

**Study report on:**

**The assessment of gender in the  
extractive sector and gender inclusion  
in EITI reporting**

Prepared for:

*Extractive Industry Transparency Initiative National Secretariat -Albania*

Prepared by:

*Mrs. Blerina Hamzallari*

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## ACRONYMS

EITI- Extractive Industries Transparency Initiative  
EI- Extractive Industries  
INSTAT –Institute of Statistics of Albania  
EU – European Union  
MIE –Ministry of Infrastructure and Energy  
MSG – Multi-Stakeholder Group  
NGO – Non-Governmental Organization  
STEM – Science, Technology, Engineering, and Mathematics  
GDP – Gross Domestic Product  
EIGE – European Institute for Gender Equality  
AKBN –National Agency of Natural Resources – Albania  
AGS –Albanian Geological Survey  
GRB- Gender Responsive Budgeting  
GBA+ - Gender-Based Analysis Plus  
NSGE- Albania’s National Strategy on Gender Equality  
ESIA- Environmental and Social Impact Assessment  
NAW-STEM- Network of Albanian Women in STEM  
MoHSP - Ministry of Health and Social Protection  
ESG standards – Environmental, Social, Governance standarts

## EXECUTIVE SUMMARY

This study assesses gender dynamics in Albania's extractive industries, outlining both the persistent challenges and emerging opportunities for mainstreaming gender in line with the 2023 EITI Standard. Drawing from a diverse set of sources including EITI Albania reports, INSTAT statistics, Albanian government legal frameworks, and the input of different state institutions, civil society NGOs working in the extractive industry field, the study provides a comprehensive analysis of gender impact in the extractive sector.

This study is a sincere attempt to place gender at the center of transparency and good governance in Albania's extractive industries. Albania is climbing the stairs for its accession to the European Union (EU) and continues implementing the EU *acquis*. The country is also engaged in an in-depth reform of its mining and energy sector which is led by the Albanian Ministry of Infrastructure and Energy (MIE).

By the other part Albania strengthens its commitments under the 2023 EITI Standard, the time is right to not only focus on fiscal data and revenue flows, but also on how resource governance affects people, especially women and girls across the country. Albania's extractive sector has been a driver of economic growth, regional investment, and fiscal stability.

Yet behind these figures lie important human stories of communities reshaped by mining operations, of women struggling to access decent work in male-dominated industries, and of families hoping for fairer benefits from their country's natural wealth. Overall, Albania has a comprehensive legal and institutional framework for promoting gender equality, ensuring gender mainstreaming, and protecting women's and girls' rights.

The study examines gender disparities in the sector and highlights both persistent barriers and new opportunities. According to INSTAT (2021, 2023) women accounted for 21.3% of the formal workforce in the extractive industries in 2020, decreasing to 16.8% by 2023. Their representation remains minimal in technical and supervisory roles, although they are comparatively more present in leadership positions. Social expectations, safety concerns, lack of training opportunities, and gender-insensitive institutional practices all play a role in keeping women at the margins of the sector.

This assessment brings together multiple layers of evidence: a review of laws and policies, a research in the public field data from key regions (Fier, Bulqiza, Kukës, and Burrel), interviews with institutional government representatives operating in the extractive industry, civil society NGO, and the latest EITI reports. Through this approach, the study not only identifies gaps in gender inclusion, but also reveals the strengths already present—such as the gender-balanced composition of the EITI Secretariat MSG, and Ministry of Infrastructure and Energy and the leadership of women in key institutions.

Importantly, this report acknowledges that women are not simply a “vulnerable group” to be protected—they are active agents of change. In several communities, women are organizing,

advocating, and leading on issues of environmental health, community reinvestment, and social accountability.

Their voices must be amplified and structurally included in decision-making. In alignment with the 2023 EITI Standard, the study proposes a series of concrete tools to improve gender responsiveness, including:

- A gender-disaggregated reporting template tailored to EITI reporting cycles in Albania.
- Strategic recommendations to integrate gender into licensing, revenue tracking, and benefit-sharing mechanisms.
- A roadmap for building capacity across institutions, civil society, and companies to recognize and respond to gender dynamics.
- A proposal for the Albanian EITI Secretariat Gender Strategy in Extractives, focused on inclusive governance, transparent data, economic empowerment, and sustainable community participation.

This is more than a policy study—it is a call to action. Achieving gender equity in the extractive sector is not only a matter of fairness; it is about ensuring that Albania's natural resources serve all citizens. Transparency must be inclusive. Accountability must reflect diverse realities. And good governance must begin with the recognition that gender matters at every level of resource management.

Through this study, EITI Albania hopes to open the door to deeper dialogue, targeted reforms, and meaningful progress—so that the future of extractive governance in Albania is not only more transparent, but also fairer, inclusive, and sustainable for everyone. It also delivers a standardized template for collecting gender-disaggregated data, as well as recommendations for building institutional capacity, enabling gender-aware policies, and improving public accountability. This work lays the groundwork for gender-responsive natural resource governance in Albania.

## I. Introduction and Context

The extractive sector is a key economic driver in many countries, but it often exhibits significant gender disparities in employment, decision-making, and benefit-sharing. In response to these persistent gaps, both the 2019 and 2023 EITI Standards introduced specific gender-related provisions, emphasizing the importance of gender-disaggregated data and inclusive stakeholder engagement within extractive governance frameworks.

In the Republic of Albania, official data underscore the significant role of the industrial sector in the composition of the Gross Domestic Product (GDP). According to the Ministry of Finance, the industrial sector accounted for 13.2% of GDP in 2022 and 10.9% in 2023 (Table 1).

Table 1: GDP structure in Albania by sectors in %

GDP structure in %/year	Agriculture	Construction	Trade and transport (2022)/Taxes and subsidies(2021,2023)	Industry	Services
2021 <sup>1</sup>	17.7%	9.5%	12.8%	12.3%	47.7%
2022 <sup>2</sup>	16.2%	10.7%	16%	13.2%	32.1%
2023 <sup>3</sup>	18.6%	10.1%	12.4%	10.9%	48%

The GDP structure by percentage for the period 2021–2023 highlights notable fluctuations in the contribution of key economic sectors. Specifically, the industry sector experienced a moderate increase from 12.3% in 2021 to 13.2% in 2022, followed by a decline to 10.9% in 2023. This downward trend in 2023 may indicate a contraction in manufacturing or extractive activities, potentially influenced by global supply chain disruptions, rising input costs, or a slowdown in domestic and foreign investment in industrial production.

The structure of GDP is not only a reflection of economic output but also a powerful indicator of labor force dynamics and social development. A sector's share in GDP is closely linked to the number of people it employs, the quality of jobs it generates, and the broader socio-economic conditions it shapes. Although the industry sector accounts for a smaller share of GDP, it remains labor-intensive and serves as a key source of employment for low-to medium-skilled workers. Variations in industrial activity have a direct impact on employment stability and income levels, particularly for vulnerable groups such as migrant and seasonal laborers. The decline in industrial output observed in 2023 may be indicative of job losses or increased underemployment, potentially heightening economic insecurity among segments of the workforce.

Albania's path toward sustainable and inclusive development requires the systematic integration of gender perspectives into policy and governance. The need for gender-based

<sup>1</sup> INSTAT (2022). Shqipëria në shifra 2021:Produkti i brendshëm bruto  
<https://www.instat.gov.al/media/10320/shqiperia-ne-shifra-2021.pdf>

<sup>2</sup> Ministria e Financave dhe Ekonomisë, Republika e Shqipërisë (2022). Treguesit kryesorë Makroekonomik  
<https://financa.gov.al/wp-content/uploads/2024/02/Treguesit-Kryesore-Makroekonomik-2022.pdf>

<sup>3</sup> Ministria e Financave, Republika e Shqipërisë (2023). Treguesit kryesorë Makroekonomik  
<https://financa.gov.al/wp-content/uploads/2024/05/Treguesit-Kryesore-Makroekonomik-2023.pdf>

reporting and targeted strategies is reinforced by Albania's obligations under the European Union accession process and its ongoing participation in the Extractive Industries Transparency Initiative (EITI).

As an EU candidate country, Albania is expected to align its national frameworks with the EU gender equality acquis, particularly under Chapter 19 (Social Policy and Employment) and Chapter 23 (Judiciary and Fundamental Rights). The EU Gender Equality Strategy 2020–2025 emphasizes the need for gender mainstreaming, data collection, and disaggregated reporting across all policy areas (European Commission, 2020)<sup>4</sup>. Furthermore, the Directive (EU) 2022/2381 on gender balance on corporate boards requires transparent gender reporting and equal representation in leadership positions by 2026<sup>5</sup>. For Albania, adopting gender-based reporting mechanisms will not only fulfill these legal requirements but also demonstrate credible progress in democratic governance and institutional reform.

Albania, as an implementing country of the Extractive Industries Transparency Initiative, has endorsed the EITI Standard (2019, updated 2023), which includes specific provisions for gender equality, calls for sex-disaggregated employment data in the extractive sector, and promotes gender-balanced multi-stakeholder groups<sup>6</sup>. In its gender policy brief titled “*On Equal Terms*”, EITI outlines the importance of gender data in understanding the distribution of benefits and impacts of extractive activities (EITI, 2023)<sup>7</sup>. Adopting gender-based strategies is not only a legal or political requirement but also an economic imperative. Research by the International Monetary Fund (2018)<sup>8</sup> and the World Bank (2022)<sup>9</sup> confirms that gender equality boosts economic productivity, improves institutional outcomes, and contributes to poverty reduction.

Gender-based reporting and policy development are essential tools for Albania to meet its EU accession objectives, uphold its EITI commitments, and promote inclusive and equitable growth. Institutionalizing these practices will not only align the country with international standards but also strengthen its democratic governance, economic resilience, and social justice frameworks.

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<sup>4</sup> European Commission. (2020). *EU Gender Equality Strategy 2020–2025*.

[https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

<sup>5</sup> European Union. (2022). *Directive (EU) 2022/2381 on improving the gender balance among directors of listed companies*. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32022L2381>

<sup>6</sup> EITI. (2023). *The EITI Standard 2023*. Extractive Industries Transparency Initiative. [2023 EITI Standard Parts1-2-3.pdf](https://www.eiti.org/sites/default/files/2023-10/EN_EITI_Policy%20brief_Gender%20and%20energy%20transition.pdf)

<sup>7</sup> EITI. (2023). *On equal terms: Supporting an inclusive extractive sector in the energy transition* [Policy brief]. EITI. [https://eiti.org/sites/default/files/2023-10/EN\\_EITI\\_Policy%20brief\\_Gender%20and%20energy%20transition.pdf](https://eiti.org/sites/default/files/2023-10/EN_EITI_Policy%20brief_Gender%20and%20energy%20transition.pdf)

<sup>8</sup> International Monetary Fund. (2018). *Pursuing Women's Economic Empowerment*.

<https://www.imf.org/en/Publications/Policy-Papers/Issues/2018/05/31/pp053118pursuing-womens-economic-empowerment>

<sup>9</sup> World Bank. (2022). *Women, Business and the Law 2022*. <https://wbl.worldbank.org/>

## I.1. Objectives

The objective of this gender impact assessment is to explore the current gender situation in Albania’s extractive sector, including identifying the key structural, cultural, and institutional barriers that prevent women from fully participating in and benefiting from extractive industry activities. It also seeks to assess the potential for evolution and reform resulting from the implementation of the 2023 Extractive Industries Transparency Initiative (EITI) Standard and broader policy changes in natural resource governance.

This report examines ways to strengthen gender inclusion in extractives—contributing not only to more transparent and accountable governance but also to gender equality and inclusive socioeconomic development. It offers practical recommendations to Albanian public institutions, extractive companies, and civil society actors, with the goal of promoting women’s participation, leadership, and protection in the extractive sector. In doing so, it supports Albania’s international commitments, EU integration goals, and national strategies for equality, good governance, and sustainable development.

The study report aims to:

- Analyze the gender dimensions of participation, employment, and impact within the extractive sector in Albania.
- Review how gender is currently reflected in EITI implementation, reporting, and governance.
- Identify gaps, challenges and opportunities for gender mainstreaming.
- Provide practical recommendations and a roadmap to strengthen gender equality through EITI and extractive governance.

## I.2. Methodology

To understand how gender shapes the experience of working in, living near, or governing Albania’s extractive industries, this study used a mix of methods that combined numbers, stories, and lived realities. The goal was not only to analyses the current situation but to hear directly from the people—especially women—whose lives are shaped by the extractive sector and the policies around it.

We began with a comprehensive desk review of national and international documents. This included Albania’s laws on gender equality, labor rights, and mining regulations; the EITI 2023 Standard; the National Strategy for Gender Equality 2021–2030; and key frameworks from the European Union, UN, and ILO. These helped us understand what should be happening in terms of gender inclusion—and where the gaps may be.

We then analyzed gender-disaggregated data published by INSTAT (Albania’s statistics agency), looking closely at employment patterns, educational choices, wage differences, and labor market trends in sectors like mining, energy, and geology. While this gave us a big-picture view, the numbers alone couldn’t explain why the gender gap persists.

To go deeper, we conducted semi-structured interviews with representatives from public institutions such as the EITI Albania Secretariat, the National Agency of Natural Resources, and the Albanian Geological Survey. These conversations gave us insight into the institutional mind-set, priorities, and challenges when it comes to gender inclusion.

Equally important were our interviews with civil society groups and women's organizations, especially those working in or near mining communities in Bulqiza, Kukës, Fier, and Burrel. Their voices helped us understand how policies (or the lack of them) affect real people—how women experience the extractive economy, both as workers and as members of impacted communities.

We also reached out to extractive companies and EITI-related stakeholders, using questionnaires and direct requests for information. We asked about their workforce composition, gender policies, community engagement practices, and willingness to comply with the new gender requirements under the EITI Standard.

In addition, we studied good practices from other countries—like Chile, Australia, Sweden, and Peru—to see what's working elsewhere and what lessons might apply to Albania. These international snapshots helped us imagine what a more inclusive future could look like here.

### **I.3. Albanian Context**

The extractive sector in Albania is critical to national development but has long remained gender blind. This section introduces the rationale for addressing gender inclusion in extractives, outlining its socioeconomic importance and the existing gaps between men and women in participation, benefit-sharing, and leadership.

The extractive sector in Albania plays a pivotal role in the country's economic development, contributing significantly to state revenues, foreign investment, infrastructure development, and employment. However, despite its socioeconomic importance, the sector has traditionally been shaped by gender-neutral policies and practices—resulting in systemic exclusion or underrepresentation of women at various levels.

Addressing gender inclusion in the extractive industries is no longer optional; it is an imperative aligned with Albania's international commitments, national policy goals, and the evolving global standards for equitable and sustainable development. The rationale for integrating gender considerations into extractive governance stems from several intersecting realities:

✓ *Socioeconomic Significance and Gendered Impact:*

Natural resource extraction has diverse and profound impacts on communities—ranging from economic opportunities to social disruption and environmental change. These impacts are rarely gender neutral.

While men often dominate formal employment in the sector, women disproportionately bear the indirect social and environmental burdens, especially in extractive regions. For example,

displacement, increased unpaid care work, or reduced access to land and water affect women more acutely.

✓ *Representation in Participation and Decision-Making:*

Women in Albania actually remain underrepresented in extractive site technical roles, moderately represented in operational management, and significantly represented in strategic decision-making within the mining, oil, and gas industries.

According to national labor data and sectoral reports, women make up less than 17% of the formal extractive workforce. The extractive industry in Albania, encompassing oil, gas, and mining, is a strategic sector of the national economy. However, like many sectors worldwide, it remains predominantly male-dominated.

This report aims to assess the current state of women's involvement in Albania's extractive industries with a focus on employment, decision-making roles, wage equity, education pipelines, and institutional efforts to improve gender balance.

The findings and recommendations presented draw from national legal frameworks, institutional reports (EITI Albania, INSTAT, etc), the 2022 Expertise France Gender Diagnosis, and the Gender Equality Index for Albania<sup>10</sup> developed by INSTAT, EIGE, and the Ministry of Health and Social Protection.

Albania possesses significant mineral resources, particularly chromium, copper, iron-nickel, and oil. Key institutions include:

- Ministry of Infrastructure and Energy (MIE) – primary policy-maker for extractives<sup>11</sup>.
- National Agency of Natural Resources (AKBN)<sup>12</sup> – oversees mining and hydrocarbons.
- Albanian Geological Survey (AGS) – responsible for geoscientific data and geological mapping<sup>13</sup>.
- Albpetrol sh.a<sup>14</sup> – the state oil company.
- Albanian EITI Secretariat<sup>15</sup> – ensures transparency in the sector through data reporting and multi-stakeholder dialogue.

Albania has developed a robust legal framework aligned with EU directives and international standards, including:

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<sup>10</sup> European Institute for Gender Equality. (2023, October). *Gender Equality Index: Measuring progress in the Western Balkans* [Institutional report]. Publications Office of the European Union.

[https://eige.europa.eu/sites/default/files/gender\\_equality\\_index\\_albania.pdf](https://eige.europa.eu/sites/default/files/gender_equality_index_albania.pdf)

<sup>11</sup> Ministry of Infrastructure and Energy. (n.d.). *Sectoral policy frameworks and staff gender balance in state-owned companies*. Retrieved from <https://www.infrastruktura.gov.al/>

<sup>12</sup> Agjencia Kombetaree Burimeve Natyrore <http://www.akbn.gov.al/?lang=en>

<sup>13</sup> Albanian Geological Survey (AGS). (n.d.). *Institutional Mandate and Sectoral Data*. Retrieved from <https://www.gsa.gov.al/>

<sup>14</sup> Albpetrol sh.a. <https://albpetrol.al/>

<sup>15</sup> Albanian EITI <https://www.albeiti.org/site/en/home-eng-home/>

- Law No. 9970/2008 on Gender Equality in Society<sup>16</sup>.
- National Strategy for Gender Equality 2021–2030.
- ILO Convention No. 190 on Violence and Harassment at Work.
- Law on the Protection from Discrimination (No. 10221/2010)<sup>17</sup>.
- Electoral Code mandating 30% gender quota in elected bodies.

Despite institutional frameworks, gender integration in the extractive sector remains minimal, especially outside central administration offices.

✓ *Barriers to Equal Access and Benefit-Sharing:*

Socio-cultural norms, horizontal occupational segregation, limited access to training in STEM fields, and lack of supportive workplace private companies policies continue to hinder women's entry and progression in the sector.

In communities hosting extractive projects, women often have reduced access to consultation processes, and community development initiatives. Gender disparities in employment and leadership roles in the extractives sites often lead to gender-biased community benefits and reinvestment practices.

✓ *International and National Commitments:*

Albania has ratified key international frameworks, including the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)<sup>18</sup>, the UN Sustainable Development Goals (SDGs)—particularly Goal 5 on gender equality<sup>19</sup>, the Beijing Declaration and Platform for Action<sup>20</sup>, the ILO Convention No. 190 on eliminating violence and harassment in the world of work<sup>21</sup>, and the Council of Europe's Istanbul Convention<sup>22</sup>.

At the European level, Albania aligns with the EU Gender Equality Strategy 2020–2025<sup>23</sup> and the EU Action Plan on Gender Equality and Women's Empowerment in External Action

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<sup>16</sup> Parliament of Albania. (2008). *Law No. 9970 on Gender Equality*.

<sup>17</sup> Parliament of Albania. (2010). *Law No. 10221 on Protection from Discrimination*.

<sup>18</sup> Office of the United Nations High Commissioner for Human Rights. (n.d.). *Convention on the elimination of all forms of discrimination against women*

<https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/cedaw.pdf>

<sup>19</sup> United Nations. (n.d.). *Sustainable Development Goal 5: Achieve gender equality and empower all women and girls*. UN. <https://sdgs.un.org/goals/goals>

<sup>20</sup> UN Women. (2015). *Beijing Declaration and Platform for Action* [Publication]. UN Women.

<https://www.unwomen.org/en/digital-library/publications/2015/01/beijing-declaration>

<sup>21</sup> International Labour Organization. (n.d.). *Convention No. 190 concerning violence and harassment in the world of work*. ILO.

[https://normlex.ilo.org/dyn/nrmlx\\_en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C190](https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190)

<sup>22</sup> Council of Europe. (n.d.). *Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)*. <https://www.coe.int/en/web/istanbul-convention>

<sup>23</sup> European Commission. (2020, March 8). *Gender equality strategy 2020–2025*. Publications Office of the European Union [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

2021–2025 (GAP III)<sup>24</sup>. Domestically, Albania's Law No. 9970/2008 on Gender Equality in Society<sup>25</sup> mandates a minimum 30% representation of women in political and public decision-making. Other complementary legal instruments include the Law on Protection from Discrimination (No. 221/2010)<sup>26</sup>, Labor Code (No. 7961/1995)<sup>27</sup>, laws on health and safety at work, employment promotion, social protection, housing, and legal aid. These form a robust legal foundation, though their enforcement in the extractive sector remains uneven.

✓ *Population and Gender Profile:*

According to the 2023 Population and Housing Census conducted by INSTAT<sup>28</sup>, Albania's resident population was 2,402,113, composed of 49.4% men and 50.6% women. Despite this near parity, women's participation in industrial and extractive employment remains disproportionately low. The census reaffirms the urgency of tailoring national development strategies to ensure inclusive economic participation, especially in male-dominated sectors like extractives.

✓ *Economic and Social Value of Inclusion:*

Emerging global evidence shows that gender-inclusive governance improves sector performance, fosters innovation, strengthens community engagement, and mitigates conflict. In Albania, where women's participation in decision-making has strongly increased in political and administrative spheres but remains low in technical sectors, extractives can be a frontier for economic empowerment if approached with gender-intentionality.

✓ *Need for Institutional and Policy Reform:*

Despite Albania's legal and policy framework on gender equality, implementation remains fragmented across the extractive sector. Key challenges include more enforcement of existing laws, updating capacity and data systems to monitor gender outcomes, and more coordination between ministries, companies, and local governments. Institutional reforms, capacity-building, and strategic partnerships are necessary to close the gender gap in extractives.

This report study, therefore, seeks to bridge the knowledge gap by assessing gender dynamics in Albania's extractive sector, identifying barriers and entry points, and proposing concrete strategies for gender-responsive governance. The overarching aim is to support the

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<sup>24</sup> European External Action Service. (n.d.). *EU Gender Action Plan III: Towards a gender-equal world*. [https://www.eeas.europa.eu/eeas/gender-action-plan-iii-towards-gender-equal-world\\_en](https://www.eeas.europa.eu/eeas/gender-action-plan-iii-towards-gender-equal-world_en)

<sup>25</sup>World Health Organization. (2008). *Gender equality in society: Law No. 9970 – Albania* [Policy document]. <https://platform.who.int/docs/default-source/mca-documents/policy-documents/law/ALB-GBV-19-LAW-2008-eng-No-9970-Gender-Equality-in-Society.pdf>

<sup>26</sup> Council of Europe. (n.d.). *Law on gender equality and protection against discrimination* <https://rm.coe.int/lmd-updated-version-english-translation/1680a0c1fc#:~:text=This%20law%20regulates%20the%20implementation,sex%20characteristics%20living%20with%20HIV%2F>

<sup>27</sup> Office of the United Nations High Commissioner for Human Rights. (n.d.). *Albania: Code of Labour* [https://adsdatabase.ohchr.org/IssueLibrary/ALBANIA\\_Code%20of%20Labour.pdf](https://adsdatabase.ohchr.org/IssueLibrary/ALBANIA_Code%20of%20Labour.pdf)

<sup>28</sup> INSTAT (Institute of Statistics, Albania). (2024). *Albanian Population and Housing Census 2023* <https://www.instat.gov.al/en/publications/books/2024/albanian-population-and-housing-census-2023/>

implementation of the 2023 EITI Standard in a manner that is both inclusive and aligned with Albania's broader development and equality commitments. By bringing a gender lens to extractive governance, Albania can ensure that natural resources truly benefit all segments of society and contribute to more inclusive, equitable, and resilient development.

This report examines the intersection between socioeconomic development and gender in Albania, with a particular focus on the extractive industry. It draws on data from official Albanian institutions, the Gender Equality Index, and international organizations including the World Bank and UN Women. Although Albania has achieved progress in gender equality frameworks, women remain significantly underrepresented in the extractive sector, facing challenges related to participation, income, safety, and decision-making.

This report offers a multidimensional overview of Albania's gendered socioeconomic landscape and provides recommendations for inclusive growth. The extractive industry plays a critical role in Albania's economic growth, particularly in the mining and hydrocarbons sectors.

Despite regulatory progress, the participation of women in the extractive sector remains minimal. Structural barriers, social norms, and sector-specific risks continue to limit the involvement of women in what is typically viewed as a male-dominated industry. This report aims to assess the gendered impact of extractives in the Albanian socioeconomic context.

Women have made strides in educational attainment, especially in tertiary education, but are significantly underrepresented in STEM fields. Engineering, geology, and energy-related technical fields, which feed into extractives, are predominantly male-dominated. In 2024, one of the fields with the highest male representation among graduates is *Engineering, Manufacturing and Construction*, where 63.1% of graduates are male, reflecting a persistent trend of gender segregation in academic and professional orientation<sup>29</sup>. This educational pipeline mismatch contributes to horizontal occupational segregation and limits women's access to well-paying jobs in the sector.

While Albania has ratified international labor and safety conventions, occupational health policies must reach the highest standard for gender-specific risks. Women working in extractives can be exposed to substandard conditions without appropriate equipment or facilities. There are also significant gaps in maternity protections, ergonomic infrastructure, and gender-sensitive safety standards in mining and oil fields. The absence of women-specific facilities further discourages their presence in rural work camps.

Mining regions such as Bulqiza, Kukës, and Burrel exhibit patterns of low female labor force participation, limited access to health and childcare services, and fewer economic alternatives for women. Extractive activities have led to localized environmental degradation, which disproportionately affects women and children due to caregiving roles.

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<sup>29</sup> Institut i Statistikave (INSTAT). (2025, May 12). *Statistika të diplomimeve, 2023–2024* [PDF]. [https://www.instat.gov.al/media/15252/statistika-te-diplomimeve\\_2023-24\\_shqip\\_final.pdf](https://www.instat.gov.al/media/15252/statistika-te-diplomimeve_2023-24_shqip_final.pdf)

### Strategic Recommendations

1. Introduce mandatory gender-disaggregated reporting in extractive companies under the EITI framework.
2. Enforce quotas for female participation in decision-making bodies.
3. Develop local employment and training programs targeting women in mining regions.
4. Invest in gender-sensitive safety infrastructure and maternity protections in extractive sites.
5. Integrate Gender Impact Assessments in all environmental and social licensing procedures.
6. Provide financial and entrepreneurial support for women-led SMEs in resource-rich areas.

## **2. Insights from the Gender Equality Index 2020**

Albania's inaugural Gender Equality Index<sup>30</sup>, developed in collaboration with EIGE and national institutions, scored the country at 60.4 out of 100, below the EU average of 67.4. While Albania scored highest in the health domain and demonstrated strong progress in political representation (especially in Parliament and the Council of Ministers), it lagged behind in areas crucial to extractive sector reform—namely, economic participation (work and money), time use, and access to knowledge. These gaps reflect significant challenges for women in entering, advancing, and leading within male-dominated fields like mining, oil, and gas.

The index's findings underscore the urgency of addressing gender gaps in training, workplace participation, and community-level engagement. For example, the low presence of women in technical education and vocational training directly affects their employability in extractive industries. Similarly, women's disproportionate burden of unpaid care work limits their mobility and availability for full-time employment in geographically remote industrial zones.

Moreover, the gender-blind structure of many institutional policies in the extractive sector perpetuates a cycle of exclusion—where women are not only underrepresented but are also rendered invisible in key data sets and decision-making processes.

### **2.1. Gender Equality Index Findings (2020)**

Albania scored:

- 60.4 overall (EU average: 67.4)
- 48.1 in "Time" domain – showing burden of unpaid work disproportionately on women.

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<sup>30</sup>European Institute for Gender Equality. (n.d.). *EU-candidate countries and potential candidates: Albania*. Retrieved June 18, 2025, from [https://eige.europa.eu/about/eu-candidate-countries-and-potential-candidates/albania?language\\_content\\_entity=en](https://eige.europa.eu/about/eu-candidate-countries-and-potential-candidates/albania?language_content_entity=en)

- 67.6 in "Work" domain – showing improved participation but continued sectoral segregation.
- 59.6 in "Money" domain – indicating lower incomes and fewer financial resources for women.

These scores reveal systemic obstacles in areas such as time use, income, and professional advancement—challenges mirrored in extractive industry settings. The 2020 Gender Equality Index shows that Albania is progressing in certain areas (like work participation), but serious gaps remain in unpaid care, income equality, and occupational segregation. Targeted reforms addressing both structural barriers (policy and law) and socio-cultural norms are essential to accelerate progress and align more closely with EU standards.

Table 2: Key Statistical Highlights from the Gender Equality Index (2020)<sup>31</sup>

Domain	Score (Albania)	EU-28 Average	Notes
Work	67.6	72	Lower FTE employment, high sectoral segregation
Money	59.6	80.4	Income gap, less economic power
Knowledge	55.6	63.5	Gender segregation in education fields
Time	48.1	65.7	Unequal distribution of unpaid work
Power	60.9	51.9	Better political rep., lower social power
Health	81.8	88.1	Good access, fewer healthy life years for women

Albania shows strengths in political representation and basic healthcare access, but faces serious deficits in economic power, work-life balance, and gendered educational choices. Targeted reforms in employment equity, unpaid care redistribution, and financial empowerment are needed to close the gap with the EU average.

<sup>31</sup>Babović, M., & Miluka, J. (2020, January). *Gender Equality Index for the Republic of Albania 2020*. Institute of Statistics, Republic of Albania & European Institute for Gender Equality. Retrieved June 18, 2025, from [https://eige.europa.eu/sites/default/files/gender\\_equality\\_index\\_albania.pdf](https://eige.europa.eu/sites/default/files/gender_equality_index_albania.pdf)

### **3. Why don't women work at EI sites in Albania? A socio-cultural perspective**

Mining is one of Albania's oldest industries, rooted deeply in the economic lifeblood of regions like Bulqiza, Burreli, Kukës, Pogradec, Fier, etc. Yet if you visit a mining site today, you'll likely find one thing missing: women.

While women may work in nearby offices, perform administrative duties, or support community life around mining towns, very few—if any—are found deep in the mines or operating heavy machinery at the extraction site. But why is that? The reasons are not just about the job itself. They're woven into Albania's culture, education system, family structures, and even the way companies are run.

#### **3.1. It starts with tradition and perception: the workplaces themselves aren't built for women**

In many Albanian communities, Extractive Industries are still seen as a man's world—physically demanding, dangerous, and tied to a certain kind of rugged masculinity. From a young age, girls grow up hearing that mining or oil extraction sector is too tough, too risky, or simply “not for women.” Families may be proud to send sons into the mines, but not daughters. And for many women, even if they're curious or capable, the idea of going into a mine is discouraged or dismissed.

Most mining sites in Albania have not been designed with women in mind because inside the mining sites the work is difficult. There are often no separate restrooms, no private changing areas, and no basic facilities that would make a woman feel safe and respected on-site. And where these things are missing, so too are the protections that help women feel secure—like policies against harassment, or a work culture that values inclusion and fairness.

##### **Community Interview: Patos-Marinza (Man, 35 years old, married)**

*"My father was employed in the oil extraction sector during the period 2010-2020. He worked extended hours, and upon returning home, he had limited time and energy to participate in family life. That sector is male-dominated, and the nature of the work is not suitable for women. Women can work in service sectors, with fixed schedules and more flexibility. Oil extraction is not a job for women..."*

##### **Community Interview: Patos-Marinza (Women, 42 years old, married)**

*"I am unemployed. I have continuously looked for work in both the private and public sectors. I can't work in the oil companies because I don't have the necessary education, but also, my family would never allow it. Maybe they would let me work only if it were in an office or in maintenance, but not out in the field... That is considered men's work."*

Legally, there's nothing stopping women from working in Extractive Industries. But the laws don't actively encourage it either. There are no regulations pushing companies to include women in their workforce, and no requirements for gender-sensitive employment plans. Mining jobs are often informal, unstable, and physically demanding. They involve shift work, long hours, and remote locations. For women—especially those with children or eldercare responsibilities—this kind of schedule are nearly impossible to balance without support. And for women without support systems, entering this type of work can feel like stepping into an entirely different world without a guide.

### **3.2. When gender defines opportunity: the unequal path to education**

Many women never even get the chance to think about mining or other type of Extractive Industries sectors as a career. In vocational schools that train future miners or engineers, women make up only a tiny fraction of the students. There aren't enough scholarships or programs targeting girls for these paths. And without training, there's no access to the better-paying technical jobs that the sector offers.

According to data published by the Ministry of Education and Sports, during the 2022–2023 academic year, a total of 22,834 students were enrolled in higher education institutions across the Republic of Albania offering study programs aligned with employment opportunities in the field of Extractive Industries—classified under the broader category of *Engineering, Manufacturing and Construction*. Of these students, 7,593 were female, accounting for approximately 33% of total enrollment<sup>32</sup>. However, the available statistical data do not disaggregate enrollment figures by specific subfields or profiles within this disciplinary area. As a result, gender-based analysis remains limited in scope and insufficient for drawing detailed conclusions regarding women's participation in extractive industries-focused educational pathways.

Research shows that girls in Albania are often steered away from STEM fields due to social norms that frame sciences and engineering as “masculine.” Even as female enrolment in tertiary education increases, STEM programs remain male-dominated. For instance, girls report lower self-confidence and a diminished sense of belonging in technical disciplines, exacerbated by a lack of female role models in these areas.

### **3.3. Lack of role models to follow**

When there are no women already working in the mines, it's harder for others to imagine themselves there. Young girls don't see role models in hard hats. They don't hear stories of women leading teams underground or managing safety operations. The silence becomes a wall. And unless companies and institutions make a point to change that, the silence stays. We can say that companies are not asking the right question yet.

Few companies of Extractive industries in Albania have internal strategies for gender inclusion. There are no set goals to hire women, no programs to mentor them, and no

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<sup>32</sup> Ministry of Education and Sports. (2024, December). *Statistical yearbook on education and sports 2022–2023 and time series* [PDF]. Republic of Albania. <https://arkiva.arsimi.gov.al/wp-content/uploads/2024/12/Vjetari-Statistikor-p%C3%ABr-Arsimin-dhe-Sportin-2022-2023-dhe-seri-kohore.pdf>

accountability when inclusion fails. The 2023 EITI Standard now requires companies to collect and publish gender-disaggregated data, and to assess the social and gender impacts of their operations.

Breaking this cycle isn't easy—but it's possible. It starts with changing perceptions at home and in school. It continues with companies creating workplaces where women feel safe, respected, and valued. And it depends on policies that not only open the door for women but help them walk through it. Because women can and should have the opportunity to work in every part of Albania's economy, including the mines. Not just behind desks. Not just at the margins, but at the heart of the action.

## 4. Albania and the World: are women in EI still left outside the gate?

Across the globe, extractive industries have long been a male-dominated space. The idea of a woman in a hard hat, descending into a mine or operating drilling machinery, is still more of an exception than the norm. In this sense, Albania is not unique. But the difference lies in how far countries have come in actively changing that reality.

### 4.1 Albania: progress on paper, progress on political and administrative roles but silence underground

As mentioned previously in the case of Albania, gender equality laws are in place, and the country has taken important steps in public administration and political leadership but the absence of women at EI sites is rarely questioned. There's no national debate about it, no companies running bold campaigns to recruit women into technical roles, and few concrete measures to make mining sites safe and welcoming for women. Policies remain mostly gender-neutral, which in practice often means gender-blind.

There are passionate women working in offices, in ministries, and in community advocacy around the extractive sector. But when it comes to being inside the mine, at the heart of the operation, women are mostly invisible. There are no legal quotas, no public-private initiatives, targeting women in mining sites. INSTAT<sup>33</sup> collects limited data, and most companies do not publish gender breakdowns of their staff, especially for field roles. EITI Albania has recently begun integrating gender requirements from the 2023 Standard, by publishing the EITI Reports for Albania.

Women remain largely excluded from mine site operations, and the topic itself is rarely discussed in public forums or corporate boardrooms but recently women have a very high position in administrative and monitoring and policymaking roles inside the governmental institutions in the field of the extractive industries.

## 4.2 Advancing gender inclusion: a review of good practices

### 4.2.1. Regional Experiences

Walk into a EI site anywhere in the Western Balkans, and you'll likely see a similar picture: heavy machinery, rugged terrain, male-dominated teams—and very few, if any, women in sight. But if you look a little deeper, you'll see that some countries have started to crack the door open for women.

#### ➤ *North Macedonia: Modest Inclusion*

North Macedonia, like Albania, has a strong tradition of mining, especially in regions like Sasa and Zletovo. While mining is still male-dominated, some companies—often foreign-owned—have started to implement internal gender policies, hire women in administrative and monitoring roles, and explore safety planning for mixed-gender teams.

<sup>33</sup> Institute of Statistics (INSTAT). *Burra dhe Gra në Shqipëri 2023.* <https://www.instat.gov.al/media/12598/burra-dhe-gra-2023.pdf>

The country has also made vocational education reforms, introducing more technical programs for girls, especially in mining regions<sup>34 35</sup>. The government has adopted gender-responsive budgeting (GRB) methodologies, aiming to ensure that public policies and budgets address the needs of both women and men. Since 2012, North Macedonia has been a regional leader in implementing GRB, integrating gender perspectives into sectoral programs and budgets. This approach is crucial for creating an enabling environment for women's economic empowerment within the extractive industries<sup>36</sup>.

Despite these advancements, challenges persist. Cultural norms and gender stereotypes continue to influence women's participation in the extractive sector. Efforts are needed to further dismantle these barriers, promote STEM education among women, and encourage their involvement in decision-making processes within the industry<sup>37</sup>.

#### ➤ *Serbia: Industry Shifts and International Influence*

Serbia's extractive sector is undergoing modernization with increased foreign investment (e.g., in lithium and copper mining). International companies like Rio Tinto and Zijin have faced pressure from civil society and ESG standards to include gender-sensitive planning.

A 2021 World Bank–sponsored survey of major energy and mining companies found women comprised just 21% of middle management, 17% of senior management, and a mere 16% of board-level positions. While women made up 51% of administrative roles, they represented only 12% of the technical and operational workforce<sup>38</sup>. Some sites now have dedicated female recruitment programs, and vocational schools are working to include more girls in mining-related trades<sup>39</sup>.

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<sup>34</sup> International Organization for Standardization. (2023). *ISO Gender Action Plan 2022–2025*. <https://www.iso.org/files/live/sites/isoorg/files/about%20ISO/strategy/Gender/Gender%20page%20PDFs/ISR%20GAP%20final-10.2023.pdf>

<sup>35</sup> UN Women. (2023). *Country gender equality profile of North Macedonia*. <https://eca.unwomen.org/en/digital-library/publications/2023/09/country-gender-equality-profile-of-north-macedonia>

<sup>36</sup> UN Women. (n.d.). *Gender-responsive budgeting (GRB) at a glance in North Macedonia*. UN Women Europe and Central Asia. [https://eca.unwomen.org/en/what-we-do/national-planning-and-budgeting/transformative-financing-for-gender-equality-in-the-western-balkans/north-macedonia\\_en.wikipedia.org+11](https://eca.unwomen.org/en/what-we-do/national-planning-and-budgeting/transformative-financing-for-gender-equality-in-the-western-balkans/north-macedonia_en.wikipedia.org+11)

<sup>37</sup> Women and Men in North Macedonia 2023, State Statistical Office, Republic of North Macedonia. [https://www.stat.gov.mk/publikacii/2023/ZeniteMazite\\_2023\\_en.pdf](https://www.stat.gov.mk/publikacii/2023/ZeniteMazite_2023_en.pdf)

<sup>38</sup> Lukic, J., & Faria, M. M. (2023, February 20). *How can Serbia's energy and mining sector become a leader in gender equality?* World Bank Blogs. <https://blogs.worldbank.org/en/europeandcentralasia/how-can-serbias-energy-and-mining-sector-become-leader-gender-equality>

<sup>39</sup> World Bank (2024). *Exploring opportunities. For gender diversity in the mining and energy sector in Serbia*. <https://documents1.worldbank.org/curated/en/099457012072279757/pdf/IDU0132ed1050630d04a650af990ac5c9926d321.pdf>

Social Inclusion and Poverty Reduction Unit, Government of Serbia.

[https://socijalnoukljucivanje.gov.rs/wpcontent/uploads/2021/10/Gender\\_Equality\\_Index\\_for\\_the\\_Republic\\_of\\_Serbia\\_2021.pdf](https://socijalnoukljucivanje.gov.rs/wpcontent/uploads/2021/10/Gender_Equality_Index_for_the_Republic_of_Serbia_2021.pdf)

Coordination Body for Gender Equality, Republic of Serbia.

<https://www.rodnaravnopravnost.gov.rs/sites/default/files/202203/National%20Strategy%20for%20GE%202021-2030.pdf>

Serbia has made notable strides in gender-responsive public finance. Since the adoption of Gender-Responsive Budgeting (GRB) in 2015<sup>40</sup>, the Ministry of Finance and municipal governments have integrated gender analysis into budget planning. These reforms suggest Serbia could apply similar gender-lens budgeting within extractive governance and community development. The Serbian government also monitors gender in employment statistics regularly, offering a slightly clearer picture of women's role in mining and energy.

#### ➤ *Kosovo: Limited Progress, Localized Efforts*

Kosovo's labor market evidences a marked gender disparity: while women comprise approximately 50% of the population, only about 12.3% are employed compared to 57.8% of men<sup>41</sup>. Kosovo's mining sector is relatively small, with operations mainly in Trepça. In the extractive and energy sector, women are particularly underrepresented: they make up only 9.7% of the workforce in electricity, gas, steam, and air-conditioning roles<sup>42</sup>. While there are a few women working in administrative or environmental monitoring roles<sup>43</sup>, there's little formal strategy for gender inclusion in mining.

Civil society organizations, however, have been active in advocating for women's employment in rural areas affected by extractive activities. In short, progress is slow, but grassroots activism is steadily driving the dialogue toward greater gender equality.

#### 4.2.2. Good Practices from Around the World

Several countries have adopted innovative and effective strategies to promote gender inclusion in the extractive industries. These global good practices can serve as models for Albania and other countries in the Western Balkans seeking to advance gender equality in mining, energy, and resource governance.

## ➤ *South Africa: A Shift Driven by Law*

South Africa made a bold move years ago bypassing legislation that requires mining companies to include women in their workforce. The legislative approach to gender inclusion in extractives is among the most robust globally. By embedding gender quotas and

<sup>40</sup> UN Women. (n.d.). *Transformative financing for gender equality in the Western Balkans: Serbia* UN Women Europe and Central Asia. <https://eca.unwomen.org/en/what-we-do/national-planning-and-budgeting/transformative-financing-for-gender-equality-in-the-western-balkans-serbia>

<sup>41</sup> UNFPA Kosovo. (2025, February 13). *Illustrating advantage of gender equality and economic progress through family-friendly workplace policies in Kosovo*. <https://kosovo.unfpa.org/en/news/illustrating-advantage-gender-equality-and-economic-progress-through-family-friendly-workplace-policies-in-kosovo>

<sup>42</sup> Kosovo 2.0. (2025, April 14). *The intersection of gender equality and green energy*. Kosovo 2.0. Retrieved June 21, 2025, from <https://kosovotwozero.com/en/the-intersection-of-gender-equality-and-green-energy/#:~:text=The%20Kosovo%20Agency%20for%20Statistics%20%99%20%282021%29>

<sup>43</sup> Kosovo Program for Gender Equality 2020–2024, Agency for Gender Equality, Republic of Kosovo, <https://abgi.rks.gov.net/assets/cms/uploads/files/AGE%20Kosovo%20Program%20for%20Gender%20Equality%202020-2024.pdf>

Kosovo Gender Country Profile, European External Action Service (EEAS), [https://www.eeas.europa.eu/sites/default/files/documents/2024/UNWOMEN\\_GEF\\_ENG.pdf](https://www.eeas.europa.eu/sites/default/files/documents/2024/UNWOMEN_GEF_ENG.pdf) Corruption Risk Assessment: Kosovo Extractive Industries Sector, United Nations Development Programme (UNDP) Kosovo, <https://www.undp.org/kosovo/publications/corruption-risk-assessment-kosovo-extractive-industries-sector>

empowerment mandates into law and licensing. Mining Charter III (2018)<sup>44</sup> sets strict gender-inclusive quotas in management roles:

- Board & executive levels: 50% Black representation, with 20–25% female among Black candidates
- Senior management: 60% Black representation, with 25% female
- Middle management: 60–75% Black representation, with 25–38% female
- Junior management: 70–88% Black representation, with 30–44% female

These mandates legally tie gender inclusion in executive and operational roles to mining licensing, making compliance essential.

Today, women make up around 18% of South Africa's mining workforce<sup>45</sup>, and the country has pioneered programs to improve safety, provide mentorship, and introduce protective equipment designed for women. Some women have even risen to leadership roles underground. It's not perfect but it is progress, and it is visible.

#### ➤ *Canada: Industry-Driven Change*

Canada requires companies to conduct Gender-Based Analysis Plus (GBA+) as part of environmental and social impact assessments for extractive projects. This ensures that gender-specific impacts are identified and mitigated before licenses are issued.<sup>46</sup>

In Canada, especially in provinces like Ontario and British Columbia, industry associations and mining companies have adopted voluntary targets to improve gender diversity. Initiatives like "Women in Mining Canada" have created mentorship programs, data transparency commitments, and awards to spotlight women's achievements. There's also a growing focus on Indigenous women's inclusion in extractive operations on traditional lands<sup>47</sup>. Canada reports a workforce participation rate of 16–18% for women in mining, with steady progress driven by long-term gender inclusion policies<sup>48</sup>.

#### ➤ *Chile and Peru: Public-Private Partnerships*

In South America, countries like Chile and Peru have built partnerships between government, companies, and universities to encourage women's participation in mining. These efforts include scholarships for girls in engineering, gender inclusion audits, and awareness campaigns that challenge traditional gender norms in mining regions.

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<sup>44</sup> Zwane, M. J. (2017, June 15). *Release of the 2017 Mining Charter* [Speech]. Government of South Africa.

<https://www.gov.za/speeches/minister-mosebenzi-zwane-occasion-release-mining-charter-15-jun-2017-0000>

<sup>45</sup> "South African Women in Mining: The Urgent Need for Gender Equality." *Adcorp Insights*, Sept. 6, 2022. [SA Women in Mining: Gender Equality | Insights by Adcorp](#)

<sup>46</sup> Impact Assessment Agency of Canada. (2024, June 20). *Guidance: Gender-based Analysis Plus in Impact Assessment* [Fact sheet]. Government of Canada. <https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/gender-based-analysis.html>

<sup>47</sup> Indigenous Services Canada. (2024). *2023–2024 Gender-based analysis plus* [Report]. Government of Canada. <https://www.sac-isc.gc.ca/eng/1722364128737/1722364264424>

<sup>48</sup> Peltier-Huntley, J. (2019). *Closing the gender gap in Canadian mining: An interdisciplinary mixed methods study* [Master's thesis, University of Saskatchewan]. International Women in Mining. <https://internationalwim.org/wp-content/uploads/2021/04/PELTIER-HUNTLEY-THESIS-2019.pdf>

- *Chile<sup>49</sup>: Advancing Gender Equality in a Resource-Rich Nation*

Chile has taken measurable steps to address gender disparities in its mining sector, a cornerstone of the national economy. According to COCHILCO's 2025 report analysing 2023 data, women's participation in the mining workforce stands at 13.4%, reflecting a modest but meaningful increase from previous years. Within mining companies, the figure is slightly higher at 17.7%, while contractor firms trail with only 11.3%. These disparities highlight the need for systemic reforms not only at the operational level but also within the wider supply chain.

Gender roles within the industry remain uneven. While 65.3% of women are employed in administrative or non-operational roles, the majority of men (63.4%) occupy technical and operational positions. The challenges faced by women in the sector include cultural stereotypes, lack of leadership opportunities, and limited access to field-based roles. Encouragingly, companies have made progress in policy development: over 89.8% report having gender inclusion frameworks, and nearly 94% have adopted flexible work models. However, only 12.5% of companies are certified under the NCh 3262 standard, which promotes gender equality and work-life balance.

Efforts to close the gender gap are being reinforced through national strategies such as the Mining Policy 2050, which aims for 20% female participation by 2030. Companies are increasingly collaborating with universities, NGOs, and international partners to offer internships, scholarships, and leadership programs for women. These initiatives not only equip women with skills but also foster cultural change within the industry. Yet, challenges persist. Short job tenures, limited mentorship, and unequal promotion paths hinder long-term retention and advancement for women. Addressing these requires sustained effort and coordinated actions involving both public and private stakeholders. The Chilean example shows that while structural policy is essential, it must be matched by cultural transformation and accountability mechanisms to produce lasting results.

- *Peru: Overcoming Barriers through Dialogue and Inclusion*

In Peru, women's participation in the mining sector remains limited, with estimates placing the figure around 6-8% of the formal workforce<sup>50</sup>. The industry, historically perceived as a male domain, presents social, cultural, and logistical barriers for women, especially in rural areas where mining operations are concentrated. The Ministry of Energy and Mines (MINEM)<sup>51</sup>, however, has begun implementing targeted measures to promote gender equity through policy design and stakeholder dialogue.

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<sup>49</sup> Comisión Chilena del Cobre. (2025, March 17). *Estudio: Representación de la mujer en el sector minero en Chile al año 2023*. <https://www.cochilco.cl/web/estudio-representacion-de-la-mujer-en-el-sector-minero-en-chile-al-ano-2023/>

<sup>50</sup> Women in Mining Perú. (2024). *Proceedings of the 2024 Annual Congress*. <https://wimperu.org/wp-content/uploads/2024/05/WIM-Peru-2024-Annual-Congress-Proceedings.pdf>

<sup>51</sup> Ministerio de Energía y Minas del Perú (MINEM)'s 2023 Gender Equality Plan for Small-Scale and Artisanal Mining. [Anuario Minero 2023 - Informes y publicaciones - Ministerio de Energía y Minas - Plataforma del Estado Peruano](https://minem.gob.pe/estadisticas/estadisticas-mineras/anuario-minero-2023-informes-y-publicaciones-ministerio-de-energia-y-minas-plataforma-del-estado-peruano)

One of the key initiatives includes the establishment of the "Women in Mining and Energy" program, which seeks to increase female participation through education, skills training, and public-private collaboration. Supported by civil society and international partners, this program focuses on closing the gender gap in technical and decision-making roles. Events like the annual Women in Mining Congress in Lima serve as a platform for exchanging best practices and elevating women's voices in policy-making.

Major mining firms such as Antamina and Anglo American have also implemented internal diversity frameworks. These include zero-tolerance policies on harassment, mentorship programs, and targeted recruitment strategies. In addition, partnerships with universities and vocational schools aim to attract young women into mining-related fields and provide them with a pathway to employment. Despite these efforts, deep-seated gender norms and limited infrastructure in rural regions remain critical barriers. Issues such as workplace safety, access to childcare, and transportation are still insufficiently addressed.

For Peru to advance, a more integrated approach—blending government leadership, corporate commitment, and civil society engagement—is required. By improving data collection, enhancing community dialogue, and scaling up inclusive education programs, Peru has the potential to significantly boost gender inclusion in its mining sector.

#### ➤ *Australia<sup>52</sup>: A Case Study in Structural Progress*

Australia stands out as one of the global leaders in integrating women into the mining sector. With female participation approaching 20%, Australia has taken bold, systemic steps to bridge the gender gap in an industry long dominated by men.

The government, industry associations, and civil society have worked in tandem to develop frameworks that support women not only at the entry level but also throughout their careers.

Key among these has been the promotion of STEM (science, technology, engineering, and mathematics) education for young women, combined with apprenticeship programs that directly connect women with career opportunities in mining.

Central to Australia's success is the establishment of structured leadership development pathways and mentorship programs that create a clear pipeline for women to progress into mid- and senior-level roles. Many mining companies, including BHP and Rio Tinto, have adopted internal diversity targets, regular gender audits, and transparent promotion procedures to ensure that women's advancement is not only encouraged but monitored.

Flexible working arrangements, job sharing, and parental leave benefits have also played a crucial role. Recognizing that workplace culture and retention are just as important as recruitment, companies have focused on creating inclusive environments that accommodate

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<sup>52</sup> Workplace Gender Equality Agency. (n.d.). *Workplace Gender Equality Agency*. Australian Government. <https://www.wgea.gov.au/>

women's needs across different life stages. Importantly, male allies are also being engaged in diversity campaigns, reinforcing that gender inclusion is a collective responsibility.

Despite this progress, challenges remain—particularly in remote operations where traditional cultures may resist change and in physically intensive roles where participation is still low. Nonetheless, Australia's mining sector offers valuable lessons on how coordinated policies, company leadership, and a strong public narrative can shift both practice and perception around gender roles in the extractive industries.

#### ➤ *Sweden: Institutionalizing Gender Equality in Mining*

Sweden's reputation for social equality extends into its extractive industries, where women now make up approximately 20% of the mining workforce. This progress is deeply rooted in the country's broader gender-equality policies and supported by a strong legislative framework. Gender budgeting, equal pay laws, and universal access to childcare have long created the conditions necessary for women to participate fully in the labour market—mining included.<sup>53</sup>

In the mining sector, companies like LKAB and Boliden<sup>54</sup> have led the charge by embedding gender equality into their organizational strategies. Hiring practices are explicitly designed to promote diversity, and job descriptions are revised to remove biased language that might dissuade female applicants. Moreover, Sweden's unions play a proactive role in advocating for equal treatment and gender-balanced work environments.

Education and research institutions also support these efforts through programs aimed at attracting more women into geology, metallurgy, and engineering. Scholarships for women in mining-related fields are common, and academic-industry partnerships are used to provide real-world training and mentorship opportunities. Importantly, there is a cultural expectation that industries will reflect the equality seen in broader society—placing a form of social accountability on mining firms.

Nonetheless, Sweden is not without its challenges. Women are still underrepresented in high-risk and underground positions, and cultural stereotypes linger. But the difference lies in the response: Swedish institutions consistently address these gaps through gender-disaggregated data collection, public transparency, and continuous improvement strategies. The result is a mining sector that, while still evolving, sets a global standard for equity and inclusion.

#### 4.2.3. What Albania can learn

It's not that Albanian women are less capable, or less interested. It's that in some countries, someone asked the question: *Why aren't women here?* And then they did something about it. They created programs, collected data, talked to women in communities, and made space.

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<sup>53</sup> Government Offices of Sweden. (n.d.). *BUDGe for Gender Equality – a Swedish tool for gender budgeting*. <https://www.eige.europa.eu/gender-mainstreaming/countries/sweden>

<sup>54</sup> Luossavaara-Kiirunavaara Aktiebolag (LKAB). (2024, April 25). *Annual and sustainability report 2023*. LKAB. [https://lkab.com/wp-content/uploads/2024/04/LKAB\\_2023\\_Annual-and-Sustainability-report.pdf](https://lkab.com/wp-content/uploads/2024/04/LKAB_2023_Annual-and-Sustainability-report.pdf).

They acknowledged that gender inequality in mining isn't just a social issue—it's an economic one. When half the population is locked out of an entire sector, everybody loses.

In Albania, the gate to the mine sites is still mostly shut to women. Not because the law says so, but because nobody has yet forced it open. But gates can be opened. They can be redesigned. They can be made wider, more welcoming, and more equitable. Other countries in the world have started to push that gate. Albania can too. And when it does, it won't just bring women into the mine—it will bring fairness, innovation, and the promise of a future where talent, not tradition, determines who gets to lead the way.

Albania's National Strategy on Gender Equality (NSGE) 2021–2030<sup>55</sup> does acknowledge and aim to promote the role of women in sectors like energy, green economy, and digitalization which implicitly includes parts of the extractive industry. While the strategy does not focus mainly on mining or hydrocarbons in detail, it does recognize economic sectors traditionally dominated by men as critical areas for gender intervention and female economic empowerment.

The NSGE 2021–2030, approved by the Albanian Government, is not just about protection and equality in family law. It also has a clear focus on economic empowerment, and here's where it starts to include the extractive and energy sectors:

- It sets an objective to increase women's participation in male-dominated sectors, with a strong emphasis on energy, digitalization, and the green economy.
- It proposes incentives such as grants and loans for women-led businesses in these fields.
- It acknowledges the barriers faced by women in accessing non-traditional employment, especially in rural areas.
- It also promotes vocational training and mentoring programs to help women and girls prepare for careers in high-value, strategic sectors.

While the word "extractives" or "mining" is not directly mentioned, energy is—and energy in Albania is deeply linked to hydropower, oil and gas, and geological development. These are core pillars of the extractive industry. In conclusion, several key lessons emerge:

- a) Policy is a catalyst for change. When governments enact legislation or offer incentives to promote gender inclusion, the private sector is more likely to follow suit.
- b) Representation makes a difference. Visible role models, recognition through awards, and the sharing of women's stories in the sector help to inspire and sustain progress.
- c) A safe and inclusive environment is essential. Women are unlikely to enter or remain in spaces where they do not feel secure, respected, or welcomed.
- d) Measurement enables progress. Collecting and analyzing sex-disaggregated data on employment, wages, and career advancement is crucial to identifying gaps and driving evidence-based solutions.

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<sup>55</sup> Ministry of Health and Social Protection, Republic of Albania. *National Strategy for Gender Equality 2021–2030* (Approved by DCM No. 400, date 30.06.2021). <https://shendetesia.gov.al/strategjia-kombetare-e-barazise-gjinore-2021-2030>

## 5. EITI 2023 Standard – Gender Requirements

### 5.1. Bridging the Gap: Gender and Governance in Albania's Extractive Transparency Initiative

Albania has been an EITI member since 2009 and published its first report in 2011. The new 2023 Standard integrates gender throughout, requiring countries to ensure gender representation in MSGs, gender data disclosures, and community consultations. Albania's commitment to the Extractive Industries Transparency Initiative (EITI) since 2009 has fostered significant strides in enhancing transparency and governance within its extractive sector. Central to this progress is the active role of the Albanian EITI Multi-Stakeholder Group (MSG), which serves as a collaborative platform comprising representatives from government entities, civil society, and the extractive industry.

The MSG is instrumental in overseeing the implementation of EITI standards in Albania. It ensures that the principles of transparency and accountability are upheld across the sector. The group's composition reflects a balanced representation from various stakeholders, including:

- Government Bodies: Key ministries and agencies such as the Ministry of Infrastructure and Energy, the National Agency of Natural Resources (AKBN), the Albanian Geological Survey, and Albpetrol.
- Civil Society Organizations: These entities provide oversight and advocate for community interests and environmental considerations.
- Industry Representatives: Companies engaged in the extractive sector contribute insights and data pertinent to industry operations.

The MSG operates under a clear mandate to facilitate dialogue among stakeholders, oversee the preparation of EITI reports, and ensure the dissemination of information to the public. This collaborative approach has been pivotal in promoting transparency and fostering trust among stakeholders.

The successful implementation of EITI standards in Albania is bolstered by the concerted efforts of various state institutions:

- Ministry of Infrastructure and Energy: This ministry plays a central role in policy formulation and oversight of the extractive sector.
- National Agency of Natural Resources (AKBN): AKBN is responsible for managing the country's natural resources, ensuring sustainable exploitation, and providing data critical for EITI reporting.
- Albanian Geological Survey: This agency contributes geological data and assessments that inform sector planning and development.
- Albpetrol: As the state-owned oil company, Albpetrol provides operational data and supports initiatives aimed at enhancing transparency and efficiency in the sector.

Through their active participation in the MSG and collaboration on various initiatives, these institutions have been instrumental in advancing the objectives of the EITI in Albania.

Albania's proactive engagement with the EITI framework, underscored by the dynamic role of the MSG and the collaborative efforts of key state institutions, has significantly improved transparency and governance in the extractive sector. The integration of gender considerations into this framework further exemplifies the country's dedication to inclusive and equitable development. Continued commitment to these principles will ensure that the benefits of Albania's natural resources are shared broadly and sustainably among all its citizens.

The 2023 EITI Standard marks a pivotal shift in global resource governance by integrating gender as a central pillar of transparency, participation, and accountability. Albania, as an EITI-implementing country, is now expected to meet enhanced obligations related to gender equality across extractive governance. This document offers a professional yet accessible explanation of all gender-related EITI 2023 requirements, with practical examples, interpretation, and alignment with Albanian institutional realities.

The 2023 EITI Standard, which Albania is committed to implementing, aligns well with these objectives. Here's how:

- Requirement 6.3<sup>56</sup> calls for gender-disaggregated employment data in extractive companies—including the number of men and women employed at different levels.
- Requirement 6.4<sup>57</sup> mandates the publication of gender and social impact assessments of extractive activities—this means evaluating how extractive projects affect women differently than men, in jobs, environment, safety, and community life.
- The multi-stakeholder group (MSG)<sup>58</sup> guiding EITI implementation in Albania must also include balanced gender representation, promoting inclusivity in governance itself. In fact, the EITI Albania multi-stakeholder group (MSG) is really well gender represented in Albania<sup>59</sup>. In a total of 15 MSG Members 6 of them are women (40%).
- Companies are also encouraged to disclose gender pay gaps and publish plans to promote female participation.

Albania's national gender strategy can use the EITI Standard as an operational tool. It provides the structure and reporting requirements to make equality measurable and actionable in mining and energy sectors.

## 5.2. Requirement 1.4 – Gender Balance in the Multi-Stakeholder Group (MSG)

This requirement ensures that the MSG, which governs EITI implementation at the national level, is not only inclusive of industry, civil society, and government, but also reflects gender diversity.

In practice, this means:

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<sup>56</sup> Extractive Industries Transparency Initiative. *The EITI Standard 2023*. Requirements 6.3., <https://eiti.org/document/eiti-standard-2023>

<sup>57</sup> Extractive Industries Transparency Initiative. *The EITI Standard 2023*. Requirements 6.4., <https://eiti.org/document/eiti-standard-2023>

<sup>58</sup> Extractive Industries Transparency Initiative. *The EITI Standard 2023*. Requirements 1.4., <https://eiti.org/document/eiti-standard-2023>

<sup>59</sup> Albanian EITI Secretariat; <https://www.albeiti.org>

- A minimum target of 30% women in MSG composition, though best practice aims for parity.
- Member institutions (ministries, CSOs, companies) must nominate both male and female representatives.
- Meeting procedures should encourage active female participation and leadership.

Why these matters: In Albania, where women already play a strong role in public institutions, ensuring they are equally represented in MSG discussions means extractive policy reflects broader societal perspectives. When women contribute to agenda-setting, oversight, and decision-making, transparency becomes more inclusive and effective.

### 5.3. Requirement 1.5 – Gender Goals in the EITI Work Plan

Each country's EITI Work Plan must now include explicit gender-related objectives and activities.

For Albania, this could include:

- Developing a gender-disaggregated reporting template for companies.
- Organizing community consultations that target women in extractive regions.
- Funding awareness campaigns about women's rights in resource governance.

*Example: A woman in Bulqiza or Kukës may not feel that EITI has anything to do with her life. But if the Work Plan funds consultations in her village, creates a channel for her feedback, or publishes employment data that shows the underrepresentation of women in mining jobs—then EITI becomes a tool for empowerment, not just reporting.*

### 5.4. Requirement 6.3 – Gender-Disaggregated Employment Data

This requirement asks companies to disclose the number of men and women employed at various levels of the extractive workforce, including contractors and full-time staff. Albania must ensure:

- Data is collected by gender across categories: technical, administrative, executive.
- Aggregated totals are published annually in the EITI Report.
- Trends are analyzed over time to monitor progress or gaps.

Why this is essential: In the absence of hard numbers, women remain invisible. In a sector where fewer than 17% of workers are women, disaggregated data becomes a mirror. It helps Albanian society and policymakers see where structural exclusion exists—and plan targeted interventions.

### 5.5. Requirement 6.4 – Gender and Social Impact Assessments

EITI now asks implementing countries to assess how extractive activities impact different social groups, including women. This includes effects on health, land use, livelihoods, and community well-being.

Practical implications:

- Environmental and Social Impact Assessments (ESIAs) must include gender sections.
- Women must be consulted in advance, especially in licensing and relocation decisions.
- Reports should discuss gendered access to land, clean water, jobs, and community reinvestment.

**Example:** When an oil field pollutes a local water source, it's usually women who walk further for clean water or deal with the health consequences for their children. Including women in ESIA discussions makes those consequences visible—and addressable.

## 5.6. Requirements 5.3 and 6.1 – Gender in Social Expenditures

These requirements cover company payments to social programs and whether these reach women and vulnerable groups.

Expectations include:

- Companies should report whether their CSR or social investments include women's health, education, or entrepreneurship.
- Governments should track how extractive revenues benefit women in mining regions.
- Community consultations must actively involve women in identifying development priorities.

**Example:** In Fier, if a petroleum company builds a training center for welders but doesn't advertise to women or provide childcare—women won't benefit. Gender-sensitive design and reporting turn investments into real inclusion.

## 5.7. Unlocking opportunities for women in Albania's extractive sector: Institutional and Donor-Led efforts

Right now, a woman in a mining region like Bulqiza or Kukës may have never thought she could work at chrome mine—or that she'd be welcome. Her education path probably didn't point her to engineering. Her community may not see mining as a place for women. And the mining company itself may have never posted a job opening with women in mind. But with the Gender Strategy and EITI 2023 combined, the rules are changing. Now, the company has to count her. The state has to design policies that reach her.

- **Key Challenges for Women in EI Communities:**
- *Low awareness and aspiration:* Many women in EI areas have never considered employment in the sector.
- *Gendered education pathways:* Girls are underrepresented in STEM and vocational EI-related programs.
- *Cultural perceptions:* Communities often view EI as “men’s work.”
- *Industry blind spots:* Companies often fail to consider women in hiring, training, and workforce design.
- *Lack of data:* Gender-disaggregated employment, wage, and promotion data is rarely collected or published.

Weak policy enforcement

The Gender Strategy mandates government action and investment to support women in extractives.

Albania’s gender strategy combined with the EITI 2023 Standard<sup>60</sup>, which provides enforceable mechanisms for transparency, accountability, and gender data, has the tools to turn vision into reality. The next step? Implementation, budgeting, and visibility. Let the strategy speak not just in documents, but in job ads, school programs, safety gear, and real numbers in EITI reports.

EITI Albania’s 2024–2025 Work Plan includes:

- Development of gender-disaggregated data templates.
- Stakeholder engagement for inclusive reporting.
- Creation of a national strategy for women in extractives.
- Training for MSG members and company focal points on gender equality.

### Donor Interventions:

<sup>60</sup> Extractive Industries Transparency Initiative. *The EITI Standard 2023*. Requirements 1.4, 6.3, and 6.4 address gender representation and impact assessment. <https://eiti.org/document/eiti-standard-2023>

- World Bank Project P177130 (Scoping Study for Gender in Extractives): Includes funding to assess women's participation and barriers in extractive regions.
- Expertise France: Delivered a comprehensive gender diagnosis with recommendations for gender mainstreaming in energy and extractive governance<sup>61</sup>.

As of the 2021 parliamentary elections in Albania, held on April 25, women secured 47 out of 140 seats in the Parliament, accounting for 33.6% of the total seats. In the subsequent years, this number increased slightly. By 2024, women held 50 seats, representing 35.7% of the Parliament<sup>62</sup>. Specifically, the amended electoral code mandates that one out of every three candidates elected from the open list must be a woman. This measure aims to increase the proportion of women in Parliament beyond the previous figures. While the exact numbers of women who are elected in 2025 remains to be seen (*in September 2025 when the new Parliament will have its constituency*), these reforms are expected to bolster female representation in the Albanian Parliament. As of 2022, more than 70% of cabinet members in the Albanian government were women, including the Minister of Infrastructure and Energy. At MIE and ERE (Energy Regulatory Authority), women exceed men in staff numbers, and they are concentrated in leadership and administrative roles.

Women's participation at top levels in public companies like OST and OSHEE remains below 30%, with technical and field operations being especially male-dominated<sup>63</sup>.

- In state-owned companies like KESH and Albpetrol, women hold less than 25% of all jobs, and even fewer occupy management roles.
- Female representation on boards and in executive leadership across the energy and extractive companies is limited and mostly tokenistic.
- In Albpetrol, there is no gender quota or action plan currently enforced for internal promotions.

#### Policy Recommendations:

1. **Require gender-disaggregated data** in all extractive sector reporting, tied to licensing and public funding.
2. **Fund gender-inclusive training programs** in mining regions.
3. **Launch visibility campaigns** to promote women's roles in the sector—featuring role models, testimonials, and awards.
4. **Develop safety protocols and infrastructure** tailored to women's participation.
5. **Monitor implementation** through the EITI Multi-Stakeholder Group (MSG) and civil society engagement.

<sup>61</sup> Expertise France group AFD (2022, November). *Gender and Energy Diagnosis: Energy sector in Albania* (Expertise France Technical Assistance report).

<https://www.expertisefrance.fr/documents/20182/881511/Expertise+France++Albania+Gender+and+Energy+Diagnosis+%28Nov.+2022%29.pdf>

<sup>62</sup> Inter-Parliamentary Union. (2025). *Parliament of Albania (AL)*. Inter-Parliamentary Union. <https://data.ipu.org/parliament/AL/AL-LC01/>

<sup>63</sup> Expertise France group AFD (2022, November). *Gender and Energy Diagnosis: Energy sector in Albania* (Expertise France Technical Assistance report).

<https://www.expertisefrance.fr/documents/20182/881511/Expertise+France++Albania+Gender+and+Energy+Diagnosis+%28Nov.+2022%29.pdf>

in employment. Specifically, in industry-related sectors, including mining and energy, men constitute a significant majority. This disparity is attributed to various factors, including traditional gender roles and limited access to technical education for women.

The Institute of Statistics in the Republic of Albania, through the Labour Force Survey, provides a general overview of the employment structure by economic sectors and gender indicators. What is notable, as also reflected in Table 3, is that the employment structure in the sectors of Mining and Quarrying; Electricity, Gas and Water Supply reveals consistent gender disparities and modest fluctuations in workforce engagement between 2020 and 2023.

Table 3: Employment structure by sex: Mining and quarrying; Electricity, gas and water supply

Sex	2020 <sup>65</sup>	2021 <sup>66</sup>	2022 <sup>67</sup>	2023 <sup>68</sup>
Men % EI	3.3	4	4.3	3.4
Women % EI	1.1	0.9	0.9	0.8
Total % EI	2.3	2.6	2.8	2.2
Total number of employers in Albania	1.243.343	1.248.749	1.298.380	1 327 042
Total Men	689.666	693.314	700.686	715 697
Total women	553.677	555.435	597.694	611 345

Men's employment share in these sectors ranged from 3.3% of the total employed men in 2020, peaked at 4.3% in 2022, and declined to 3.4% in 2023. Women's employment share remained consistently low, decreasing slightly from 1.1% of the total employed women in 2020 to 0.8% in 2023. This minimal representation underscores the persistent gender gap in traditionally male-dominated extractive sectors, reflecting potential barriers to entry, lack of targeted recruitment, or limited access to vocational training for women. Total employment in the sectors, expressed as a percentage of total employment, followed a similar trend—rising from 2.3% in 2020 to 2.8% in 2022, before falling to 2.2% in 2023.

The Extractive Industries Transparency Initiative (EITI) Albania Report 2019-2020-2021<sup>69</sup> highlights that women represent less than 10% of the total workforce in the extractive industry. Furthermore, women are predominantly employed in administrative and support roles, with minimal representation in technical positions such as engineering or geology. Leadership roles held by women in this sector are also notably scarce.

Table 4: Higher education graduates by gender: Engineering, manufacturing, and construction

Academic year	Female %	Male %	Total Graduates
2020-2021 <sup>70</sup>	35.6%	64.4%	3262

<sup>64</sup> INSTAT (2024). Tregu i punës 2023 <https://www.instat.gov.al/media/14273/tregu-i-punes-2023.pdf>

<sup>65</sup> INSTAT (2022). Tregu i punës 2021 <https://www.instat.gov.al/media/10066/tregu-i-punes-2021.pdf>

<sup>66</sup> INSTAT (2022). Tregu i punës 2021 <https://www.instat.gov.al/media/10066/tregu-i-punes-2021.pdf>

<sup>67</sup> INSTAT (2024). Tregu i punës 2023 <https://www.instat.gov.al/media/14273/tregu-i-punes-2023.pdf>

<sup>68</sup> INSTAT (2024). Tregu i punës 2023 <https://www.instat.gov.al/media/14273/tregu-i-punes-2023.pdf>

<sup>69</sup> ALBEITI annual reports [Reports - Albeiti](#)

<sup>70</sup> Instituti i Statistikave. (2022, May 13). *Statistika të diplomimeve, 2020–2021* [Report]. Instituti i Statistikave. [https://www.instat.gov.al/media/9979/statistika-te-diplomimeve\\_2020-21.pdf](https://www.instat.gov.al/media/9979/statistika-te-diplomimeve_2020-21.pdf)

2021-2022 <sup>71</sup>	37.1%	62.9%	3521
2022-2023 <sup>72</sup>	37.5%	62.5%	3507
2023-2024 <sup>73</sup>	36.9%	63.1%	3852

Data from INSTAT (table 4) indicates a persistent gender gap across all four years. Men consistently represent over 60% of graduates in fields of Engineering, manufacturing, and construction. Although there's slight improvement, the gap remains substantial and stable, reflecting entrenched gender segregation in technical education. Female representation rose from 35.6% in 2020–2021 to a peak of 37.5% in 2022–2023, indicating some progress in attracting women to STEM-related fields. However, the percentage dropped slightly to 36.9% in 2023–2024. The total number of graduates increased from 3,262 (2020–2021) to 3,852 (2023–2024). While overall participation is growing, the gender distribution remains skewed, with men dominating enrollment and completion rates in engineering and related disciplines.

These data highlight the need for:

- Targeted gender inclusion strategies, including affirmative action, vocational training for women in technical fields, and workplace equity measures;
- Sectoral diversification policies to stabilize employment opportunities in extractives and utilities;
- Monitoring and reporting mechanisms to track and address persistent gender disparities in employment across Albania's energy and extractive industries.

### 6.1.1. Where do women work? An overview of Albania's employment landscape

The Albanian labor market has been showing signs of gradual progress, yet persistent gender disparities continue to shape how different groups experience employment opportunities—especially within sectors of Extractive Industries. According to the most recent data from the Albanian Institute of Statistics (INSTAT), employment patterns are still very much influenced by gender, occupation type, and sectoral inclusion.

In 2023, about 67.2% of the population aged 15–64 was employed in Albania. However, a deeper dive into the numbers reveals a clear gap between men and women: 72.9% of men were employed compared to only 61.8% of women<sup>74</sup>. This 11.1-point difference highlights ongoing barriers women face when accessing the labor market, including childcare responsibilities, workplace discrimination, and sectoral exclusion.

<sup>71</sup> Instituti i Statistikave. (2023, May 15). *Statistika të diplomimeve, 2021–2022* [Report]. Instituti i Statistikave. [https://www.instat.gov.al/media/11616/statistika-te-diplomimeve\\_2021-2022.pdf](https://www.instat.gov.al/media/11616/statistika-te-diplomimeve_2021-2022.pdf)

<sup>72</sup> Instituti i Statistikave. (2024, May 21). *Statistika të diplomimeve, 2022–2023* [Report]. Instituti i Statistikave. [https://www.instat.gov.al/media/13332/statistika-te-diplomimeve\\_2022-23-update-2024.pdf](https://www.instat.gov.al/media/13332/statistika-te-diplomimeve_2022-23-update-2024.pdf)

<sup>73</sup> Instituti i Statistikave. (2025, May 12). *Statistika të diplomimeve, 2023–2024* [Report]. Instituti i Statistikave. [https://www.instat.gov.al/media/15252/statistika-te-diplomimeve\\_2023-24\\_shqip\\_final.pdf](https://www.instat.gov.al/media/15252/statistika-te-diplomimeve_2023-24_shqip_final.pdf)

<sup>74</sup> INSTAT (2024). Tregu i punës 2023 <https://www.instat.gov.al/media/14273/tregu-i-punes-2023.pdf>

Employment is mainly concentrated in three areas: market services (29.1%), agriculture (32.3%), nonmarket services (17.6%), construction (7.6%), manufacturing (11.2%) and industries (2.2 %)<sup>75</sup>. However, this statistical overview notably lacks specific disaggregation for the extractive industries (e.g., mining, oil, and gas), which are likely subsumed under the broad “industry” or “construction” categories. This absence hinders efforts to assess gender dynamics, labor conditions, and participation trends in one of the most male-dominated and environmentally sensitive sectors of the Albanian economy.

The invisibility of extractive industry data, particularly in terms of sex-disaggregated employment figures, reflects broader challenges in tracking gender inclusion, economic impact, and sectoral transparency—key elements that are vital for aligning with international standards like the Extractive Industries Transparency Initiative (EITI). Addressing this gap is essential for informing both gender-responsive policymaking and sustainable resource governance.

Table 5: Employment structure by sex and economic activity

Sex	Economic activity	2020 <sup>76</sup>	2021 <sup>77</sup>	2022 <sup>78</sup>	2023 <sup>79</sup>
Total	Total Number	1243343	1248749	1298380	1327042
	Agriculture	36.1	33.8	33.9	32.3
	Manufacturing	11.2	11.2	11.5	11.2
	Construction	7.0	8.1	7.6	7.6
	Mining and quarrying; Electricity, gas and water supply	2.3	2.6	2.8	2.2
	Trade, Transportation, Accommodation and Food, and Business and Administrative Services	27.2	26.6	27.0	29.1
	Public Administration, Community, Social and other Services and Activities	16.2	17.7	17.2	17.6
Man	Total number	689666	693314	700686	715697
	Agriculture	31.8	28.8	28.7	27.9
	Manufacturing	8.8	9.4	8.8	8.9
	Construction	12.2	14.2	13.5	13.4
	Mining and quarrying; Electricity, gas and water supply	3.3	4.0	4.3	3.4
	Trade, Transportation, Accommodation and Food, and Business and Administrative Services	31.7	30.1	30.9	32.0
	Public Administration, Community, Social and other Services and Activities	12.2	13.6	13.8	14.3
Women	Total number	533677	555435	597694	611345
	Agriculture	41.4	40.0	40.1	37.3
	Manufacturing	14.1	13.5	14.7	13.9
	Construction	0.6	0.5	0.6	0.8
	Mining and quarrying; Electricity, gas and water supply	1.1	0.9	0.9	0.8
	Trade, Transportation, Accommodation and Food, and Business and Administrative Services	21.6	22.3	22.5	25.6
	Public Administration, Community, Social and other Services and Activities	21.2	22.9	21.2	21.5

<sup>75</sup> Ibid

<sup>76</sup> INSTAT (2022). Tregu i punës 2021 <https://www.instat.gov.al/media/10066/tregu-i-punes-2021.pdf>

<sup>77</sup> Ibid

<sup>78</sup> INSTAT (2024). Tregu i punës 2023 <https://www.instat.gov.al/media/14273/tregu-i-punes-2023.pdf>

<sup>79</sup> Ibid

The employment structure in Albania over the 2020–2023 (table 5) period highlights significant gender-based segmentation across economic sectors. While total employment has steadily increased—from approximately 1.24 million in 2020 to 1.33 million in 2023, women and men remain unevenly distributed across key sectors, with particularly stark disparities in the extractive industries.

Agriculture remains a major employer, although its share in total employment has declined from 36.1% in 2020 to 32.3% in 2023. Women are overrepresented in this sector, with 37.3% of employed women in agriculture in 2023 compared to 27.9% of employed men. Similarly, the service sectors (market and non-market combined) employ a growing share of the workforce, with women concentrated in Public Administration, Community, Social and other Services and Activities, where 21.5% of employed women were engaged in 2023 versus 14.3% of men.

Manufacturing accounts for approximately 11–11.5% of total employment, with women consistently representing a higher share than men. In 2023, 13.9% of women were employed in manufacturing compared to 8.9% of men, reflecting the continued importance of sectors such as textiles and food processing. Market services—including trade, accommodation, transport, and business support—have grown from 27.2% in 2020 to 29.1% in 2023, absorbing 32% of male and 25.6% of female employment in the most recent year.

Construction and the broader industrial sector remain heavily male-dominated. In 2023, 13.4% of men worked in construction, while women accounted for only 0.8% of employment in that sector. This gender imbalance is even more pronounced in extractive industries, captured in the category "Mining and quarrying; electricity, gas and water supply." The sector's share in total employment remained marginal—ranging from 2.2% to 2.8% across the four-year period.

Men's employment in extractive industries peaked at 4.3% in 2022, while women's participation never exceeded. From 1.1% in 2020, declining to 0.8% in 2023. These figures underscore the sector's gender exclusion and limited visibility in national labor statistics. The extractive sector not only employs a small portion of the population overall, but it also offers limited opportunities for women, reinforcing gendered occupational segregation.

The persistent underrepresentation of women in high-growth and resource-intensive sectors such as mining, energy, and construction highlights structural barriers to equal economic participation. The lack of detailed, sex-disaggregated data on employment in extractive sub-sectors further restricts the ability to formulate gender-responsive policies and monitor commitments such as those outlined under the Extractive Industries Transparency Initiative (EITI).

This underrepresentation is not only a reflection of social norms but also the result of limited recruitment of women into technical, operational, and field-based roles. In many cases, the

roles that do exist for women are administrative or support-based—jobs that typically offer lower wages and fewer opportunities for career advancement.

As of now, the Albanian Institute of Statistics (INSTAT) has not released comprehensive employment data for the year 2024. The most recent detailed statistics available pertain to the year 2022, as published in the 'Structure of Earnings Survey 2022'<sup>80</sup>. This survey provides insights into employment distribution across various sectors, including the extractive industry, with a focus on gender-based analysis. In the mining and quarrying sector, the survey indicates a significant gender disparity: approximately 84.6% of employees are male, while 15.4% are female. This highlights the underrepresentation of women in the extractive industry.

Additionally, the survey reveals a gender pay gap across different sectors, with the manufacturing industry exhibiting a notable disparity of 26.99% in average hourly earnings between men and women. However, specific data on the gender pay gap within the extractive industry were not detailed in the report.

According to INSTAT and the Expertise France Report<sup>81</sup>:

- Only 0.9% of all employed women are in sectors like mining, quarrying, electricity, gas, and water supply, compared to 4.0% of men.
- The electricity and gas sector workforce was composed of 27% women as of 2022.
- Female employment is mostly in support roles: legal, HR, communications, and cashier services.

The Albanian government has acknowledged these imbalances and taken some steps toward a more inclusive labor market. The National Employment and Skills Strategy 2023–2030<sup>82</sup> aims to increase opportunities for women and youth, focusing on bridging gaps in training, employment access, and job retention. Programs such as the Youth Guarantee Scheme are also designed to support young women entering the workforce, especially in non-traditional sectors.

However, for real progress to be made in the extractive industry, more targeted action is needed. This includes gender-sensitive hiring practices, transparency in wages, and improved working conditions. Promoting women into leadership roles and supporting their access to

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<sup>80</sup> Institute of Statistics, Albania [INSTAT]. (2024, November 13). *Structure of Earnings Survey 2022* [PDF]. INSTAT. Retrieved June 22, 2025, from <https://www.instat.gov.al/media/14494/structure-of-earning-survey-2022.pdf>

<sup>81</sup> Expertise France group AFD (2022, November). *Gender and Energy Diagnosis: Energy sector in Albania* (Expertise France Technical Assistance report). <https://www.expertisefrance.fr/documents/20182/881511/Expertise+France+++Albania+Gender+and+Energy+Diagnosis+%28Nov.+2022%29.pdf>

<sup>82</sup> Ministry of Finance and Economy. (2023, October). *National Employment and Skills Strategy 2023–2030* [PDF]. Arkiva Financë. Retrieved June 22, 2025, from [https://arkiva.financa.gov.al/wp-content/uploads/2023/10/National-Employment-and-Skills-Strategy-2030\\_EN.pdf](https://arkiva.financa.gov.al/wp-content/uploads/2023/10/National-Employment-and-Skills-Strategy-2030_EN.pdf)

operational jobs—combined with flexible working options and childcare support—are all essential to shifting the narrative.

### 6.1.2. Breaking barriers in education: girls, stem, and the future workforce

Education plays a central role in shaping equitable societies, fostering opportunity, and preparing citizens to meet the demands of tomorrow's economy. In Albania, the education system is structured into several stages: early childhood education, followed by primary (grades 1–5), lower secondary (grades 6–9), and upper secondary education (grades 10–12), which may be general or vocational. Tertiary education includes short cycles, bachelor's, master's, and doctoral studies.

Albania has made notable progress in expanding access to education and improving gender parity at many levels. According to INSTAT (2023), girls comprised 53.2% of upper secondary school graduates, confirming the trend of strong female representation in general education.

**Table 6: University Graduates by Field of Study**

Educational level	2020-2021 <sup>83</sup>			2021-22 <sup>84</sup>			2022-23 <sup>85</sup>			2023-24 <sup>86</sup>		
	Women	Man	Total	Women	Man	University-level Total	Women	Man	Total	Women	Man	Total
Education Sciences	2,686	578	3,264	2,580	630	3,210	2,047	430	2,477	1,867	418	2,285
Arts and Humanities	2,522	635	3,157	2,183	541	2,724	1,602	441	2,043	1,488	442	1,930
Social Sciences, Journalism and Information	2,388	631	3,019	2,344	629	2,973	2,075	528	2,603	2,211	454	2,665
Business, Administration and Law	6,525	3,291	9,816	5,639	2,779	8,418	4,734	2,367	7,101	4,808	2,080	6,888
Natural Sciences, Mathematics and Statistics	738	231	969	791	243	1,034	658	159	817	518	152	670
Information and Communication Technologies (ICT)	703	1,127	1,830	785	1,093	1,878	822	1,160	1,982	991	1,271	2,262
Engineering, Manufacturing and Construction	1,160	2,102	3,262	1,305	2,216	3,521	1,315	2,192	3,507	1,421	2,431	3,852
Agriculture, Forestry, Fisheries and Veterinary	543	676	1,219	536	553	1,089	442	474	916	383	362	745
Health and Welfare	3,948	1,155	5,103	3,927	1,002	4,929	4,169	1,167	5,336	4,462	1,191	5,653
Services	379	672	1,051	399	735	1,134	377	832	1,209	406	837	1,243
Total	21,592	11,098	32,690	20,489	10,421	30,910	18,241	9,750	27,991	18,555	9,638	28,193

Over the period from the academic year 2020–2021 to 2023–2024 (Table 6), the distribution of university graduates in Albania exhibits notable patterns in both overall enrollment and gender composition across different fields of study. Total graduates have experienced a slight decline, decreasing from 32,690 in 2020–21 to 28,193 in 2023–24. Despite this reduction, women consistently constitute the majority of graduates, representing approximately two-

<sup>83</sup> Instituti i Statistikave. (2022, May 13). *Statistika të diplomimeve, 2020–2021* [Report]. Instituti i Statistikave. [https://www.instat.gov.al/media/9979/statistika-te-diplomimeve\\_2020-21.pdf](https://www.instat.gov.al/media/9979/statistika-te-diplomimeve_2020-21.pdf)

<sup>84</sup> Instituti i Statistikave. (2025, May 12). *Statistika të diplomimeve, 2023–2024* [Report]. Instituti i Statistikave. [https://www.instat.gov.al/media/15252/statistika-te-diplomimeve\\_2023-24\\_shqip\\_final.pdf](https://www.instat.gov.al/media/15252/statistika-te-diplomimeve_2023-24_shqip_final.pdf)

<sup>85</sup> *ibid*

<sup>86</sup> *ibid*

thirds of the total, reflecting Albania's continuing trend of higher female participation in tertiary education.

Business, Administration, and Law remain the most preferred fields of study, attracting the largest cohort of graduates, although the total number in this domain has decreased from nearly 9,800 graduates in 2020–21 to under 7,000 in 2023–24. The Health and Welfare sector is the second largest and has shown steady growth, rising to 5,653 graduates in 2023–24, with women overwhelmingly represented in this field. Similarly, Education Sciences hold significant appeal, though this field has seen a gradual decline in graduate numbers over the years.

Conversely, less popular fields such as Agriculture, Forestry, Fisheries, and Veterinary and Natural Sciences, Mathematics, and Statistics have seen marked decreases in graduate numbers, signaling potentially reduced interest or shifts in labor market demands. The Services sector has maintained a relatively stable number of graduates with minor growth.

A critical area of focus is the field of Engineering, Manufacturing, and Construction. This sector has demonstrated consistent growth, increasing total graduates from 3,262 in 2020–21 to 3,852 in 2023–24, marking an approximate 18% increase. Despite this positive trajectory, gender disparities persist strongly within this field. Male graduates dominate, accounting for nearly two-thirds of all graduates in 2023–24. Female graduates, although growing from 1,160 to 1,421 over the period, continue to represent a minority. In the most recent academic year (2023-2024), women accounted for only 37% (1,421) of graduates in this field, while men comprised 63% (2,431). Although the number of female graduates increased moderately over the period, their underrepresentation highlights ongoing challenges.

Other STEM disciplines, such as Information and Communication Technologies (ICT) and Natural Sciences, also demonstrate gender imbalances. ICT graduates increased from 1,830 to 2,262, yet women remain a minority. Natural Sciences show a decline in graduates overall, though women retain a higher share relative to men.

This gender imbalance highlights the ongoing challenges women face in entering and completing programs in engineering and related disciplines, which are traditionally male-dominated. While the upward trend in female graduates is encouraging, it suggests the need for targeted interventions to support women's participation in STEM fields, including scholarship programs, mentorship, and inclusive curricula. Albania's university graduate landscape reveals a gendered distribution of preferences and enrollments, with women leading in education, health, and business-related fields, and men prevailing in engineering and construction. Understanding these trends is crucial for policymakers and educational institutions aiming to address gender disparities, align educational outputs with labor market needs, and foster a more inclusive economy.

These disparities underline systemic barriers women face in STEM education, including cultural stereotypes and limited access to resources and mentorship. While women dominate in fields like Health, Education, and Business, their presence in engineering and technical disciplines remains limited.

Addressing this gap is vital for Albania's socioeconomic development. Strategies such as early STEM engagement for girls, targeted scholarships, mentorship programs, and gender-sensitive curricula could promote greater female participation. Additionally, fostering partnerships between academia and industry may create more inclusive career pathways for women in STEM fields, particularly in Engineering, Manufacturing, and Construction. Overall, while progress is evident, sustained efforts are necessary to bridge the gender gap in STEM education and harness the full potential of Albania's talent pool.

The Network of Albanian Women in STEM (NAW-STEM), launched in 2021<sup>87</sup>, is working to change this by encouraging girls in high school and young women in university to pursue and persist in STEM careers. These efforts include mentorship programs, public awareness campaigns, and advocacy for curricular reforms that highlight female role models in science and technology.

However, the reality remains challenging. A study by the European Institute for Gender Equality (EIGE) noted that many women who complete STEM degrees never pursue employment in those sectors. Cultural norms, limited recruitment by industry, lack of inclusive workplaces, and gender biases in hiring practices all contribute to this "leaky pipeline."

Furthermore, education-to-employment transition remains deeply gendered. While young men more often transition into engineering, ICT, and extractive industry roles, women—even those with "non-traditional" qualifications—frequently gravitate toward roles in education, public administration, or care sectors due to perceptions of better work-life balance or societal pressure.

- Only 11.7% of engineering graduates in electricity and energy are women.
- Women remain underrepresented in STEM fields and vocational education, despite accounting for 66% of all university graduates.
- Stereotypes, family responsibilities, and lack of targeted outreach contribute to their underrepresentation.

## 7. Legal and Institutional Framework

This section reviews key laws: Mining Law 10 304 (amended)<sup>88</sup>, Hydrocarbons Law<sup>89</sup>, Law 112/2020 on Beneficial Ownership Transparency<sup>90</sup>, and gender equality laws. Institutional

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<sup>87</sup> SCiDEV Center. (n.d.). *Network of Albanian Women in STEM*.

<https://scidevcenter.org/networkofalbanianwomeninstem/>

<sup>88</sup> Republic of Albania. (Amended 2021). *Mining Law No. 10 304*. Official Gazette of the Republic of Albania

<sup>89</sup> Republic of Albania. *Hydrocarbons Law*. Official Gazette of the Republic of Albania

roles of MIE, AKBN, Geological Survey and civil society are assessed. Gender mainstreaming remains underdeveloped in extractive-specific legal frameworks.

Albania has made significant progress in establishing a robust legal and institutional foundation to promote gender equality and combat discrimination. Over the past two decades, the Government of Albania has prioritized the harmonization of national laws with key international human rights instruments and commitments. These efforts reflect the country's broader aspirations toward democratic governance, European Union integration, and inclusive social development.

Albania has ratified numerous international conventions and frameworks that serve as cornerstones of its gender equality agenda. These include the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)<sup>91</sup> and its Optional Protocol, the Beijing Declaration and Platform for Action<sup>92</sup>, and the Council of Europe's Istanbul Convention on preventing and combating violence against women and domestic violence<sup>93</sup>. Additionally, Albania aligns its national policies with the United Nations Sustainable Development Goals (SDGs)<sup>94</sup>, particularly SDG 5 on gender equality, and adheres to EU frameworks such as the Gender Equality Strategy 2020–2025<sup>95</sup> and the EU Action Plan on Gender Equality and Women's Empowerment (GAP III)<sup>96</sup>. In a pivotal move, the Albanian Parliament ratified ILO Convention No. 190<sup>97</sup> in 2022, signaling its commitment to eliminating violence and harassment in the world of work. This legal development not only strengthens national protections but also obliges institutions and employers to reinforce preventive mechanisms and uphold safe, respectful working environments for all, especially women.

The national legal framework supporting gender equality is comprehensive and cuts across multiple sectors. The cornerstone legislation is:

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<sup>90</sup> Republic of Albania. (2020). *Law No. 112/2020 on Beneficial Ownership Transparency*. Official Gazette of the Republic of Albania

<sup>91</sup> United Nations. (1979). *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW). <https://www.un.org/womenwatch/daw/cedaw/>

<sup>92</sup> United Nations. (1995). *Beijing Declaration and Platform for Action*. <https://www.un.org/womenwatch/daw/beijing/platform/>

<sup>93</sup> Council of Europe. (2011). *Council of Europe Convention on preventing and combating violence against women and domestic violence* (Istanbul Convention). <https://www.coe.int/en/web/istanbul-convention>

<sup>94</sup> United Nations. (2015). *Transforming our world: The 2030 agenda for sustainable development*. <https://sdgs.un.org/2030agenda>

<sup>95</sup> European Commission. (2020). *Gender Equality Strategy 2020–2025*. [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

<sup>96</sup> European Commission. (2021). *EU Action Plan on Gender Equality and Women's Empowerment (GAP III)*. [https://ec.europa.eu/info/publications/eu-action-plan-gender-equality-and-womens-empowerment-2021-2025\\_en](https://ec.europa.eu/info/publications/eu-action-plan-gender-equality-and-womens-empowerment-2021-2025_en)

<sup>97</sup> International Labour Organization. (2019). *Convention No. 190 concerning the elimination of violence and harassment in the world of work*. <https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/violence-and-harassment/lang--en/index.htm>

- **Law No. 9970/2008 on Gender Equality in Society**<sup>98</sup> – A key pillar in promoting equal opportunities, this law mandates a minimum 30% gender quota for political and public leadership roles and requires all public institutions to collect and report gender-disaggregated data.
- **Law No. 10221/2010 on Protection from Discrimination**<sup>99</sup> – Enshrines protections against discrimination in employment, education, services, and public life, including on the basis of gender.
- **Labour Code No. 7961/1995**<sup>100</sup> – Provides important provisions on gender-based discrimination in employment, maternity protection, equal pay, and workplace rights.
- **Law No. 10237/2010 on Health and Safety at Work**<sup>101</sup> – Includes gender-specific workplace safety requirements, with special provisions for pregnant and nursing women.
- **Law No. 15/2019 on Employment Promotion**<sup>102</sup> and **Law No. 57/2019 on Social Assistance**<sup>103</sup> – Emphasize the inclusion of vulnerable groups, including women, in labor market activation measures.
- **Law No. 121/2016 on Social Care Services**<sup>104</sup>, **Law No. 22/2018 on Social Housing**<sup>105</sup>, and **Law No. 111/2017 on State-Guaranteed Legal Aid**<sup>106</sup> – All contribute to addressing the social protection needs of women in vulnerable situations.
- **Law No. 7703/1993 on Social Security**<sup>107</sup> and **Law No. 10197/2009 on Voluntary Pension Funds**<sup>108</sup> – Ensure financial protections during maternity, retirement, and unemployment, which are particularly relevant for gender-balanced social security.
- **Decision of the Council of Ministers (DCM) No. 37/2016**<sup>109</sup> – Sets specific health and safety protections for pregnant workers and new mothers.

In addition to these, several sectoral and institutional laws reinforce Albania's commitment to gender equality:

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<sup>98</sup> Republic of Albania. (2008). *Law No. 9970 on Gender Equality in Society*. Official Gazette of the Republic of Albania.

<sup>99</sup> Republic of Albania. (2010). *Law No. 10221 on Protection from Discrimination*. Official Gazette of the Republic of Albania.

<sup>100</sup> Republic of Albania. (1995). *Labour Code No. 7961*. Official Gazette of the Republic of Albania.

<sup>101</sup> Republic of Albania. (2010). *Law No. 10237 on Health and Safety at Work*. Official Gazette of the Republic of Albania.

<sup>102</sup> Republic of Albania. (2019). *Law No. 15 on Employment Promotion*. Official Gazette of the Republic of Albania.

<sup>103</sup> Republic of Albania. (2019). *Law No. 57 on Social Assistance*. Official Gazette of the Republic of Albania.

<sup>104</sup> Republic of Albania. (2016). *Law No. 121 on Social Care Services*. Official Gazette of the Republic of Albania.

<sup>105</sup> Republic of Albania. (2018). *Law No. 22 on Social Housing*. Official Gazette of the Republic of Albania.

<sup>106</sup> Republic of Albania. (2017). *Law No. 111 on State-Guaranteed Legal Aid*. Official Gazette of the Republic of Albania.

<sup>107</sup> Republic of Albania. (1993). *Law No. 7703 on Social Security*. Official Gazette of the Republic of Albania.

<sup>108</sup> Republic of Albania. (2009). *Law No. 10197 on Voluntary Pension Funds*. Official Gazette of the Republic of Albania.

<sup>109</sup> Republic of Albania. (2016). *Decision of the Council of Ministers No. 37 on Health and Safety Protections for Pregnant Workers and New Mothers*. Official Gazette of the Republic of Albania.

- **Law No. 10019/2008 on the Electoral Code<sup>110</sup>** – Introduced the 30% quota for women's participation in elected bodies, a mechanism that has helped increase women's political representation.
- **Law No. 9669/2006 on Measures against Violence in Family Relations<sup>111</sup>** – A ground-breaking law addressing domestic violence, providing protective measures and support services for survivors.
- **Law No. 110/2018 on Notaries<sup>112</sup> and Law No. 111/2018 on Cadaster<sup>113</sup>** – Guarantee equal rights in property registration and ownership, a critical area for women's economic empowerment, especially in rural regions.

Institutionally, Albania has established a clear architecture for gender governance. The Ministry of Health and Social Protection leads national policy on gender equality, supported by a network of Gender Equality Officers appointed in each ministry and municipality. The National Council on Gender Equality, chaired by the Minister of Health and Social Protection, serves as the highest consultative body, involving both government and civil society.

However, effective implementation of these frameworks remains a challenge. Many institutions face constraints in financial and human resources, while coordination and monitoring mechanisms often fall short. Although gender quotas have increased representation, structural barriers such as horizontal and vertical segregation, traditional gender roles, and regional disparities persist.

To address these gaps, Albania's National Strategy for Gender Equality 2021–2030 (NSGE)<sup>114</sup> outlines ambitious targets for gender mainstreaming across policy areas including climate change, education, the economy, and energy. It emphasizes the importance of gender-responsive budgeting, performance-based monitoring, and inclusive service delivery.

Overall, Albania has laid a strong legal and institutional foundation for advancing gender equality. The challenge ahead lies in translating this framework into measurable outcomes through strengthened implementation, robust data systems, continuous stakeholder engagement, and a sustained focus on addressing intersectional vulnerabilities.

## 7.1. Advancing Gender Equality in Albania's Strategic and Sectoral Frameworks: Policies, Progress, and Gaps

Albania has demonstrated a strong commitment to advancing gender equality through a

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<sup>110</sup> Republic of Albania. (2008). *Law No. 10019 on the Electoral Code*. Official Gazette of the Republic of Albania.

<sup>111</sup> Republic of Albania. (2006). *Law No. 9669 on Measures against Violence in Family Relations*. Amended. Official Gazette of the Republic of Albania.

<sup>112</sup> Republic of Albania. (2018). *Law No. 110 on Notaries*. Official Gazette of the Republic of Albania.

<sup>113</sup> Republic of Albania. (2018). *Law No. 111 on Cadaster*. Official Gazette of the Republic of Albania.

<sup>114</sup> UN Women Albania. (2021). *National strategy for gender equality 2021–2030*. United Nations Entity for Gender Equality and the Empowerment of Women. [https://albania.unwomen.org/sites/default/files/2022-02/WEB\\_Strategjia%20Kombetare%20-%20EN.pdf](https://albania.unwomen.org/sites/default/files/2022-02/WEB_Strategjia%20Kombetare%20-%20EN.pdf)

comprehensive strategic framework designed to address multiple dimensions of gender inclusion. The National Strategy for Gender Equality 2021–2030 (NSGE) stands as the cornerstone policy document, emphasizing economic empowerment, the elimination of gender-based violence, increased political participation, and the mainstreaming of gender in public policies. A notable feature of the NSGE is the integration of specific indicators to monitor progress, including gender-responsive budgeting mechanisms, which aim to ensure resources effectively support gender equality goals<sup>115</sup>.

Complementing the NSGE is the National Strategy for Employment and Skills 2023–2030, endorsed through the Decision of the Council of Ministers No. 173. This strategy focuses on inclusive labor market reforms with particular attention to increasing women's participation in high-value sectors such as energy and extractives, sectors traditionally dominated by men<sup>116</sup>. The Gender Equality Index (2020), developed in collaboration with INSTAT and the European Institute for Gender Equality (EIGE), provides a vital baseline assessment of gender gaps across critical domains—power, money, and work—highlighting persistent inequalities and areas requiring focused intervention<sup>117</sup>.

Within sector-specific legal and policy frameworks, Albania has taken important steps to embed gender considerations, particularly in the extractive industries. Amendments to the Mining Law<sup>118</sup> and Hydrocarbons Law<sup>119</sup> introduced provisions that mandate transparency through EITI reporting and initiated the inclusion of gender-disaggregated data in extractive sector governance. Furthermore, the Extractive Industries Transparency Initiative (EITI) Standard 2023 strengthens these requirements by obligating implementing countries, including Albania, to collect and publish gender-disaggregated employment data (Requirement 6.3), assess gender-specific impacts (Requirement 6.1), and ensure women's active participation in governance structures (Requirement 1.4)<sup>120</sup>.

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<sup>115</sup> UN Women Albania. (2021). *National Strategy for Gender Equality 2021–2030*. United Nations Entity for Gender Equality and the Empowerment of Women. [https://albania.unwomen.org/sites/default/files/2022-02/WEB\\_Strategjia%20Kombetare%20-%20EN.pdf](https://albania.unwomen.org/sites/default/files/2022-02/WEB_Strategjia%20Kombetare%20-%20EN.pdf)

<sup>116</sup> Ministry of Finance and Economy. (2023, October). *National Employment and Skills Strategy 2023–2030* [PDF]. Arkiva Financë. Retrieved June 22, 2025, from [https://arkiva.financa.gov.al/wp-content/uploads/2023/10/National-Employment-and-Skills-Strategy-2030\\_EN.pdf](https://arkiva.financa.gov.al/wp-content/uploads/2023/10/National-Employment-and-Skills-Strategy-2030_EN.pdf)

<sup>117</sup> Babović, M., & Miluka, J. (2020, January). *Gender Equality Index for the Republic of Albania 2020*. Institute of Statistics, Republic of Albania & European Institute for Gender Equality. Retrieved June 18, 2025, from [https://eige.europa.eu/sites/default/files/gender\\_equality\\_index\\_albania.pdf](https://eige.europa.eu/sites/default/files/gender_equality_index_albania.pdf)

<sup>118</sup> Republic of Albania. (2021). *Liqj nr. 65/2021 për disa ndryshime dhe shtesa në ligjin nr. 10 304, datë 15.7.2010, "Për sektorin minerar në Republikën e Shqipërisë", të ndryshuar. Ministria e Infrastrukturës dhe Energjisë*. <https://www.infrastruktura.gov.al/wp-content/uploads/2021/12/NDRYSHIMET-E-LIGJIT-PER-SEKTORIN-MINERAR.pdf>

<sup>119</sup> Kuvendi i Republikës së Shqipërisë. (2020). *Liqj nr. 153/2020, datë 17.12.2020, për regjimin fiskal në sektorin hidrokarbur*. Kuvendi i Republikës së Shqipërisë. <https://aksesdrejesi.al/dokumenta/1692869858ligj-2020-12-17-153.pdf>

<sup>120</sup> EITI International Secretariat. (2023). *EITI Standard 2023*. Extractive Industries Transparency Initiative. <https://eiti.org/document/standard-2023>

Despite these advances, notable gaps remain. The recently adopted National Energy and Climate Plan (NECP) for 2021–2030<sup>121</sup> does not explicitly integrate gender dimensions, pointing to a critical area for future policy revision and enhancement to ensure that gender equality is mainstreamed in climate and energy governance.

Overall, while Albania has laid a strong foundation through its strategic policies and sectoral legal frameworks, continuous efforts are required to fill remaining gaps, particularly in sectors where gender mainstreaming is still nascent. Strengthening gender-sensitive governance in extractives and energy will be essential for achieving equitable and sustainable development.

## 8. Regional case studies and field observations

Field visits and observations across key extractive regions in Albania reveal distinct gender-related challenges and opportunities shaped by local socioeconomic and industrial contexts.

### Observed and visited field sites:

- **Bulqiza** – A key site for chrome mining with a largely informal workforce.
- **Kukës** – A mountainous region with limited infrastructure and high unemployment.
- **Fier** – An oil-rich region hosting industrial-scale hydrocarbon operations.
- **Burrel** – A small urban center marked by community-led development efforts.

Field Site	Key Gender Observation
<b>Bulqiza</b>	Women working informally in chrome mines under unsafe conditions, minimal pay
<b>Kukës</b>	Infrastructure deficits (roads, utilities, childcare) limiting women's employment
<b>Fier</b>	Oil operations with virtually no female workforce, underscoring gender segregation
<b>Burrel</b>	Active women-led grassroots initiatives fostering local empowerment

<sup>121</sup> Ministry of Infrastructure and Energy of Albania. (2021). *National Energy and Climate Plan 2021–2030*. Government of Albania [Vlerimi-Strategjike.pdf](https://www.mie.gov.al/vlerimi-strategjike.pdf)

## 8.1. Bulqiza: informal employment and safety risks in Chromium mining

Bulqiza, home to Albania's largest chromium reserves, has a workforce heavily reliant on mining, with over 90% of local employment tied to this sector. However, the fragmentation of mining operations into numerous small-scale concessions has led to widespread informal employment, particularly among women<sup>122</sup>. Women often engage in unregulated chrome collection, lacking formal contracts, social protections, and safety equipment. This exposes them to hazardous working conditions and economic vulnerability. A report by Balkan Insight highlights the exploitation faced by these women, who earn minimal wages under precarious conditions<sup>123</sup>.

### Resilience Strategies:

- *Formalization of Employment:* Implementing policies to formalize employment contracts can provide women with legal protections and access to social benefits.
- *Safety Training Programs:* Introducing safety training and providing appropriate equipment can mitigate health risks<sup>1</sup>.
- *Economic Diversification:* Encouraging alternative livelihoods through vocational training can reduce dependency on hazardous mining jobs.

## 8.2. Kukës: Infrastructure gaps limiting women's employment

In Kukës, a mountainous region in northeastern Albania, extractive industries remain heavily male-dominated, offering limited opportunities for women to access formal employment. Field observations and local consultations reveal that inadequate infrastructure, particularly poor transportation networks and the near absence of reliable public transit, severely restrict women's mobility. For many women, especially those in peri-urban or rural areas, the lack of affordable and safe transportation prevents them from commuting to work sites, training centers, or administrative offices, even when job opportunities exist<sup>124</sup>.

Compounding these mobility challenges is the insufficiency of childcare services, especially in rural municipalities, where kindergartens are underfunded, understaffed, or entirely absent. As a result, women are often expected to assume full-time caregiving responsibilities, which

<sup>122</sup> EITI International Secretariat. (n.d.). *The social impact of extractive industries in Albania: Final draft* [PDF]. Extractive Industries Transparency Initiative. [https://eiti.org/sites/default/files/attachments/social\\_impact\\_of\\_ei\\_in\\_albania\\_final\\_draft\\_en.exe.pdf](https://eiti.org/sites/default/files/attachments/social_impact_of_ei_in_albania_final_draft_en.exe.pdf)

<sup>123</sup> BIRN & Balkan Insight. (2021, June 21). *Collecting chrome, Albanian women face exploitation*. Balkan Insight. <https://balkaninsight.com/2021/06/21/collecting-chrome-albanian-women-face-exploitation/>

<sup>124</sup> EITI International Secretariat. (2021, February). *The social impact of extractive industries in Albania: Final draft* [PDF]. Extractive Industries Transparency Initiative. [https://eiti.org/sites/default/files/attachments/social\\_impact\\_of\\_ei\\_in\\_albania\\_final\\_draft\\_en.exe.pdf](https://eiti.org/sites/default/files/attachments/social_impact_of_ei_in_albania_final_draft_en.exe.pdf)

in turn reinforces economic dependency and social exclusion from the labor market. This unpaid care burden discourages participation in vocational training or alternative income-generating activities, including those related to the extractive sector. According to national employment data, women's labor force participation in Kukës remains among the lowest in the country, with regional disparities reflecting deep structural inequities<sup>125</sup>.

#### **Resilience Strategies:**

- *Infrastructure Development:* Investing in transportation and childcare infrastructure can facilitate women's participation in the workforce.
- *Community-Based Programs:* Establishing local initiatives that provide flexible work arrangements and support services can empower women economically.
- *Educational Campaigns:* Promoting awareness about the importance of women's employment can challenge societal norms and encourage inclusive practices.

### **8.3. Fier: Minimal female participation in oil operations**

Despite Albania's significant oil production in Fier women's involvement in the sector remains minimal. Nationally, women constitute only about 27% of the energy sector workforce, indicating a broader gender disparity in Albania's energy industries<sup>126</sup>. This underrepresentation is particularly pronounced in technical and operational roles within the oil sector. Factors contributing to this gender gap include societal norms, limited access to technical education for women, and a lack of targeted policies to promote female participation in extractive industries.

#### **Resilience Strategies:**

- *Affirmative Action Policies:* Implementing quotas and targeted recruitment can enhance female representation.
- *Workplace Reforms:* Introducing family-friendly policies and ensuring safe working environments can attract and retain female employees.
- *Skill Development Programs:* Offering training and mentorship can equip women with the necessary skills to thrive in the oil sector.

<sup>125</sup> INSTAT. (2020). *Women and men in Albania 2020*. Institute of Statistics.

<http://www.instat.gov.al/en/themes/gender-equality/publications/>

<sup>126</sup> Women Engage for a Common Future (WECF). (2024, June 10). *Current state of gender in the energy sector in Albania*. <https://www.wecf.org/current-state-of-gender-in-the-energy-sector-in-albania/>

#### **8.4. Burrel: Grassroots women-led initiatives driving change**

Burrel showcases the positive impact of grassroots, women-led initiatives in promoting gender equality and community development. Local organizations have successfully implemented programs focusing on vocational training, economic empowerment, and awareness campaigns. These initiatives have not only improved women's socio-economic status but also fostered community resilience and cohesion.

Furthermore, collaboration between the OSCE Presence in Albania and the Albanian EITI Secretariat has facilitated regional events in municipalities like Burrel. These events focus on raising awareness about the need for transparency and community involvement in natural resource projects, fostering a more inclusive approach to resource governance<sup>127</sup>. These grassroots initiatives are not only challenging traditional gender roles but are also contributing to the establishment of more inclusive and sustainable practices in the extractive industries of Burrel. By empowering women and promoting their active participation, these efforts are paving the way for a more equitable distribution of the benefits derived from natural resources.

##### **Resilience Strategies:**

- *Support for Local Organizations*: Providing funding and resources to grassroots groups can amplify their impact.
- *Replication of Successful Models*: Scaling up effective programs to other regions can promote widespread gender equality.
- *Policy Integration*: Incorporating successful grassroots strategies into national policies can ensure sustainable development.

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<sup>127</sup> OSCE Presence in Albania. (2019, April 3). *OSCE Presence in Albania and Albanian Extractive Industries Transparency Initiative join efforts to promote transparency at local level*. Organization for Security and Co-operation in Europe. <https://www.osce.org/presence-in-albania/415946>

## 9. Strategy for gender mainstreaming in Extractives Industries

### Introduction

The **Strategy for Gender Mainstreaming in Extractive Industries in Albania** sets out a comprehensive approach to promote gender equality and empower women within the sector of Extractive Industries. Recognizing that the extractive industries have traditionally been male-dominated and that their impacts are not gender-neutral, this strategy seeks to transform current practices by integrating gender considerations into all levels of decision-making, planning, implementation, budget allocation, and monitoring.

This document outlines a set of interlinked policy proposals designed to promote gender-responsive budgeting, affirmative employment policies, equitable benefit-sharing mechanisms for local women, and standardized gender data reporting by extractive companies in Albania. These proposals align with SDG 5 (Gender Equality), the National Strategy for Gender Equality 2021–2030, the EITI 2023 Standard, and Albania's ongoing EU integration commitments. The strategy outlines specific objectives, actions, and roles for key stakeholders. It provides a coordinated framework to ensure that natural resource development in Albania contributes to inclusive and sustainable growth.

### Vision

A gender-responsive extractive sector in Albania that promotes equal opportunities, safeguards rights, and ensures that women and men equally benefit from natural resource development.

### Mission

To advance gender equality by systematically integrating gender considerations into policies, governance, operations, and community partnerships within Albania's extractive industries, ensuring equal participation and benefits for all.

#### **1. Policy Making**

**Objective:** Integrate gender perspectives into all sectoral laws and policies governing extractive industries.

**Actions:**

1. Revise the Mining Law, Hydrocarbons Law, and National Energy and Climate Plan to include gender-sensitive provisions.
2. Incorporate gender equality objectives in extractive sector strategies, including licensing procedures.
3. Introduce temporary special measures such as recruitment quotas (e.g., 30%) for women in technical roles in Albpetrol and major extractive companies.
4. Introduce gender quotas in STEM education and technical training programs, and provide targeted financial support to encourage the participation of women and girls.

5. Provide tax incentives or procurement preferences to companies that adopt internal gender equality action plans.
6. Make it mandatory under the EITI framework that all licensed extractive companies report data by gender on employment, wages, training, and social investment.
7. Expand the role of the EITI MSG to include gender data validation in annual reports.
8. Incorporate structured templates for gender data and quotas into license renewal conditions.
9. Require all company ESG reports to include a gender breakdown of operational and administrative staff.
10. Empower the Albanian EITI Secretariat to act as a national observatory and coordinator for gender transparency in extractives.

**Key Actors:** Ministry of Infrastructure and Energy, Ministry of Health and Social Protection, Extractive Industries Transparency Initiative Multi-Stakeholder Group, Extractive operators, Universities, Ministry of Education and Sport.

## 2. Gender-Responsive Budgeting (GRB)

**Objective:** Ensure financial resources are allocated and tracked to support gender equality in extractive governance and benefits.

**Actions:**

1. Apply gender-responsive budgeting (GRB) in national/local budgets related to extractive operations.
2. Allocate specific funding lines in extractive revenue budgets to promote gender equality (e.g., vocational scholarships for women, childcare facilities near mining zones)
3. Mandate gender budget tagging for all public investment programs related to extractives.
4. Integrate gender impact assessments in the budgeting process of the Extractive Industries operators (Albpétrol, AKBN, etc).
5. Introduce performance-based budgeting tied to gender equality indicators in state-owned extractive enterprises.
6. Conduct annual GRB audits to track resource allocations and outcomes.

**Key Actors:** Ministry of Finance and Economy, Ministry of Infrastructure and Energy, Local Government Units, Albanian National Oil Corporation, National Agency of Natural Resources

### 3. Local and Central Government Coordination

**Objective:** Ensure effective alignment and coordination of gender equality implementation between national and local institutions within the extractive sector.

**Actions:**

1. Establish and institutionalize the role of Gender Equality Officers in all municipalities affected by extractive activities to monitor and support local gender mainstreaming efforts.
2. Integrate gender-responsive objectives and indicators into municipal and regional development plans, particularly in areas impacted by extractive operations.
3. Facilitate regular coordination platforms between central and local government bodies to exchange good practices and monitor progress on gender integration in the extractive sector.
4. Strengthen the capacity of local officials through training on gender equality in natural resource governance

**Key Actors:** Ministry of Finance and Economy, Ministry of Infrastructure and Energy, Ministry of Health and Social Protection, Local Government Units (municipalities and communes), Prefectures, Association of Albanian Municipalities

### 4. Education and Capacity Building

**Objective:** Expand women's access to quality technical education and skills development relevant to the extractive industries, ensuring equitable opportunities in a traditionally male-dominated sector.

**Actions:**

1. Introduce gender quotas to increase the enrollment of women and girls in science, technology, engineering, and mathematics (STEM) fields, as well as in technical and vocational education related to geology, mining, energy, and environmental management.
2. Provide scholarships, financial incentives, and mentorship programs specifically designed to support female students pursuing careers in the extractive sector.
3. Integrate gender equality, environmental sustainability, and social impact considerations into the curricula of higher education and vocational institutions offering programs related to extractive industries.
4. Develop partnerships between educational institutions and extractive companies to offer internships, apprenticeships, and on-the-job training for women.
5. Conduct awareness campaigns in secondary schools and communities to challenge gender stereotypes and promote career opportunities for women in extractive-related fields.
6. Establish public-private training academies in mining regions, with at least 50% female enrolment targets.

7. Require extractive companies to establish internal mentoring and leadership development programs for women.

**Key Actors:** Ministry of Education and Sports, Public and private universities and vocational training institutions, International development partners and donor agencies, Private sector companies operating in the extractive industries, Civil society organizations and women's networks

## 5. Social Inclusion and Civil Society Engagement

**Objective:** Strengthen the role of civil society in monitoring, advocacy, and community education, while addressing structural social and economic barriers that limit women's full participation in the extractive sector.

**Actions:**

1. Expand access to childcare services, safe and affordable transportation, and essential social services in communities located near extractive operations.
2. Promote and finance women's entrepreneurship, cooperatives, and income-generating activities in extractive regions to diversify local economies and reduce dependency.
3. Strengthen the capacity of local women's organizations to engage in policy dialogue, community education, and gender advocacy related to extractive governance.
4. Launch a national platform or network for women in the extractive industries to facilitate knowledge-sharing, mentorship, and collective advocacy.
5. Implement awareness campaigns at the community level to challenge social norms and gender stereotypes that discourage women's participation in technical sectors.
6. Foster partnerships between civil society, educational institutions, and extractive companies to promote gender-inclusive development initiatives.
7. Promote co-designed projects with local women, ensuring their priorities shape investment decisions.

**Key Actors:** Civil society organizations and local non-governmental organizations, Ministry of Health and Social Protection, Local government units, Social welfare and community development institutions, Educational and vocational training providers

## 6. Structured Gender Data Reporting by Companies

**Objective:** Ensure systematic, transparent, and comparable gender-disaggregated data collection and reporting by extractive companies to support evidence-based policymaking, accountability, and alignment with international standards.

**Actions:**

1. Mandate extractive companies to utilize standardized templates aligned with the Extractive Industries Transparency Initiative (EITI) Requirement 6.3 to report gender-disaggregated data on employment, wages, and training.
2. Require companies to disclose their internal policies related to gender equality, parental leave, anti-harassment measures, and workplace health and safety.
3. Encourage the publication of annual diversity and inclusion reports by companies, aligned with Sustainable Development Goal (SDG) indicators and national gender equality frameworks.
4. Introduce regulatory measures that include penalties for non-compliance with gender reporting obligations, as well as incentives for companies demonstrating best practices in transparency and gender inclusion.
5. Integrate company-level gender data into national gender observatories, and use the findings to strengthen Albania's EITI reporting and inform European Union gender equality monitoring frameworks.

**Key Actors:** Ministry of Infrastructure and Energy of Albania, Extractive Industries Transparency Initiative Multi-Stakeholder Group (EITI MSG) Albania, National Agency for Natural Resources, Ministry of Finance and Economy, Ministry of Health and Social Protection, National Institute of Statistics of Albania, State Labor Inspectorate, Private extractive companies operating in Albania, Civil society organizations with expertise in gender equality and transparency.

## 10. Roadmap for building capacity on gender dynamics in the Extractive Sector

### Introduction

This roadmap outlines a practical, inclusive, and human-centered approach to building capacity among institutions, civil society, and private companies in Albania's extractive sector. As Albania progresses toward aligning with the EITI 2023 Standard and the EU acquis, recognizing and integrating gender dynamics into resource governance becomes both a policy imperative and a development opportunity. This roadmap is based on data from INSTAT, EITI Albania, UN Women, and other credible sources, and aims to foster meaningful change through tailored actions at national, institutional, and community levels.

### Objective

The goal is to enable all actors in the extractive ecosystem to understand gender-specific challenges, adopt gender-responsive practices, and implement inclusive governance mechanisms that ensure Albania's natural resources benefit all its people—women, men, and youth alike.

### **1. Institutional Strengthening**

- ✓ Appoint Gender Focal Points in National Agency for Natural Resources, the Albanian National Oil Corporation, the Albanian Geological Service, and the Secretariat of the Extractive Industries Transparency Initiative in Albania., trained on gender-sensitive data collection.
- ✓ Integrate gender budgeting and reporting into institutional planning cycles.
- ✓ Develop internal gender action plans for line ministries and state-owned extractive enterprises.
- ✓ Create gender-disaggregated employment dashboards, published annually as part of EITI reporting.
- ✓ Embed gender criteria into procurement and licensing evaluations.

### **2. Capacity Building for Civil Society**

- ✓ Provide core funding and technical assistance to grassroots women-led organizations in mining regions.
- ✓ Train civil society organizations in EITI gender provisions (Req. 6.1, 6.3, 6.4) and how to use transparency tools for local advocacy.
- ✓ Establish local gender observatories that monitor employment, community impacts, and benefit-sharing practices.
- ✓ Host regional learning forums for peer exchange among civil society organizations, women's associations, and environmental groups.

### **3. Gender Mainstreaming in the Private Sector**

- ✓ Require extractive companies to submit gender-disaggregated workforce and wage data to EITI.
- ✓ Promote adoption of internal gender equality policies (e.g., on harassment, parental leave, and recruitment).

- ✓ Establish mentoring and leadership programs for women in technical fields.
- ✓ Incentivize companies to create inclusive workplace facilities (separate restrooms, childcare support, personal protective equipment for women).
- ✓ Conduct annual gender audits of company practices and publish key findings.

#### **4. Education and Workforce Development**

- ✓ Fund vocational training programs for girls in mining regions, with guaranteed internships in extractive companies.
- ✓ Partner with universities to develop gender modules in geology, engineering, and environmental science curricula.
- ✓ Support the Network of Albanian Women in STEM and other initiatives promoting girls in STEM.
- ✓ Establish scholarship programs for women from rural and disadvantaged communities to study extractive-related fields.

#### **5. Monitoring and Learning**

- ✓ Launch a Gender Equality Observatory within the EITI MSG to track compliance and impact.
- ✓ Use community scorecards and participatory monitoring to evaluate field-level gender dynamics.
- ✓ Produce annual learning reports documenting best practices, challenges, and success stories.
- ✓ Link gender targets to Albania's broader Sustainable Development Goals reporting and EU integration milestones.

This roadmap is not just about ticking boxes, it is about ensuring that women across Albania feel seen, heard, and included in decisions that shape their lives. When a woman in a living place with Extractive Industries sector gets technical training, finds safe working conditions, or sees herself reflected in a leadership role, it reshapes what is possible—not just for her, but for her entire community. Real inclusion starts when every woman feels that the extractive sector is not only open to her but built with her in mind.

#### **10.1. Stakeholder Engagement and Capacity Building**

As Albania advances gender equality within its extractive sector under the EITI 2023 Standard, targeted capacity-building will be essential to translate commitments into meaningful change. This recommended approach is a multi-stakeholder, creative, and human-centered that combines international good practice (EITI Guidance Note 30), local insight, and practical engagement tools. The focus is on empowering those who implement change: civil servants, company HR departments, civil society leaders, and academic institutions.

## **1. Multi-Stakeholder dialogues: Listening, learning, leading together**

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- Host regional gender roundtables in Fier, Bulqiza, Kukës, and Burrel—regions with direct extractive activities.
- Invite women miners, engineers, local government reps, and CSO leaders to co-create regional action plans.
- Use storytelling and visual case studies to elevate lived experiences.
- Ensure inclusive formats—accessible venues, childcare on-site, simultaneous translation when needed.
- Develop a national annual forum: “Women, Work, and Resources” to track commitments, hear feedback, and showcase best practices.

## **2. Training modules for Civil Servants and Company HR leads**

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These trainings aim to build empathy, knowledge, and action-oriented skills among those designing and managing extractive policies and workplaces.

Modules should include:

- Introduction to Gender in Resource Governance – roles, risks, and rights
- Inclusive Recruitment – job postings and hiring panels
- Addressing Gender Pay Gaps – analysis and solutions
- Legal and Anti-Harassment Standards – compliance in field operations
- Using Gender Data – interpreting and applying gender-disaggregated data
- Men as Allies – fostering inclusive workplace culture by men.

Each module will include practical simulations, real scenarios from Albania, and tools that HR teams and public officers can apply immediately.

## **3. Institutional partnerships with Academia and Civil Society**

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- Establish academic alliances with the Polytechnic University of Tirana and regional vocational institutes to develop inclusive extractives curricula.
- Launch a Women in Extractives Research Fund – to support student theses, internships, and fieldwork focused on gender dynamics.
- Engage civil society in co-facilitating training and monitoring activities.
- Formalize partnerships through Memorandums of Understanding that include shared indicators on gender outcomes.
- Build a national online gender resource library on extractives (videos, infographics, legal templates, case studies) hosted by EITI Albania.

## **4. Global Tools Adapted to Albania**

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- Use EITI Guidance Note 30 as a foundation for local training: break it into visual “learning bites” in Albanian.

- Adapt European Institute for Gender Equality’s Gender Mainstreaming Toolkit to fit local institutions.
- Translate and pilot the International Finance Corporation’s Gender Toolkit for Mining in partnership with one major private operator.
- Incorporate EITI Guidance Note 30 into EITI Albania’s onboarding materials for MSG members and license holders.
- Create an “Inclusion Scorecard” for companies to self-assess and improve annually.
- Link Albania’s Sustainable Development Goal 5 and EITI gender indicators into a public dashboard updated by the EITI Secretariat.

## **5. Monitoring, feedback, and visibility**

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- Co-develop a gender-sensitive monitoring and evaluation (M&E) framework.
- Include feedback loops—short surveys after trainings, local feedback boxes in extractive regions.
- Track progress in gender parity, pay equity, and benefit-sharing.
- Celebrate milestones (e.g., first female mine engineer hired, first gender audit completed) through national campaigns.
- Publish annual Gender Impact Snapshot reports with infographics and human stories.

Capacity-building is more than training, it is about changing mindsets, enabling systems, and building bridges. When a civil servant includes gender in a licensing policy, when an HR lead ensures equal pay, when a young woman in Kukës decides to study geology because she saw someone like her succeed—that’s real change. This strategy builds not only capacity but commitment.

## 11. Proposed template for gender-disaggregated reporting

### 11.1. Understanding gender-related EITI Requirements: A Guide for Extractive Companies

This guide is created to help extractive companies in Albania understand and apply the gender-related requirements outlined in the EITI Standard 2023. Each requirement below is explained in simple terms, focusing on what it means for your company and how you can contribute through your operations and reporting practices.

#### ⌚ **Requirement 1.4 – Women’s Participation in the EITI Multi-Stakeholder Group (MSG)**

The EITI requires that women be meaningfully represented in the decision-making group that oversees EITI in Albania. Your company can support this by encouraging female participation in industry representation and ensuring gender equality is respected when nominating members for the MSG.

#### ⌚ **Requirement 1.5 – Gender Goals in the National Work Plan**

The EITI work plan sets the goals for transparency and accountability in the sector. One of these goals should focus on gender. This might include gathering data on how many women work in your company or developing actions that promote women’s inclusion. Your company’s cooperation is key to meeting this goal.

#### ⌚ **Requirement 2.2 – Fair Access to Licenses**

The EITI encourages governments to show whether companies owned or led by women are participating in license applications. While this is mainly the government’s role, companies should make their ownership information clear and fair, and support efforts to give all businesses equal access to resources.

#### ⌚ **Requirement 5.3 – Where the Money Goes – Gender Focus**

Part of EITI reporting is understanding how government revenues from natural resources are used. Companies can help by showing if any of their payments contribute to programs for women’s health, education, or employment. This shows how your company supports equality.

#### ⌚ **Requirement 6.1 – Social Investments that Benefit Women**

Many companies support local communities with education, training, or health projects. EITI wants to know whether these efforts include women and girls. If your company funds programs like this, report how many women benefit and how they were included.

#### ⌚ **Requirement 6.3 – Gender and Jobs in the Sector**

EITI requires companies to report how many men and women work for them, and what kinds of jobs they have. This includes roles like managers, technicians, or office workers. Your company’s data will help assess if women have equal job opportunities in the sector.

### ⌚ Requirement 6.4 – Environmental Impacts and Women

When extractive activities impact the environment, they often affect women differently. Companies should be aware of these gendered effects, especially around water use, land access, or health. If women are consulted or involved in managing these issues, please report it.

### ⌚ Requirement 7.1 – Making Information Accessible to Women

EITI wants all citizens, including women, to understand and participate in decisions about natural resources. Companies can help by using clear, inclusive language in public communication and ensuring women's voices are included in community consultations.

## 11.2. Gender-disaggregated reporting template form for Extractive Companies

This form is developed for extractive companies in Albania to submit gender-disaggregated data according to the EITI 2023 Standard. Please complete all company identification and gender data sections carefully and submit it to the National EITI Secretariat.

### A. Company Identification Details

Field	Explanation	Company Input
Company Name	Enter the full legal name of the company.	
Address	Provide the official business address.	
Administrator's Full Name	Insert the full name of the legal representative or administrator.	
Phone Number	Provide the main company phone number.	
Email	Provide the official company email.	
Type of Extracted Mineral	Specify the mineral being extracted (e.g., copper, chromium, oil).	
Company License Number	Enter the extractive activity license number.	
License Date	Insert the date the license was issued.	
License Location (Municipality/Region)	Indicate the area where the license is located.	
Geographic Coordinates	Enter the GPS coordinates	

of the license area.

## B. Requirement 6.3 – Employment Data

Field	Instructions	Company Response
<i>Total number of employees</i>	Enter the total number of male and female employees as of the last calendar year.	_____
<i>Employees by job category</i>	Provide the number of employees by gender in each category: technical, administrative, and managerial roles.	_____
<i>Average monthly wage by gender</i>	Report the average gross monthly wage for male and female employees in ALL.	_____
<i>New hires in reporting year</i>	Enter the number of newly hired male and female employees during the current fiscal year.	_____

## C. Requirement 7.1 – Workplace Policies and Participation

Field	Instructions	Company Response
<i>Gender equality policy in place?</i>	Indicate Yes or No. If yes, briefly describe or attach the policy.	_____
<i>Parental leave provision</i>	Describe maternity and paternity leave policy, including duration and whether it is paid or unpaid.	_____
<i>Gender-based harassment protocols?</i>	Indicate if the company has mechanisms to prevent/respond to harassment. Attach policy if available.	_____
<i>Women's group consultation in community dialogue?</i>	Describe whether women's groups are included in company consultations or social programs.	_____

## D. Requirement 6.1 – Training and Social Investment

Field	Instructions	Company Response
<i>Number of gender-specific training programs</i>	Indicate how many training initiatives focused on empowering women were conducted.	_____
<i>Number of women trained</i>	Specify how many women participated in trainings.	_____
<i>Social investment initiatives targeting women</i>	List each initiative, type of support, allocated budget, and number of women who benefited.	_____

#### **E. Requirement 5.3 – Procurement and Revenue Use**

Field	Instructions	Company Response
<i>Contracts to women-led businesses</i>	Report how many contracts were awarded to companies owned or led by women.	_____
<i>Total value of such contracts</i>	Provide the total value in ALL of contracts awarded to women-led firms.	_____
<i>Revenue-funded gender programs</i>	List any gender-focused programs funded by extractive revenues, including scope and financial amount.	_____

#### **F. Requirement 6.4 – Environmental and Health Impacts**

Field	Instructions	Company Response
<i>Gender-specific environmental concerns reported</i>	If yes, describe the type of environmental impact reported by women.	_____
<i>Women in environmental decisions</i>	Indicate if women participated in decision-making. If yes, note the percentage.	_____
<i>Gender-based health concerns reported</i>	If applicable, describe any gender-specific health risks or incidents observed.	_____

## G. Requirement 1.4 – Leadership and Governance

<i>Field</i>	<i>Instructions</i>	<i>Company Response</i>
<i>Women in executive roles</i>	State how many women hold executive positions (e.g., CEO, CFO, directors).	_____
<i>Board composition by gender</i>	Provide the number of men and women on the company's Board of Directors.	_____

## 12. Final recommendations and way forward

This report study calls for the development of a cross-sectoral National Action Plan on Gender in the Extractive Sector (2026–2028) to guide coordinated efforts across government, industry, and civil society. Key next steps include:

- Conducting regular gender audits within the governance structures of the Extractive Industries Transparency Initiative in Albania to assess progress and accountability.
- Holding community-level gender consultations to ensure local voices, especially those of women and marginalized groups, are reflected in extractive sector planning and decision-making.
- Integrating gender considerations into licensing processes, benefit-sharing mechanisms, and fiscal transparency tools to ensure fair and inclusive resource governance.

Together, these actions will help institutionalize gender equality in the extractive industries and align Albania’s progress with international standards and national development goals.

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**Proposal:**  
**EITI Albania Secretariat Action Plan on Gender in the Extractive Sector**  
**(2026–2028)<sup>128</sup>**

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➤ **Introduction**

This Action Plan (2026–2028) represents the EITI National Secretariat’s commitment to ensuring that transparency, equity, and inclusion define the future of extractive governance in Albania. While progress has been made, women—especially those in remote extractive regions—remain underrepresented in decision-making, underpaid in employment, and underserved in community benefit-sharing. This proposal responds not only to the EITI 2023 Standard but to the lived realities of women in Kukës, Fier, Burrel, and Bulqiza. It offers a pathway to fairness, backed by policy, partnerships, and people-driven change.

➤ **Objective**

To mainstream gender equality into all aspects of EITI implementation in Albania—ensuring equal participation, transparent reporting, and just benefits in the extractive sector for women and marginalized groups.

### 1. Governance and Participation

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- Keeping 40% female representation in the MSG by 2027, including civil society and company delegates.
- Establish a permanent Gender and Social Inclusion Working Group within the EITI structure.
- Include gender-related outcomes in MSG performance evaluations.
- Invite women-led organizations to participate in annual EITI forums and consultation events.

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<sup>128</sup> Prepared for the National Secretariat of the Extractive Industries Transparency Initiative (EITI) – Albania

## 2. Data and Transparency

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- Require all reporting extractive companies to submit gender-disaggregated workforce and wage data.
- Publish a standalone annual Gender Snapshot within the EITI Report.
- Develop a public online dashboard tracking gender statistics in employment, management, and community investment.
- Apply gender tagging to company social expenditures and public benefit-sharing disclosures.

## 3. Community Engagement and Empowerment

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- Conduct at least 6 community gender consultations in target regions.
- Translate EITI International materials into accessible formats and Albanian language.
- Use participatory rural appraisal techniques to gather gender-impact feedback.
- Partner with women's NGOs to facilitate consultations and local monitoring.

## 4. Institutional Capacity and Training

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- Train MSG members, civil servants, and company representatives on EITI GN30 and gender-sensitive reporting.
- Create e-learning modules in Albanian tailored to local extractive realities.
- Integrate gender topics into all EITI-led policy dialogue and outreach.
- Host joint sessions with vocational schools and universities to support young women in extractives.

### Timeline

- 2026: Launch new MSG composition rules, publish first Gender Snapshot, initiate regional consultations.
- 2027: Evaluate impact of data reforms, roll out training programs, scale engagement.
- 2028: Conduct full impact review, adjust strategy, and integrate results into the national EITI Work Plan.

This Action Plan is a promise: that no woman in Albania's extractive regions will remain invisible in statistics, excluded from consultations, or left behind in benefit-sharing. It is not only a policy roadmap but a social commitment—to dignity, equality, and the belief that good governance must work for everyone. Through this Plan, the EITI Secretariat seeks to wide transparency, making it felt in communities and lived by the people it's meant to serve.

### **12.1. Alignment Report: EITI Albania Gender Action Plan (2026–2028)**

This report analyzes how the proposed Gender Action Plan (2026–2028) of the EITI Albania National Secretariat aligns with three key frameworks:

- i. The National Strategy for Gender Equality (NSGE) 2021–2030
- ii. The European Union gender acquis and directives
- iii. The EITI Standard 2023, particularly gender-related provisions

### i. Alignment with the National Strategy for Gender Equality (2021–2030)

The NSGE promotes gender mainstreaming, economic empowerment, institutional capacity, and gender-disaggregated data. The EITI Gender Action Plan reflects these goals through:

- Gender-focused data collection and workforce transparency
- Active participation of women in extractive governance via MSG quotas
- Community consultations focused on inclusion of women and vulnerable groups
- Training and capacity-building in public and private extractive institutions

This plan translates the NSGE from principle into extractive-sector action, ensuring local-level impact.

### ii. Compliance with EU Acquis and Gender Equality Standards

Albania's EU accession process requires compliance with:

- Directive 2006/54/EC (Equal treatment in employment)
- Directive (EU) 2023/970 (Pay transparency)
- Corporate Sustainability Reporting Directive (CSRD)

The Action Plan supports these by:

- Requiring disaggregated pay and workforce reporting
- Promoting equal hiring and participation practices in companies
- Introducing public gender dashboards and ESG-style gender tracking tools
- Fostering company-level accountability mechanisms aligned with EU expectation.

The plan therefore supports Albania's EU approximation and employment equality goals.

### iii. Fulfillment of the EITI 2023 Standard

The Action Plan directly fulfills the gender-related components of the 2023 EITI Standard:

- Requirement 1.4: Promotes gender representation on the MSG (target 40%)
- Requirement 1.5: Embeds gender in the EITI Work Plan and planning cycle
- Requirement 6.3: Requires company gender-disaggregated employment and pay data
- Requirement 6.4: Promotes community-level gender consultations and impact tracking
- Requirement 5.3: Improves transparency of social expenditures with gender focus

This compliance positions Albania as a regional leader in gendered EITI implementation.

#### Why This Plan Matters?

This is more than a technical plan—it is a policy promise with the power to transform lives:

- A young woman from Kukës sees job paths open in geology or administration thanks to new EITI reporting.
- A widow in Burrel receives community benefits via more transparent social spending policies.
- A mining engineer in Bulqiza attends a national forum and joins a newly inclusive MSG.
- A civil servant in Fier uses gender data to create safer, better workplaces in state-owned companies.

**Table 7: Summary Table of Alignment**

Framework	Core Requirement	Action	Plan	Alignment Status
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Measure				
<b>NSGE 2021–2030</b>	Institutional capacity and data	Gender training, data dashboards	✓	Full alignment
<b>EU Directives</b>	Pay transparency, equal treatment	Disaggregated data and gender criteria in hiring	✓	Aligned
<b>EITI Standard 1.4</b>	MSG gender participation	40% target, inclusive nominations	✓	Fully aligned
<b>EITI Standard 6.3</b>	Gender-disaggregated workforce data	Mandatory reporting by companies	✓	Fully aligned
<b>EITI Standard 6.4</b>	Gender impact consultations	10 regional dialogues planned	✓	Fully aligned

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