



EU TECHNICAL ASSISTANCE
TO CIVIL SOCIETY ORGANISATIONS
IN THE WESTERN BALKANS AND TÜRKIYE

DG ENEST Guidelines for
EU Support to Civil Society
in the Enlargement Region
2021–2027

2024 Assessment

Country Report for
ALBANIA



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This study was carried out by a team of researchers under the supervision of the EU TACSO 3 project.

Lead Expert and main author: Snježana Bokulić

Data analyst and survey expert: Dr. Blerina Metanj Subashi

Country Analysis Authors:

Natasha Mazari – Albania

Kanita Kulić – Bosnia and Herzegovina

Sara Salihu – Kosovo

Marija Armenski – North Macedonia

Jelena Pajović van Reenen – Serbia

Özge Konuralp – Türkiye

EU TACSO 3 Team Leader: Richard Allen

Legal Advisors

Prof. as. Dr. Ersida Teliti – Albania

Selim Kulić – Bosnia and Herzegovina

Alban Krasniqi – Kosovo

Miljan Vlaović MSc – Montenegro

Goce Kocevski – North Macedonia

Prof. Dejan Vučetić – Serbia

Assoc. Prof. Dr. Ulaş Karan – Türkiye

Proofreading: prof. Jonathan Boulting M.A. (Eng. Lit. Trinity, Cantab)

Graphic Design: Bojan Ivanović, Brigada Design

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Abbreviations and Acronyms

ALTRI	Albanian Legal and Territorial Research Institute
AHC	Albanian Helsinki Committee
AML	Anti-Money Laundering
ASCS	Agency for Supporting Civil Society
BCSDN	Balkan Civil Society Development Network
BIRN	Balkan Investigative Reporting Network
CAF	Charities Aid Foundation
CC	Constitutional Court
CFT	CounterTerrorism Financing
CoE	Council of Europe
CS	Civil Society
CSO	Civil Society Organisation
DG ENEST	DirectorateGeneral for Enlargement and Eastern Neighbourhood
ECPMF	European Centre for Press and Media Freedom
EU	European Union
EU TACSO 3	EU Technical Assistance for Civil Society Organisations phase 3
EWB	European Western Balkans
FIA	Financial Intelligence Agency
FoE	Friends of Europe
HJC	High Judicial Council
INSTAT	Institute of Statistics
MHSP	Ministry of Health and Social Protection
MoF	Ministry of Finance
NCCS	National Council for Cooperation with Civil Society
NGO	Non-Governmental Organisation
OPM	Office of the Prime Minister
OSCE	Organization for Security and Co-operation in Europe

RCC	Regional Cooperation Council
SCiDEV	Center for Science and Innovation for Development
SIGMA	Name given to the SIGMA Monitoring Reports (a monitoring framework used in the assessment)
SLAPP	Strategic Lawsuit Against Public Participation
TF	Terrorist Financing
VAT	Value Added Tax

Introduction to Annex

This country analysis is an Annex to the DG ENEST Guidelines for EU Support to Civil Society 2021–2027: Assessment Report 2024.

This assessment provides evidence for the situation against the Guidelines' indicators for 2024.

This annex provides a summary of the evidence for assessment of the situation in Albania against each of the 59 indicators in the Guidelines. This annex should be read in conjunction with the main report, which is available on the tacso.eu website.

Methodology

The analysis presented in the main report and country annexes is based on data collected from primary and secondary sources. Primary research included surveys of CSOs and public officials, as well as a legal analysis of relevant laws. Secondary sources such as reports produced by CSOs, national human rights institutions, the government, and others were reviewed to provide relevant information and data. The data collection and analysis refer to 2024.

The survey of public officials was run between 10 February and 3 March 2025. The survey aimed to collect the perspectives on specific relevant indicators of selected public officials who, in their work, engage most closely with CSOs. The survey consisted mostly of closed questions. For Albania, 13 responses were received from public institutions. The survey was anonymous.

The CSO survey was run between 19 January and 10 February 2025. The survey was circulated broadly and elicited 114 valid responses from Albania.

Albania	2024	2023	2021
Valid responses	114	107	95
CSOs from capital	53%	65%	n.a

Just over a half, 53%, of CSOs responding to the survey were from the capital of Albania, and the rest of them, 47%, from outside of Tirana (from 11 other regions of the country). More than half of the respondents, 64%, were senior officers within organisations, mostly executive directors, and chairs/presidents of boards.

Also, more than half of the respondents, 60%, identified as women; almost all of the rest – 39% – identified as men. The majority of respondents, 95%, were aged 31 or older; 27% were older than 51 years of age.

A little more than one tenth of the respondents, 14%, identified as belonging to a community, minority, or marginalised group.

Some two thirds of participating CSOs, 68%, were established over the past two decades; almost half of them (42%), from 2011–2021. Only 1% of participating CSOs were established in 1990 or earlier.

Of the respondents, 99% came from officially registered organisations, with 83% of participating CSOs registered as citizen's associations, 9% as foundations, and 4% as local branches of international NGOs.

Three quarters of participating CSOs, 75%, work in-country at national levels, 47% of them being local organisations, while 25% work internationally in addition to domestically. The highest proportion of CSOs participating in the survey, 31%, work on socio-economic development. They are followed by those working on human rights, 23%; youth and youth rights, 22%; social inclusion, 22%; environment and climate action, 20%; and rural development and agriculture, 20%.

More than two-thirds of participating CSOs, 72%, are small organisations with 1–10 permanent, full, or part-time staff and volunteers working at the time of the survey. Only 4% of participating CSOs engaged 51 or more staff and volunteers. As regards turnover, 10% of respondents said their organisation had a turnover of under EUR 5,000 in 2024, whilst 24% of participating CSOs had an annual turnover of up to EUR 25,000. Some 20% of respondents stated that the annual turnover of their CSO was between EUR 100,001 and 500,000, while 8% stated that their annual turnover exceeded EUR 500,000. There were also 7% of CSOs that said they had no turnover in 2024.

The sample has been similar across the years. The data collected informed the analysis of the situation in 2024 in Albania against the indicators under review.¹ The indicators were reviewed and assessed using the same method as the baseline assessment.

For indicators that have a normative assessment, such as compliance with legislation or standards, the following traffic-light system was used to provide a quick visual guide:

5 – fully meets standards
4 – meets most standards
3 – moderately meets standards
2 – minimally meets standards
1 – does not meet standards

The traffic light system was applied to those indicators where such an assessment was deemed meaningful. It was based either on the data collected through the CSO survey or on the detailed analysis of applicable laws, policies and procedures against standards. The justification of the assessment is available in the respective country reports and related analysis in Annexes 1–7 of the regional report.

The remaining indicators do not have a normative standard, but instead, provide an indication of year-on-year trends. Future assessment reports will provide comparative values against the 2021 baseline.

¹ The following indicators were not reviewed for 2024: 1.7.b; 1.10.e; 2.1.b; 2.1.c; 3.2.b; 3.8.c. These indicators were excluded from the review because data collection for their assessment was not feasible, or because the language of the indicator was insufficiently specific to enable consistent data collection and analysis.



Specific Objective 1

A conducive environment for civil society to carry out its activities is in place.

SO 1.1. All individuals and legal entities in the Enlargement Region can establish, join and participate in non-formal and/or registered organisations, can assemble peacefully and can express themselves freely

Indicator 1.1.a: Extent to which relevant domestic legislation provides that:

- Associations can be established or registered without discrimination on any grounds;
- No unlawful restrictions are placed on the scope of their activities or pursuit of their objectives;
- Their termination may only occur following a decision by an independent and impartial court;
- No unlawful restrictions are placed on freedom of peaceful assembly;
- Freedom of expression is exercised by all, and no unlawful restrictions are imposed.

2024	3 – moderately meets standards
2023	3 – moderately meets standards
2021	3 – moderately meets standards

In 2024, as in the previous assessment, non-profit organisations could be created by any person without any discrimination, and that was guaranteed by the Constitution².

The main legal framework guiding the CS sector in 2024, as in the baseline year 2021, is Law no. 8788, 'On Non-profit Organizations',³ approved in May 2001. This law outlines the rules for the founding, registration, functioning, organisation, and activity of CSOs and provides guarantees against state interference in CSOs' internal matters. Additionally, Law no. 80/2021 'On the registration of non-profit organizations' establishes the process of registration and rules for maintaining the register for non-profit organizations.

As mentioned in the assessment report 2023, part of the legal framework⁴ for CSOs was the approval of the creation and implementation of the electronic register of non-profit organisations. The High Judicial Council (HJC) decided for the electronic registry to be created at the Tirana Judicial District Court and become functional starting on 30 December 2023. However, in 2024, the Electronic Register had not become operational. The digitalisation of CSO registration⁵ requires the interoperability of different databases managed by different state institutions, which presents a series of additional challenges. There are not enough human and financial resources allocated in HJC and MJ, and it is only in 2025 that the process of digitalisation of registration of NPOs might be finalised.

Furthermore, in 2024, the decision of the Constitutional Court/CC no. 62, dated 20.11.2023⁶, on the invalidation of some provisions of the law⁷, was not implemented. Thus, Law No. 80/2021 "On the regis-

² Constitution RoA

³ Law no. 8788, 'On non-profit organizations'

⁴ High Judicial Council 2022

⁵ A meeting was held with a representative of the HJC on 25 April 2024 and an expert of the EU TACSOs on CSO registration in Albania.

⁶ Constitutional Court 2023

⁷ AHC 2024 p6

tration of non-profit organizations⁸ was not amended to implement the CC decision (on the abolition of the specific powers of the Chancellor, making the Court the only competent body for registrations and the activity of organisations; for the elimination of administrative sanctioning elements, with fines for non-profit organisations; and for the release of NPOs from the obligation for initial registration with the Tirana Judicial District Court within 30 days).

Thus, in 2024, neither the CC decision on invalidating some provisions of the law “on the registration of non-profit organisations” nor the HJC decision “on the creation and implementation of the electronic register of non-profit organisations” was implemented.

Regarding the provisions on freedom of peaceful assembly, domestic legislation has not changed in 2024; no legal acts have been adopted.

In principle, the freedom of assembly does not require approval from the police authorities – the authorities need only be notified in advance. Thus, in 2024, there were several protests organised for political, social, and economic reasons by different community groups, political parties, CSOs, etc. Even though, in principle, the authorities have not banned any public assemblies, some of the protesters have been arrested or subjected to criminal proceedings for such allegations as resisting police forces or obstructing traffic and vehicles during the protest. However, in most cases, the court has declared them innocent.

For example, in the case of the protests of the residents of Krujë and Fushë-Krujë areas against the construction of the Thumanë – Kashar road, organised by an informal group, the police forces took measures to disperse the protesters because they were blocking the road and creating problems with the traffic. During these protests, some of the protesters faced criminal charges owing to their clashes with the police, and tear gas was also used to disperse protesters⁹. However, because of these continuous protests, the government changed the plan for the construction of the road.

There has been no significant progress regarding media freedom in 2024. Certain institutional measures and policy reforms, driven primarily by Albania’s EU accession commitments, have generated some promising momentum regarding journalist safety and media freedom. These include the adoption of the Rule of Law Roadmap and the Roadmap for the Functioning of Democratic Institutions, both of which include measures to improve media independence, transparency in ownership, and journalist protection. Notable measures include a dedicated protocol from the Prosecutor General for the investigation of crimes against journalists, the appointment of specialised contact points within the police and prosecution services, and work to establish a journalist safety protocol within the State Police.

In April 2024, the Audiovisual Media Authority approved Decision no. 40, dated 26 April 2024, on the Regulation for the changes in the ownership of audiovisual media service provider.¹⁰ These regulations make public any information regarding the ownership structure and the beneficial owners. The Audiovisual Media Authority manages the Electronic Register of Audiovisual Media Service Provider’s Ownership, and it has the right to compare this data with the Register of beneficial owners, managed by the National Business Center (the agency responsible for registering businesses. Also, CSOs have to register their beneficial owners as the businesses do). However, the Law on audiovisual media lays down limited safeguards against the concentration of media ownership and monopolies.

According to the Reporters Without Borders’ World Press Freedom Index 2024, Albania ranked in 99th place out of 180 countries in the World Press Freedom Index,¹¹ marking a decline of three places compared to the previous year (it was 96th in 2023). “This ranking reflects persistent challenges to media freedom and the safety of journalists, as the sector remains deeply impacted by political interference,

8 The Court stated that the Law on registration did not meet the criterion of “quality of the law”, the principle of proportionality, and the principle of legal security, and that they are contrary to the Constitution’s provisions. Hence, the Court decided on: the abolition of the specific powers of the Chancellor, making the Court the only competent body for registrations and the activity of organisations; the elimination of administrative sanctioning elements, with fines for non-profit organisations; the release of NPOs from the obligation for initial registration with the Tirana Judicial District Court within 30 days.

9 LAPSI.al 2024; BalkanWeb 2025; Euronews Albania 2024;

10 AMA 2024

11 RSF 2024

economic pressures, and weak institutional safeguards”.¹²

In April 2024, the Parliament¹³ established an ad hoc parliamentary committee on tackling disinformation and foreign interference, without the support of the opposition. The committee has as its object to recommend legal and administrative measures to enhance online platform responsibility, ensure content transparency, and address irregular online behaviour without infringing on free speech, including content removal and accounts closure. It will engage with media, business, and civil society to foster debate on combating foreign interference, evaluate funding restrictions, and collaborate with organisations monitoring disinformation. Annually, the committee must report its findings and suggestions to the Assembly, including strategies to counteract harmful information campaigns from third countries.

However, there were several comments from different CSOs and media organisations regarding this parliamentary committee, as follows: “The establishment of the committee was rushed, lacking broad-based consensus and failing to integrate evidence and data, which raises concerns about its foundational robustness and intent...The committee’s broad mandate, encompassing everything from legal reforms to platform regulation and content moderation, seems overly expansive and risks overlapping with existing frameworks...The government’s previous endeavours to regulate the media raise legitimate fears that this new committee could be another tool to intimidate or silence critical voices. This pattern suggests a potential misuse of regulatory frameworks to undermine journalistic independence and restrict freedom of expression ahead of the general parliamentary elections in 2025.”¹⁴

In response to the initial concerns about the Committee, several media organisations and think tanks advocated for a review of its mandate and the scope. Subsequently, the committee issued several public calls for engagement, demonstrating an intent to involve a wide range of stakeholders. These included invitations for expression of interest from civil society organizations, research institutes, and academic institutions, both domestic and international. The committee also extended invitations for cooperation and cooperation in public debate roundtables to various media sectors, including audiovisual, print, online, and electronic media.

As a result, the committee’s focus extends beyond disinformation to address broader foreign interference in the democratic processes and hybrid threats, including interference in electoral processes, national security (with an emphasis on cybersecurity), the economy, and other critical sectors.

Implementation of the Law on Access to Information is weak. This Law is broadly aligned with European standards; however, shorter and binding deadlines for answering journalists’ questions need to be established, based on European practices. As Respublika, in the report ‘On the Right to Information’, says: “*The practice of non-publication of judicial decisions, as well as the refusal to provide information regarding the documentation contained in the case file once the decision has become final, remains evident in the activities of the newly established judicial bodies. Furthermore, this concern, repeatedly raised by journalists and civil society organisations in the media, has been disregarded.*”¹⁵

Thus, while the law on the right to information has notable strengths, significant challenges persist in its implementation, such as delayed responses, weak enforcement, and limited institutional transparency.

On the 10th Annual Media Development Forum organised in October 2024, different stakeholders underlined that the conflicts of interest, the close ties between business, politics, and media ownership, job insecurity, low wages, threats to and intimidation of journalists, and legal challenges remain the main obstacles for media freedom in Albania.¹⁶

Overall, “the findings of the Annual Report 2024: Tracking Albania’s Progress on Media Freedom and Journalistic Safety in Line with EU Standards reveal a complex and challenging environment for media freedom and journalistic safety in Albania, with no significant progress recorded. Albania’s EU accession

¹² BIRN Albania 2024 p17

¹³ PoA 2024

¹⁴ SCiDEV 2024

¹⁵ Respublika 2024 p37

¹⁶ Tirana Diplomat 2024

process offers a structured framework for reforms; however, progress in implementing EU recommendations on media freedom and journalist safety remains and risks continuing to be a ‘box-ticking’ exercise without meaningful change and real impact. Persistent gaps in addressing media ownership concentration and transparency, working conditions, access to information, and safety measures highlight the need for a stronger political commitment and sustained efforts to align with European standards.”¹⁷

SO 1.2. Public authorities protect CSOs from interference and attacks and respect their right to privacy.

Indicator 1.2.a: Extent to which CSOs have access to an effective remedy to challenge or seek review of decisions affecting exercise of their rights

2024	3 – moderately meets standards
2023	3 – moderately meets standards
2021	3 – moderately meets standards

In 2024, several lawsuits were filed by CSOs and informal groups in the courts, by way of raising complaints concerning civil, administrative, and criminal matters. Many cases are registered, and decisions are taken in favour of CSOs by the Commissioner against Discrimination. Thus, CSOs or informal groups are legitimated when claiming in cases where they or the community they represent face direct or indirect discrimination based on different causes, such as race, gender, various disabilities, or belonging to a community - especially, the Roma or Egyptian communities, etc. The claims are against municipalities, public entities, private entities, banks, public transport operators, et al.¹⁸ The decisions of the Commissioner on these cases have been different: discrimination, indirect discrimination, non-discrimination, achieving effectiveness, and rejection.

Another case has been the Constitutional Court Decision, no. 3, dated 30.01.2024 (V-3/24), concerning the project of Skavica Hydropower Plant approved by the Albanian Parliament with Law №.38/2021. The approval of the project was accompanied by several bylaws related to studies, financial impact, negotiations, and implementation. In the framework of this project, two local environmental CSOs (the “Kundërshtimi ndaj digës së Skavicës” association, and the “Për mbrojtjen e pronave dhe mjedisit të pellgut të Drinit të Zi” association), along with the Albanian Helsinki Committee, appealed to the Constitutional Court for the repeal of Law №. 38/2021 and Decision of the Council of Ministers №. 485/2021, citing violations of constitutional rights. The petitioners claimed that Law no. 38/2021 violates national identity, the right to private property, the right to private life, the right to earn a living through legal work, the right to be informed about the state of the environment, the right to a healthy and ecologically suitable environment, freedom of economic activity and the principle of equality before the law.

The Court noted that the procedure for adopting Law №. 38/2021 was carried out without public consultations, without hearing the opinion of the local community, nor with reference to the status of the affected public, as well as without assessing the impact of the project on the environment and other rights related to it. Thus, the court found the procedure for adopting Law №. 38/2021 in violation of the right to information on the state of the environment and its protection. Also, it emphasised the need for public consultation and involvement in subsequent phases of the project’s development and implementation. Thus, in this case, the CSOs won the legal battle against the executive power and a private commercial company.

17 BIRN Albania 2024 p89

18 CfPFD 2024

Concerning the legal framework in 2024, the draft law “On class action”, prepared by CSOs in 2021 as a remedy for them to protect collective interests, has the same status as in 2023¹⁹. This draft law has been waiting for more than 3 years to be discussed at the Parliamentary Commission. It aims to create a new legal tool, “class action”, which facilitates citizens’ access to justice and prohibits illegal behaviour by various operators.

Furthermore, referring to the CSO survey, 86% of the respondents said the government did not take any decisions on their organisations that negatively impacted their ability to exercise their rights.

Proportion of CSOs that said the government did not take any decisions on their organisations that negatively impacted their ability to exercise their rights	
2024	86%
2023	81%
2021	79%

On the other hand, 5% of respondents stated that the government took decisions on their organisations that negatively impacted their ability to exercise their rights.

Proportion of CSOs that said the government took decisions on their organisations that negatively impacted their ability to exercise their rights	
2024	5%
2023	14%
2021	13%

By looking at the figures of the CSO survey, we can note that only 3% of those 5% who were negatively affected by Government decisions said they were unable to effectively challenge these decisions.

Indicator 1.2.b: Extent to which CSOs are protected by law from threats, attacks, judicial harassment and discriminatory treatment, in particular:

- threats including intimidation, harassment, defamation, as well as hate speech online and offline;
- attacks including acts of violence, physical abuse, searches and damage to property;
- judicial harassment including arbitrary arrest and detention, unlawful interference with communications, and abuse of criminal, civil and administrative proceedings, or threats thereof;
- discriminatory treatment, including disproportionate reporting requirements for CSOs.

2024	4– meets most standards
2023	5 – fully meets standards
2021	5 – fully meets standards

In Albania, the Criminal and Civil Code provisions are in general met with and determine the rules for responsibility, criminal proceedings, and types of punitive measures that are taken against legal persons for the commission of a criminal offence by natural/physical persons. These provisions should be interpreted in an expanded way to provide protection and to apply to CSOs.

The framework for the protection of journalists is in place, but verbal and physical attacks and smear campaigns continued in 2024. The Criminal Code does not provide for special protection for journalists against violence, attacks, or threats while exercising their profession.

¹⁹ Draft Law 2023

Data from the European Centre for Press and Media Freedom, outlined in the Mapping Media Freedom platform for 2024, indicated the presence of 45 alerts and reported incidents involving journalists in Albania. These incidents included forms of intimidation, threats, defamation, harassment, assault, bullying, and other forms of aggression against media professionals²⁰.

In March 2024, journalists protested against the Prime Minister owing to verbal attacks against critical journalists or even the physical assault of a female journalist by the Prime Minister²¹. These journalists' protests clearly highlighted that such actions demonstrated the dramatic decline of freedom of expression and the right to information in Albania. The same language has been used by the leader of the Democratic Party, who had considered journalists to be a criminal organisation²².

Furthermore, Strategic Lawsuits Against Public Participation (SLAPPs) are a growing concern in Albania, where journalists, activists, and watchdog civil society organizations increasingly face legal intimidation aimed at silencing their voices. Albania's legal framework still lacks effective safeguards, leaving journalists, activists, watchdogs' organisations and other voices vulnerable to these threats.

In October 2024, a round table was organised by the CSOs, and the Minister of Justice reiterated Albania's commitment to advancing media freedom by incorporating anti-SLAPP protections into domestic legislation by June 2027. He acknowledged the need for faster legal procedures, specialised training of judges, and structured dialogue, to create a supportive environment for free journalism.²³ The Criminal Code's provisions on defamation (Articles 119 and 120) should be reviewed to ensure that they do not unintentionally support SLAPPs or impede freedom of expression. However, there was no draft released for public discussion by the Ministry in 2024.

Furthermore, the Decision of the Council of Ministers no. 621, dated 10 October 2024, "On the Approval of the Policy Document 'National Reform Agenda 2024–2027', within the Framework of the European Union Instrument 'Western Balkans Reform and Growth Facility'"²⁴ provides that the criminal and civil aspects of defamation will be aligned with European standards (the time frame is December 2026). In 2024, defamation continued to be a criminal offence.

In 2024, Law №. 25/2024 "On Cybersecurity" was adopted²⁵. The latest cyber-attacks in Albania reveal the vulnerability of all stakeholders, including CSOs. Several cases were reported. One of these cases was a major cyber-attack on the online media outlet 'Citizens Channel'²⁶ by unknown perpetrators, which has raised fresh concerns about media freedom and access to independent information in Albania. In the other cases of cyber-attacks, sensitive and personal data were published for the public and private sectors. This law is linked with the law "On personal data protection", and CSOs are subject to both laws. The Law "On Cybersecurity" has provided definitions on cyber-attacks and cyber threats, and the necessary measures to be taken by the responsible institutions.

Thus, in 2024, there have been no significant legislative changes, resulting in a situation largely unchanged from the previous report. There is no dedicated legal framework for the protection of civil society organisations in Albania from threats, attacks, judicial harassment, and discriminatory treatment. However, relevant provisions are dispersed across various legal acts, and generally align with international standards.

20 ECPMF 2024

21 Reporter.al 2024

22 Newsbomb.al 2024

23 Media Brief SCiDEV 2024

24 PMO 2024;

25 Law no. 25/2024

26 BalkanInsight 2024

Indicator 1.2.c: Proportion of CSOs that operate effectively without threats, attacks, judicial harassment, in terms of: - number of complaints concerning lack of protection of CSOs;

- number of complaints concerning lack of protection of CSOs;
- number of attacks on CSOs and their members;
- number of instances of damage to property;
- number of instances of discriminatory treatment in reporting;
- number of instances when CSO offices were unlawfully searched, or subjected to inspections;
- number of instances of interference with the communications of CSOs.

The results of the CSO survey show that 82% of respondents said their organisation or its members were not subjected to threats or physical attacks.

Proportion of CSOs that said their organisation or its members were not subjected to threats or physical attacks	
2024	82%
2023	88%
2021	84%

On the other hand, 2% of surveyed CSOs said they were subject to threats or physical attacks on their organisation or their members.

Proportion of CSOs that said their organisation or its members were subject to threats or physical attacks	
2024	2%
2023	2%
2021	3%

The proportion of CSOs that submitted an official complaint because they were denied protection from threats or physical attacks was 2%.

Proportion of CSOs that submitted an official complaint	
2024	2%
2023	1%
2021	2%

Furthermore, 98% of respondents (97% in 2021) said that their organisation did not experience property damage as part of the threats and physical attacks against them. There was, however, a small percentage of CSOs (1%) that experienced property damage as part of the threats and physical attacks against them.

All the respondents (100%) said that their offices were not subjected to unlawful searches or inspections; however, a lesser percentage of respondents – 89% – said the authorities did not interfere with the communications of their organisation.

Proportion of CSOs that said the authorities did not interfere with the communications of their organisation.	
2024	89%
2023	93%
2021	92%

At the same time, 3% (it was 4% in 2023, and 5% in 2021) said the authorities had interfered with the communications of their organisation.

It should be added that almost all public officials who took part in the survey believed that CSOs were able to operate effectively without threats, attacks, judicial harassment, and discriminatory treatment.

SO 1.3. Measures used to fight extremism, terrorism, money-laundering or corruption are targeted and proportionate, in line with the risk-based approach, and respect human rights standards on freedom of association, assembly and expression

Indicator 1.3.a: Extent to which laws to combat extremism, terrorism, money-laundering and corruption do not unduly restrict legitimate activities of CSOs.

2024	4 – meets most standards
2023	4 – meets most standards
2021	4 – meets most standards

In the first days of 2024, the Council of Ministers decision no. 736, dated 13.12.2023, 'On the approval of the Guideline for the Rule of Law', entered into force. This decision outlines various anti-corruption measures, including legislative, institutional, and awareness-raising initiatives. It emphasises the need for the sustainable maintenance of data related to the implementation of measures addressing integrity and anti-corruption, as well as enhancing transparency and accountability through the adoption of the 2024–2030 Intersectoral Anti-Corruption Strategy, in collaboration with civil society organisations.

In the above decision, some of the measures proposed related to organised crime, terrorism, and money-laundering are enhanced. Also, there is a proposal for a more systematic use of financial investigations (parallel investigations), targeting money flows that sustain criminal organisations.

Also, in the strategy's Action Plan 2024–2026 under specific objective 3.3, some measures that have a direct link with civil society's role are foreseen as the establishment of a Coalition Against Corruption between the National Anti-Corruption Coordinator and the National Network of CSOs Against Corruption as well as other active CSOs in the field; and organising consultation forums with CSOs on reports and anti-corruption policy proposals.²⁷

In 2024, in the framework of the project "Civil Society against Corruption," implemented by the Albanian Helsinki Committee (AHC), the ALTRI Center and Friends of Europe (FoE), the National Network of CSOs Against Corruption²⁸ has been established, an informal network that aims to unite civil society organisations, public institutions, the media, businesses, and other stakeholders in efforts to fight corruption, strengthen the rule of law, and promote good governance.

Furthermore, in January 2024, the Council of Ministers also approved Decision no. 51, dated 31.1.2024, 'On the organisation and the functioning of the Financial Intelligence Agency'²⁹. The main responsibilities of this Agency are: a) the prevention of money-laundering and products derived from criminal activities; and b) the prevention of the financing of terrorism. Based on Instruction no. 19, dated 9.7.2019, 'On the surveillance of non-profit organisations in the function of preventing money laundering and terrorism financing' and Instruction no. 16, dated 16.2. 2009, 'On the prevention of money laundering and combating the financing of terrorism in the tax system' CSOs are subject to control from this structure. Thus, accounting reports, prepared by NGOs on the use of donor funds, as well as financial statements, are subject to control by the FIA whenever necessary. Also, "any authority that registers, licenses and supervises the activity of non-profit organisations must immediately report to the Agency any suspicion, information or data related to money laundering or terrorist financing."³⁰

²⁷ GoA 2024 p58

²⁸ NN CSOs AC

²⁹ CoM 2024

³⁰ Law 8788 article 41

Moreover, the Financial Intelligence Agency/FIA prepared 'Guidelines for non-profit organisations on the financing of terrorism',³¹ which was published on the website of the General Directorate of Taxes in December 2024. This document was drafted by the FIA in collaboration with the public and private sectors (including consultation with CSO representatives) to assist the non-profit organisation (NPO) sector in raising their awareness of the risk of misuse/abuse of terrorist financing. The Guidelines is not a binding document, but its primary purpose is to familiarise CSOs with the concept of terrorist financing/TF, with Albanian legislation on terrorist financing, and their legal obligations in the context of the fight against TF.

Hence, in 2024, the government adopted several documents to comply with the EU accession process requirements. Some were adopted in the last month of the year, so the results of their implementation, including their impact on CSOs, will be seen in 2025.

Indicator 1.3.b: The proportion of CSOs whose ability to undertake legitimate activities is not restricted by the implementation of laws to combat extremism, terrorism, money-laundering and corruption, and in particular by:

- being judicially harassed for their alleged connections with extremism, terrorism, money-laundering and corruption;
- discriminatory restrictions placed on funding,
- authorities or banks preventing them from opening bank accounts, sending or receiving money.

Referring to the CSO survey, 91% of respondents were able to undertake legitimate activities without judicial harassment, discriminatory restrictions on funding, and restrictions on opening bank accounts, etc.

Proportion of CSOs that were able to undertake legitimate activities without judicial harassment, discriminatory restrictions on funding, and restrictions on opening bank accounts.	
2024	91%
2023	87%
2021	90%

A small amount - 2% of CSOs - said their members were subject to juridical harassment.

Proportion of CSOs that said their members were subject to juridical harassment.	
2024	2%
2023	2%
2021	2%

Also, about 97% of respondents said their organisation was not subjected to discriminatory restrictions as a consequence of receiving funding from a particular source.

Proportion of CSOs that said their organisation was not subjected to discriminatory restrictions.	
2024	97%
2023	92%
2021	95%

1% of CSOs said their organisations had been subjected to discriminatory restrictions as a consequence of receiving funding from a particular source.

31 FIA 2024

Proportion of CSOs that said their organisation had been subjected to discriminatory restrictions.	
2024	1%
2023	4%
2021	5%

94% of respondents confirmed that their organisation was not prevented by government authorities or banks from opening a bank account and sending or receiving money.

Proportion of CSOs that said their organisation was not prevented by government authorities or banks from opening a bank account and sending or receiving money.	
2024	94%
2023	95%
2021	95%

However, the rest of the respondents, 6%, mentioned that they could not open a bank account.

Proportion of CSOs that said they could not open a bank account.	
2024	6%
2023	3%
2021	5%

One of the reasons for not being able to open a bank account was that in some banks, the account opening procedures are so bureaucratic (adding extra requirements) that they make it practically impossible to open an account. Thus, banks are applying these difficult procedures to protect themselves from any attempt at money-laundering.

SO 1.4. Public authorities treat all CSOs equally with regards to their operations, and equitably with other entities (such as businesses)

Indicator 1.4.a Extent to which laws (1) do not require CSOs to submit more reports and information, and (2) do not submit CSOs to more inspections and sanctions, than business entities, all else being equal.

2024	5 – fully meets standards
2023	5 – fully meets standards
2021	5 – fully meets standards

The legal framework that regulated the tax obligations of taxpayers in 2024 and affected the reporting of the CSOs was Law No. 29/2023 'On income tax'³², which entered into force on 1st January 2024, Constitutional Court Decision no. 52, dated 27.6.2024, and the Normative Act no. 4, dated 27.11.2024.

The law 29/2023 and the normative acts determine the rules regarding a) tax on the income of natural persons and entities; and b) tax on income from inheritances, donations, and winnings from gambling, and it defines the rates and the time frame of the taxes for different entities. It defines "Entity" as any company or any structure of organisation, incorporated or unincorporated, regardless of the form, profit or non-profit nature. So, this Law also affects CSOs and imposes on them the same obligation as businesses.

Thus, according to the legislation in force, CSOs, regardless of the non-profit nature of their activity, are

³² Law no. 29/2023

obliged to keep accounts and reports, like the other entities. CSOs submit information on the TAX Office and General Directorate of Money Laundering Prevention. There is no difference between CSOs and business entities in the procedures, documents, and application deadlines. The reasons for inspections are the same, the days of reporting are the same, and the fines are at the same rate.

SO 1.5. Central and/or local public authorities have enabling policies and rules for small community organisations and civic initiatives (grass-roots organisations)

Indicator 1.5.a: Small community/local organisations and civic initiatives are allowed to operate by law without registering.

2024	5 – fully meets standards
2023	5 – fully meets standards
2021	5 – fully meets standards

In 2024, there are no changes regarding the framework for the ability of community/local organisations and civic initiatives to operate without registering, regardless of the size of the organisation. The legal framework in force does not foresee and does not define obligations regarding the form of organisation, be it formal or informal.

Thus, Albanian legislation recognises the legal right of communities or informal groups to be active in social life, to take up legislative activities (like local referendums), and to fight against negative phenomena. Also, small community/local organisations and civic initiatives are allowed to apply for grants (be they public or donor funds), thus equalising them with registered NPOs.

Indicator 1.5.b: In law, unregistered small community/local organisations and civic initiatives enjoy the same right to participation in decision-making processes as registered CSOs.

2024	4 – meets most standards
2023	4 – meets most standards
2021	4 – meets most standards

The Law on Public Notification and Consultations³³ continues to regulate the public consultation process. Public consultation is mandatory for draft laws and strategies, but not for draft secondary legislation adopted by the Council of Ministers or by ministers³⁴. The legal framework allows and underlines equal participation for citizens or interest groups in all the phases of the decision-making process. The electronic registry for consultation www.konsultimipublik.gov.al provides separate sections for citizens, interested groups, and experts.

Public consultation is a mechanism that enables the involvement of the public, interest groups, businesses, the academic community, experts, and the media in decision-making processes. However, concerning its application in the field, the participation in the public decision-making processes of CSOs and interested citizens, including informal groups, is still a challenge, owing to limitations in human and

³³ Law no. 146–2014

³⁴ SIGMA 2024

financial resources, and also to the lack of credibility for appropriate analysis as a reflection of their participation in the policy-making process.

Furthermore, the involvement of formal and informal groups from remote areas continues to be a big challenge, owing to the lack of internet and lack of skills to use online platforms such as ‘konsultimi publik’.

SO 1.6. All CSOs are free to solicit and receive funding.

Indicator 1.6.a: Extent to which relevant laws allow CSOs to seek a broad range of funding, including from abroad, without undue restrictions, as regards:

- cash and in-kind donations from all sources;
- funding from domestic public bodies;
- funding from institutional, corporate or individual donors;
- funding from foreign governments or multilateral agencies.

2024	5 – fully meets standards
2023	5 – fully meets standards
2021	5 – fully meets standards

In 2024, there were no changes in the national legal framework, and the general provision conditions the receipt of funds only on their legitimacy and source. Thus, CSOs could seek funds from these sources: membership fees (for associations), funds, grants, and donations provided by private or public, domestic or foreign entities, as well as income from economic activity and assets owned by the non-profit organisation.

Hence, there have been no restrictions or financial burdens on CSOs to secure funds from different legitimate sources. The legislative framework, in general, is fully in line with international standards.

Indicator 1.6.b: Proportion of CSOs that can access a broad range of funding without undue government interference.

Ninety-one percent of participating CSOs stated that they were not prevented from accessing any type of funding. Thus, there was almost the same percentage compared with the baseline result in 2021.

Proportion of CSOs that can access a broad range of funding	
2024	91%
2023	86%
2021	92%

SO 1.7. Public financial and non-financial support to CSOs is available in IPA beneficiaries, and provided in a transparent, accountable, fair and non-discriminatory manner

Indicator 1.7.a: The level of public funding available for CSOs and associations is clearly articulated in laws and regulations, and the rights and duties of the state body invested with the ability to set and revise the level of public funding available is clearly defined in law.

2024	1 – does not meet standards
2023	1 – does not meet standards
2021	1 – does not meet standards

Albania does not have a law that determines the amount of public funds for supporting CSOs. It is therefore a challenge to find out the amount that is directed towards CSOs. There is no specific place where the data for funding CSOs from all the relevant ministries and agencies can be found.

The government has to create a better enabling environment by supporting CSOs through a mechanism that will support CSOs in co-financing projects supported by donors.

Indicator 1.7.b: Percentage of public budget actually disbursed to CSOs in a year.

The Agency for the Support of Civil Society/ASCS continues to be the main public body providing financial support for civil society, as in the previous assessments (2021–2023). The budget distributed by ASCS for supporting CSOs in 2024 was ALL 99,750³⁵ million (approximately EUR 920,000).

For 2023–2024, the Ministry of Finance provided the following figures.³⁶

Name of State Agencies that provide funds for Civil Society	2023	2024
ASCS	ALL 96.20 million ³⁷ EUR 975,000 ³⁸	ALL 99.75 million EUR 1,010,000
State Agency for Support of Start-ups	n.a	ALL 292.26 million EUR 2,961,094
Youth National Agency	ALL 54.11 million EUR 548,226	ALL 62.34 million EUR 631,610

³⁵ This amount was received in response to the request for information sent to ASCS in January 2024.

³⁶ These figures were received in response to the request for information sent to the Ministry of Finance in January 2024.

³⁷ ASCS 2023 p13.

³⁸ Using the exchange rate 1 Euro = 98,7 ALL, referring to the exchange rate of the Bank of Albania on 1 May 2025.

Indicator 1.7.c: Extent to which legal provisions regulating the award of public funding to CSOs ensure that:

- funding criteria are clearly defined, objective and publicly announced;
- evaluation of proposals is clear and impartial;
- conflict of interest is clearly regulated;
- reporting requirements are clear and proportionate.

2024	4 – meets most standards
2023	4 – meets most standards
2021	3 – moderately meets standards

In 2024, the awarding of public funding did not have a unified legal framework for public institutions, as was the case in the previous assessments (2021, 2023). However, in 2024, as in the previous year's assessment, the ASCS and some other public institutions organised consultations with CSOs to determine the priority areas before announcing the call for proposals.

Each public institution that awards public funding has provisions on the procedure, management, and control of these funds. For line ministries, the entire process from the area of support to the grant contract, etc., is regulated through the Decisions of the Council of Ministers. "There is still no inclusive regulatory framework that would unify public funding for CSOs, which would force all public bodies to respect the same standards, criteria, and procedures for disseminating public funds for CSO programmes and activities"³⁹.

In general, public institutions provide their financial support to CSOs through open calls for proposals or restricted calls for a specific category of CSOs. Most public institutions that provide financial support have public rules and procedures about the scope of funding, application criteria, selection, and awarding criteria.

The annual state budget provides an allocation of public funding to support civil society and also an allocation for different public agencies that have in their scope of work the support of CSOs. However, the Agency for the Support of Civil Society (ASCS) remains the main public body that provides grants and regulates state support for institutional development, project support, and co-financing support.

In 2024, the ASCS had one call for proposals. Everything related to grant procedures was available for the public on their website. ASCS and other public agencies and institutions that provide grants for CSOs announced the calls on their websites, and it provided sufficient time (more than 30 days) to prepare and submit project proposals and all required documents under the call. Also, in 2024, the ASCS organised consultations with CSOs to determine the priority areas before announcing the call for proposals.

The existing provisions outline clearly the general provisions on conflict of interest in the decision-making processes of representatives of ASCS, especially as related to financial issues. The application criteria and the selection procedures are indicated there. Also mentioned are the narrative and financial reports that are required from the CSOs that receive public funds. The reporting documents are part of the contract, and CSOs are informed of them when the contract is signed. Different institutions have specific requirements on the deadlines of reports, upon which the transfer of funds is conditional. However, "the lack of detailed information on grants issued to CSOs is a significant obstacle to stronger accountability in the overall process of public funding for CSOs"⁴⁰.

39 AHC 2024 p28

40 Ibid.

Indicator 1.7.d: Central governments make the information on awards publicly available and sufficiently detailed to identify individual awards.

2024	2 – minimally meets standards
2023	1 – does not meet standards
2021	1 – does not meet standards

In 2024, on the websites of most of the public institutions, the list of the awarded CSOs was uploaded, containing information on (1) the name of the CSO receiving funding, (2) the size of the award, and (3) the project title. This was not the case in 2023. However, the lists lack information on some other elements, such as project description, thematic area of the project, and geographical area of expenditure. Therefore, the lack of more detailed information on all the above six elements of the financial support from public institutions makes the public financing process of CSOs non-transparent and increases the level of scepticism towards the distribution of public funds.

On the other hand, in the Public Authorities survey, all Government officials said the relevant authorities made the information on awards of public funding to CSOs publicly available at the level of sufficiently public or fully public.

Indicator 1.7.e: Proportion of CSOs indicating that the provision of domestic public funds is transparent, fair, and non-discriminatory.

2024	1 – does not meet standards
2023	1 – does not meet standards
2021	2 – minimally meets standards

Regarding the provision of public funds to CSOs, the situation has deteriorated compared with the baseline result in 2021. Thus, 14% of the respondents said the provision of funds was transparent and fair, compared to 21% in 2021. The majority – 55% in the CSO survey (53% in the baseline year 2021) – said the provision of domestic public funds was neither transparent nor fair.

On the other hand, all public officials contacted said the provision of funds was sufficiently/ very transparent and fair.

Indicator 1.7.f: Public funding does not exclude CSOs on the basis of their constituency representation.

The percentage of CSOs that applied for public funds based on the CSO survey was 40%.

Percentage of CSOs that applied for public funds	
2024	40%
2023	51%
2021	50%

The percentage of those who did not apply was more than half of the respondents – 59%. The reasons mentioned for not applying were: almost half of them (46%) said they did not think they had a realistic chance of winning; 11% said the funds offered were too small; another 11% said the application procedure was too complicated; and 7% said they missed the deadline.

Percentage of CSOs that did not apply for public funds	
2024	59%
2023	47%
2021	48%

82% of those who applied for funds said their application was not successful.

Percentage of CSOs that applied for funds and were not successful	
2024	82%
2023	76%
2021	77%

15% of respondents who applied said their application was successful.

Percentage of CSOs that applied for funds and were successful	
2024	15%
2023	22%
2021	19%

Among the reasons given by those who said their application was unsuccessful were: the competition was very strong, 25%, or the authorities funded their preferred organization, 67%.

SO 1.8. Individuals and corporations enjoy tax benefits for their donations to CSOs.

Indicator 1.8.a: Tax legislation allows for tax relief as regards:

- Individual giving
- Corporate giving

2024	2 – minimally meets standards
2023	2 – minimally meets standards
2021	2 – minimally meets standards

The legislation on individual/corporate giving did not change in 2024. In Albania, donations made by individuals are not recognised as tax-deductible for income tax. Thus, individual philanthropic activity is not subject to tax deduction. As mentioned by the Albania Helsinki Committee in their policy paper, “This continues to impede individual philanthropic activity; for corporate donations, these tax stimuli are very marginal, although they do exist.”⁴¹

Regarding corporate giving, the sponsored amounts exceeding the following limits are non-deductible:

- 5% of profit before tax for press publishers and publications of literary, scientific, and encyclopaedic works, as well as for cultural or artistic activities;
- 5% of profit before tax for sports activities, provided that certain conditions are met;
- 3% of profit before tax for sponsorship of any other activities.

Thus, Albania still does not have tax incentives in place for individual donations, and only marginal tax incentives for corporate donations.

41 AHC 2024b p30

Indicator 1.8.b: Proportion of private individuals who have given money to a CSO.

Based on the CAF Report 2024,⁴² in Albania, 39% of private individuals donated money to CSOs. Comparing this percentage with the previous years, there was an increase in the participation of people in giving money to CSOs.

Year	Percentage of private individuals in Serbia who donated to a CSO
2024	39%
2023	25%
2022	36%
2021	31%

SO 1.9. Tax benefits are available to CSOs.

Indicator 1.9.a Extent to which applicable tax laws provide for the following:

- CSO income generated from grants, donations, and membership dues, income from economic activities, investment income, real property, gifts and inheritance is not subject to taxation;
- any excess revenue or profit generated through economic activity and used for mission-related purposes by CSOs is not subject to corporate income/profit tax.

2024	3– moderately meets standards
2023	3– moderately meets standards
2021	3– moderately meets standards

In 2024, the legal framework in Albania, as in the previous assessment in 2021–2023, exempted CSOs from income tax on grants, donations, membership quotas, gifts, and inheritance that were not used for the benefit of founders or members.

The law no. 29/2023, 'On income tax',⁴³ amended by the Normative Act no. 7, dated 14.12.2023, entered into force in 2024, and it introduced a 0% VAT rate for goods and services used in projects funded by foreign donors or grants, replacing the previous procedure of VAT reimbursement at the end of the project implementation process.

However, VAT reimbursement for NPOs is still a problem in Albania. Instruction no. 27, dated 13.9.2023, "For some amendments to Instruction no. 6, dated 30.1.2015, 'On Value Added Tax in the Republic of Albania'", is still unenforceable as amended for the NPO sector in Albania. Partners Albania closely followed the implementation process of Instruction No. 27, dated 13.9.2023 on Some Additions and Changes to Instruction No. 6, dated 30.1.2015, 'On Value Added Tax in the Republic of Albania' (the exemption of the Civil Society sector from the VAT). They sent two letters (the first letter in February and the second in May 2024) to the responsible public institutions to provide them with the evidence that this instruction cannot be put into practice and that is creating a big problem for CSOs during the implementation of any of their projects financed by different donors⁴⁴.

The obligation to register CSOs (the project implementers/beneficiaries) with the tax authority for VAT purposes is a setback in efforts to create an enabling environment for the activity of CSOs. After several

⁴² CAF 2024b

⁴³ Law No. 29/2023

⁴⁴ Two letters on application of VAT exemption for CSOs sent by Partners Albania to the MHSP: <https://www.facebook.com/partnersalbania/>; letters available at: <https://bit.ly/4bsDZT8>

years since the non-profit sector managed to exit from the VAT scheme, this obligation once again adds to the fiscal burden of the obligation of Sales and Purchase Books and VAT Declarations.

Furthermore, CSOs are allowed to engage in economic activities. Thus, CSOs are explicitly permitted to raise income from their assets using investments and the renting and sale of property. However, in these cases, the financial regulations do not distinguish between CSOs and commercial enterprises. Consequently, CSOs are liable to profit tax on all income from economic activities on the same basis as other legal entities.

An exception applies to CSOs involved in social, educational, cultural, or sports activities, referred to as activities of a general interest, which are exempt from VAT law. CSOs should meet three criteria to qualify for VAT exemption: (1) the governing bodies should not have a vested interest in the activity of the organisation; (2) the non-for-profit activity should precede the economic activity; and (3) the total income from economic activity, as a secondary activity, should not be higher than 20% of total annual income.

SO 1.10. The policies and legal environment provide incentives and facilitate volunteering for and employment in CSOs.

Indicator 1.10.a: Laws regulating volunteering are adopted.

2024	2 – minimally meets standards
2023	2 – minimally meets standards
2021	2 – minimally meets standards

Because of the identified problems and comments of different stakeholders, including CSOs that stated that the current law was quite truncated and inapplicable⁴⁵ (on account of problems with insurance costs for volunteers, registration of volunteers, and the fact that many issues remain unclear, unresolved or problematic regarding the responsible institutions and the division of powers), the Government decided to revise Law 45/2016 ‘On Volunteering’. Thus, according to Decision no.790, dated 28.12.2023, ‘On the approval of the general analytical programme of the draft acts that will be presented for review in the Council of Ministers during 2024’, the revision of Law 45/2016 ‘On Volunteerism’ was foreseen to be undertaken in the third quarter of 2024.

Therefore, in 2024, 8 years after the adoption of this law, a series of consultation meetings was organised by the Minister of State for Youth and Children, the Ministry of Finance, and the National Agency for Employment and Skills, with legal experts, interest groups and CSOs to discuss and compile an improved draft.

As a result, the revised draft law was launched for public consultation in November 2024 until mid-December on the public consultation platform; however, it was not approved until the end of 2024.

Several CSOs are at the opinion that although the proposed draft law on volunteering aims to build a stable and favourable legal framework for the conduct of volunteerism, it still contains a series of problematic issues, which have been previously addressed in discussion tables with CSOs, as well as in legal opinions and recommendations forwarded from them to the Minister of State for Youth and Children, as well as to the Inter-institutional Group for the drafting of the draft law, established by Order of the Prime Minister on 17.1.2024.

However, CSOs expressed their concern⁴⁶ on the new draft that did not address and provide the necessary legal regulations to resolve the main issues that have hindered the implementation of the current law on volunteering. It partially took into account the suggestions given by them during the discussion tables with the public institutions.

45 EMA 2024

46 This comment is presented by some participants also in the validation session organised on 6 May 2025.

Indicator 1.10.b: Government volunteering strategies and programmes support volunteering for CSOs and have sufficient resources allocated for implementation.

2024	1 – does not meet standards
2023	1 – does not meet standards
2021	1 – does not meet standards

The situation was the same as in 2021 and 2023 – which is to say, there were still no national volunteering strategies or programmes in Albania.

Indicator 1.10.c: Proportion of CSOs that benefit from state employment strategies and programmes.

According to the results of the CSO survey, 12% of respondents said they had benefited from the state employment strategy. This was a slight improvement compared with the baseline year.

Proportion of CSOs that benefit from state employment strategies and programmes	
2024	12%
2023	11%
2021	6%

Those who benefited mentioned they cooperated and had an agreement with the National Agency for Employment and Skills to employ people from the vulnerable communities' programme and the community public works programme.

Indicator 1.10.d: Proportion of CSOs that benefit from state volunteering strategies and programmes.

In 2024, no volunteering strategy or programme was in effect.

Indicator 1.10.e: Proportion of employees in CSOs in relation to the total workforce.

Based on the information received from the Tax Department, in 2024 there were 9,987 employees in CSOs, compared to 9,937 employees in 2023.

Meanwhile, the number of people employed in the public and private sectors in 2024 was 746,162, according to INSTAT Albania.⁴⁷

Indicator 1.10.f: Percentage of people who have volunteered to give their time to an organisation.

Referring to the CAF Report 2024⁴⁸, the percentage of people in Albania who volunteered in 2024 was 11%, compared to 8% in the previous year, 2023. Looking at the table below, from 2021 to 2024, the trend of people volunteering their time to CSOs is almost the same.

Percentages of people who have volunteered their time to an organisation	
2024	11%
2023	8%
2021	11%

⁴⁷ INSTAT 2024

⁴⁸ CAF 2024a



Specific Objective 2

Strengthened cooperation and partnership between CSOs and public institutions.

SO 2.1. Public authorities and institutions include CSOs in decision- and policy-making processes.

Indicator 2.1.a: Laws, bylaws, strategies, other acts of public interest and policy reforms are effectively consulted with CSOs in that:

- CSOs have access to the draft document from the beginning of the drafting process to the end of the adoption procedure;
- At least 15 days are allowed for commenting before the draft document enters the adoption procedure;
- The use of extraordinary/expedited procedures to adopt legislation without allowing for consultation is an exception and duly justified;
- Reports on results of public consultations, including reasons for rejection of comments, are published in a timely fashion;
- Working groups members from CSOs are selected based on a public call, clear criteria and in line with equal treatment;
- Working group members from CSOs include representatives of society as a whole, including women's groups, LGBTIQ groups, migrant groups, minorities, disability groups, and others as appropriate, in line with the Human Rights Based Approach.

2024	3 – moderately meets standards
2023	3 – moderately meets standards
2021	3 – moderately meets standards

The involvement of the public and the other stakeholders in decision-making in Albania is guaranteed and regulated by the Law on Public Notification and Consultations⁴⁹. So, requirements for conducting public consultations on draft laws and strategies are in place. Therefore, public consultation is mandatory for draft laws and strategies, but not for draft secondary legislation adopted by the Council of Ministers or by ministers. The minimum duration for public consultation is set at 20 working days and can be extended to 40 days. Ministries are required to report on the outcome of public consultations⁵⁰.

Thus, the line ministries send their annual report for public consultation to the Department of Regulatory Acts of the Council of Ministers, the responsibility of which is to manage, monitor and prepare the progress report of the governance center for public consultation periodically, and to make it public to comply with the legal obligations.⁵¹

In 2024, as in the previous year, the public consultations were carried out using a central consultation portal, www.konsultimipublik.gov.al,⁵². This Register has served as the main instrument for the public consultation process since it was introduced in 2021.

49 Law no. 146/2014

50 SIGMA 2024.

51 CoM 2025

52 Law no. 146/2014 and order no. 3, dated 29.1.2021, of the Secretary-General of the Prime Minister's Office, 'On the approval of the guide of public consultation'.

According to the SIGMA Monitoring Report,⁵³ the online public consultation is complemented with other consultation activities, and the minimum duration requirement is respected. The online consultation portal enables the interested stakeholders to register their e-mail addresses at the portal in order to receive automatic notifications on the launch of a consultation process for a draft proposal. Lead ministries report on the outcome of the public consultation, address all comments received, and publish the consultation reports online. However, consultation reports of draft laws have indicated a very limited number of comments submitted by stakeholders.

During the year 2024, based on the Analytical Programme of the Government, 267 draft acts were approved, and the exemption provisions from the public consultation process were applied to 177 acts⁵⁴. Thus, the index of the use of exemptions from public consultation for acts in sectoral strategic documents for 2024 was 66%. In the report, the basis for the exemption from consultation was Article 4 of the Law on Public Notification and Consultation (national security issues, international agreements, individual administrative acts, and civil emergencies).

The index of the use of the exemption from public consultation for acts in sectoral strategic documents	
2024	66%
2023	71%
2021	72%

In general, a report is prepared for all draft acts published for consultation in the Electronic Register for Notifications and Public Consultation, presenting the acceptance or rejection of feedback received during the consultation process.

However, CSOs, unregistered groups and initiatives are not effectively involved in the consultation process before the act is published in the electronic register of public consultation. CSOs report varying degrees of inclusivity in public consultation processes, with some ministries not always representing diverse interest groups - for example, informal groups of activists⁵⁵.

Furthermore, as noted by the Institute for Democracy and Mediation in their report on citizen participation in public consultation⁵⁶, the involvement of non-governmental actors during the early stages of law and policy drafting has been a rare practice. When it has occurred, it has often been characterised by insufficient evidence of meaningful engagement. Institutions typically have provided only aggregated data on participants during the drafting or consultation phases.

The CSO survey showed that 32% of respondents in 2024 said they were effectively consulted by authorities on the drafting of laws, bylaws, strategies, or acts of public interest and policy reforms.

Proportion of CSOs that were effectively consulted by authorities	
2024	32%
2023	34%
2021	31%

Regarding the results from the Public Officials, the majority of them said that CSOs were effectively consulted in the development of laws, bylaws, strategies, other acts of public interest, and policy reforms. One of the cases mentioned was the fiscal package for municipalities that was consulted with the interested groups through the public hearing sessions.

Considering the degree of application in the field, the survey of CSOs, and the reports of different stakeholders regarding the participation of CSOs in public decision-making processes, "the effectiveness of consultation processes remains limited, among others, also due to poor access and low

⁵³ SIGMA 2024

⁵⁴ CoM 2025 p8

⁵⁵ IDM 2024

⁵⁶ IDM 2025a

transparency”⁵⁷. Thus, the meaningful participation of CSOs in policy and decision-making processes continues to be ineffective (or merely formal), regardless of the legislation in place and the mechanisms of cooperation established.

Furthermore, the “lack of knowledge on the level of implementation of the suggestions provided shrinks the participation of organisations periodically, owing to limitations in human and financial resources, but also to the lack of credibility for appropriate analysis and reflection of their participation in this process”⁵⁸.

Civil Society participation in the EU accession process

The progress of Albania toward EU accession was marked by two key milestones in 2024. The first was the opening of negotiation with Albania on Cluster 1 on 15th October 2024⁵⁹. This includes: the functioning of democratic institutions; public administration reform; judiciary and fundamental rights; justice, freedom and security; economic criteria; public procurement; statistics and financial control. The second milestone was the opening on 17th December 2024⁶⁰ of negotiations with Albania on Cluster 6, on External Relations, including external relations and foreign, security, and defence policy.

The Growth Plan offers a tangible opportunity for greater participation. “Under the Growth Plan, Albania is set to receive EUR 922 million, tied to the implementation of 31 reform measures spanning five key policy areas”⁶¹. To secure this funding, the Government of Albania had to develop a Reform Agenda providing a comprehensive framework. Albania approved the National Reform Agenda 2024–2027 via the Council of Ministers Decision No. 621 on October 10, 2024. Between March and June 2024, the process involved four rounds of 72 meetings, engaging line ministries, government agencies, and independent institutions.

Furthermore, civil society representatives, the private sector, and other civic stakeholders were involved in the consultation process for the Reform Agenda in March 2024, through five meetings organised as part of the Partnership Platform for EU Integration, with responsible institutions for the EU *acquis* chapters leading the dialogue. One of the concerns of stakeholders was the urgency of the consultation process, which may have undermined the quality of the outcomes⁶². The accelerated procedure did not allow sufficient time for CSOs and interested stakeholders to provide real contributions. Thus, the meaningful involvement of civil society was thought to be constrained by time limitations.

Indicator 2.1.b: CSOs are effectively included in oversight mechanisms.

This indicator was not assessed.

Indicator 2.1.c: Proportion of CSOs that have participated in consultations during preparation of state reports under international human rights and other legal obligations, and the implementation of treaty body recommendations.

This indicator was not assessed.

⁵⁷ AHC 2024b p5

⁵⁸ AHC 2024a p13

⁵⁹ [Second Accession Conference with Albania – Consilium](#)

⁶⁰ [Third meeting of the Accession Conference with Albania at ministerial level – Consilium](#)

⁶¹ IDM 2025b p5

⁶² Ibid.

SO 2.2. Public authorities and institutions acknowledge the importance of civil society in societal policy debate and EU integration processes.

Indicator 2.2.a: Extent to which CSOs assess the attitude of public officials towards civil society as supportive.

2024	3 – moderately meets standards
2023	2 – minimally meets standards
2021	2 – minimally meets standards

Concerning the CSO survey for 2023, 41% of CSOs indicated the attitude of public officials toward civil society as supportive. This was an improvement of 7% compared with the baseline assessment. However, still more than half of CSOs – 52% - indicated that the attitude of public officials toward civil society was not supportive in 2024.

Proportion of CSOs that assess the attitude of public officials towards CS as supportive	
2024	41%
2023	38%
2021	34%

Proportion of CSOs that assess the attitude of the public officials as not supportive	
2024	52%
2023	57%
2021	55%

By contrast, looking at the public authorities' survey results, the overwhelming majority of respondents said that in Albania public officials are supportive towards CSOs in general.

SO 2.3. Public authorities contribute to civil society strengthening by cooperating with civil society through strategic policy frameworks and relevant institutional mechanisms.

Indicator 2.3.a: Proportion of CSOs that were effectively consulted in the preparation of civil society cooperation strategies.

There was no consultation process initiated in 2024 regarding the development of the new civil society cooperation strategy 2024–27.

However, in the first half of 2024 was organized the evaluation process for the cooperation strategy, the ‘Road Map for the Government Policy towards a More Enabling Environment for Civil Society Development 2019–2023’. The evaluation report was commissioned by the Ministry of Health and Social Protection/MHSP, as the institution chairing the National Council for Civil Society, with the administrative/secretarial support being provided by the Agency for Support to Civil Society. The evaluation was conducted with the support of the EU TACSO 3 project, supported by DG ENEST and the EU Delegation to Albania.

The aim of the evaluation was assessing the extent to which the objectives of the current road map have been achieved and the relevance of the objectives in the current road map, particularly in relation to the state of the enabling environment for civil society in Albania and in reference to the DG ENEST Guidelines for EU Support to Civil Society.

The evaluation was conducted from January to June 2024. The absence of any official government reports on the progress in the Road Map implementation represented a substantial limitation in conducting the evaluation. The evaluation methodology relied on the analysis of qualitative and quantitative data collected from primary and secondary sources – from consultative meetings and interviews with key stakeholders, findings from TACSO surveys among CSOs and public institutions, as well as other available reports and studies, prepared by CSOs, the EU and other international actors.

In addition, the report focused on key findings for each of the strategic directions and priority objectives. The recommendations encompass, among others, recommended methods, good practices and lessons learned for developing the next Road Map; recommended priorities for objectives of the next Road Map, as well as strategies/measures for achieving these objectives; recommended mechanisms and institutional arrangements for effective implementation, monitoring and reporting against progress of implementation of the next Road Map. The report was submitted to the MHSP in June 2024. No further steps were undertaken by the Ministry.

Indicator 2.3.b: IPA beneficiaries have adopted currently valid civil society cooperation strategies.

2024	1 – does not meet standards
2023	5 – fully meets standards
2021	5 – fully meets standards

The last Road Map covered the years 2019 – 2023. Thus, 2023 was the final year of implementation for the strategy. There was no civil society cooperation strategy for Albania in 2024, and there was no consultation for the adoption of a new one.

Indicator 2.3.c: Civil society cooperation strategies are accompanied by adopted budgeted action plans.

2024	1 – does not meet standards
2023	1 – does not meet standards
2021	1 – does not meet standards

Since there was no civil society cooperation strategy in force for Albania in 2024, there was no action plan either. Thus, the situation for this indicator was the same compared with the baseline years 2021 and 2023, even though for these years there was a strategy for cooperation with civil society (Road Map for an Enabling Government Policy towards Development 2019–2023) in force, but no annual action plans in place.

Indicator 2.3.d: Proportion of CSOs that rate civil society cooperation strategies as relevant and effective.

In 2024, there was no civil society cooperation strategy in effect.

Indicator 2.3.e: Public structures responsible for the implementation of civil society cooperation strategies are appropriately resourced.

In 2024, there was no strategy for cooperation with civil society, and the Government re-stated that the institution responsible for cooperation with CS was the Ministry of Health and Social Protection/MoHSP. Nevertheless, there was little institutional capacity to lead the development of a new Roadmap for Cooperation with Civil Society. Internal changes were announced by the MoHSP in 2024, but these changes have not materialised as regards the department that would be responsible for civil society.

Indicator 2.3.f: Mechanisms for dialogue between civil society cooperation councils and central governments meaningfully include CSOs in that:

- They have an agreed programme of work;
- They have agreed rules of procedure;
- They meet regularly;
- Rules allow CSOs to call the meetings and contribute to agenda setting;
- There is adequate follow up to conclusions and recommendations.

2024	3 – moderately meets standards
2023	4 – meets most standards
2021	4 – meets most standards

The National Council for Cooperation with CS/NCCS in 2024 did not have an annual work plan, as in the previous year, 2023. In February 2024, the first meeting of the Council was organised to discuss the calendar of activities for the NCCS for that year. No prior discussion was organised with CSOs to discuss some common points of concern that would be included in the council's programme, as happened last year.

In 2024, the minimum required number of Council meetings was met. Thus, three meetings were held, in February, October, and December, respectively. However, the preparation and follow-up of NCCS

sessions were not adequate.

The NCCS has its internal regulation⁶³, which defines the rules and procedures for the functioning of the council. However, in 2024, it was planned to revise the internal regulation and the law on which the Council functions in general. The revision process was supported by OSCE Albania, but there is no draft yet that can be accessed by CSOs.

Only limited progress was achieved, with NCCS still playing a marginal role in promoting better involvement of CSOs in policy-making processes. New Council members are not adequately informed about their role or the Council's functioning and its history. Public institution representatives are disengaged and do not actively participate in discussions. There is no publicly available information on CSO contact persons appointed in ministries of strategic importance to CSO cooperation. However, the Council members representing CSOs can propose agenda points and ask for inputs/explanations from different public institutions.

63 NCCS 2023



Specific Objective 3

CSO capacity and resilience to carry out their activities effectively are reinforced

SO 3.1. CSOs' internal governance structures follow the principles of good governance.

Indicator 3.1.a: Proportion of CSOs that have an independent and effective governing body, with clear terms of reference to oversee the organisation's strategic goals, impact, management, legal compliance, and accountability.

2024	3 – moderately meets standards
2023	4 – meets most standards
2021	3 – moderately meets standards

In 2024, 59% of CSOs respondents had an independent and effective governing body.

Proportion of CSOs that have an independent and effective governing body	
2024	59%
2023	61%
2021	56%

The CSOs report nearly full compliance with the requirement for a governing body with clear terms of reference and a governing document.

	Proportion of CSOs that have a governing body	Proportion of CSOs that have a governing document
2024	98%	99%
2023	95%	100%
2021	99%	100%

As regards the independence of governing bodies, however, it is concerning that 36% of the respondents (compared to 41% in 2021) reported that the executive director or another paid staff member of their organisation was a voting member of the governing body.

Indicator 3.1.b: Proportion of CSOs that regularly check potential conflicts of interest with regard to the political, economic and personal relationships of their governing body.

2024	2 – minimally meets standards
2023	2 – minimally meets standards
2021	1 – does not meet standards

The situation in 2024 was the same as the previous year, and it still remains challenging as regards the potential conflict of interest of members of the governing body. Thus, only 29% of CSOs require that a conflict of interest declaration be signed by the members of the governing body every year.

Proportion of CSOs that regularly check potential conflicts of interest	
2024	29%
2023	29%
2021	20%

However, 38% of respondents required that a declaration be signed upon a member's entry into a governing role (the same percentage as the baseline year), although they fail to check at regular intervals.

Some of the answers given by respondents to the question of how often members of their governing body were required to sign a conflict of interest declaration included, that their procedures were based on the donor's requirements, or based on the organisation's statute.

Indicator 3.1.c: Proportion of CSOs that share relevant information on their organisation, using the means and channels that are accessible to all stakeholders in terms of publishing.

2024	1 – does not meet standards
2023	1 – does not meet standards
2021	2 – minimally meets standards

Based on the CSO survey, 16% of respondents said they published, i) their governing document on their website, and ii) their organisational structure.

	Proportion of CSOs that publish the governing document and the organisational structure	Proportion of CSOs that share only the governing document
2024	16%	29%
2023	13%	34%
2021	22%	n.a

35% of CSOs published the names of their board members, which was an increase from 2023 (29%).

Indicator 3.1.d: Proportion of CSOs that have an organisational gender equality policy.

2024	3 – moderately meets standards
2023	3 – moderately meets standards
2021	3 – moderately meets standards

In Albania in 2024, 50% of respondents have a gender equality policy. Compared with the baseline assessment of 56% in 2021, there has been a decrease of 6% in the number respondents who said they have a gender policy.

Proportion of CSOs that have a gender equality policy	
2024	50%
2023	45%
2021	56%

Indicator 3.1.e: Proportion of CSOs that have an organisational strategy, including vision, mission, and goals.

2024	4 – meets most standards
2023	4 – meets most standards
2021	4 – meets most standards

The result of the CSO survey in 2024 showed an increase of 8% of respondents with a strategy document, compared with the results of the baseline 2021 (65%). Therefore, it seems that CSOs continue to pay attention to the importance of having a strategic document, to plan and organise the work of the organisation properly.

Proportion of CSOs that have an organisational strategy	
2024	73%
2023	64%
2021	65%

SO 3.2. CSOs are able to communicate the results of their activities to the public.

Indicator 3.2.a: Proportion of CSOs that have at least one on-line channel of communication.

2024	5 – fully meets standards
2023	5 – fully meets standards
2021	5 – fully meets standards

Based on the CSO survey, almost all respondents (98%) have at least one online channel of communication. In 2021, 97% of respondents also had at least one such channel.

Proportion of CSOs that have at least one on-online channel of communication	
2024	98%
2023	100%
2021	97%

Websites and social media are the most common channels used by CSOs to communicate their activities to the public. Facebook and Instagram are the most used.

	2024	2023	2021
Facebook	93%	93%	93%
Instagram	68%	77%	60%

The least used is TikTok, with 3% of respondents (5% in 2023).

Indicator 3.2.b: Proportion of CSOs that have specialised communication staff.

This indicator was not assessed.

Indicator 3.2.c: Proportion of CSOs that cooperate with the media.

23% of respondents said they cooperate with the media. When comparing this result with the 2021 baseline, a decrease of 14% is to be observed.

Proportion of CSOs that cooperate with media	
2024	23%
2023	31%
2021	37%

SO 3.3. CSOs are transparent about their programme activities and sources of funding.

Indicator 3.3.a: Proportion of CSOs that publish their annual reports and financial statements.

2024	2 – minimally meets standards
2023	2 – minimally meets standards
2021	2 – minimally meets standards

A quarter of CSOs – 26% – said they published both annual reports and financial statements on their websites or in hard copy. The baseline result in 2021 was 25%.

Proportion of CSOs that publish their annual report and financial statement	
2024	26%
2023	23%
2021	25%

Annual reports remain the most commonly published documents. In 2024, 48% of respondents said they published only the annual report.

Proportion of CSOs that publish only annual report	
2024	48%
2023	47%
2021	43%

A smaller percentage (44%) said they only published their financial statements.

Indicator 3.3.b Proportion of CSOs that publish information on their sources of funding and amounts received in the previous year.

2024	2 – minimally meets standards
2023	2 – minimally meets standards
2021	2 – minimally meets standards

Based on the CSO survey, 26% of respondents said they published both the source and the amount of funding.

Proportion of CSOs that publish information on their sources of funding and amounts received	
2024	26%
2023	31%
2021	23%

At the same time, for this indicator, the following answers were also received:

29% of CSOs did not publish information either on their sources of funding or on the amounts received, which was a decrease compared to the baseline result of 36% in 2021. At the same time, 60% said they published only the sources of funding – 53% had been the result in 2021. On the other hand, 29% published the amounts received. In 2021, 25% of respondents said they had published the amounts received.

Indicator 3.3.c: Degree of public trust in CSOs

Referring to the RCC survey of 2024, for Albania the public trust in CSOs was 30% - the same percentage as in 2023. The percentage is lower compared with the general regional level of public trust (40%).

SO 3.4. CSOs monitor and evaluate the results and impact of their work.

Indicator 3.4.a: Proportion of CSOs that have carried out an evaluation of their work in the last year.

2024	5 – fully meets standards
2023	5 – fully meets standards
2021	5 – fully meets standards

Eighty-three percent of the CSOs surveyed carried out at least one evaluation.

Proportion of CSOs that have carried out an evaluation	
2024	83%
2023	81%
2021	85%

Furthermore, 65% of respondents said that monitoring and evaluation on the project level were more common, similarly to the 64% in 2021.

SO 3.5. CSOs use research and evidence to underpin their work.

Indicator 3.5.a: Proportion of CSOs whose work is based on evidence generated through research.

2024	5 – fully meets standards
2023	5 – fully meets standards
2021	5 – fully meets standards

Ninety-three percent of CSOs surveyed had conducted at least one form of research.

Proportion of CSOs whose work is based on evidence	
2024	93%
2023	89%
2021	87%

The methods used most often by CSOs to research the necessary information for their work were: (1) focus group meetings, with 64% of respondents; (2) desk research, with 50%; and (3) field research, with 48% of respondents.

Indicator 3.5.b: Proportion of CSOs whose work is informed through consultation with people who have a stake in their current or future work.

2024	5 – fully meets standards	91%
2023	5 – fully meets standards	93%
2021	5 – fully meets standards	91%

Almost all respondents (95%) said that they consulted with relevant stakeholders. This is a positive further development compared with 2021 (91%).

Proportion of CSOs whose work is informed through consultation with relevant stakeholders	
2024	95%
2023	97%
2021	91%

The survey showed that more than half of the CSOs were conducting quite a lot of consultations – 74% with local communities, and 55% with public institutions. Also, 53% of respondents said they consulted with their members, and 44% of them with academic institutions.

SO 3.6. CSOs work in fair and respectful partnerships to achieve shared goals.

Indicator 3.6.a: Proportion of CSOs taking part in local, central and international CSO networks.

The survey showed an increase of the percentage of CSOs (90%) that were at least members of local, national, or international networks, when compared with the result of the baseline in 2021 (76%).

Proportion of CSOs taking part in local, central and international CSO networks	
2024	90%
2023	86%
2021	76%

This figure was followed by 73% of CSOs taking part in national networks, and 46% in international networks. The lowest percentage was related to the CSOs taking part in local networks, with the figure of 35%.

Indicator 3.6.b: Proportion of CSOs engaged in cross-sectoral partnerships with academia, social partners and private sector.

Sixty-eight percent of respondents said they engaged in partnership either with academia, or social partners, or the private sector. Thus, there was a decrease by 9% in such partnerships compared with the baseline in 2021.

Proportion of CSOs engaged in cross-sectoral partnership with academia, social partners and private sector	
2024	68%
2023	72%
2021	77%

When it came to cross-sectoral partnerships, CSOs responded that academia is their most frequent partner – in 48% of cases – followed by the 31% of CSOs who are engaged in partnerships with the private sector.

SO 3.7. CSO have a diversified funding base.

Indicator 3.7.a: Proportion of CSOs whose sources of donor income are diversified.

2024	3 – moderately meets standards
2023 ⁶⁴	3 – moderately meets standards
2021	4 – meets most standards

Based on the CSO survey, 48% of the respondents had a diversified funding base. There was a decrease of 15% compared with the baseline result in 2021 (63%).

Proportion of CSOs whose sources of donor income are diversified	
2024	48%
2023	50%
2021	63%

The main sources of funding for the surveyed CSOs (60%) in Albania were foreign private foundations and international CSOs (compared with 68% of the respondents in 2021). The second source of funding was the European Commission, with 42%, followed by bilateral donors for 31% of CSO respondents.

Also, 27% of CSOs received funds from government entities of a local or national nature, and 18% of CSOs received funds from domestic private foundations.

Indicator 3.7.b: Proportion of CSOs raising funds from sources other than donors e.g. membership fees, corporate/individual giving and income generating activities.

2024	3 – moderately meets standards
2023 ⁶⁵	4 – meets most standards
2021	4 – meets most standards

Half of the surveyed CSOs raised funds from sources other than donors, 19% less than the 69% of respondents in 2021.

Proportion of CSOs that raised funds from sources other than donors	
2024	50%
2023	61%
2021	69%

In Albania in 2024, membership fees accounted for 25% of surveyed CSOs, which was 6% higher than in the 2021 response (19%).

⁶⁴ The 2023 value for Indicator 3.7.a was originally published as 43%. Following the recalculation of the value to rectify an error, the revised value for 2023 is 50%.

⁶⁵ The 2023 value for Indicator 3.7.b was originally published as 64%. Following the recalculation of the value to rectify an error, the revised value for 2023 is 61%.

Proportion of CSOs that received funds from membership fees	
2024	25%
2023	21%
2021	19%

15% of CSOs said they received funds from individual donations, compared with 22% in 2021.

Proportion of CSOs that received funds from individual donations	
2024	15%
2023	27%
2021	22%

Furthermore, 18% said they had obtained funds from private businesses, and 14% of the CSOs surveyed said they had mobilised funds from their own business/social enterprise activity/service provisions. As regards crowdfunding, 6% of the CSOs received funds from this source.

SO 3.8. CSOs have effective, empowered and developed human resources.

Indicator 3.8.a: Proportion of CSOs that employ staff.

In 2024, 85% of respondents said they had employed staff, which is 3% less than the baseline result in 2021 (88%).

Proportion of CSOs that employ staff	
2024	85%
2023	88%
2021	88%

Furthermore, the survey shows that 56% of the organisations fell into the category of having employed 1–5 staff. There was also a considerable percentage of CSOs – 17% - who reported they employed 11 or more staff. The lowest percentage of CSOs, about 12%, said they employed 6–10 staff. However, there were also 14% of CSOs who reported they had no paid staff at all in 2024.

Indicator 3.8.b: Proportion of CSOs that have organisational human resources policies.

2024	1 – does not meet standards
2023	1 – does not meet standards
2021	1 – does not meet standards

The survey proposed nine types of human resources policies: Recruitment policy; Diversity, equality and inclusion policy; Disciplinary policy; Grievance/Complaints policy; Performance evaluation policy; Redundancy policy; Remuneration policy; Bullying and harassment policy; Safeguarding of children and vulnerable adults' policy.

The result in 2024 showed 4% of respondents had developed all 9 types of human resources policies, and the baseline result in 2021 was 2%.

Indicator 3.8.c: Proportion of CSOs that have advertised publicly their staff and volunteering vacancies in the last year.

This indicator was not assessed.

Indicator 3.8.d: Proportion of CSOs that have organisational policies encouraging recruitment of a diverse workforce.

34% of respondents affirmed that they had adopted both of the required policies, the recruitment, and the diversity, equality and inclusion policies.

Proportion of CSOs that have organisational policies	
2024	34%
2023	24%
2021	25%

Also, a considerable proportion of CSOs – about 49% – have a recruitment policy, and 56% of the CSOs said they had a diversity, equality, and inclusion policy.

Indicator 3.8.e: Proportion of CSOs whose staff and volunteers have attended a training course in the past year.

2024	4 – meets most standards
2023	5 – fully meets standards
2021	5 – fully meets standards

A majority (80%) of the CSOs surveyed gave a positive answer regarding the attendance of their staff at a training course.

Proportion of CSOs whose staff have attended a training course	
2024	80%
2023	82%
2021	73%

In the Survey, 16% of CSOs (compared to 25% in 2021) said that their staff had not attended any training course in 2021.

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List of Laws Consulted

- Constitution of the Republic of Albania
- Civil Code of the Republic of Albania
- Penal Code of the Republic of Albania
- Law no. 8788, 'On non-profit organizations'
- Law no. 80/2021 'On the registration of non-profit organizations'
- Decision of the Council of Ministers no. 621, dated 10 October 2024, "On the Approval of the Policy Document 'National Reform Agenda 2024–2027"
- Decision no. 40, dated 26.04.2024, on the regulation for the changes in the ownership of audiovisual media service providers
- Law no. 97/2013 'On audiovisual media'
- Law no. 119/2014, on Access to Information
- Decision of the Council of Ministers No. 485/2021 for the repeal of Law No. 38/2021
- Law No. 25/2024 "On Cybersecurity"
- Law no. 124/2024 "On personal data protection"
- Council of Ministers Decision no. 736, dated 13.12.2023, 'On the approval of the Guideline for the Rule of Law'
- Instruction no. 19, dated 9.7.2019, 'On the surveillance of non-profit organisations in the function of preventing money laundering and terrorism financing'
- Instruction no. 16, dated 16.2. 2009, 'On the prevention of money laundering and combating the financing of terrorism in the tax system'
- Article 41 of Law No.8788, date 7.5.2001, 'On non-profit organisation' amended
- Law No. 29/2023 'On income tax'
- Law №. 146–2014 of 30 October 2014 on Public Notification and Consultations
- Law 45/2016 'On Volunteering'