

## The Impact of Gender Equality and Inequality in Albanian Society Today

Alerta Basha<sup>1</sup>

Santina Dervishi<sup>2</sup>

Sara Hoxha<sup>3</sup>

<sup>1</sup>Dr., Department of Mathematics and Informatics, Faculty of Economy and Agribusiness, Agricultural University of Tirana/ Tirana, Albania <https://orcid.org/my-orcid?orcid=0000-0002-5690-6704>

<sup>2</sup> Msc., Candidate in the Master of Science Degree, Department of Economics and Policy of Rural Development, Faculty of Economy and Agribusiness, Agricultural University of Tirana/ Tirana, Albania

<sup>3</sup>Msc., Candidate in the Master of Science Degree, Department of Economics and Policy of Rural Development, Faculty of Economy and Agribusiness, Agricultural University of Tirana/ Tirana, Albania

Corresponding author: ashtepani@ubt.edu.al

**Abstract:** This paper highlights the phenomenon of gender equality in Albania. It examines the importance of gender equality and the empowerment of women and girls in reducing poverty.

This research is based and is conducted on the basis of 100 randomly selected respondents with the most reliable answers regarding gender equality. The interviews were done face-to-face with the individuals and the data were then processed through the SPSS statistical program. We hope that this research will serve in the future for young researchers as an effective and positive study for today's society in the world. Going beyond the literature documenting the impact of women's education on fertility, this document presents facts on the role of women in labor markets, wages, and pensions. This paper also summarizes the function of supportive policies from the government in the framework of gender equality and the World Bank's support for its expansion. The paper ends by analyzing the current situation of equality through a case study.

**Key Words:** gender equality, Woman, Man, poverty, Society, Education

### Introduction

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world (United Nations, 2023). Gender equality is one of modern society's most current and important topics. Gender equality is a complex and multidimensional concept and it seems likely that different causal variables drive different dimensions (Beer, 2009). It is related to challenges and discussions related to equality between men and women in economic, political, social, and cultural aspects. In general, gender equality is about the different goals that societies have to achieve a different level of equality between the sexes. The Council of Europe's work in the field of gender equality is based on two premises: gender equality is an integral part of human rights and gender equality is a fundamental criterion of democracy (Muçollari, Revista Juridica). This article will discuss the challenges and opportunities related to gender equality in our society. We will analyze the importance of gender equality and discuss some of the main challenges that still exist to achieve gender equality.

To begin with, it is important to understand that gender equality is not an end goal, but a process that continues over time and is complicated by many factors. The issue of the elimination of discrimination against women is considered as one

of the foundation stones of democracy in Albania (Muçollari, 2015). To achieve gender equality, it is necessary to take many measures, such as changing the mentality and social perceptions, implementing public policy and promoting educational programs to increase people's awareness. At the same time, we must be aware that there are many challenges that prevent the achievement of gender equality. The Committee on the Elimination of Discrimination against Women (CEDAW) is the body of independent experts that monitors the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (Nations, 2023). The CEDAW treaty is a tool that helps women worldwide to change their daily lives (Nations, 2023). Many of these challenges are related to gender discrimination and injustice, such as lack of equal pay, traditional gender role division, gender-based violence and abuse, and lack of equal access to opportunities and resources. Although gender equality terminology was once considered impossible, progressive steps have now been taken to increase female involvement at the top of public office, decision-making, and local government (Hoxha, 2019).

To achieve gender equality, we must act at all levels of society. This includes public policy, legislation, and societal culture and mentality. It is necessary to ensure that all policies and legislation support and promote gender equality. A social culture and

mindset that promotes equality and respects the rights of all individuals, regardless of gender.

**2. MATERIAL AND METHODS**

The research for this study is based on primary and secondary data analysis. It consists of a literature review on gender equality, as well as qualitative and mainly quantitative methods. The main method of data collection for this study was semi-structured interviews with women and men who live in the city of Tirana the capital of Albania. This research is based and is conducted on the basis of 100 randomly selected respondents with the most reliable answers regarding gender equality. The interviews were done face-to-face with the individuals and the data were then processed through the SPSS statistical program. We hope that this research will serve in the future for young researchers as an effective and positive study for today's society in the world.

**3. Literature review**

*"We must rise higher to rescue the Sustainable Development Goals – and stay true to our promise of a world of peace, dignity and prosperity on a healthy planet."* – UN Secretary-General António Guterres.

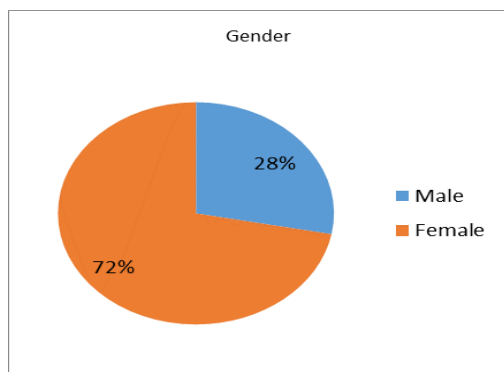
Gender equality is an important and current topic in our society, and has been the area of interest of many researchers and authors. In this literature review, we will examine some of the main works related to gender equality and some of the related fields. "The Second Sex" by Simone de Beauvoir is one of the main works dealing with gender equality. The book exposes the ideology that leads to gender discrimination and emphasizes the importance of women's emancipation and the fight against gender discrimination in society (Beauvoir). "Feminism is for Everybody" by bell hooks is another major work that talks about gender equality. The book argues that feminism is not just for women, but for all

people seeking gender equality, and develops ideas on how to work together to achieve this goal. "We Should All Be Feminists" by Chimamanda Ngozi Adichie is an essay that has gained popularity in the field of gender equality. Adichie argues that gender equality is in everyone's interest and talks about the impact of gender discrimination in society (Adichie, 2015). Half the Sky by Nicholas Kristof and Sheryl WuDunn is a book that connects poverty to gender equality. The book addresses the challenges and opportunities for gender equality in developing countries and emphasizes that gender equality and the fight against poverty are not two separate issues (WuDunn, 2010). Men Explain Things to Me by Rebecca Solnit is another important work in this area. The book deals with the phenomenon of mansplaining and emphasizes that gender discrimination is a structural problem in our society (Solnit R. , 2015). Gender equality is related to many other areas, including education, economics, politics and the media. In these areas, researchers and authors have examined the relationship between gender equality and the development of society in general. These works and related fields are important for understanding the challenges and opportunities for gender equality.

**Results of the study**

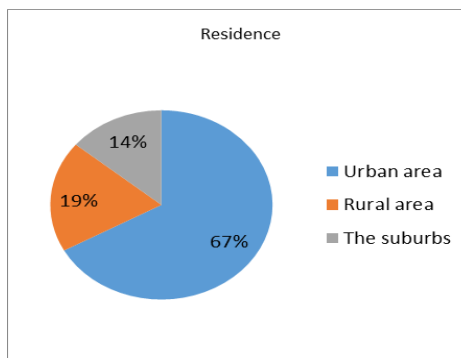
This study includes 100 surveys realized in the city of Tirana, Albania. The questionnaire was designed around socio-demographic variables as well as questions about gender equality. The study used qualitative and quantitative analysis to look at the role of women in society. To achieve gender equality, we must act at all levels of society. This includes public policy, legislation, and societal culture and mentality. It is necessary to ensure that all policies and legislation support and promote gender equality. A social culture and mindset that promotes equality and respects the rights of all individuals, regardless of gender.

Figure 1: The gender of the interview



Source: Author

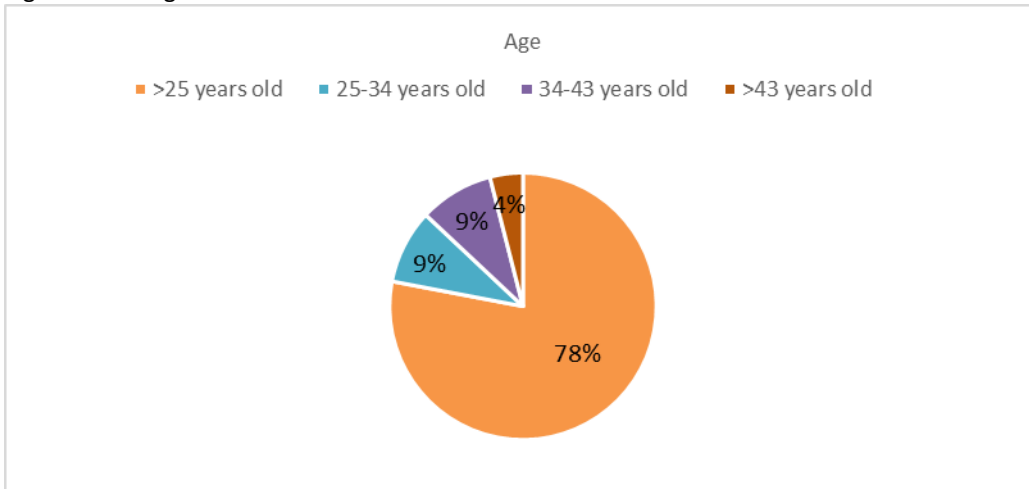
Figure 2: The residence of the interview



The figures above shows the gender and residence of the interviews. 28% are male and 72% are female.

14% lives in urban area, 19% in rural area and 67% in suburban area.

Figure 3: The age of the interview

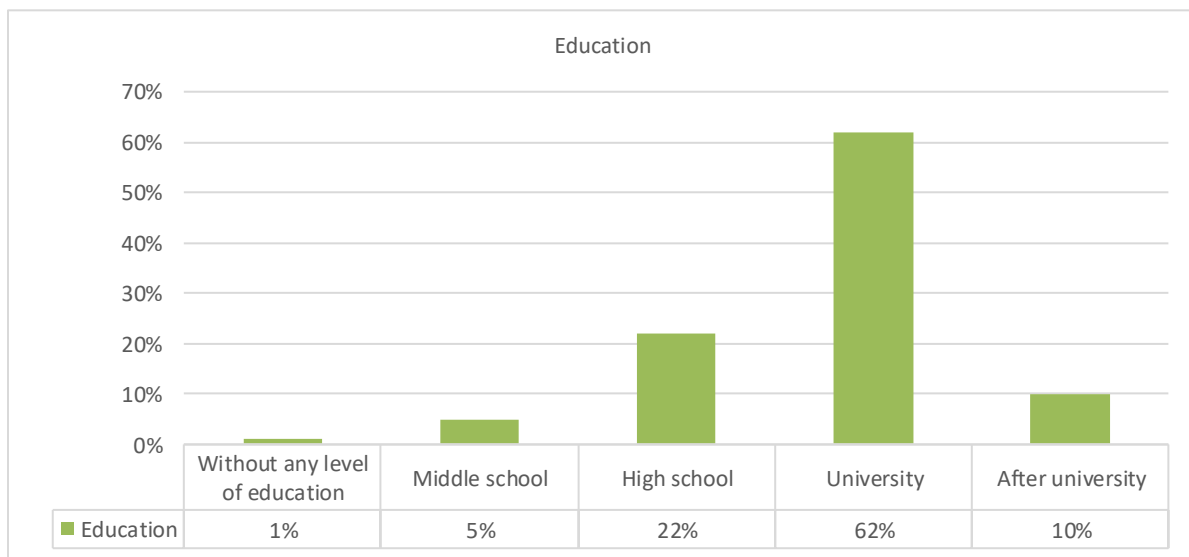


Source: Author

The figure above shows the age of the interview. 78% of the interviewees are over 25 years of age, and gender equality is viewed in the context of the

younger generations if there will be changes for the future.

Figure 4: The education of the interview



Source: Author

The figure above shows the result of educations. 62% from 100 interviewers are with university, which means that young people are able to

distinguish between equality and gender inequality that exists today in society.

Figure 5: Monthly income

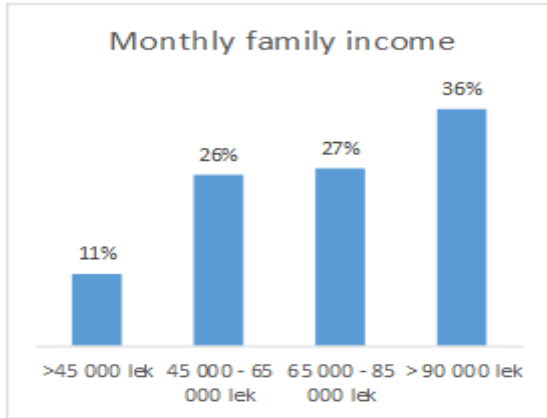
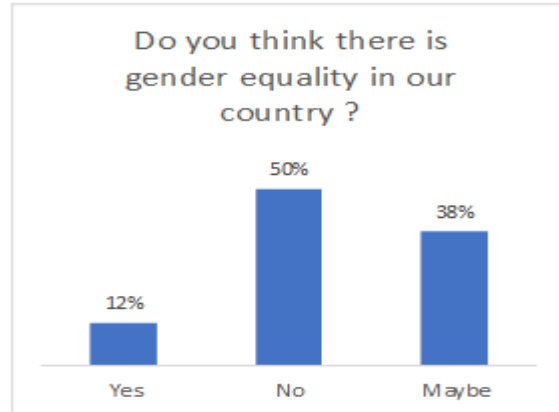


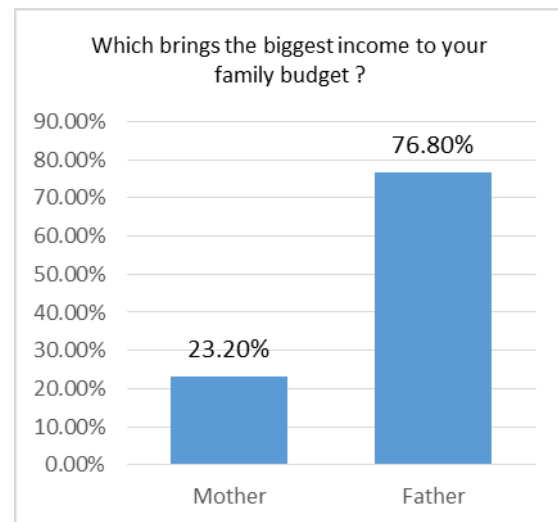
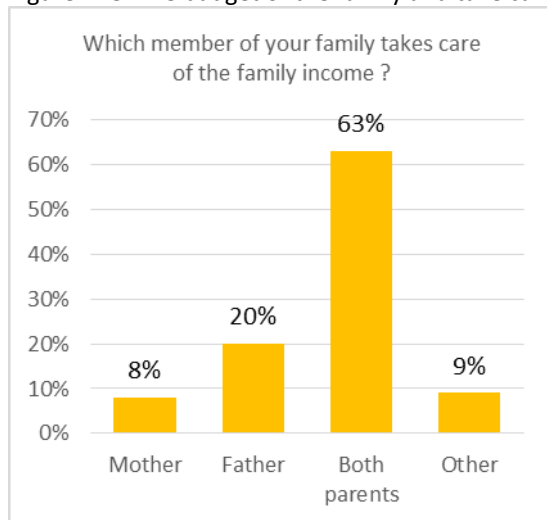
Figure 6: Gender equality in Albania



From the graphs above, we see that, regardless of the fact that the standard of living in Albania has increased significantly, this is noticeable with

salaries, but there is still inequality between women and men.

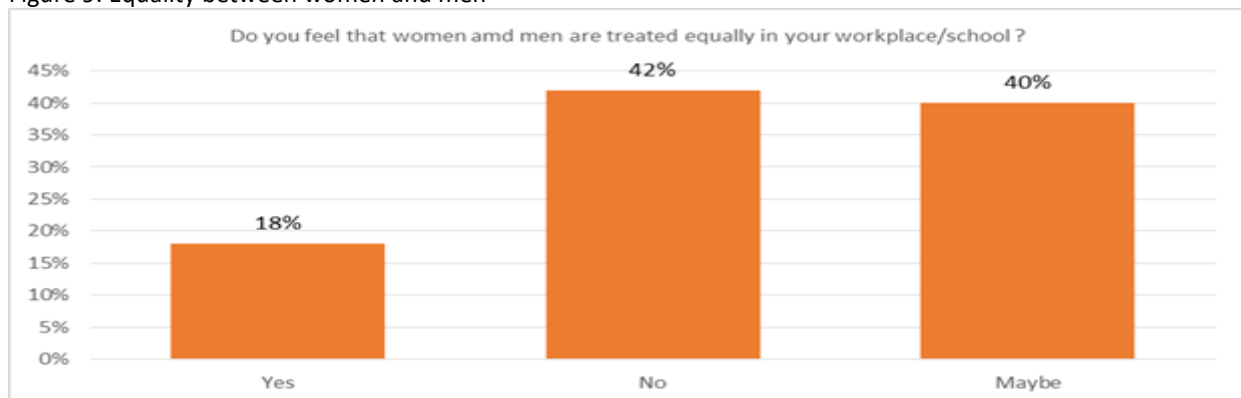
Figure 7- 8: The budget of the family and take care for it.



Source: Author

Although both parents take care of the children, on the other hand we see that the majority of income in the family is provided by the male gender.

Figure 9: Equality between women and men

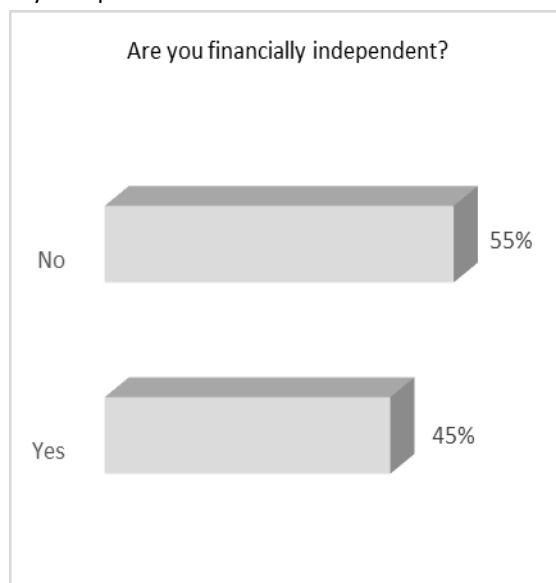
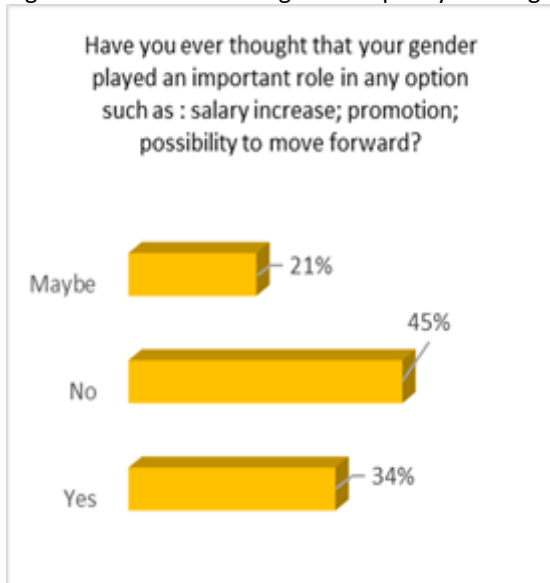


Source: Author

The figure above shows the equality between women and men, but such as seen that 42% are not agree with this phenomenon, 40% said maybe and

18% are agree. Today, there is a great disparity between men and women in society.

Figure 10-11: The role of gender equality in being financially independent.

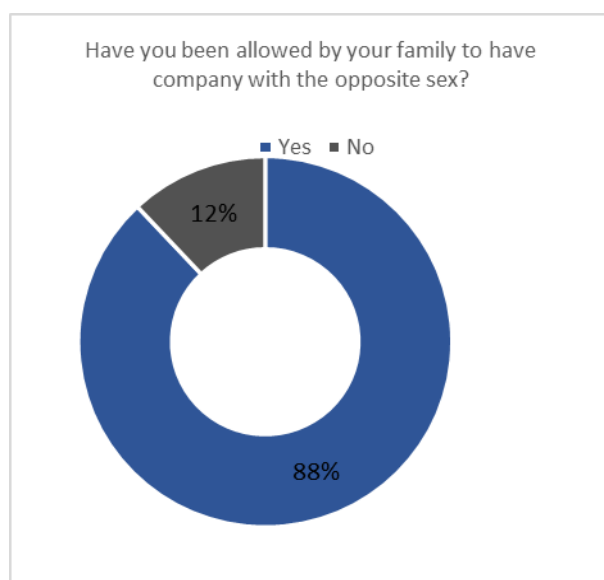
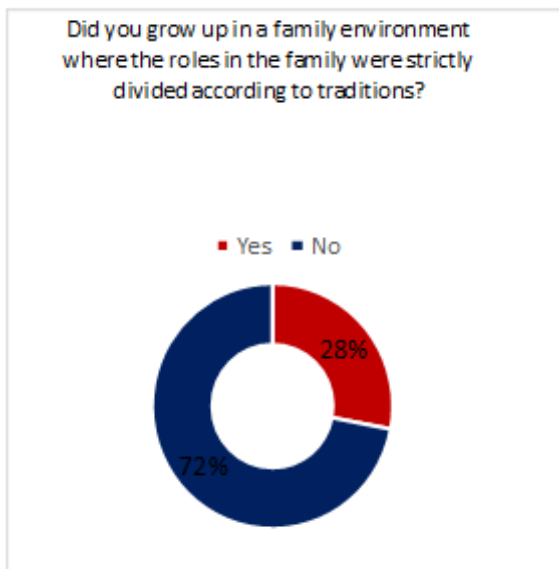


Source: Author

In recent years, the female workforce has increased in Albania, which means that we have an improvement in mentality and an awareness to

approximate the equality of the distribution of family income, which is also evidenced in the above graphs from the conducted surveys.

Figure 12-13: The traditional rules of Albania's.



Source: Author

Figure 14: Parent’s educational

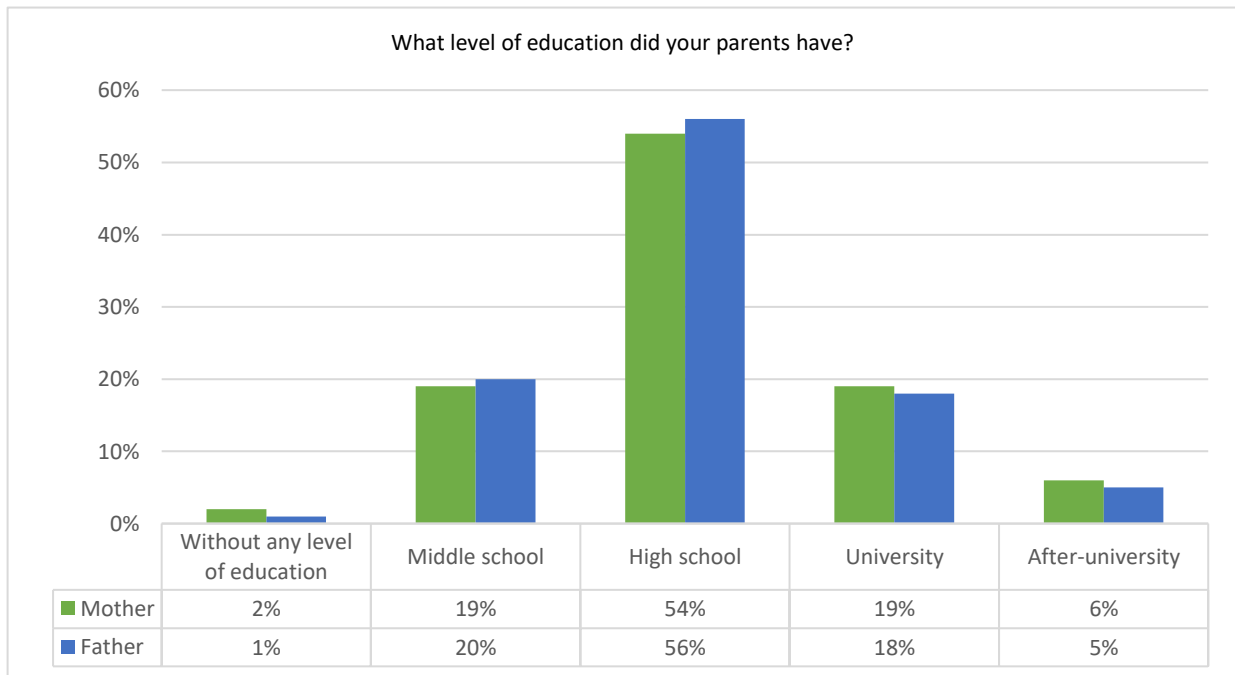
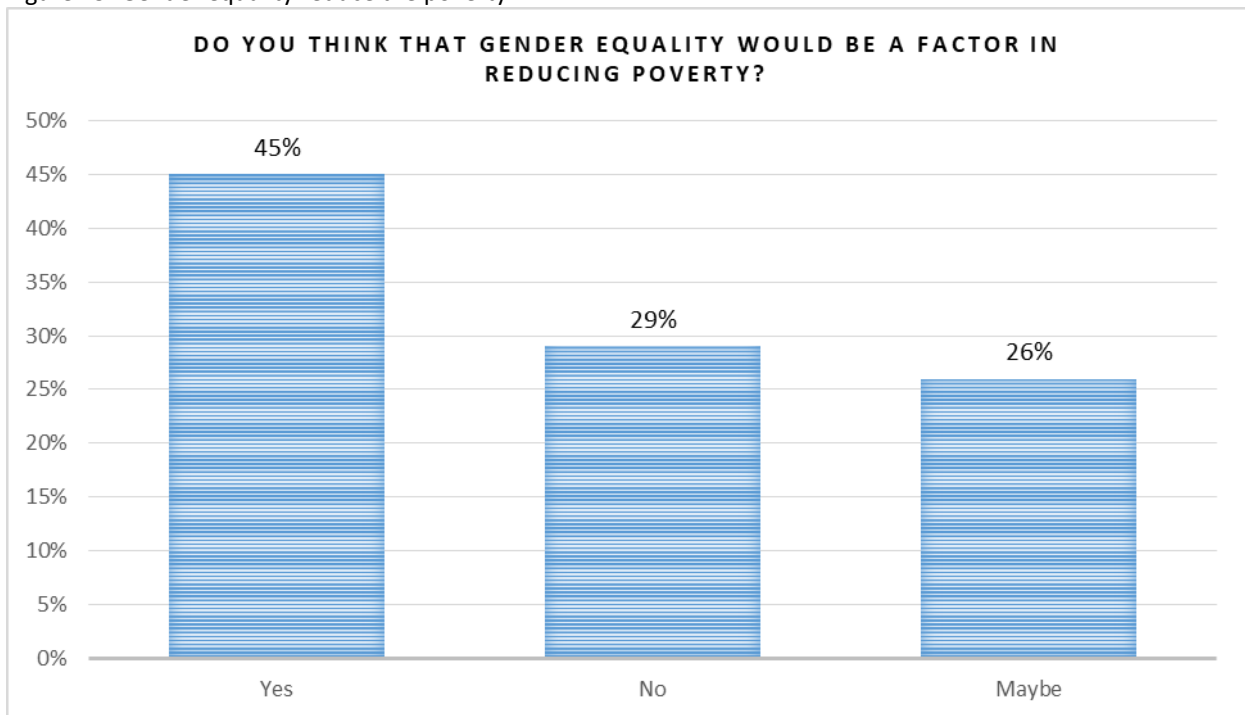


Figure 15: Gender equality reduce the poverty



In fact, gender inequality and inequality in economic and social rights have a direct impact on poverty. Some facts that argue this are:

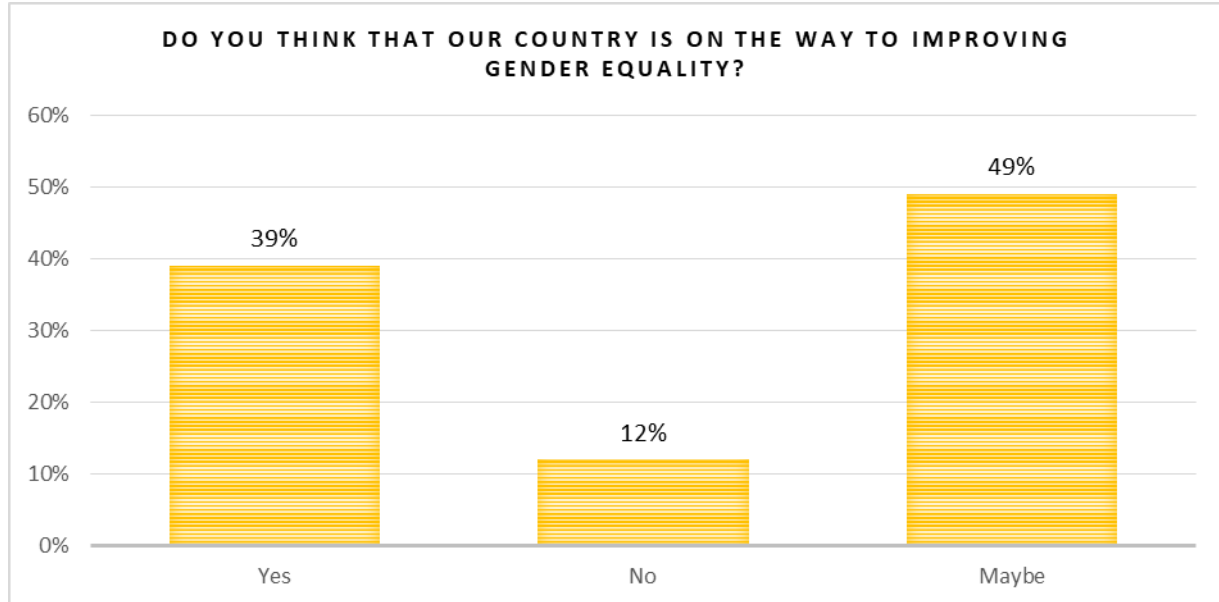
Women are more likely to be poor than men. All over the world, women are more likely to have less income and wealth than men. Women are more likely to work in sectors with low wages and unpleasant working conditions. For example, women are more likely to work in fields such as childcare and elder care, which often pay low wages

and do not offer benefits such as health insurance and paid vacations. Gender discrimination in the workplace affects wages and opportunities for career advancement. Women are often paid less than men to do the same work and are more likely to be in lower management positions. Women are more likely to have fewer opportunities to access credit and financial resources, making it more difficult for them to finance their business or buy a home.

Women are more likely to be at risk of discrimination and sexual violence in the workplace, which affect their working conditions and their well-being in general. These facts show that gender inequality and inequality in economic and social

rights are important factors that affect poverty and that must be addressed in different ways to help achieve gender equality and increase the well-being of women in society.

Figure 16: Improving the gender equality



According to the Gender Equality Index report of the Gender Equality Map, Albania ranks 63rd in the world in terms of gender equality. The report assesses countries' performance in areas such as education, health, justice, economic power and women's political participation. In the Gender Equality Map report, Albania is progressing in several areas, but there are still challenges in women's participation in politics and their economic power.

If Albania wants to move towards improving gender equality, it must work to implement policies and measures that encourage women's participation in politics and economic power, focusing on equality in the workplace, wages, and career advancement opportunities. Also, it should focus on raising awareness and education in society regarding the importance of gender equality and combatting gender discrimination and violence.

## CONCLUSIONS

- Gender equality is one of the essential values of a democratic society. A society that invests in achieving gender equality not only leads to the improvement of the lives of girls and women but also to the positive transformation of the way of life of boys and men.

- Research on gender inequality in the labor market shows that eliminating gender discrimination in occupation and salary not only increases women's income but also increases national income.
- Creating equal opportunities for both sexes has a positive impact on both economic, social and political aspects, because it is impossible to achieve any significant change for any country if it does not use the potential of men and women.

## Recommendations

There are several steps and measures that can be taken to help improve the gender equality situation. Next, I would suggest some of these measures:

We encourage women's participation in politics and their economic power. This can be accomplished through policy changes that encourage women's experience and qualifications in their fields of interest and help foster their career and workplace growth. This can be done through policies such as quotas for women's participation in politics and business, as well as through specialization and training programs for women that help them grow in their careers.

Raising awareness and educating society about the importance of gender equality and combating discrimination and gender violence. This can be done through promoting the values of gender equality in the media, in schools and in various social awareness campaigns. In this way, society will grow in their awareness about gender discrimination and violence and will help create a more just and equal society.

We encourage the creation of policies and laws that combat gender discrimination and violence. This can be done through the preparation and implementation of laws that protect women's rights and help combat gender-based discrimination and violence. These policies may include measures such as the prevention of sexual violence and sexual abuse, combating discrimination in the workplace and equal distribution of wages between men and women.

We encourage the inclusion of people of all genders in dialogue and decision-making regarding gender equality issues. This can be done through creating platforms and opportunities for discussion, and through encouraging the participation of people of all genders in these debates and decisions. These are some of the steps and measures that can be taken to help improve gender equality.

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