in the private sector work on average more hours** per week compared to employees in the public sector.

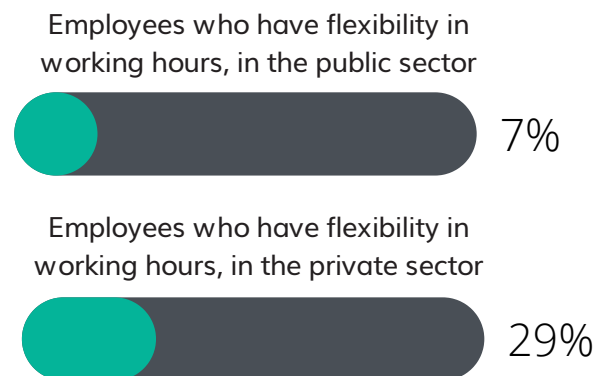
The findings are similar for work during weekends and national holidays, where employees in the private sector are more likely to work on Saturdays, Sundays and national holidays.



Flexible in working hours

- Even though **both sectors are still rigid in providing flexible working hours for their employees**, the private sector offers more flexibility compared to the public one.

Almost one in three employees in the private sector has some flexibility during working hours, compared to only 7% of employees in the public sector.



Annual Leave

- 28** calendar days for employees in the public sector

Data on access to annual leave showed that **public sector employees have full access and opportunity to obtain annual leave**, unlike employees in the private sector where 29% stated that they are not entitled to benefit from annual leave.
- 15** calendar days for employees in the private sector

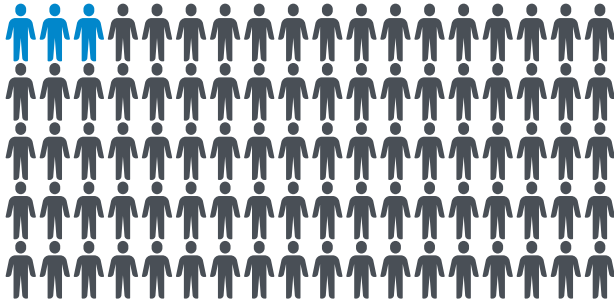
Employees in private sector

Employees in public sector

Sector	Calendar days for annual leave
Public sector	28
Private sector	15

Maternity leave

4.



The woman is still the main parent who entitled to maternity leave in our country.

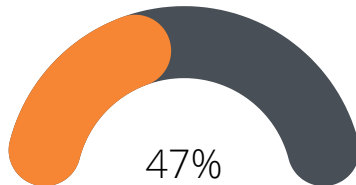
Data show that only

3% of men declare that they have benefited from maternity leave

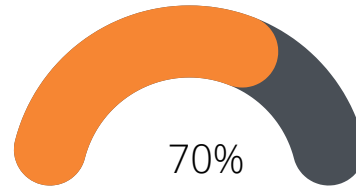
Access to common areas for rest, socialization and food

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Public sector



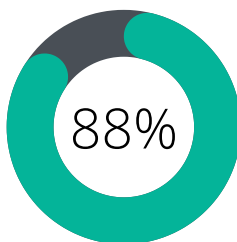
Private sector



Findings of the study reflect **significant differences between the private and public sector in terms of providing facilities for socializing or consuming meals**. A worrying difference for all the state administration employees is the lack of dedicated facilities and a break schedule for consuming lunch. Meanwhile, both sectors lag far behind in providing other services such as breastfeeding or childcare facilities.

General perception about starting a family

6.

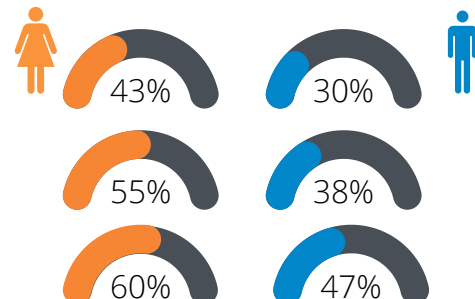


of employees, regardless of sector, age or gender, **perceive as very difficult the upbringing of a child in Albania**, mainly related to economic factors.

Parenting would make finding or **retaining a job** difficult

Parenting would affect job **loss**

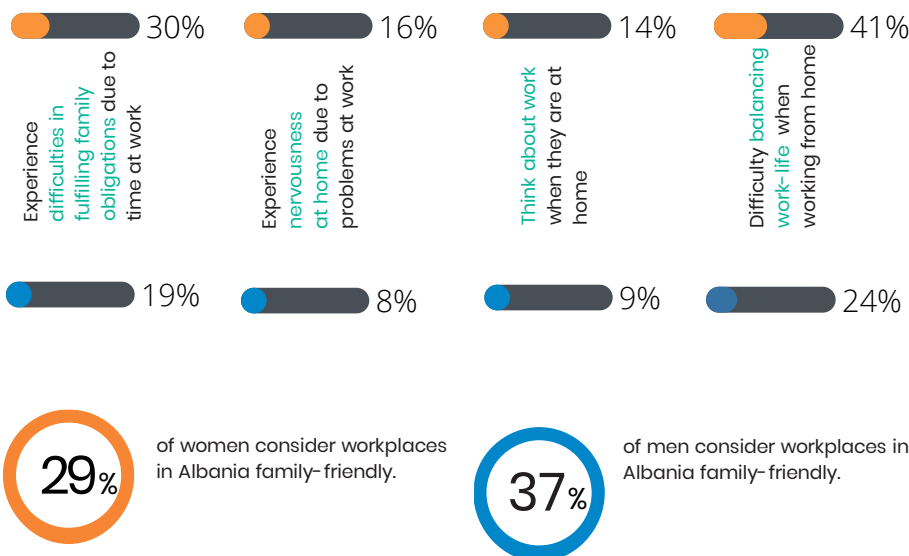
Parenting would make **career advancement** difficult



Work - life balance

There is a difference between women and men on how they experience situations at work and at home. Women are **more likely to take stressful work situations at home** than vice versa.

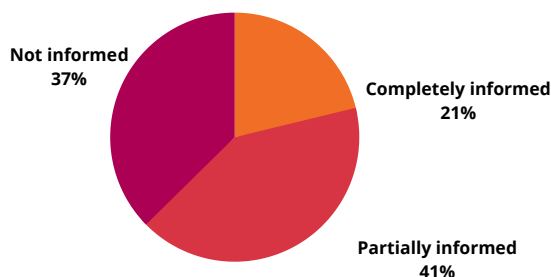
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Level of information on family-friendly policies from the employer

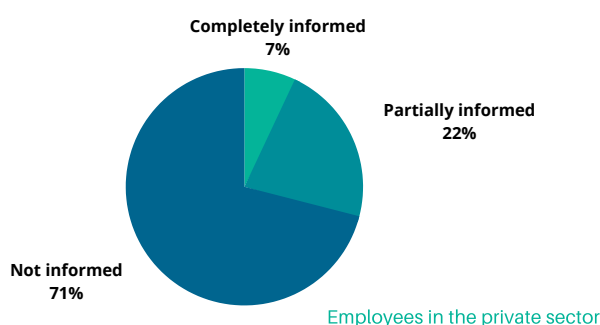
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Employees in the public sector



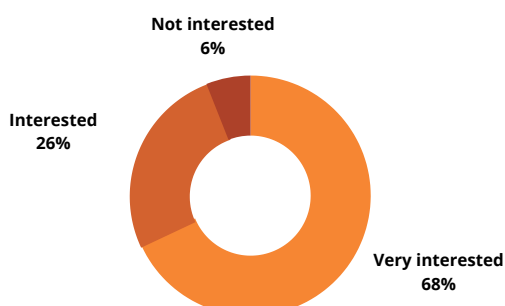
It is noted that **employers in the public sector inform employees more** about family-friendly and gender responsive policies.

In these conditions, **more needs to be done to increase the level of information** of the employees about these policies in general, with a special focus on employees in the private sector.



Interest in family friendly-policies and gender responsive policies

9.



Most employees show a **high level of interest in being informed** about the content of these policies. Women and younger employees show more interest in being informed more about such topics.