

GENDER EQUALITY AS A PHENOMEN IN LABOR MARKET

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Abstract: The concept of gender equality is an essential social indicator that can "measure" and assess the level of emancipation of Albanian society, its attitude towards women and its gender and civic roles. Of course, the battle that has started in the area of women's freedoms and rights in our society cannot be denied. Even now intensity and sensitivity has started to be at higher levels than ever before. Our country is located in a geographic region known in our continent, the old of freedom, democracy and emancipation of women, for the deep masculine nature, manifestly manifested as a certain tendency of overestimating the role of man as the main force, with "weight" Social-productive, underestimating the role and weight of women, the female gender in general. The struggle for gender equality is developed for our destiny, on a strong patriarchal psychosocial ground, in which the massive concept of male-dominated role in the whole direction of the woman is still strong. Gender equality at work is an important issue that has an impact on individual perception about career achievements and career success as well as the success of organizations. Since human resources nowadays are considered as the most precious resource in organizations, their treatment as such and, in particular, equal treatment by gender and age is a matter that has controversial throughout the world. A questionable thing is that in the labor market a woman and a male are not equally valued when it comes to salaries or meritocracy-I would mention the equal opportunities or conditions that a woman should be offered will be a leader, a doctor, a farmer, astronaut, economist, or anything else she would feel capable of doing. There is a diversity of perceptions from individuals, gender equality, and especially the concepts of change in the patriarchal and matriarchal system, and we associate this with the fact that a woman must not continue to feel subdued by her family or husband by 'marking' her whole life as a 'devotional housewife' except that she cannot face the labor market or the various opportunities offered to her. Often it is difficult to enable the equalization of male and female regarding the submission of the same facilities or infrastructures to create a "temple" of prosperity and "temple" progression in which the gender of the individual is not taken into account but skills and attributes for the prosperity and multidisciplinary development of society. Gender equality is achieved when women and men enjoy the same rights and opportunities in all sectors of society, including economic participation and decision-making, and when different behaviors, aspirations and needs of women and men are equally appreciated and favored. In the XXI century where globalization has touched us, it is not difficult to get information about gender equality and the way it is reflected in society.

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1. ENTRY

Gender equality is achieved when women and men enjoy the same rights and opportunities in all sectors of society, including economic participation and decision-making, and when different behaviors, aspirations and needs of women and men are equally appreciated and favored. In the 21st century where globalization has touched us, it is not difficult to get information about gender equality and the way it is reflected in society. If we refer to the legislation of the Republic of Albania regarding the definitions of gender equality Law No. 9970, dated 24.07.2008 on Gender Equality in Society, Article 1 emphasizes the fact that this law regulates the main issues of gender equality in public life, protection and equal treatment of women and men, equal opportunities and equal opportunities for the exercise of their rights, as well as participation and assistance in the development of all areas of life. This de facto and de jure law is based on the principle of equality and non-discrimination, as well as other principles that are sanctioned by the Constitution of the Republic of Albania, by the Convention on Elimination of All Forms of Discrimination Against Women as well as by all other international acts ratified by the Republic of Albania. At the first moment we encounter these terms, we understand that the purpose of this law is to provide one effective and fair protection from discrimination on grounds of gender and any other form of conduct that promotes elements of gender discrimination, measures should also be set forth in advance to ensure equal opportunities between women and men, thereby eliminating discrimination at any time which is based on a gender perspective. Referring to the content of the law regarding the treatment of gender equality in our society, central and local state authorities should occasionally show interest in enforcing normative acts, adding here and the fact that authorities should promote policies which develop gender equality in a particular society. The idea of analyzing or expanding

the protection of gender equality from the point of view of legislation is a method in which we, individuals, , conventions and international acts to complete the framework on how gender division in society should function, but we should also be an incentive to integrate and implement this term in the moments of family creation, our behavior toward children boy or girl, investment in education of children, reflection in society, analysis of social values, employment opportunities, equal gender representation, etc.

2.GENDER EQUALITY, EMPLOYMENT AND THE LABOUR MARKET IN EUROPE

Women are central to Europe's economy and ability to compete on a global level. Yet the rate of employment for women of working age continues to lag behind that of men. From an economic perspective, this represents a huge untapped resource with the potential to provide a major boost to the European economy. At the same time, women's weaker participation in the labor market exposes them to a higher risk of poverty and social exclusion. One can also notice the existing gaps between different groups of employees. The employment rate for women across the 25 EU Member States in 2003 was 55.1%, compared to 70.9% for men. Nevertheless, women have been the major beneficiaries of job creation since the launch of the European Employment Strategy but while women's employment has grown in virtually all age groups, the gap between older women and older men remains the highest immigrant women also have a significantly lower employment rate compared to the working age population as a whole (both EU and non-EU citizens). At European level we can speak about the challenge of ageing. As the EU's population continues to grow older, Europe's social protection systems are coming under threat. Closing the employment gap by promoting women's participation in the labor market can help to ensure the sustainability of these systems the EU is therefore working to boost female employment rates, as a part of its wider economic and social objectives set out in Lisbon in 2000. EU leaders fixed a target for raising women's labor market participation to 60% by 2010. A target rate of 50% was also set to mobilise the potential of older workers. Strong efforts will be required by all Member States and the EU as a whole in order to meet these targets. In the European Employment Strategy gender equality represents a focus point. The European Employment strategy has adopted a dual approach of gender mainstreaming and specific measures .Since the beginning of the Strategy, Member States have made considerable efforts to strengthen gender equality policy in the employment field. These efforts include actions to increase the employment rate of women, to decrease women's unemployment rate, to tackle the segregation of the labour market and to close the gender pay gap. A central role is given to policies of reconciliation between work and family life for both women and men, especially through the provision of services for children and other dependants Also important is the reintegration of women returning to the labour market after an absence. Moreover, there has been a reinforced commitment to integrate the gender equality objective in all employment policies. It is important to mention that the guidelines on strengthening equal opportunities policies for women and men did not only address Member States, but also aimed at involving social partners to reduce the gender gaps. As from 2000, the Council addressed recommendations to individual Member States. A very significant proportion of the recommendations focused on strengthening equal opportunities policy^[3]. Despite all the measures taken in order to ensure gender equality, some gender-related issues still persist in European countries.

3.GENDER EQUALITY PROBLEMS IN KOSOVO

With 28.7% official unemployment, Kosovo remains the most unemployed country high in Europe. Unemployment in young age groups and in women is significantly higher. Despite that there is no big difference gender in terms of people capable of work, the difference lies in active people at work. Most women do not participate in the market work, or just one in five women working age are active in Labor market. On the other hand, those women who are active in the labor market, have great difficulties in securing a country work. The employment rate among women of working age is only 12.9%, compared to the employment rate of men who is 45.6% .3 However, the interest of women to find a job is almost the same as that of men. Out of 112,179 registered jobseekers in the year 2015, 43.7% (48,960) were women and 56.3% (63,219) men.4 Similarly, according to the data of the Ministry of Labor and Social Welfare (MLSW) job-seekers are more qualified than men. In 2015, as well active job seekers with university degrees were 2,775 women versus 2,277 men. Moreover, the number of women without any qualification was more smaller than the number of men who had no qualifications (31,893 women, compared to 36,502 men) .Also data from the Ministry of Education, Science and Technology (MEST) show that young women have the highest degree of participation in studies and graduation in bachelor and bachelor studies master. For example, in the academic year 2015/2016 at the University of Pristina girls constituted 55% of the total number of students.6 Meanwhile, out of

4,981 graduates at the bachelor level. 59.4% were girls, while at the master level, out of 1,098 graduates, 50.8% were girls. But even though women graduate to a higher degree than men, as well constitute the highest percentage of job-seekers with a diploma university, they are lagging behind in employment. These data show that women's participation in the economy is not a problem school preparation and desire to work, but the problem is discriminatory environment in employment. One of these factors is the discriminatory content of vacancies for vacancies. The way the title is written place of work and how the required qualifications are described of potential candidates, affects the process of applying for people that position as well as in the recruitment process itself. Even though they are done numerous research on this aspect, in our country is still not conducted a research on the correctness of the language of competitions in terms of gender. This research aims to fulfill that gap. In Kosovo there are several laws and regulations that formally Ensure equal treatment of women and men in relationships work. The Law on Gender Equality prohibits direct or indirect discrimination indirectly based on gender in the public or private sector as far as it is concerned "conditions for access to employment ... including selection criteria and recruitment conditions, regardless of the branch of activity and at all levels of professional hierarchy." ⁷ Moreover, the law obliges employer or employer in all sectors that on the occasion of vacancy announcement "to avoid the inclusion of elements discriminatory on the basis of gender "as well as" provide opportunities to equal to women and men applying for vacancies work." ⁸ Despite legal obligations, most of the contests in Kosovo, especially in the private sector, contains elements discriminatory, offering work explicitly for only one certain gender, as we will see below. ⁹⁹¹⁰⁰

Equal access to employment is also guaranteed by the Law on Protection from discrimination, as well as the Labor Law, which obliges the competition to "be equal to all target candidates, without any discrimination." Even the Civil Service Law prohibits long-term discrimination employment in this sector. Moreover, the Regulation on Procedures recruiting in the civil service describes all the elements he should this is a competition in the civil service, including the clause he says "The Kosovo Civil Service offers equal employment opportunities for it all citizens of Kosovo and welcomes applications from everyone masculine and feminine persons from all communities of Kosovo". However, an experiment made in the United States of America, shows that despite the contests contained clause "employer will consider applications from both sexes in accordance with the law for gender equality", women did not prefer to apply in those positions where the language of competitions was mainly referring to men. In this experiment participants were presented three types of competitions. One the kind of contests contained gender-based language, with reference explicit for men for professions traditionally performed by means an electrician, and with explicit reference to women for professions traditionally performed by women like a stewardess. The other kind of the contests contained inalienable language, where men and women were referred to as candidates. In the third category of competitions scholars had changed sex, where women were mentioned as well typical candidates for traditionally men's and men's trades as well typical candidates for traditionally women's professions. The results of the experiment showed that women were more of interested in men - dominated occupations when the contest was without bias, referring to men and women as candidates, rather than when the contest was referring only to men. Likewise, women appeared more interest in "men's professions" in swap competitions roles, where women were referred to as typical candidates.

4. DIFFERENT CONCEPTS RELATED WITH GENDER EQUALITY

Sex is what distinguishes men and women biologically, namely it describes the physical qualities which derive from variations in chromosomes, hormones and genitalia. Gender refers to a set of culturally defined characteristics which determine society's view of people as 'masculine' or 'feminine'. Sociologists have long debated over the causes of unfair sexual divisions of labour. Some have forwarded biological explanations, whereas others hold responsible the socialisation of gender roles. In this essay I will look at how the nineteenth century socialisation of gender roles is believed to have affected women's position in the labour market. I will then consider the increasing feminisation of the labour market and seek to explain the persistent inequalities between men and women. However, since the mid-

⁹⁹ EIGE - European Institute for Gender Equality

¹⁰⁰ Kosovo Agency of Statistics, Labor Force Survey TM4 - 2016

Ministry of Labor and Social Welfare, Labor and Employment - Annual Report

twentieth century there has been an increasing feminisation of the workforce. According to Ulrich Beck, women are 'setting the pace for change' (Haralambos&Holborn, 2008, 647). In Beck's view, we are moving into 'the second modernity' (as against post modernity). He argues that in our society, characterised by risk and uncertainty, women have realised the importance of self-reliance and have sought to widen their participation in the labour market and as a result have changed the social discourse. This has been made possible by a number of factors. The increased possibilities of an education, the development of domestic appliances, the growing tendency for smaller families, the Feminist Movement of the 1970s, the steady expansion of the service industry, the increase in living costs and the consequent need for two incomes are all factors which have generated a shift in traditional family patterns and significantly changed the gender division of labour. A UK Labour Force survey conducted in 2005 suggests that the rates of employment for women of working age have risen to 70% in 2004 compared to 56% in 1971. In contrast, employment rates for men have declined from 92% to 79% (Giddens, 2006, 755). Despite women's increased participation in the labour market, barriers to equality remain. Although 75% of women of working age are in employment in the UK, it has been shown that in high-earning, high-status professions they are severely under-represented (www.employment-studies.co.uk). 2005 demonstrated, in terms of vertical segregation, that 83% of chief executives, 71% of sales managers and 70% of management consultants were men, whilst 96% of dinner ladies, 95% of receptionists and 76% of cleaners were women (Haralambos&Holborn, 2008, 124). Different reasons are held responsible for such disproportion. One argument is that jobs are highly gendered, with a tendency for high-status, high-paid jobs to be male-dominated because they have traditionally been perceived as 'masculine'. Radical feminist Sylvia Walby claims women are subjugated by patriarchal values that discriminate and confine them to specific areas of work (Haralambos&Holborn, 2008, 113). Not only are women under-represented at the highest levels of the occupational structure, they have likewise not achieved equality of pay, despite liberal feminist's success in campaigning for equal pay legislation. The wage gap was once thought to be narrowing, however, new figures suggest that the pay divide is still a matter of concern today. According to the Office for National Statistics, the pay gap between men and women in full-time work has increased to 17.1% since 2007 (The Guardian, 15/11/08). The median full-time gross weekly earnings per week for men in 2007 were £498, whilst for women they stood at £395. In 2008 they stand at £521 for men and £412 for women. It has been calculated that over a lifetime, women working full-time will earn an average of £369,000 less than their male colleagues. This result, according to the annual survey conducted by the World Economic Forum, places Britain 81st in the world ranking in terms of equal pay for men and women in similar jobs (The Guardian, 15/11/08).

¹⁰¹Part of the reason would appear to be because of horizontal segregation. Much of the female workforce is clustered into a range of semi-skilled, low-status and poorly paid occupations. Across the occupational structure, men predominate in such lines of work as manufacturing, construction, IT and business industries. Conversely, women are overwhelmingly represented in health and social work, teaching, catering and cleaning (Haralambos&Holborn, 2008, 123). Feminists, therefore, see this as a reflection of the 'two spheres' ideology. 2005 demonstrated, in terms of horizontal segregation, that 79% of social workers and 73% of teachers were women. In the same year, 90% of the construction industry and 76% of people working in transport were men (Haralambos&Holborn, 2008, 123).

In addition, the fact that many women work in the part-time sector can be part of the reason for the poor levels of pay they are subject to. Occupational segregation has been used to explain such high concentration of women in part-time work. Despite the disadvantages it involves, part-time work seems to remain a popular choice for women. In 2004, 5.2 million women in the UK were in part-time employment, compared to 1.2 million men (Giddens, 2006, 757). Social forces such as limited childcare assistance and gender discrimination have also been held responsible for such large numbers of women in part-time work. Many women seeking full-time employment often face unjust hurdles which men do not encounter: a Fawcett Society study (the leading liberal feminist organisation) reveals that 52% of employers consider the chances of a new member of staff becoming pregnant before employing them (www.fawcettsociety.org.uk). However, whilst it is possible that this may discourage many women who intend to have children from looking for full-time work, this is not on its own sufficient reason to explain such a heavy influx

¹⁰¹Gender Inequality in the Labor Market A Cross-National Perspective, Rachel A. Rosenfield 5TH EDITION

in the part-time sector. Catherine Hakim's 'preference theory' suggests that women's position in the labour market depends entirely on the rational choices they make (Haralambos&Holborn, 2008, 125).

Hakim identifies two types of women: those who commit themselves to full-time careers or those who prioritise their domestic responsibilities. According to Hakim, many women have different work orientations than men, leading them to choose part-time occupations which enable them to balance their domestic and professional lives. Rosemary Crompton and Fiona Harris agree that women's position in the labour market is influenced by their decisions. They argue, however, that the choices women make are not always rational, but are the results of the practical challenges and cultural norms they may face. Crompton and Harris believe that women often start a career committed to the idea of full-time employment and the family sphere in equal measure, but in later life might have to compromise one or the other for a variety of reasons. There is, therefore, an important debate between feminists. Additional theories have been advocated by sociologists to explain women's continued limitations in the job-market. Talcott Parsons' functionalist 'human capital theory' suggests that women's natural role is that of childcare. The theory implies that women are likely not to commit to a career or gaining qualifications, preferring to dedicate themselves to their children (Haralambos&Holborn, 2008, 125). According to Parsons, this lack of commitment or skills renders women less valuable to the employer, and is ultimately the reason for women's disadvantaged position in the labour market. However, critics of the theory point out that it does not account for the large number of women who dedicate themselves to a career and still end up in lower-paid, lower-status jobs.

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