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ENLARGED PARTIAL AGREEMENT ON SPORT (EPAS)

**Report on the implementation of
the European Sports Charter in Albania**

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A. Information provided by national authorities

1. Overview of state structures and sports organisations

The **Albanian Law on Sports** (Law No. 79/2017 on Sports as amended by law No. 105/2020, of 29 July 2020) regulates the functioning and organisation of sports in Albania. It specifically sets the framework conditions for the structure and interrelation of state and sports bodies, provides specific provisions for the organisation of sports, lays out a system of sport justice and specifies the basic requirements in the sport-specific domains of infrastructure, anti-doping, medical control and scientific research and broadcasting, advertising and sponsorship rights. The Law also incorporates human rights-sensitive themes such as the prevention of violence in sport. It finally sets out standards for application and implementation of the Law itself, including provisions for cases of its non-observation.

In its art. 1 the Law makes explicit reference to the European Sports Charter (ESC) [at the time of amendment of the Law in 2020 to the not yet-revised ESC version] in the overall description of the purpose of the Law:

“The **purpose of this law**:

- a) to ensure and protect the rights of citizens who take physical education and sports, in line with the **European Sport Charter** and the recommendations of international organisations in this field;
- b) to determine the competences of central and local authorities in the field of sports;
- c) to determine the general and legal basis of sports organisation and performance;
- d) to determine the mutual relations between sports organisations and the institutions of central government and the institutions of local government;
- e) to make the necessary conditions for the systematic performance of physical education and sport by all ages, supported by the institutions of central government and local government units;
- f) to serve as legal, financial and organisational support to the functioning of public and private sports institutions and organisations.”

The **basic principles of sports** are defined by art. 4 of the Law as:

- a) the principle of equality, as a right entitled to every citizen to practice sport;
- b) the principle of a systematic, scientific and differentiated approach to physical education and sport throughout a person's life;

- c) the principle of connecting physical education and sport with health, education and culture in a single functional system, to increase its balanced effect on the entire population;
- d) the principle of fair and correct play, guided by the Olympic ideals and the principles of sport ethics;
- e) the principle of safety, concerning the exercising of sports activities in a safe area.

The Law declares that “sport in the Republic of Albania is an activity of public interest” (art. 7, no. 1). This is underpinned by national governance provisions putting the federal Ministry responsible for sports, the Ministry of Educations and Sports, and local government units in the lead.

1.1. According to art. 8 of the Law, the Ministry of Education and Sports of Albania

- drafts and implements the state policy in the field of sport;
- completes and improves the legal framework of sport;
- administers the budget funds on sport;
- controls their use by sports organisations;
- co-operates with sports organisations for the performance of sports in Albania;
- abides by the independence of the operations of sports organisations;
- administers public sports facilities under its jurisdiction;
- funds the construction and maintenance of sports facilities.

The Ministry of Education and Sports of Albania takes a co-ordinating role in the field of sports and collaborates with other ministries related to sport, such as the Ministry of Health, the Ministry of Defence, the Ministry of Public Order and the local governance units which are responsible for providing the necessary conditions for school children, students, police and armed forces personnel to participate actively in physical exercise and take part in individual and/or organised sports activities.

1.2. Local authorities

- draft and guarantee local policies and strategies in the field of school sports, sport for all and elite sport;
- create the institutions responsible for sports;
- manage sports facilities owned by local authorities;
- build new sports facilities as needed;
- support the performance and activity of sports organisations in their territories.

1.3. The Supreme Council for Sport is an advisory body established with the Ministry of Education and Sports. It participates in drafting and developing sports policies. The Minister of Education and Sports is the chairman of the Supreme Council and appoints its members. The Minister also approves the regulation for the organisation and operation of the Supreme Council. Structural composition and remuneration of the members of the Supreme Council are determined by Council of Ministers decision. The Supreme Council currently consists of the Minister and the Deputy Minister of Education and Sports, the Minister of Finance, the Minister of Science, the Minister of Health, the Minister of Defence, the Minister of Public Order, the Rector of Tirana’s University of

Sport, sports personalities and the representatives of the National Olympic Committee and Albanian sports federations.

2. Non-governmental sports organisations

Non-governmental sports organisations are divided in five categories according to art. 11 of the Law:

- a) Albanian National Olympic Committee;
- b) sports federations;
- c) sports associations;
- d) sports companies;
- e) sports clubs.

There are also two **National Sports Centres**, the Tirana Olympic Park and the Korçë Olympic Centre. These centres are owned by local government authorities. They are used only for the purpose of sports activities.

2.1 Albanian National Olympic Committee

The Albanian National Olympic Committee is a legal entity, which is organised and functions pursuant to the Civil Code of the Republic of Albania and the legal framework on non-profit organisations. It exercises its activity in accordance with the Olympic Charter and its statute approved by the Minister of Education and Sports and filed in its registration request submitted to the competent court. The NOC leads and coordinates the Olympic movement in Albania. It can be financed with the state budget funds in the form of transfers, as well as from other legal sources. Only one NOC is recognised by the Albanian government and no other organisation can exercise the attributes of an NOC. Albanian federations, other sports organisations and legal and physical entities who meet the conditions defined in the NOC statute are to join the Albanian NOC. Decisions of the Albanian NOC are made public to reach and serve all its members.

According to art 15 of the Law, the NOC coordinates its funds with those of the federal and local government. Main programmes implemented by the NOC in making use of these funds include:

- a) the Olympic education program;
- b) the youth program of the Olympic movement;
- c) the regional performance program of the Olympic movement;
- ç) the program of preparation and participation of the country's best athletes in the Olympic Games and other Olympic, international and regional competitions.

2.2 National sports federations

Specialised national sports federations in Albania comprise:

Albanian Federation of Aeronautics
Albanian Federation of Mountaineering and Mountain Tourism
Albanian Athletics Federation
Albanian Federation of Motorists
Albanian Badminton Federation
Albanian Basketball Federation

Albanian Federation of Billiards
Albanian Federation of Bodybuilding and Fitness
Albanian Boski Federation
Albanian Federation of Canoe/Kayak
Albanian Cycling Federation
Albanian Sports Dance Federation
Football federation of Albania
Albanian Federation of Hunters and Fishermen
Albanian Federation of Gymnastics
Albanian Archery Federation
Albanian Handball Federation
Albanian Equestrian Federation/Equestrian Sports
Albanian Karate Federation
Albanian Federation of Kick-Thai Boxing
Albanian Motorcycling Federation
Albanian Wrestling Federation
Albanian Swimming Federation
Albanian Ping-Pong Federation
Albanian Weightlifting Federation
Albanian Sports Shooting Federation
Albanian Federation of Amateur Radio
Albanian Rafting Federation
Albanian Ski Federation
Albanian Sports Federation for All
Albanian Federation of School Sports
Albanian University Sports Federation
Albanian Chess Federation
Albanian Federation of Taekwondo-World
Albanian Tennis Federation
Albanian Federation of Teqballi
Albanian Volleyball Federation
Albanian Federation of Beach Watchers/Water Rescue
Albanian Judo Federation
Albanian Federation of Divers
Albanian Free Match Federation
Albanian Padel Federation
Special Olympic Albania

3. Main objectives and priorities of the sport sector in Albania

Institutional policy goals

- ▶ Development, Standardisation
 - Infrastructure on central and local level
 - Public educational institutions
 - Promoting and support
 - International standards

- Quality, Achievement, Massification
 - Quality assurance policy
 - Education through sport
 - Prompting and promoting sport achievements
- Equality
 - Equal chances and conditions for participation
 - Legal – Financial – Physical Infrastructure

Legislation

- Elite Athlete
 - Law of Sport, Article of Elite Athlete
 - Council of Minister's Decision for rewarding athletes' achievements
- Financing Sports Organisations
 - Common Directives from MES and MFE for allocating Grant Funds
 - Facilitating sport incentives
 - Prompting and promoting sport achievements
- Anti-Doping on Sport
 - Law of Sport, Chapter IX
 - National Anti-Doping Organisation

Education

- Physical education
- Sports oriented classes
 - 63 schools with 3500 students approx.
- School Sport Federation and University Sport Federation
 - Specific articles in the new Law on Sport
 - Financed through projects
- Sport Projects in Schools and Universities
 - Sport Teams 2022
 - Be-Active Albania
 - 1Goal4Impact
 - Sports for All

4. *Financing model of sport*

State funding

For the attribution of state funding to sporting organisations, a **scoring system** is laid out in the Joint Instruction "On the Method of Using the Grant/Internal Current Transfer Fund to Olympic Sports Federations, Albanian National Olympic Committee and the National Anti-Doping Organisation". The currently applicable Joint Instruction No. 4 was issued by the Minister of Education and Sport and the Minister of Finance and Economy on 25 February 2022.

The overall annual state funding in the different sports categories and sub-items is summarised as follows:

- 70% of the total fund for Olympic federations;
- 20% of the total fund for non-Olympic federations;
- 7% of the total fund for Albanian National Olympic Committee;

- 3% for the Anti-Doping Organization.

Athletes' Remuneration

High level athletes receive remuneration for successful participation in international and national sports events according to decision No. 789 of 15 December 2021 by the Council of Ministers. The amounts applicable according to this decision are as follows:

(ALL 1 = EUR 0.00852)

Remuneration for Official International Events

Activity	Result	Remuneration amount
	Olympic record	15 000 000 ALL
	World record	15 000 000 ALL
	European record	6 000 000 ALL
	Mediterranean record	3 000 000 ALL
	Balkan record	1 500 000 ALL
Olympic Games	First place	10 000 000 ALL
Olympic Games	Second place	7 000 000 ALL
Olympic Games	Third place	5 000 000 ALL
Olympic Games	Fourth place	3 000 000 ALL
Olympic Games	Fifth place	2 000 000 ALL
Olympic Games	Sixth place	1 000 000 ALL
Olympic Games	Seventh place	800 000 ALL
Olympic Games	Eighth place	500 000 ALL
World championship	First place	10 000 000 ALL
World championship	Second place	6 000 000 ALL
World championship	Third place	4 000 000 ALL
World championship	Fourth place	2 000 000 ALL
World championship	Fifth place	1 000 000 ALL
World championship	Sixth place	800 000 ALL
World championship	Seventh place	600 000 ALL
World championship	Eighth place	400 000 ALL
European Championship	First place	4 000 000 ALL
European Championship	Second place	2 000 000 ALL
European Championship	Third place	1 000 000 ALL
European Championship	Fourth place	800 000 ALL
European Championship	Fifth place	600 000 ALL
European Championship	Sixth place	400 000 ALL
Mediterranean Games	First place	2 000 000 ALL
Mediterranean Games	Second place	1 000 000 ALL
Mediterranean Games	Third place	800 000 ALL
Balkan Championship	First place	1 000 000 ALL

Remuneration for Official National Events

	National record	200 000 ALL
National championship in individual sports	First place	100 000 ALL
National championship of the highest category in team sports	First place	500 000 ALL

- ▶ Grant Funds allocated according to new approved Directives
 - Sport Federations, NOC, NADO
 - € 2.5 million for 2022
- ▶ Sport Infrastructure
 - € 90 million from 2014

 - Kukës Arena, Elbasan Arena, Air Albania
 - Tirana Olympic Park, Korça Olympic Park
- ▶ Sport Infrastructure in public schools
 - € 1 million for 2022
- ▶ Rewards for Elite Athletes
 - € 1 million for 2022
 - 32 athletes with their coaches
- ▶ Financing sport projects
 - Sport teams 2022, € 5 million

B. Report on the implementation of the European Sports Charter

5. Introduction

Initial consultations for the implementation of the revised European Sports Charter (ESC) in Albania were conducted with Albanian counterparts (cf. list as an Annex to report) in a one-day online session on 3 October 2022. The meeting served to inform Council of Europe (CoE) team about the current situation and challenges in Albanian sport and sport policy, directly related to the ESC implementation. The meeting included representatives from national and regional governments, sports organisations, the anti-doping agency, university sport and research as well as a private business.

The overall deliberations were descriptive of the current situation in Albanian sport and sport policy. They provided an insight into steps which have been taken to implement recommendations from the 2019 Auto-Evaluation Report (Council of Europe (CoE) document EPAS(2019)52) on the ESC implementation. The last CoE consultative visit and implementation report dates back to 2012 (EPAS (2012) 32rev1), and was therefore based on the former, now outdated version of the ESC.

The current implementation effort was based on the now-revised version of the ESC; it is, therefore, the first evaluation of Albanian implementation and sport policy to consider the revised 2021 ESC. The initial online consultations conducted on 3 October 2022 were the starting point for a renewed implementation process.

A support and follow up visit in Tirana was held on 14-15 December 2022 which provided an excellent opportunity for the EPAS team to exchange with all interested counterparts and further its understanding of the state of implementation of the ESC in Albania. The programme and list of participants are appended in Appendices II and III.

The Albanian authorities, as all CoE member states, were tasked with adapting their relevant activities and sport policies to new requirements of the revised ESC. In addition to the review of the current Albanian sport and sport policy, the implementation process serves to raise questions about the awareness and intended steps to follow-up on the ESC requirements, notably including those which have been newly introduced.

It has been observed that important steps have been taken by the Albanian government to guarantee strong sporting structures in coherence with the ESC requirements. The explicit reference in Article 1 (Purpose) of the Law on Sports is a strong indication of the importance given in the Albanian system to a values-based sport, further supported by the right to practice sport granted in Article 5 to all citizens of the Republic of Albania. In order to ensure the continued advancement of sport policies in Albania, the present report contains proposals for further steps to be considered and taken. Some of the required and suggested policy activity is addressed in a recommendation format as part of this report.

The overall implementation process constitutes a stock-taking exercise of efforts and activities carried out to date and is aimed at serving as an opportunity to enable the further development and evolution of sport policies and their implementation in Albania.

With regard to the implementation of the revised ESC, the current situation led to the **following findings**, structured according to the ESC and starting each time for reference with the text of the concerned of Article of the Charter.

6. Article 1 - Aim of the Charter

The aim of this Charter is to guide governments in the design and implementation of legal and policy frameworks for sport which highlight its multiple individual and social benefits (in particular for health, inclusion and education) and abide by and promote the values of human rights, democracy and the rule of law, as enshrined in the Council of Europe's applicable standards. To achieve this aim, governments should take the steps necessary to:

- 1. enable every individual to participate in sport and notably ensure that:*
 - a. all young people receive physical education instruction at educational institutions and have access to opportunities to develop physical literacy, physical fitness and acquire fundamental movement skills;*
 - b. everyone has the opportunity to take part in sport in a safe, secure and healthy environment;*
 - c. the development of sport is inclusive, evaluated and monitored on a regular basis; and*
 - d. everyone has the opportunity to improve their standard of performance in sport beyond its practice for recreational purpose and reach levels of personal achievement and/or levels of excellence in an ethical, fair and responsible way;*
- 2. protect and develop values-based sport, which is a precondition for maximising the individual and social benefits of sport, and notably ensure that:*
 - a. the human rights of those involved in or exposed to sport-related activities are protected;*
 - b. sporting activities contribute to strengthening ethical conduct and behaviour among those involved in sport;*
 - c. the integrity of sports organisations, sports competitions and those involved in or exposed to sport-related activities is safeguarded;*
 - d. sports activities are in line with the principles of sustainable development.*

The Albanian government and sporting organisations have established a working relationship directed at a strong partnership to guarantee progress both in a competitive and in an amateur sporting environment. To this end there are programmes, training courses and mechanisms which aim at enabling participation such as the pursuit of different levels of sporting activity. This is secured through basic education in sport with one to three

physical education lessons per week in Albanian elementary education. It is also reflected in the way of training coaches and physical education (PE) teachers in partnership with university institutes. This potentially also includes a training on ethics and the respect of human rights of pupils and athletes. This can, however, not yet be identified as a focus area neither in sport policy nor in the education setting at the current time.

No severe barriers appear to exist in the sports structures of the Albanian sports system. There are projects in place for the inclusion of persons with disabilities and training for teachers being developed. It is also the intention that persons supervising sports activities should have appropriate qualifications with regard to the respect and protection of ethical values, human integrity, human rights, human dignity, security and health of those whom they are in charge of.

Programmes for the support of non-competitive sports in form of Sport for All activities have been established. One of such Sport for All project has been launched in 2022 in partnership with Special Olympics Albania. Albania also conducts the EU-funded Be Active programme as part of the European Week of Sports (2020-22) through which over 30,000 persons have been reached in 30 cities throughout the country. Overall, however, a strong focus of Albanian sport policy appears to rest on the development of competitive sport.

Recommendations:

- 1.1 Any future revision of the national Sports Law and its supporting policy should be conducted in observation of the new sections, topics and focus areas of the revised ESC, potentially with the support of EPAS/CoE.
- 1.2 In the current drafting process of a national sport strategy/ policy for the period of 2023 to 2030 a bottom-up approach and the inclusion of a broad range of relevant stakeholders should be guaranteed. A prominent role should be accorded to Sport for All in this context. This shall serve to include the needs of more vulnerable groups of society, such as children, youth, women, senior citizens, persons with a disability et al.
- 1.3 When drafting/implementing the national sport strategy and any supporting legislation and policy, the reinforced values-based sport and integrity focus which is reflected in the revised ESC shall be of good guidance.
- 1.4 This should also be the case for the design and implementation of any form of training of teachers, coaches and instructors in the sports field who should mandatorily undergo trainings in the fields of ethics, human rights and sustainability to complete their skill set.
- 1.5 Raising awareness of the ESC and emphasising values and benefits of an integrity-driven sport (health, social cohesion, education etc.) at all levels, including at the local level and in sports organisations, can be a suitable general standard for all sport-related policymaking.

7. Article 2 – Definition of “sport” and scope of the Charter

1. *For the purpose of this Charter, “sport” means all forms of physical activity which, through casual or organised participation, are aimed at maintaining or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels.*

2. *This Charter highlights the common features of a framework for European sport and its organisation, understood by the sports movement as the European sport model, and provides general guidance to the Council of Europe’s member States to refine existing legislation or other policies and to develop a comprehensive framework for sport. It has been specified and complemented by legally binding standards addressing critical issues in the field of sport, such as:*
 - a. *the European Convention on Spectator Violence and Misbehaviour at Sports Events and in particular at Football Matches (ETS No. 120);*

 - b. *the Anti-Doping Convention (ETS No. 135);*

 - c. *the Council of Europe Convention on the Manipulation of Sports Competitions (CETS No. 215); and*

 - d. *the Council of Europe Convention on an Integrated Safety, Security and Service Approach at Football Matches and Other Sports Events (CETS No. 218).*

3. *The implementation of some of the provisions of this Charter may be entrusted to governmental or non-governmental sports authorities or sports organisations.*

As part of the application and implementation of the European Model of Sport, an expectation exists to adhere to the existing system and pre-described framework of the ESC and international legally binding standards, notably including the CoE Conventions in the field of sport as mentioned by the ESC.

The current Albanian approach makes use of the possibility to remit some of its implementation tasks to sports organisations directly. With regard to the implementation of pre-existing Conventions, some relevant steps have been taken, as for example with regard to the Anti-Doping Convention, in the Albanian policymaking and legislation while additional efforts should be undertaken (e.g., with regard to the Macolin Convention).

Recommendations:

2.1 While the possibility of division of activities between governmental and non-governmental sports authorities or organisations is stated by the ESC, it shall be observed that all measures in this regard just like their implementation, are governed by the requirement to observe the suitable clarity and awareness for the division of roles and responsibilities of the respective actors.

- 2.2 Emerging trends in sport such as the increase of importance of self-organised sport should be observed and suitably addressed in the further Albanian sports and sport policy development.
- 2.3 Albania is invited to ratify the *Council of Europe Convention on the Manipulation of Sports Competitions* (Macolin Convention).
- 2.4 Albania is invited to sign and ratify the *Council of Europe Convention on an Integrated Safety, Security and Service Approach at Football Matches and Other Sports Events*.

8. Article 3 – Public authorities

1. *The role of the public authorities is primarily complementary to the action of the sports movement and corporate sector. Public authorities are responsible for setting framework conditions and, where appropriate, legal requirements which are necessary for the development of sport. In the development and administration of sports policies, public authorities should pursue the aims of this Charter and demonstrate that they place a high priority on respecting the rule of law and the principles of good governance.*
2. *Horizontal co-ordination should be ensured between the policies and actions of all the public authorities concerned with sport, for example authorities in charge of sport, education, health, social services, urban and regional planning, culture, justice, monitoring of human rights and child protection, law enforcement, betting regulation, environment and development. Vertical co-ordination should be ensured between national authorities and the regional and local authorities, which play a key role in the provision of sports activities at grassroots level.*

Chapters II and III of the Albanian Sports Law provide a detailed description of the interrelation of state structures and support with/for organised sport. According to these Chapters there is a clear division between the role of the public actor and sports organisations. There is also a concise description of vertical co-ordination between national authorities and the regional and local authorities. This appears to lesser extent to be the case with horizontal co-ordination.

In addition to the detailed descriptions institutional provisions exist. As a central element for the coordination between public and sport bodies, a Supreme Council for Sport (Art. 9 Albanian Sports Law) is established and given an advisory role, particularly for the process of drafting and developing sports policies.

Recommendations:

- 3.1 Regulation of the sporting field is very much to the point when it comes to the role and interaction of public and non-public actors. The component of horizontal co-ordination between the policies and actions of all the public authorities concerned with sport, including those on culture, justice, monitoring of human rights, child protection, environment etc. could be revised and clarified further in order to attain the best possible processes in this regard.

- 3.2 An overarching sport strategy which would be developed on the basis of the consultation of all stakeholders, reflecting the need for horizontal coordination between all public authorities and vertical coordination would be contributing to establishing a more comprehensive approach to sport.
- 3.3 In order to address issues of relevance to *all* actors in Albanian sport, the existing coordination between public and non-public sport stakeholders could be further enhanced through the establishment of a standard mechanism to regularly guarantee the cooperation between government and sports organisations as well as associations and non-organised sports. This could come in a review of the membership of the Supreme Council for Sport and/or a standing inclusive dialogue-process which could be introduced to complement its function so far.

9. Article 4 – The sports movement

1. *The sports movement, which comprises non-governmental, non-profit sports organisations, is the main partner of public authorities for the implementation of sports policies. Its organisations are bound by the requirements and limits imposed on them by legislation in accordance with international standards.*
2. *The development of the voluntary ethos and movement in sport should be further encouraged, particularly through support for the work of voluntary sports organisations. To this end, public authorities and the sports movement should maintain framework conditions that favour the active involvement of volunteers in sport.*
3. *Sports movement organisations fully enjoy the freedom of association enshrined in the Convention for the Protection of Human Rights and Fundamental Freedoms. They enjoy autonomous decision-making processes and should choose their leaders democratically in accordance with good governance principles. Both governments and sports organisations should recognise the need for mutual respect for their decisions.*
4. *Sports movement organisations earning revenue from the sports entertainment market should be committed to financial solidarity between high-level sport and grassroots sport, among different sports and across all regions of the world.*

The Albanian sports system as described in Art. 11 of the Law of Sports is composed of the following sports organisations:

- a) Albanian National Olympic Committee;
- b) sports federations;
- c) sports associations;
- ç) sports companies;
- d) sports clubs.

These organisations form the core set of actors for the organisation of sport in Albania (cf. Chapter III of the Albanian Sports Law). The adherence to organisations of sport is

considered an important condition for the participation in sports activity according to art. 16 para 6 Law of Sports. Support and funding schemes have a tendency to be directed exclusively to organised sport with limited possibilities for grassroots initiatives (art. 13 of the Law). Furthermore, an obligation for the privatisation of previously publicly owned shares in sports commercial companies was introduced as art. 22 of the Law in 2020. From this a former structural closeness between private and public actors in sport can be deduced. This closeness can in part still be observed in governance and leadership of specific sporting contexts; it can be a source of uncertainty about the independence of sports organisations as required by the ESC and generally guaranteed by the Albanian Sports Law. Voluntarism is still a rather young concept in Albanian sports. Through the function of an Academy of Volunteers of the University Sports Federation some basic coordination of voluntarism has been put into practice. A clear framework and support for the engagement of volunteers can however not be identified to date.

Recommendations:

- 4.1 The independence of sports organisations from public decision-makers shall be guaranteed formally and in practice at all times.
- 4.2 Solidarity, financial and non-financial, shall be observed by Albanian sports organisations and guaranteed by them just like through respective policy toward grassroots organisations and among different sports.
- 4.3 Public authorities and sports organisations should further promote a volunteering culture by providing suitable incentives and recognition for the work of volunteers. To this end they should notably hear and observe the voice of volunteering organisations in informing their decisions.
- 4.4 Volunteering in sport can be prioritised through additional references to the relevance and value of voluntarism in the Albanian Sports Law. This could further identify particular rights and benefits provided to volunteers in Albanian sports.

10. Article 5 – Corporate and professional sectors

1. *The corporate and professional sectors play an important role in the development of sport. Dialogue and co-operation should be undertaken with representatives of companies and occupational categories involved in sport in sectors such as the organisation of activities, events or competitions; the manufacturing of sports goods; sports nutrition; construction of facilities; service provision; and the media.*

2. *When engaging with representatives of these sectors, governments should:*

a. *acknowledge them as drivers of innovation that can serve the development of sport;*

b. *make sure that they abide by the relevant regulations, for example on economic and social rights, safety, qualifications, anti-discrimination, sports integrity, corporate governance and anti-corruption;*

c. promote endorsement of the United Nations Guiding Principles on Business and Human Rights and Recommendation CM/Rec(2016)3 of the Committee of Ministers to member States on human rights and business;

d. encourage them to co-operate with the sports movement and encourage their participation in solidarity schemes when they benefit from activities conducted and financed by the sports movement.

Funding for sporting activities appears to be mainly from public sources in the Albanian context. However, one particular additional source of funding is the National Sport Performance Fund. This fund is replenished with the income generated through sports betting and gambling. The fund is established at the Ministry of Education and Sports and the distribution and use of the available resources to support sports organisations is approved by decision of the Council of Ministers according to art. 40 of the Albanian Law on Sports. Beyond this, the direct interaction between private business and organised sports does not appear to be highly developed. Chapter VII of the Law addresses broadcasting rights, advertising and sponsorship explicitly, but at the same time appears to be focussed on structural developments in regard to private business support and sponsorship in sports rather than providing specifics to a full-fledged sports business market which has been fully developed. An in-depth interrelation between the world of sports and that of business was not thoroughly discussed during the consultations due to a lack of private sector participants. However, suggestions for a reinforcement and amendment of the Law were made to better regulate and incorporate the sport business sector in the existing Albanian sporting structures.

The example of a private sport tour organiser additionally documented the gap between organised sports and business activities suitably. There appears to be a potential to further tap into private resources for the development of sport. In the field of sports infrastructure an effort has been undertaken to enable such investment with a working group currently reviewing the legal status quo.

Recommendations:

- 5.1 For the continuous development of sport, the potential of the interaction of business and high-level sport should be acknowledged, and frameworks should be developed which can enable a sensible contribution of private actors to advancing sport practice, including the encouragement of co-operation and co-sponsorship.
- 5.2 Relevant regulation in this regard should be considered, potentially in an addition to the current Sports Law, and it should come to incorporate economic and social rights, safety, qualifications, anti-discrimination, sports integrity, corporate governance and anti-corruption standards adequately.
- 5.3 The implementation of Recommendation CM/Rec(2016)3 of the Committee of Ministers to member States on human rights and business as well as of the United Nations Guiding Principles on Business and Human Rights shall be advanced and promoted by government action clearly formulating the expectation of business' respect for human rights.

11. Article 6 – Human rights

1. *All stakeholders shall respect and protect internationally recognised human rights and fundamental freedoms and they should observe the general framework established for their implementation in business and other activities.*
2. *The human rights due diligence approach in sport requires respect for the human rights of those involved in or exposed to sport-related activities and should therefore:*
 - a. *ensure that the human rights of athletes and everyone involved in sport are respected, protected and promoted;*
 - b. *fight arbitrariness and other abuses in sport so as to ensure full respect for the rule of law in sports activities, including access to remedies, justice and a fair trial in line with the applicable human rights standards;*
 - c. *work towards gender equality in and through sport, in particular by implementing the strategy of gender mainstreaming in sport;*
 - d. *apply a policy of zero tolerance for violence and all forms of discrimination, paying particular attention to individuals and groups in a situation of vulnerability, such as children, migrants and persons with disabilities;*
 - e. *work towards the inclusion of a clear commitment to human rights in the respective policy and/or regulatory frameworks;*
 - f. *uphold human rights in the context of the organisation of sports events and introduce human rights considerations and objectives into the whole life cycle of major sporting events, starting with the bidding process and including planning for a lasting positive legacy;*
 - g. *further invest in the effective implementation of human rights standards in and through sport, in particular by developing governmental/non-governmental partnerships and using multistakeholder platforms to identify and promote measures to prevent and respond to human rights violations in sport.*

Implicit reference is made to matters pertaining to human rights in sport through specific provisions of the Albanian Law on Sports such as the right to sport for all, the concept of non-discrimination, the prevention of violence in sport etc.

However, there does not appear to be a specific implementation process for this newly introduced article of the revised ESC in place so far. The general references to ethics, ethical principles of sports and fair play, anti-doping etc. do not fulfil the more concrete requirements on the observation and protection of human rights in national sport policies. References to specific human rights aspects do not make up for this. Furthermore, no explicit requirement for organised sports to respect the Recommendation CM/Rec(2016)3 of the Committee of Ministers to member States on human rights and business and the UN

Guiding Principles on Business and Human Rights has been included in Albanian sport policy so far.

While this is the case in many states' sport policy, developments in general business and human rights regulations as well as in organised sport, imply that this subject should be taken up urgently. In order to live up to standards defined through legislation of both international organisations and other nation states as well as human rights requirements increasingly included in bidding processes by international sports federations this must be a priority.

Recommendations:

6.1 While *many* member states do not have a human rights-based sport policy in place, the topic should be addressed in national sport policy processes urgently. A review of the Sports Law to incorporate human rights aspects more specifically is desirable.

6.2 Both public and private institutions should take immediate action with regard to the implementation of the *Recommendation CM/Rec(2016)3 of the Committee of Ministers to member States on human rights and business* and UN Guiding Principles on Business and Human Rights and the observation of human rights in all of the spheres addressed by this article.

12. Article 7 – Education in values through sports ethics

1. *“Sports ethics” is a positive concept that guides human behaviour. It is defined as a way of thinking and not just a way of acting. It underpins sports integrity, equality, honesty, excellence, commitment, courage, team spirit, respect for rules and laws, respect for the environment, respect for self and others and a spirit of community, tolerance and solidarity. It also includes respect for human rights and sustainability.*

2. *Sports ethics shall be promoted in all activities in sport, via relevant policies and programmes. Appropriate steps shall be taken to raise awareness of sports ethics and to provide continued learning opportunities in this sphere.*

3. *Being educated about how to choose the ethical course of action inside and outside sport is an integral part of the competences that should be acquired through sport. Practising values-based sport can empower people and teach fairness, teamwork, equality, discipline, inclusion, respect and integrity.*

Art. 4 of the Albanian Sports Law declares sports ethics a basic principle of sports functioning in the Republic of Albania. Art. 29 of the Albanian Sports Law stipulates the obligation of athletes and coaches to abide to the ethical principles of sports and the Code of Ethics amongst others. The latter is reflected in some of the training programmes offered for coaches and teachers by universities as well as generally referenced when it comes to regular student education in schools. Furthermore, there is an effort by the University Sport

Federation to actively transmit values enshrined in the ESC by way of their new Code of Ethics amongst others.

Recommendations:

- 7.1 Sports ethics should be addressed at all levels of sport, which should ideally be more explicitly addressed by the Albanian Sports Law; the Law should be amended to that end.
- 7.2 Programmes and education explicitly addressing sports ethics should be established in the sports education context.
- 7.3 Make available and distribute the existing Code of Ethics among all actors in sport.
- 7.4 Guarantee that high-level athletes are trained in ethics at an early stage in their careers in order to act as role models when they attain a high degree of visibility.

13. Article 8 – Integrity

1. *“Sport integrity” encompasses the components of personal, competitive and organisational integrity. Threats to sports integrity include criminal offences such as corruption, fraud and coercion, but also violations of statutory and disciplinary regulations and unethical behaviour. The pursuit of sport integrity should thus commit all stakeholders and:*

a. *protect all people, particularly the young, from violence, harassment and abuse, ensure the safety and security of individuals and foster respect for and protection of internationally recognised human rights, including social rights;*

b. *support fair play, which is much more than playing within the rules. Fair play incorporates the concepts of friendship, respect for others and a sense of fellowship. It includes issues concerned with cheating, the use of unfair strategies while respecting the rules, manipulation of sports competitions and doping;*

c. *inspire a governance of sport that is compliant with the principles of transparency, integrity, democracy, development and solidarity, which should be secured by checks and balances and control mechanisms.*

2. *Sport integrity policies should rely on multistakeholder initiatives; encourage and co-operate with whistle-blowers and free media; pay attention to compliance with human rights; invest in education, prevention and awareness raising; be monitored, including through the use of remedies; and use gender and youth mainstreaming.*

With regard to the newly reinforced integrity component of the revised ESC both the existing regulatory framework and the implementation consultations do not suggest that there have

been ample efforts in this field for the sports sector in Albania. As international and national sporting federations have been exposed to increasing scrutiny around the world in recent years, the effort to pro-actively address this theme can be beneficial for the further governance and regulation in Albanian sport.

With amendments of the existing Law and policy in place as part of the 2023 - 2030 sports strategy currently in development, a suitable opportunity could arise to introduce elements which address the theme according to standards required by the ESC, CoE Conventions and other international legal and policy references. Pre-existing general references to ethics, fair play etc. (cf. e.g., art. 29 of the Albanian Sports Law) can serve as a starting point for this. Furthermore, any intended additional legislation directed at the organisation of sport provides for an opportunity to include integrity requirements toward organised sport according to internationally established standards and policy practices.

Recommendations:

- 8.1 Sport integrity should become an inherent component of all sport-policy and its evolution in Albania;
- 8.2 The newly introduced section C. “Values-based sport” of the ESC addresses different core components (like human rights, ethics, integrity, sustainability) which are intrinsically linked. Integrity as one of them should always be treated in close interaction with the others.
- 8.3 All aspects of integrity addressed by this ESC article shall be taken up and observed in Albanian sport policy.
- 8.4 Establish greater coordination of public authorities with particular role in anti-doping.
- 8.5 Ratify the Council of Europe Convention on the Manipulation of Sports Competitions (Macolin Convention).
- 8.6 Sign and ratify the Council of Europe Convention on an Integrated Safety, Security and Service Approach at Football Matches and Other Sports Events.
- 8.7 Take inspiration from the IPACS benchmark on good governance and its guidelines.

14. Article 9 – Sustainability

1. *The principle of sustainability in sport requires all activities to be economically, socially and environmentally sustainable, in particular:*

a. *when planning, implementing and evaluating their activities, organisers of sports activities and events should pay due consideration to sustainability, be it economic, social or environmental;*

b. *whereas the growing consumption of sporting goods can generate a positive impact on the global economy, the industry should take responsibility for developing and integrating practices that are satisfactory in social terms and are environmentally friendly;*

c. indoor and outdoor activities should be carried out responsibly, in other words the precautionary principle (resource conservation and risk prevention) should be implemented. Owners of sports infrastructure have to act proactively to identify the effects and consequences of their facilities, avoid potential damage to nature and, where necessary, take counter- and protective measures against such risks;

d. the organisation of major sports events should ensure a sustainable legacy for the hosting communities with regard to their economic, social and environmental impact, in particular to balance the financial cost of the infrastructure with its post-event use and the effect on participation in sport.

2. All stakeholders should take responsibility to reduce their carbon footprint and pursue commitments and partnerships for climate action in recognition of the increasingly negative impact of climate change on society and on sport.

With the United Nations Sustainable Development Goals (SDGs) a core set of requirements for public and private action has been established in 2015. Since the adoption of the SDGs, sustainability has increasingly come to be a core component of responsible governance and responsible business conduct. Both a state-led public engagement and private efforts are essential for the attainment of internationally established goals in this field.

The international world of sport has taken on this task throughout the past years with an emphasis being accorded to the economic and ecology spheres in a first phase and an increasing attention to the social component of sustainability sphere, notably including the protection and respect for human rights, in more recent times. There is, therefore, strong impetus to advance respective developments also on a national level.

The Ministers responsible for Sport meeting for their 17th Council of Europe Conference (26 October 2022, Antalya, Türkiye) recalled in Resolution 2 on “Rethinking sport: leading the way for a healthy and sustainable future » their commitment to also supporting the implementation of the UN 2030 Agenda for Sustainable Development in the sports sector, recognising the close interrelationship between healthy environmental conditions, sporting activities and the need to integrate the principle of sustainable development into sport.

Ministers resolved to facilitate access to sports and physical activities for all members of society, in particular by investing in sustainable infrastructures accessible to all for the practice of sport and physical activity, including public facilities and services.

In the Albanian sport context, sustainability has not yet become a central aspect of consideration. The need and intention to further develop the national sporting structures and sport policy can be an opportunity to include sustainability requirements more explicitly in policy and regulation.

Recommendations:

- 9.1 Sport policy should be designed to undertake that all sports activities and events be conducted with the goal of economic, social, and environmental sustainability.
- 9.2 Sustainability should become a core criterion in the context of the construction and maintenance of sports infrastructure.
- 9.3 Future revisions of sports legislation should regularly include sustainability standards and requirements directed toward all actors in sport.

15. Article 10 – The right to sport

1. *Access to sport for all is considered to be a fundamental right. All human beings have an inalienable right of access to sport in a safe environment, both inside and outside school settings, which is essential for their personal development and instrumental in the exercise of the rights to health, education, culture and participation in the life of the community.*
2. *No discrimination on the grounds of race, colour, language, religion, gender or sexual orientation, political or other opinion, national or social origin, association with a national minority, property, birth or other status, shall be permitted in the access to sports facilities or to sports activities.*
3. *To safeguard and promote this right, it is necessary to:*
 - a. *ensure that access to the development of physical, intellectual and ethical competences through physical education and sport is guaranteed, both within the educational system and in other aspects of social life;*
 - b. *make sure that everyone has ample opportunities to benefit from physical education and practise sport, develop physical literacy and physical fitness, acquire fundamental movement skills and attain a level of achievement in sport which corresponds to their abilities;*
 - c. *make sure that specific opportunities are available for young people, including children of pre-school age, for older people and for people with disabilities to enjoy education and sports programmes suited to their requirements;*
 - d. *ensure that all members of a local community have opportunities to take part in sport and that, where necessary, additional measures are taken aimed at enabling disadvantaged individuals or groups and people with disabilities to make effective use of such opportunities;*
 - e. *guarantee that local sports clubs have a suitable legal status and framework conditions to offer affordable access to sport for all.*

Access to sport without discrimination is a core component of the existing sport policy in Albania. The Albanian Law on Sports in its articles 4 and 5 guarantees that the right to

practice sport applies to all Albanian citizens based on the principle of equality. It is, thereby, also directed against any form of discrimination in sport.

However, cases of discrimination and limitation in the access to sporting activities will occur regardless of legal provisions. It is of overriding importance to guarantee the protection of the right to sport as a fundamental right in practice. To this end the cooperation of all actors involved in sport is required. Any efforts in this regard should particularly address the most vulnerable groups in society.

Recommendations:

- 10.1 Continuously enable and encourage all groups of the Albanian society to make use of their right to practice sport.
- 10.2 Guarantee that all sports organisations can rely on suitable framework conditions to offer access to sport without any discrimination.
- 10.3 Particularly enable the most vulnerable groups of society to engage in sports and guarantee the non-discrimination in their practice of sport.
- 10.4 Provide an appropriate status to organisations responsible for paralympic sport and special needs.
- 10.5 Guarantee sporting practice and physical education in all schools to a level which is in fulfilment of established international requirements.

16. Article 11 – Building the foundations for the practice of sport

1. *All appropriate steps should be taken to develop physical literacy and physical fitness among young people, enabling them to acquire fundamental movement skills and to encourage them to practise sport, notably by:*

a. *ensuring that all students have access to sports, recreation and physical education programmes and facilities and that appropriate time slots are set aside for these activities;*

b. *ensuring the training of qualified teachers in this area in all schools;*

c. *ensuring that appropriate opportunities exist for continuing the practice of sport after compulsory education;*

d. *encouraging the development of appropriate links between schools or other educational institutions, school sports clubs and local sports clubs;*

e. *facilitating and developing the use of sports facilities by schools, local sports clubs and the local community;*

f. *encouraging an environment in which parents, teachers, coaches and leaders motivate young people to take regular physical exercise;*

g. providing education in sports ethics for pupils from primary school onwards.

Foundations for physical activity are best laid among children and youth. This is principally achieved through the development of a robust school physical education and sport scheme. The increase of physical education levels and intervals in elementary education has preoccupied the Albanian authorities for years. In 2003 it was recommended by a government committee to increase the number of physical education classes to 3 per week in all obligatory primary education institutions.

However, according to data from 2014 presented by the Albanian representatives, only one out of four children in Albania is reaching a level of sufficient physical activity. While this is considered an average level of physical activity in an international comparison, it is the intention of the government to increase the level of activity in the future. Government programmes are inter alia intended to increasingly reinforce the linkages between organised and school sports in order to improve the level of regular physical activity.

For the implementation of a new curriculum of physical education in the pre-university education system, training sessions have been conducted with physical education teachers in Albania throughout recent years. During the period of 2014 to 2018 a total of 805 teachers have been trained. In the pilot project “Sport Teams 2022” engagement of pupils in sporting activity is encouraged. Elementary and high schools as well as university institutions will be targeted in 61 Albanian municipalities. The goal is to reach a total of 14,000 students and 350 trainers to participate in the project. It is the intention to set up 680 sports teams in schools across Albania to further increase engagement.

As a public health aspect is directly affected by physical activity levels, active collaboration has been established between the Ministry of Education and Sports and the Ministry of Health in Albania. Plans have been drawn to increase the level of physical activity and daily sports among the population. The development of a textbook on health and sport is envisaged for 2023. Reinforcing the health aspect in a sports context will constitute a contribution to providing additional context and motivation for physical activity in the future.

Recommendations:

- 11.1 The number of weekly physical activity classes in schools should in all cases at least be guaranteed to match the long-standing recommendation of 3 classes per week.
- 11.2 Specific training for schoolteachers should regularly be conducted in order to provide a high level of state-of-the-art physical education in schools, including a values-based approach to sport inspired by the ESC.
- 11.3 Conduct a review and publish new data on the level of physical activity in Albania, particularly for young age groups.
- 11.4 Further increase linkages and cooperation between schools and organised sport, involving local communities and stakeholders, in order to increase the coherence of their efforts in reinforcing the level of physical activity, particularly among children and youth. Sport Teams 2022 can be a good starting point for this.

11.5 The intended school textbook on sport and health should be embedded in a general call for increased physical activity levels in the country, involving families and parents and triggering a mind set that will reverse the decrease in physical activity levels.

17. Article 12 – Developing participation

1. *The practice of sport, whether for the purpose of leisure and recreation, health promotion or improving performance, shall be promoted across the whole population through the provision of appropriate facilities and programmes of all kinds and of access to qualified coaches, instructors and staff, whether volunteers or professionals.*

2. *Encouraging the provision of opportunities to participate in sport at workplaces shall be regarded as an integral part of a balanced sports policy.*

The current format of sports organisation in Albania is focused around the institutions of organised sport. More recent social trends and developments indicate that the current living situations in many countries have led to an increased interest in non-organised independent sporting activities. According to the Rector of the Sports University, a corresponding trend has been detected in Albania regarding an increase in fitness training activity.

In the past, a number of conferences and engagement programmes have been conducted and projects have been developed with regard to Sport for All by the Albanian government authorities. The most recent Sport for All project was drafted in 2022. Further activity and implementation in this field can help advance this specific agenda and will contribute to wide and increased participation in sport in the future.

In the field of voluntarism, some structures have been established, but the approach is still relatively new to the Albanian sports context.

Engagement with private business is a key component to encourage and increase the provision of opportunities to participate in sport at workplaces. Specific efforts for cooperation in this regard have not been observed during the implementation.

Recommendations:

12.1 Sport and physical activity should be supported in all its forms and formats. Government support should not solely be directed toward established sports organisations. It should rather aim to include a broad range of actors in society which contribute to active participation in sports, including different ability groups.

12.2 Previous experiences and the recent development of Sport for All projects are important preconditions for an inclusive sport system. These approaches should further be developed and put into practice in coherence with and as a reinforcing supplement to existing sport structure.

12.3 Voluntarism is a key component for participation in and access to sport. Sound structures for the support of voluntarism just like the establishment of rules and regulations for the specific conditions for and benefits of the work of volunteers should be drawn up.

12.4 Engagement with private business should be increased in the field of sport in order to further the provision and encouragement of sport in the workplace.

18. Article 13 – Improving performance

1. *The practice of sport at higher levels shall be supported and encouraged in appropriate and specific ways. The support shall cover such areas as talent identification and counselling, the provision of suitable facilities, developing care and support for athletes using sports medicine and sports science in line with sports ethical standards, encouraging scientific coaching and providing training for coaches and others with leadership functions and helping clubs to provide appropriate structures and competitive outlets.*

With a clear focus on performance sport in its Law on Sports, Albania has set the regulatory framework to encourage the practice of sport at higher levels including through talent identification.

Through the direct support of research institutions, high level sport is supported scientifically. A strong overall focus on performance and the training of high-level coaches can therefore be observed. A tendency toward exclusively focussing on the advancement of sporting success appears to exist. A broadened scope of themes and topics inspired by the ESC could benefit the overall contribution of sport to the good of society.

Recommendations:

13.1 Additional efforts could be undertaken to include training on ethical standards in the education of high-level athletes, coaches and others with leadership functions.

13.2 In the context of athlete counselling, it should be considered that high level athletes may not be able to ensure their future on their sports careers exclusively. Therefore, vocational training of high-level athletes and dual education should increasingly be provided.

19. Article 14 – Supporting top-level and professional sport

1. *Methods of providing appropriate direct or indirect support for athletes who demonstrate exceptional sporting qualities shall be devised in order to give them opportunities to fully develop their sporting and human abilities, while ensuring full respect for their individual personality and physical and moral integrity. Such support should include aspects relating to the identification of talent, to the dual careers of athletes, to balanced education while in training institutes, and to a smooth integration into society through the development of career prospects during and after involvement in high-level sport.*

2. *The organisation and management of professionally organised sport, including by the sports entertainment industry, shall be conducted through competent and well-governed bodies, supportive of appropriate social dialogue with athletes' representatives and of the regulatory role of the relevant international governing bodies as regards ensuring harmonised rules of the game, safeguarding the integrity of sport and co-ordinating*

competition calendars. People engaging professionally in sport should have appropriate social status, ethical safeguards against all forms of exploitation and the enjoyment of economic and social rights.

3. The organisation of top-level and professional sports competitions should be in compliance with the principle of openness in sporting competitions, giving priority to sporting merit. Competition organisers should work to reconcile the needs and interests of individual/local team competitions and those of national teams.

Albania has expressed a strong interest in supporting top-level and professional sport . Recent high level sport events such as the hosting of European Championships for younger age groups have underlined the intention to further develop performance sport at a top level.

Different projects have been initiated, including a USD 5 mio. project conducted by the Albanian NOC with IOC support to further top-level sporting success. Some of the recent promising results of athletes in sports competitions have underlined that support schemes incentivise top level performances. This notably also includes incentives and motivation provided by the funding scheme to award high level athletic accomplishments through the Grant/Internal Current Transfer Fund (cf. further details in State Funding section in Albanian auto-reporting above). However, even top-level athletes with this highest national level of support are exposed to many uncertainties in their careers and may not be able to build a life on their sporting activities exclusively. Therefore, well-founded substantive education and dual careers should be enabled.

Well-governed sports bodies, their active social dialogue with athletes' representatives and the maintenance of the integrity of sport are core criteria for the achievement of sustainable sporting success upheld by the ESC.

Recommendations:

- 14.1 Continue providing incentives and high-level support for the development of top-level athletes.
- 14.2 Guarantee that athletes' perspectives in life do not depend on sporting success exclusively through the provision of well-founded substantive education and enabling dual careers.
- 14.3 Encourage and support the engagement of athletes in social dialogue and, potentially, through athletes' unions in order to hear and consider their voice for the suitable conditions for highest level athletic performance.
- 14.4 Extend access to the benefit of oriented study program and completion of studies for all athletes (not solely the high-level status as recognised under Article 27 of the Law on Sports) and ensure that dedicated education programmes can be dispensed to Athletes throughout the country and not exclusively by the Sport Academy.

20. Article 15 – Facilities and activities

1. Since participation in sport is dependent in part on the extent, the variety and the accessibility of facilities, their overall planning should be a matter for the public authorities.

The range of facilities to be provided should take account of the public and private facilities which are already available. Those responsible should take account of national, regional and local requirements, and take measures designed to ensure good management and the safe and full use of facilities.

2. Appropriate steps should be taken by the owners of sports facilities to enable persons from disadvantaged groups, including persons with physical or mental disabilities, to have access to such facilities.

3. A clear framework should be provided, and appropriate steps should be taken, to empower event organisers and owners of sporting facilities to fulfil their safety and security obligations effectively.

The Ministry of Education and Sports is responsible for the administration and funding of sport facilities in Albania according to art. 8 of the Law on Sports. The provision in this article gives the Ministry responsible for sport the right to administer and finance sport infrastructure, but currently "de-facto" all sport facilities in the country are under the administration of the Municipalities, based on law no. 139/2015 "On local self-government". However, there can also be private sports facilities according to art. 30 of the Law.

There are two National Sports Centres, the Tirana Olympic Park and the Korçë Olympic Centre. While the Tirana Olympic Park lives up to some of the requirements for international competitions, limitations in infrastructure remain with regard to the hosting of highest-level sports events as not all international standards can be fulfilled even by these two Centres. The Air Albania National Stadium is the biggest Albanian infrastructure project which has been realised in partnership with the private sector in Albania. This main football stadium of the country has a capacity of 22,000 seats and fully complies with UEFA standards. A total of more than EUR 80 mio. has been invested in the stadium.

To increase the level of private investments in the financing of sports facilities, a joint working group was set up, with the participation of representatives of the biggest municipalities in the country. The working group issued a report on the actual situation of the legal framework in place, proposing several legal amendments. Based on these recommendations, the Ministry of Education and Sports has drafted and introduced legal amendments to help improve the state of sport infrastructure with private financial support. Among these steps was the introduction of a lowered VAT at a rate of 6% instead of 20% which applies for all investments in sport.

With regard to the accessibility of sports facilities for persons with a physical or a mental disability, no reference can currently be found in the relevant sports legislation. It appears that considerable progress is required in this regard.

Recommendations:

15.1 A mapping of facilities and infrastructure (including privately owned ones) should be made and should indicate accessibility statusvolou.

15.2 Investments in sport infrastructure by private actors in Albania are still few. An active engagement of private business for public private partnership construction projects should be pursued by the government to further increase the quality of sports infrastructure.

15.3 Accessibility to sports facilities for physical activity and workouts should be guaranteed for all persons in Albania equally. The observation of strict accessibility requirements, notably including the barrier-free access of persons with a disability, should be guaranteed for all future sports infrastructure projects in Albania (this should become a requirement prescribed by law).

21. Article 16 – Human resources

1. *The development, by appropriate bodies, of training courses leading to diplomas and qualifications covering all aspects of sport, including its compliance with human rights, ethics, integrity and sustainability, shall be encouraged. Such courses should be appropriate to the needs of participants of all backgrounds involved in different kinds and levels of sport and designed for those working both voluntarily and professionally (instructors, coaches, managers, officials, doctors, safety officers, architects, engineers, child safeguarding officers, etc.).*

2. *Those involved in the leadership or supervision of sports activities should have appropriate qualifications, with particular emphasis on the protection of ethical values, integrity and human rights, including the protection of the human dignity, safety and health of the people in their charge.*

3. *Special attention should be paid to volunteering. Voluntary personnel, if given appropriate training and supervision, can make an invaluable contribution to the development of sport as a whole and encourage the participation of everyone in the practice and organisation of sports activities. The recruitment, training and retention of volunteers should be encouraged through the recognition of voluntary work, support for the holistic training of volunteer coaches and other measures.*

Various training programmes have been initiated in partnership with education facilities. Coaches and teachers have particularly been addressed by them. In the university setting a range of tailored training courses exists which is mainly directed at elite sports. There is an established system to allow for coaches from sports federations to obtain additional diplomas qualifying them for the accession to the role of lead coaches. Such diplomas and the requirements for obtaining them are designed based on international level training standards and in close cooperation with the Ministry of Education and Sports. The programmes, according to the relevant training institutions, do not exclusively cover aspects related to athletic improvement and performance. Themes like healthy living and aspects of Sport for All are also addressed and can reach beyond the regular federation activities. Physical education teachers, tour guides and personal trainers can participate in training courses in a train-the-trainer approach. Some of the training courses are regularly reviewed to update their content.

In the context of training programmes and university activities in this field, no direct reference could be detected to human rights, integrity or sustainability which form core aspects of the revised ESC; some general ethics considerations could, however, be identified. There was also no specific reference to the ESC itself and information on its content does not form a regular part of training and education provided in the sports context.

Volunteers are so far not given comprehensive training in the Albanian sports structures and education system.

Recommendations:

- 16.1 The current training courses and any new courses for the training of all persons and institutions involved in sports should at least address and include content on the core ESC components of human rights, ethics, integrity and sustainability etc.
- 16.2 Training courses, even those with university involvement, are often conducted in partnership with sports federations in Albania. There should, however, also be ample opportunity for other groups, trainers, athletes and administrators in sport to access these courses.
- 16.3 Voluntary work should be supported, and its importance recognised in the structure of Albanian sports.
- 16.4 Specific training and education for volunteers shall be guaranteed.
- 16.5 There should be a clear scheme for the support, overall status and working conditions of volunteers and this should be prescribed in a law.

22. Article 17 – Information and research

1. *Suitable structures and means for the collection and dissemination of pertinent information on sport at local, national and international levels should be maintained to the most up-to-date standards and developed further in line with relevant technological advances. This should notably include taking due account of digitisation and other important technological developments and of their use and application in the sporting context.*

2. *Scientific research into all aspects of sport, including its positive and negative effects on health, issues of ethics and governance, new trends and other central underlying principles, shall be further promoted and supported. Arrangements shall be made for disseminating and exchanging such information and the results of such research at the most appropriate level – locally, regionally, nationally or internationally – including as a basis for the further development of informed sports policies.*

Information gathering is an important pre-condition for a successful sport policy evolution. While many of the current projects and schemes involving research and education institutions in Albania appear to be focused on training and sport advancement, there is a need for data and underlying research to support the general evolution of Albanian sport policy. This research shall ideally be fundamental in nature and thus not be directed at the attainment of a specific goal or the fulfilment of pre-defined requirements. It shall rather come as a general basis and reference resource for the consideration of newly evolving trends and additional requirements in society with particular relevance to the sporting context. This can notably include, but should not be limited to, the digitisation and any related challenges and opportunities in the sporting context.

Recommendations:

- 17.1 Support fundamental research in sport.
- 17.2 Set up appropriate structures for the collection and dissemination of scientific information related to sport in the context of larger trends in society, such as digitisation.
- 17.3 Address challenges and opportunities related to such trends in society in a sporting context.
- 17.4 Pursue evidence-based decision-making in the field of sport by relying on results of research conducted in Albania and internationally.
- 17.5 Consider amending the Law on Sports to acknowledge and reinforce the relevance of fundamental research areas to suitably inform the sound evolution of a thorough sport policy.

23. Article 18 – Finance

1. *Appropriate support and resources from public funds at national, regional and local levels, including, where appropriate, lottery contributions, adequate public budget provisions, tax exemptions, the lending of premises, etc. shall be made available for the fulfilment of the aims of this Charter.*
2. *Mixed public and private financial support for sport should be encouraged, including the capacity of the sports sector itself to generate and allocate appropriate resources for its further development, both in terms of its social and its high-level aspects.*
3. *Public measures of support for the organisation of sporting events should be granted in the light of the relevant environmental standards and sustainable economic and social benefits that such events can achieve, in order to realise the positive potential of sporting events and increase public acceptance.*

The Albanian system of sports financing largely relies on public funding. A scheme for funding from lottery revenues is currently in development in addition to the established support formats for organised sport, infrastructure and high level athletic success. This can lead to opportunities and additional funding but will also bring about challenges with regard to the sound management and distribution of these funds. Challenges can also exist in the coordination of state and municipal funding schemes.

As is apparent from the overall structures of the Law on Sports and sport policy in Albania, sport financing is largely centred upon established sports organisations. This can lead to the exclusion of relevant actors which have so far not been recognised as sporting federations, such as Special Olympics Albania. While some overarching ESC-related criteria for funding, such as gender equality and inclusion, seem to exist, no consistent consideration of sustainability and/or values-based approach for the attribution of funds in the field of sport was identified.

With regard to the encouragement of mixed public-private funding, some efforts have been undertaken by Albanian authorities. Much potential, however, still seems to exist with regard to further developing the private engagement and a commitment to further sport and sports infrastructure in Albania with the support of private resources. For all funding processes, the ESC and CoE Conventions require sound and transparent processes and documentation.

Recommendations:

- 18.1 Further encourage public-private funding as a viable model for sport.
- 18.2 Ensure that the funding rules and criteria contribute to the aims of the ESC and are not exclusively conditional/related to top level athletic success; this notably includes the observation of sustainability, ethical and human rights and other values-based sport criteria in funding attribution.
- 18.3 Provide the appropriate legal framework enabling sponsorship to become a financing stream notably for grassroots sport.
- 18.4 Create reinforced funding opportunities for disability sports and non-organised sport. This should also include funding opportunities for Special Olympics, which could be recognised as a sports federation to this end.
- 18.5 Ensure the appropriate use of public resources by setting up a robust controlling system.
- 18.6 Guarantee good coordination of state-led and municipal funding schemes.
- 18.7 Provide information for stakeholders on funding possibilities, funding rules and funding criteria based on the principle of transparency and accountability.

24. Article 19 – Domestic and international co-operation

1. *Appropriate structures for the proper co-ordination of the development and promotion of sport between the various stakeholders should be put in place where they do not already exist at national, regional and local levels in order to achieve the aims of this Charter, thus ensuring that sport is a structural element of the well-being of our society.*
2. *International co-operation at both global and continental levels is also necessary for the fulfilment of the aims of this Charter. This can be achieved through the exchange of good practice, education programmes, capacity development, advocacy, pledges, as well as indicators and other monitoring and implementation tools.*

The interaction with non-established, non-linear sports stakeholders can pose challenges in a sport-policy setting. The Albanian system of sports organisation established in the Law on Sports includes a rather restrictive description of actors in sport in its art. 11. This can result in limitations to funding and support for other not yet established actors in the sporting context, as has been the case for Special Olympics Albania.

All municipalities and in particular the capital of Tirana municipality are important partners for the successful implementation of sport policies. It is paramount for good cooperation

that information is suitably shared, and roles and functions are clearly attributed between the different partners.

Next to the hosting of international sport events, active exchange on sport policies with partners on the regional and international levels can contribute to well-tuned coherent sport policies and athletic success. Exchange of information and experience is a basic precondition for this, both in policy and training and research contexts.

Recommendations:

- 19.1 Consider revising the Law on Sports in order to allow for more inclusive funding opportunities also to non-established sports organisations.
- 19.2 Good and effective coordination on sport policy with municipalities and their uptake of core ESC aims and requirements should be guaranteed at all time to support the effective implementation of sport policies.
- 19.3 Enhance cooperation between various also non-established stakeholders in sport in order to increase dialogue and exchange of information which can be generally beneficial to sport and society in Albania overall.
- 19.4 Guarantee active exchange on sport policy and research in sport through government-funded projects and the encouragement of international cooperation in and through sport, e.g., through the hosting of international sport policy conferences etc.

25. Article 20 – Support and follow-up to the implementation of the Charter

1. *The Council of Europe as a whole and other international organisations should be encouraged to use sport as a vehicle to promote values and to mainstream sport in strategies and action plans.*
2. *To facilitate the promotion and the implementation of this Charter, relevant stakeholders should be invited to pledge for the implementation of the Charter in their policies, strategies and programmes.*
3. *At European level, it is important to review progress and support the implementation of the Charter, in particular to guarantee the positive impact of sport on health, inclusion and education, to maximise its potential to promote a dynamic civil society as well as a culture of human rights, the rule of law, democratic governance and sustainability, and to fight threats to sports integrity. The Council of Europe’s Enlarged Partial Agreement on Sport should be used to assess and promote progress in the implementation of the Charter, including by:*
 - a. *facilitating the exchange of information and good practices;*
 - b. *holding thematic exchanges on issues pertaining to the Charter;*
 - c. *collecting and publishing information to monitor the implementation of the Charter;*

d. supporting the promotion and implementation of the Charter through regular multilateral and country-specific activities.

This ESC implementation process constitutes an opportunity to review the current referencing and uptake of the ESC in Albanian sports policy. The Law on Sports has incorporated an explicit mentioning of the ESC. Some of the aspects of the revised ESC have, however, not yet been incorporated in the current legislation.

There is an opportunity to further increase the visibility and awareness of the ESC in Albania as has been referenced in the context of different sections of this review.

Finally, the ESC implementation process can be a basis for an Albanian political contributions and engagement in reviewing the overall progress of ESC implementation at European level. This will allow for learnings to be fed back into the national sports governance system.

Recommendations:

20.1 Contribute to the CoE efforts to guarantee continuous review of the uptake and implementation of the ESC on the basis of learnings in the national implementation process. Translate, distribute and inform about the ESC in the broad national sports setting in Albania, notably including in established training and education formats. Provide updates on the implementation of the recommendations of this report to EPAS.

20.2 Organise training sessions on the ESC

26. Summary of the findings and recommendations

ESC Implementation

- Access to sport without discrimination is a core component of the existing sport policy in Albania. This should further be implemented by continuously enabling and encouraging all groups of the Albanian society, in particular the most vulnerable, to make use of their right to practice sport.
- In order to inform future policy to foster physical activity, new data on the level of physical activity in Albania, particularly for young age groups, should be collected.
- The Albanian government and sporting organisations have established a working relationship directed at a strong partnership to guarantee progress both in a competitive and in an amateur sporting environment.
- Regulation of the sporting field is very much to the point when it comes to the role and interaction of public and non-public actors. The component of horizontal co-ordination between the policies and actions of all the public authorities concerned with sport could be revised and clarified further in order to attain the best possible processes in this regard.
- A strong focus of Albanian sport policy appears to rest on the development of competitive sport. More recent social trends and developments indicate that the

current living situations in many countries have led to an increased interest in non-organised independent sporting activities. A broadened scope of themes and topics inspired by the ESC could benefit the overall contribution of sport to the good of society.

- Well-governed sports bodies, their active social dialogue with athletes' representatives and the maintenance of the integrity of sport are core criteria for the achievement of sustainable sporting success upheld by the ESC.
- All municipalities and in particular the capital of Tirana municipality are important partners for the successful implementation of sport policies. It is paramount for good cooperation that information is suitably shared, and roles and functions are clearly attributed between the different partners.
- A prominent role should be accorded to Sport for All in the development of a national sport strategy for 2023-2030. This shall serve to include the needs of more vulnerable groups of society, such as children, youth, women, senior citizens, persons with a disability et al.
- As part of the application and implementation of the ESC, an expectation exists to adhere to international legally binding standards, notably including the CoE Conventions in the field of sport as mentioned by the ESC.
- The Albanian system of sports financing largely relies on public funding. A scheme for funding from lottery revenues is currently in development in addition to the established support formats for organised sport, infrastructure and high-level athletic success. This can lead to opportunities and additional funding but will also bring about challenges with regard to the sound management and distribution of these funds.
- The adherence to organisations of sport is considered an important condition for the participation in sports activity. Support and funding schemes have a tendency to be directed exclusively to organised sport with limited possibilities for grassroots initiatives.
- The direct interaction between private business and organised sports does not appear to be highly developed in Albania. There appears to be a potential to further tap into private resources for the development of sport. Frameworks could be developed which can enable a sensible contribution of private actors to advancing sport practice.
- Any such private business involvement should observe *Recommendation CM/Rec(2016)3 of the Committee of Ministers to member States on human rights and business* as well as of the United Nations Guiding Principles on Business and Human Rights. This is particularly the case as no explicit requirement for organised sports to respect the Principles on Business and Human Rights has been included in Albanian sport policy so far.
- In the Albanian sport context, sustainability has not yet become a central aspect of consideration. The intention to further develop the national sporting structures and sport policy can be an opportunity to include sustainability requirements more explicitly in policy and regulation.
- Emerging trends in sport such as the increase of importance of self-organised sport should be observed and suitably addressed in the further Albanian sports and sport policy development.

- Public authorities and sports organisations should further promote a volunteering culture by providing suitable incentives and recognition for the work of volunteers.
- Training and information on ethics and human rights can not yet be identified as a focus area neither in sport policy nor in the education setting at the current time. A reinforced integrity focus which is reflected in the revised ESC should be observed overall.
- Sport integrity should become an inherent component of all sport-policy and its evolution in Albania.
- Additional efforts could be undertaken to include training on the core ESC components of human rights, ethics, integrity and sustainability etc. in the education of high-level athletes, coaches and others with leadership functions in Albanian sports.
- Fundamental research should be undertaken to identify newly evolving trends and additional requirements in society with particular relevance to the sporting context (e.g. digitisation and related challenges/opportunities). This will be a general basis and reference resource for the future evolution of sport policy.
- Cooperation between various, also non-established, stakeholders in sport should be enhanced in order to increase dialogue and exchange of information which can be generally beneficial to sport and society in Albania overall.

Impact on Albanian Sports Law

- Any future revision of the national Sports Law and its supporting policy should be conducted in observation of the new sections, topics and focus areas of the revised ESC.
- The reinforced values-based integrity focus which is reflected in the revised ESC should particularly be observed in Albanian Sports Law revisions. A review of the Sports Law to incorporate human rights aspects more specifically is desirable. Sports ethics should be addressed at all levels of sport and sport policy.
- Relevant regulation to foster private contributions in co-operation and co-sponsorship with public funding for sport should be considered, potentially in amendment of or addition to the current Sports Law.
- The appropriate use of public resources could additionally be ensured by setting up a robust controlling system.
- The relevant sports legislation should be revised to explicitly prescribe an obligation to guarantee the accessibility of sports facilities for persons with a physical or a mental disability.
- Future revisions of sports legislation should regularly include sustainability standards and requirements directed toward all actors in sport.
- Volunteering in sport can be prioritised through additional references to the relevance and value of voluntarism in the Albanian Sports Law.
- The Law on Sports could be amended to acknowledge and reinforce the relevance of fundamental research to suitably inform the sound evolution of a thorough sport policy in the future.

ESC Promotion

- The Law on Sports has incorporated an explicit mentioning of the ESC. Some of the aspects of the revised ESC have, however, not yet been incorporated in the current legislation.
- Raising awareness of the ESC and emphasising values and benefits of an integrity-driven sport (health, social cohesion, education etc.) at all levels, including at the local level and in sports organisations, can be a suitable general standard for all sport-related policymaking.
- There is an opportunity to further increase the visibility and awareness of the ESC in Albania: Translate, distribute and inform about the ESC in the broad national sports setting in Albania, including in established training and education formats.
- The CoE efforts to guarantee continuous review of the uptake and implementation of the ESC on the basis of learnings in the national implementation process should be supported.
- Updates on the implementation of the recommendations of this report should be provided to EPAS.

Acknowledgments

The preparations for the visit were first-rate. The team was made to feel extremely welcome and would like to thank all those who contributed to the preparation of the visit and to the visit itself. In particular, it would like to thank the Minister, as well as Rovena Elmazi and Elvira Baze for the co-ordination of the visit and the hospitality received, for their precious support and their readiness to provide the team with all the necessary information.

Comments from the government

Thank you very much to the group of experts, for the commitment and support not only in carrying out the consultative visit to Albania, but also in giving very valuable recommendations for improving policies in the field of sports in Albania, given through the report.

C. Appendices

Appendix I - Sports Law

Albanian Law on Sports (Law No. 79/2017 as amended by law No. 105/2020, of 29 July 2020)



2020-07-29_Sports
Law (No. 79 2017)_A

Draft Programme

Implementation of the revised European Sports Charter in Albania - evaluation visit

14 - 15 December 2022

First day, 14 December 2022

Morning

Meeting at the Ministry of Education and Sports

The venue of the meeting "College Hall"

09:00 – 09:30 the welcome speech of the Minister and the presentation of the sports staff in the Ministry of Education and Sports.

09:30 – 09:40 Presentation “Development of sports policies/strategies” (Presented by Jetlir Gjergji)

09:40 – 11:00 Discussions on the topic (expert questions)

11:00 – 11:15 Coffee break

11:15 - 11:25 Presentation “Physical education and sport in schools” (Presented by Elvira Baze)

11:25 – 12:00 Discussions on the topic (expert questions)

12:00 – 12:10 Presentation “Integrity in sport, Anti-Doping and the Convention of the Council of Europe "On the manipulation of sports competitions”” (Presented by Surven Metolli and Violeta Shqevi)

12:10 – 13:00 Discussions on the topic (expert questions)

13:00 – 14:30 Lunch break

Participants:

- Mrs. Evis Kushi, Minister
- Mr. Endrit Hoxha, Deputy-Minister
- Mr. Erzen Tola, General Secretary
- Mrs. Rovena Elmazi, Advisor to the Minister of Education and Sports
- Mr. Jetlir Gjergji, Director of Sports Policy
- Mrs. Elvira Baze, Head of the School and University Sports in Development Sector
- Mr. Arjan Konomi, Head of the Elite Sports in Development Sector
- Mrs. Violeta Shqevi, Specialists of the Sports sectors in MAS
- Mr. Surven Metolli, Director of the Albanian Anti-Doping Organization
- Mrs. Jonida Seferi, Specialist at the Ministry of Health

First day, 14 December 2022

Afternoon

Meeting at the Ministry of Education and Sports

The venue of the meeting, Hall "Luigj Gurakuqi"

14:30 – 14:40 *Presentation* **"Qualification/capacity building for physical education teachers, sports coaches and staff (professional and voluntary/amateur)"** (Presented by Agron Kasa)

14:40 – 15:10 Discussions on the topic (expert questions)

15:10 – 15:20 *Presentation* **"Security in stadiums, Council of Europe Convention on "an integrated safety, security and service approach at football matches and other sports events""** (Presented by Armando Mandro)

15:20 – 15:40 Discussions on the topic (expert questions)

15:40 – 15:50 *Presentation* **"Financing of sports and sports infrastructure"** (Presented by Arjan Konomi)

15: 50 – 16: 40 Discussions on the topic (expert questions)

Invited as participants in the session:

- Mr. Agron Kasa, Rector of the University of Sports of Tirana
- Mr. Arben Kacurri, Director of the Institute of Scientific Research in Sports (University of Sports of Tirana)
- Mr. Gjergji Muzaka, Director of Sports in the Tirana Municipality
- Mr. Renis Mullaj, Deputy Mayor of Durrësi Municipality
- Mr. Armando Mandro, Security Officer at the Albanian Football Federation
- Chef Commissar Mr. Besnik Ahmetaj, Specialist in Public Order Department/Public Security Department (General Directory of the State Police)
- Mr. Perikli Goga, President of "Goga Basket" Academy (Representative of private sector)
- Representative from the Ministry of Finance and Economy

16: 40- 18:00 Visit to the new "Air Albania" National Football Stadium, accompanied by a meeting with journalists.

20:00 the official welcome dinner for the team of experts, provided by the Ministry of Education and Sports.

Second day, 15 December 2022 - Morning

9:00 – 10:00 Visit to the General High School "Qemal Stafa" in Tirana.

Meeting at the "Tirana Olympic Park" Center

Place of organization of the meeting "Meeting hall"

10:30 – 10:40 Welcome speech by the President of the Albanian National Olympic Committee

10:40 – 10:50 *Presentation "The Olympic movement in Albania, achievements and challenges"* (Presented by Gerti Shima)

10:50 – 11:00 Coffee break

11:00 – 11:45 Discussions on the topic (expert questions)

11:45 – 12:45 Visit to the sports complex "Tirana Olympic Park" and to the facilities of the Albanian Football Federation

Participants:

- Mr. Fidel Ylli, President of the Albanian National Olympic Committee
- Mr. Gerti Shima, General Secretary of the Albanian National Olympic Committee
- Mrs. Klea Taipllari, President of the Academy of Volunteers of the University Sports Federation
- Mr. Jetlir Gjergji, Director of Sports Policy
- Mrs. Elvira Baze, Head of the School and University Sports in Development Sector
- Mr. Arjan Konomi, Head of the Elite Sports in Development Sector
- Mr. Bledar Doçi, Director of the Sports Service Agency
- Ms. Klean Shuqja, Elite athlete
- Mr. Izmir Smalaj, Elite athlete
- Mr. Roland Hysi, Technical Director of Special Olympic
- Mr. Bajram Tirana, Head of the Association of Paraplegics and Tetraplegics
- Representatives of Federations

12:45 – 14:45 Lunch break

Second day, 15 December 2022

Afternoon

Meeting at the Ministry of Education and Sports

The venue of the meeting "College Hall"

14: 45 – 16: 15 Closing meeting of the visit between EPAS Experts and representatives of the Directorate of Sports in the Ministry of Education and Sports.

Closing of the visit and accompanying the experts

28. Appendix III - List of interlocutors met in Tirana in December 2022

Name/Surname	Position
Evis Kushi	Minister of Education and Sport
Endrit Hoxha	Deputy Minister of Education and Sport
Erzen Tola	General Secretary MES
Rovena Elmazi	Adviser of the Minister of Education and Sport
Jetlir Gjergji	Director of Directorate of Sports Policy
Elvira Baze	Head of School and University Sports Development sector Directory of Sports Policy
Arjan Konomi	Head of Elite Sports Development Sector
Violeta Shqevi	Specialist at Elite Sports Development Sector
Fidel Ylli	President of the Olympic Committee
Gerti Shima	General Secretary of the Olympic Committee
Bledar Doçi	Director of the Sports Service Agency
Klean Shuqja	Elite athlete
Izmir Smalaj	Elite athlete
Agron Kasa	Rector of Sports University of Tirana
Arben Kacurri	Director of the Institute of Scientific Research in Sport (Sports University of Tirana)
Elona Mehmeti	Head of Department of Project and Technology (Sports University of Tirana)
Surven Metolli	Director of the National Anti-Doping Organization
Gjergji Muzaka	Director of Directorate of Sports Tirana Municipality
Renis Mullaj	Deputy Mayor of Durrësi Municipality
Jonida Seferi	Specialist at the Ministry of Health
Klea Taipllari	Head of the Academy of Volunteers, University Sports Federation
Armando Mandro	Safety and Security Officer at the Albanian Football Federation
Perikli Goga	President of “Goga Basket” Academy (Representative of private sector)
Roland Hysi	Technical Director of Special Olympic
Bajram Tirana	Head of the Paraplegics and Tetraplegics Association
Besnik Ahmetaj	Chef Commissar, Specialist in Public Order Department/Public Security Department (General Directory of the State Police)
	Representative from the Ministry of Finance and Economy

Appendix IV - Programme

ESC Implementation Exercise Albania - Online Meeting 3 October 2022

3 October 2022	
9:00-11:00	Government representatives (notably incl. Deputy Minister of Education and Sport, Director of Sport Policy and Ministry of Health)
11:15-12:45	Sporting organisations' representatives (incl. NOC, Chess Federation, Volleyball Federation, Athletics Federation, Special Olympics)
12:45-13:15	Research institution representatives (Sports University of Tirana, Centre for Research Sciences, University Sports Federation)
14:15-14:45	National Anti-Doping Agency
14:45-15:15	Directorate of Sports (Municipality of Tirana)
15.15-15.45	Academy of Volunteers, University Sports Federation
15:45-16:10	Albania Adventure (sport tour operator for adventure sports)
16:10-16:30	Wrap-up and Next Steps with Directory of Sports Policy in the Albanian Ministry of Education and Sports

29. Appendix V – Participants at the online meeting of 3 October 2022

3 October 2022	Online Implementation Meeting		
Name	Surname	Position	Organisation
Endrit	Hoxha	Deputy Minister	Ministry of Education and Sport
Jetlir	Gjergji	Director	Directorate of Sport Policy
Elvira	Baze	Head of School and Sports Development	Directorate of Sports Policy
Jonida	Seferi	Specialist	Ministry of Health
Fidel	Ylli	President	National Olympic Committee
Gerti	Shima	General Secretary	National Olympic Committee
Majlinda	Pilinci	General Secretary	Albanian Chess Federation
Vokopolz	Albens		Volleyball Federation
Nikolin	Dionisi	General Secretary	Albanian Athletics Federation
Agron	Kasa	Rector	Sports University of Tirana
Arben	Kacurri	Director	Research Sciences/University of Sport
Donald	Shkreli	General Secretary	Albanian University Sports Federation
Surven	Metolli	Director	National Anti-Doping Agency
Elisa	Base	Staff	Municipality of Tirana
Klea	Taiplari	Head of Academy of Volunteers	University Sports Federation
Najada	Drita	Office Manager	Albania Adventure

30. Appendix VI - Council of Europe Team

The ESC implementation exercise on the European Sports Charter was co-organised by the Enlarged Partial Agreement on Sport (EPAS) of the Council of Europe and the Directory of Sports Policy in the Albanian Ministry of Education and Sports.

Composition of the team:

1. Mr Alexandre Husting, Luxemburg
2. Mr Kolë Gjelošhaj, ISFSports
3. Mr Jonas Burgheim, Sport Cares (for the online meeting of 3 October and preparatory work)

For the Council of Europe/EPAS:

4. Ms Sophie Kwasny, EPAS Executive Secretary/Head of Sport Division
5. Ms Cassandra Mactavish, Senior Project Officer (for the online meeting of 3 October and preparatory work)