



**Gender Alliance for Development Center**

# The Division of the Private and Public Life in the Albanian Households

*A Gender-Based Approach*

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Tirana, 2008

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## Thank You Note

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78 We hope that the research study you hold in your hands can provide you with more information on this subject matter, which has started to show positive progress in Albania.

Enjoy your reading,

Gender Alliance for Development Center

## Introduction

This research is undertaken in order to reduce the gap of the existing information on the division of the private and public spheres in the Albanian households. It aims to analyze and to present to the reader through current literature review and empirical data the separation of both spheres for girls and boys, women and men in today's Albanian households. This study in itself is not meant to be a guide of recommendations to be taken in order to improve the situation, but more of a guide that presents the current situation and analyses its components.

This study is one of the first in Albania regarding this issue therefore, it has its limitations. Here we can mention the inability to conduct a nation-wide questionnaire, but to focus it only in the capital of the country. Furthermore, we have come across the issue of data comparability of the questionnaire conducted from us with the official data provided by the Institute of Statistics and other sources, for they use different samples and indicators. As a consequence, the official statistics are mentioned primarily only in the section of literature review while research findings are analyzed in a specific part of the study.

The analysis of several documents and legal mechanisms in our country has been done in order to show the advancement that has been made regarding gender equality and how institutions influence the behavior of individuals in regards to the division of their private and public life. Being that the research findings are purely based in the Albanian context, they are primary indicators of the efficiency of the implementation of such laws and mechanisms.

Research findings for the Albanian case show that in our households the main workload is still carried by women regardless of their participation in the public sphere through employment in sectors labeled "for women". Such an unfair division of work has made that significant numbers of women retire and leave the public life, and dedicate themselves only to the private one. Such behavior leads towards the decrease in participation of women in the life outside the home, and in their invisibility especially in the rural areas, greatly influencing the economic and social life of the country.

# I. Methodology

## a) Methods of Research

This study was completed during a 5 month period (March – July 2008) and is based on the most common methods used in social studies. In order to provide a clear and complete view of the problems underlined in this study, a broad range of literature sources have been used. They include empirical studies, academic articles and legal national and international documents on issues such as employment, education, health and gender equality, all of which are closely connected with the division of the private and public life, with the harmonization of the professional and personal work within the household. Being that this study is the first of its kind and that the data on the division of the work between women and men in the Albanian households is missing, the use of the empirical historical and comparative method has been rather impossible to be carried out.

The primary method used for quantitative data collection is the questionnaire-based survey. Based on the written literature on this subject matter, the researchers initially prepared an appropriate questionnaire<sup>1</sup> necessary for the collection of quantitative data, using a language easy to understand for the individuals completing it. The questionnaires were coded, with closed questions (a number for each alternative). The final version of the questionnaire with closed questions (predetermined alternatives) was completed through several consultative sessions between the researchers that worked in this study. Part of this process were also the pre-final pilot tests with individuals who were employed, men and women, something that was proven useful in order to improve the final version of the questions. The questionnaire has 50 questions, some of which have sub-questions aiming to guarantee very elaborate information for such a specific issue.

The questionnaire was designed to have sections, each of which dealing with a particular type of information requested. The first part of the questionnaire aimed to collect data on gender, age, legal status, education, employment, type of employment, and family status. The collection of this information made possible to understand how representative was the sample chosen in relation to the data of the whole population. Therefore, we could make use of the comparative method in relation to other statistical findings. The second part was based on the information that the individuals would provide for their spouse/partners using the same group of questions. The third part was designed to collect information about the way daily life is organized, specifying the activities inside and outside the home, using a series of alternatives. For each of the

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<sup>1</sup> See Annex d.

activities conducted, individuals had to provide the amount of time spent completing it. The same set of questions was used to collect information about the spouse/partner of the individual that completed the questionnaire.

Besides the quantitative method, the work group of this study has implemented the qualitative method consisting in interviews with individuals that have provided insightful experiences about their professional career, are knowledgeable about the problems involved in the division of the personal and professional life for women and men, family members engaged in a professional career, and also policy-makers pertaining to such issues. These individuals have only been interviewed and have not completed the questionnaire. This has been done in order to expand the sources of data and also to guarantee parallel information, verifying the validity of the questionnaire through other methods. The interviews have been conducted in Tirana with representatives from the health, politics, education, civil society, and business sector.

The city of Tirana was chosen as the most appropriate area to conduct the questionnaire for several reasons:

- Firstly, the group came to the conclusion that the city of Tirana was the best place to conduct a qualitative survey and where we could find supporting evidence for some of the hypothesis that had sprung from literature review. This is due to the fact that the population of Tirana is not homogeneous, neither from the cultural point of view, nor from the regional demographics or economic status. Therefore, the city can be considered an excellent representative sample of the population of the country.
- Secondly, Tirana provides relatively more means of employment for women and men, in comparison to other regions of the country.
- Thirdly, the short time available and limited financial means could not allow for a nationally-distributed survey in other parts of the country.

The selection of the survey sample was completed based on population data of each of the communal units within the city, defining the number of families in each unit proportional to the total number of the inhabitants of that unit. As a working source we used socio-economic data resulting from the *Living Standards Measurement Survey 2002,-2005* for the area chosen.

**Fig. 1.**

Communal Unit	Number of Families Surveyed
1	60
2	80
3	100
4	60
5	100
6	60
7	88
8	70
9	80
10	90
11	60
Total	848

After defining the number of questionnaires to be conducted for each communal unit, the random method was used to select the families to be surveyed. Meanwhile we designed several criteria to be used for the survey within the household based on the studied/intentional method and the random method pertaining to it:

- First of all, individuals from 18 until 65 years old group would be surveyed, being the economically active part of the population;
- Secondly, only one of the households members would be surveyed, even in the cases when other families resided in the same living space;
- Thirdly, the number of spouses and/or partners surveyed would be balanced for both genders.

Our preference as far as our sample goes was the family. Therefore, after the family to be surveyed was chosen in one of the communal units, the member of the family to be interviewed would be picked based on the criteria mentioned above. The selection of the individuals to be surveyed (women and men) was primarily intended to be for employed individuals only. However, by using the random method to select the families to be surveyed, we would not be able to accomplish this for we would lose the ability to select randomly.

The questionnaires were completed from the surveyors using the “face to face” method, therefore they were provided with training as part of the methodology of the survey. This training was given the day before the survey began focusing in the clarification of each specific section and of each question of the questionnaire. Significant importance was given to the explanation of the rules pertaining to the sample chosen which must be respected during the completion of the questionnaire in order to achieve results closest to reality. The survey began at the same time

throughout the city of Tirana. It continued for a period of ten consecutive days. After the questionnaires were completed and were checked by the work group, the data entry process began and lasted for a period of approximately two weeks.

Due to the complexity of the questions and the information provided from the questionnaires, the data available was scrutinized and cleaned-up. After assessing that some of the questionnaires were observed to be problematic, they were found and checked in order to find out whether the problem lied in the data entry or in the answers of questionnaire. Afterwards the entire information provided went through a detailed analysis. A series of tables were produced, out of which a number of quantitative indicators were used to analyze the Albanian case.

In this study the comparative method has been widely used in the literature review section for several reasons. Firstly, it has been chosen primarily to present the Albanian experience of the division of the professional and personal life among men and women within the household, with that of other countries in the region and the world. Secondly, we were aiming to analyze the dynamics of the subject matter not only in a relatively short period of time (March-July 2008) but also throughout the transition period. Thirdly, we wanted to assess the actual division of the private and public life of the two genders and its perception, in relation to a series of relatively significant indicators and factors corresponding to different socio-demographic characteristics of the individuals involved. Such characteristics are gender, age group, education level, legal status, the number of children, place of residence, economic status of the household, etc. The data provided guaranteed the presentation of valuable information relating to the division of the private and public life for men and women in Albania, allowing making comparisons based on literature review, to other countries of the region.

The combination of these methods made possible the assessment of the social, economic, legal, political, historical, etc. factors that have influenced in the past and continue to influence the division of the personal and professional, the private and the public life among men and women in the Albanian households.

## **b) General Sample Characteristics**

A total of 848 people were surveyed, resulting in 395 married women and 369 married men. The questionnaire has captured a population belonging primarily to the 30 to 59 year old age group (approximately 80% of the individuals interviewed). It is important to note that the survey aimed to get information from the economically active age group (until 65 years of age). The level of education of the individuals surveyed has resulted to be at the 57 percentile for persons having a high school diploma while a considerable amount of the sample one third (1/3)

reporting to have college level education (33%). Gender differences can be observed in the levels of secondary/high school education where the greater number is dominated by women, while the higher education level the number of women and men is equal. However, in comparison to the total number in each gender category, the percentage of men holding a college degree is higher.

As noted beforehand, the survey aimed to question married individuals. According to data, it can be observed that the sample intended from the researchers is 90% of the total number of the individuals surveyed and this part of the sample became the object of the analysis in relation to the other data provided.

**Fig. 2.**

Legal status	Females	Males	Total
Single	13	17	30
(%)	3	4.2	3.6
<b>Married</b>	<b>395</b>	<b>369</b>	764
(%)	<b>88.3</b>	<b>92.5</b>	90.3
Divorced	16	4	20
(%)	3.6	1.00	2.4
Widow	15	4	19
(%)	3.4	1.00	2.3
Partners (living together)	8	5	13
	1.8	1.3	1.5
Total	447	399	846 <sup>2</sup>
	100	100	100

Based on the survey, it is observed that 93% of the individuals have children. The average number of children per couple is 2.1. It is noted that 84% of the individuals surveyed result to live in single families, with no additional extended families residing in the same living area. This indicator is linked to the fact that the survey was conducted in the urban area of the city of Tirana.

### c) Limitations of the Survey

The survey was conducted choosing the smallest unit of the city, the communal unit. Even though the number of the individuals that participated in the survey was 848, relatively considerable, and the division of questionnaires per communal unit was proportional to the population, the first limitation of this survey is related to the means of distribution in each communal unit, for it is not based on representative criteria. For example, each individual surveyed was not

<sup>2</sup> Two of the individuals have not answered the legal status question.

representative of a social category/class of the population. Therefore, in our analysis we will refer only to our sample and not the entire population of Tirana.

The second limitation is linked to the percentage of truth surveyed. It is rather known that every empirical research in itself contains a level of truth limited to a great extent on the honesty of the individuals surveyed. In our study, the questions directed at individuals did not request information for touchy or intimate issues. Even though the topic deals directly with the individual's family and the division of work within, the questionnaire is not deemed to be invasive. Due to this reasoning, we have come to the conclusion that the individuals surveyed have experienced little hesitation when providing their answers. Therefore, the standard error must be relatively small and influences very little the results of this survey. The reports provided from the surveyors have indicated that generally speaking, their communication with the individuals surveyed has been positive, especially with women, perhaps due to the close relationship they have with the subject matter.

Another limitation of this study deals with some of the questions within the questionnaire, which have not brought in the information as intended during the drafting process. Such conclusion was decided after comparing a series of questions on employment, education, etc. with the *Living Standards Measurement Survey 2002-2005*, as the most recent available data of the Institute of Statistics (INSTAT).

In regards to the questionnaire, it considered to be average of average volume and was completed based on "face to face" answers with individuals, a method which carries in itself the possibility of misuse from the surveyors. Based on the observations and the check-ups conducted, there are no indicators that show that such thing has occurred. The surveyors have aimed to be objective, precise and accurate during the survey.

Another limitation which is related to the selection of the individuals included in the sample study. Since the selection of these individuals has been done from the surveyors themselves, in few cases the randomness criteria may have been affected or other subjective methods may have been used (dealing primarily with an acquaintance of the person from the surveyors in order to complete the survey as soon as possible, etc.). However, the selection criteria have been quite clear for the surveyors. Besides, the information guaranteed from the qualitative interviews helped us verify the validity of the data provided from the questionnaire.

## 2. Literature Review

*“The family is the state at its most private; the state is society at its most public. Yet, they are connected in multiple ways.”*

(Burns, Schlozman, Verba, 1997: 1).

### a) Gender Roles and the Two-Sided Conflict “Work-Family”

Traditionally speaking, many societies have assigned to women the role of the caregiver and homemaker while men must guarantee the income. Traditions have changed, and the married woman now is also employed outside the home. However, even though in industrialized countries where the woman is supported to earn a wage outside the home, it is expected for her to spend less time outside of the family, especially when she has young children. It has been observed that traditional gender roles are not equal in all countries. Some countries like Sweden, place a greater value on gender and class equality, while the former socialist Central and Eastern European countries, due to the communist experience, have supported the participation of women in the paid labor market, but at the same time she has and is conceived to be the responsible individual that cares for the home. (Corrigan & Conrad, 2006).

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The roles of family members inside the home and what each is responsible for doing in the public sphere are based on stereotypes, which when referring to gender stereotypes it is implied that they are common beliefs regarding characteristics that are typical to women and men. Although stereotypes are not identical for all countries, studies such as the one completed from Williams & Best (1990), carried on in 25 countries from all the regions of the world, have concluded that characteristics such as emotions, cooperation, family relations, and inactivity are associated with the feminine, while rationality, autonomy, domination, and accomplishments are associated with the masculine (ibid).

However, today the structure of the family throughout the whole world is changing. They are primarily changes that are consequences of new developments in the employment sector. There are more and more couples in which both partners have a career and there are greater opportunities for women to have a professional career. With the increase of the number of women that have undergraduate and graduate degrees, such phenomena are expected to grow even more. However, the inclusion of women in the paid labor market and having a professional career has not been accompanied by renouncing their traditional roles inside the home, an example being that of the primary caretaker for children and other individuals such as elderly or individuals with limited abilities. Different studies show that

women carry the greatest workload inside the home. Authors such as Hochschild (1989) have noted that women's success in achieving equal opportunities in employment has not been followed by accomplishing equality in family life.

In addition, Gjerdingen, McGovern, Bekker, Lundberg, & Willemssen (2000), in a comparative study between Sweden, the Netherlands and the USA, have come to the same conclusions (according to Brough & Kelling, 2002). Furthermore, the structural analysis shows clearly that women being responsible for the unpaid labor inside the home, don't have the opportunity to reach their maximum, to seek and advance in having a successful career in the paid labor market. Having a career turns out to be a chore that must fit into the schedule of the primary duty, being the care for the home (Corrigall & Conrad, 2006).

The concept "*unpaid women's labor*" while it represents a long historical activity, it began to be used frequently in the women's movement of the last mid century. The work that the woman did at home, categorized in economic terms as *unpaid work*, became the primary central theoretical debate in the women's movement of Western societies during the '60s-70s (Beechey, 1987: 141; German, 1989: 72). Throughout the evolution of work and family roles, it is observed that the frequency of change is greater for women towards their second role, being paid labor, while the frequency of change is lower for men towards their second role, being active in the unpaid work within the home. Based on a study conducted in Albania for the unpaid labor within the home, it is also concluded that women still carry the greater workload of unpaid work by caring for children, elderly and other members of the household, besides the caring for the home and other responsibilities (Danaj, Plaku, Sinoimeri & Ikonomi, 2008).

The situation in Albania becomes graver due to the fact that social services provided by the state still have an enormous room for improvement, something that directly affects unpaid work. Women exclusively care for children which affects them greatly due to the lack of proper state institutions that provide this care (kindergarten and daycare) in a qualitative manner. In addition, caring for elderly remains a primary duty given to women, contributing to their workload within the home. Cleaning and caring for the home is also one of the factors that impedes women to participate in the paid labor market and a good part of them states that they would prefer a part-time position in order to devote their time to their responsibilities within the home (Danaj, Plaku, Sinoimeri & Ikonomi, 2008). In fact, when referring to state institutions, very few countries have dealt with the issue of division of housework; some of them even have gone to the point of institutionalizing the responsibilities of women in relation to the home. For example, in Eastern Germany during the socialist period, the state provided for employed women a free day in a month to care for the home (Heinen, 1990 according to Corrigall & Conrad, 2006).

Studies that focus on the relation between gender roles, work preferences and home responsibilities, especially in comparative studies between different countries, are few and far in between. In few recent studies (such as the one done from Conrad, Corrigan, Lieb, & Ritchie, 2000; or Conrad, Ritchie, Lieb, & Corrigan, 2000) it is found that preferences about characteristics of employment among men and women differ slightly, but they are in complete accordance to existing gender roles and stereotypes as well as family responsibilities. Therefore, men place a higher value on income, promotion, freedom, challenge, leadership, and power in comparison to women. On the other hand, women appreciate more flexible hours, proximity, and travel convenience to work, interpersonal relations, help towards others, and other values of this nature (Corrigan & Conrad, 2006).

Different studies show that men of the 17-28 years old age group are more focused on accomplishing their career goals, while women of the same age are more preoccupied in marriage and having a family. While men at a later age return to their family, women, primarily the ones that have grown kids, return with great zeal to their career. They often see it as the last opportunity to do something for themselves besides having a family (Bhatnagar & Rajadhyaksha, 2001).

88 The influence of culture is mentioned by many scholars as decisive when dealing with the division of work and responsibilities in the family and the support given to the partners to seek a successful professional career outside the home. In the case of Turkey, according to Aycan and Eskin (2005), culturally speaking, the family is placed in the center, be it as a source of support or conflict for the individuals that are employed. Coltrane (2000), who has completed 10 years of research on housework, noted that women in the US spend on an average two to three times more time doing house chores than men. In other countries, this ratio is similar or even greater (Baxter & Kane, 1995; Einhorn, 1993; Heinen, 1990; Kalleberg & Rosenfeld, 1990). The change in the redistribution of housework is observed only when women extend the hours of work outside the home (Bianchi, Milkie, Sayer, & Robinson, 2000). Nonetheless, studies show that men have increased their contribution within the home, but at small percentages (Braun et al., 1994; Coltrane, 2000).

Coltrane in his study concluded that work and responsibilities of women in the home increase when they get married, and when they have their first child the couple heads towards traditional gender roles (Ibid). However, the pressure to return to traditional gender roles is smaller in egalitarian societies which promote gender equality and improve the possibilities for greater income. Such thing leads towards a society in which the preservation of traditional roles of women as homemakers is sought less while aiming to achieve a professional career outside the home is pursued more (Ibid). This study, one of the first of its kind, revealed that attitude and preferences are related to the macro level with social egalitarian principles

and to the structuring at the micro level of the family situation of the individual. Said differently, the individuals adjust their attitude in relation to the structural gendered situation in which they find themselves in (Corrigall & Conrad, 2006).

However, as mentioned above, the number of families in which both spouses work and have a professional career is increasing. As a consequence, the relationship between work and family is conflicting and scholars have observed that this conflict is influential in both directions meaning that the experience at work affects the behavior of individuals at home and vice versa, the situation at home/family affects the performance of individuals at work (Aycan & Eskin, 2005). Scholars talk about the inter-area conflict which goes in two directions, work-family, and family-work. This conflict is observed in three different formats: time-based conflict, tension-based conflict, and attitude-based conflict. Time influences when one of the spheres takes up the majority of it, an example being deadlines that must be respected at work or some sort of family obligation, limiting the individual to neglect the other sphere. The second conflict rises when the individual is confronted with great pressure in one of the roles it is supposed to fulfill, influencing the way in which s/he deals with the second role. The attitude-based conflict is observed usually when a parent, usually loving and caring, changes attitude due to the experience of living in an aggressive and unfriendly environment. Such type of conflicts is present in all employed individuals.

Studies show that women express higher levels of inter-area conflict due to the greater family obligations they experience (Brough & Kelling, 2002). The conflict seems to be greater for women with smaller children than for the ones that have grown children. Several studies have come to the conclusion that the conflict is greater for married couples than for single parents. This study however differs from a series of other ones which conclude that the presence of a partner is positive for the wellbeing of an individual due to the emotional and practical support given, regardless of the fact that it is truer for men than women. However, studies on the positive effects of marriage are inconsistent in their findings (Brough & Kelling, 2002).

Social support is very important for self-esteem, mental health, and the wellbeing of the individual. Furthermore, marital support is of particular importance and it can be both emotional and instrumental. The emotional support begins with communication, understanding, emotional support, and ongoing demonstration of love, while instrumental support refers to the division of housework and responsibilities, something that reduces the workload within the family and provides more space to successfully engage in a professional career. Marital support becomes more important in less egalitarian societies, where women (even when they are working) take upon themselves with great zeal traditional roles and responsibilities sometimes going as far as declaring that the women's place is the home, supporting

her husband. Under these circumstances, marital support towards a professional career is rather meaningful (Aycan & Eskin, 2005). Based on cultural similarities, we can say that at this point, Turkey is rather similar to Albania.

Organizational support is the third kind of support needed referring to the organization and the work environment for it can facilitate the balancing process for the employees and reduce the existing conflict between work and family. Even this type of support is divided in two types: instrumental and emotional. Instrumentally the organization can offer trainings to manage work and family, social services, flexible working hours, and so on, which are part of organizational practices. On the other hand, emotional support is based on the understanding that employees with families have difficulties they encounter. Lastly, it is important to mention the support for childcare through kindergarten services or flexible hours that match those of children. These practices would reduce the level of stress in parents and ease the conflict work-home (Aycan & Eskin, 2005). Therefore, the conflict work-family causes a great deal of stress, influencing the individual to the point of not enjoying work or even resigning from it. In addition, the conflict home-work negatively influences the performance of individuals in the workplace (Boles, Howard & Donofrio, 2001).

90 The results of the abovementioned studies are not definitive. Some of them point out the gender differences in the conflict work-family and others don't. Studies show that work influences to a greater extent the family life, rather than vice versa. However, a good part of literature states that women are more affected from family obligations because it is asked of them to be several things at the same time; a parent, employee and spouse while men can be all these things consecutively and not all at once. Furthermore, women not only have to deal with these obligations, but also pay a higher price if they don't (Aycan & Eskin, 2005). The referred study concluded that marital support has a higher influence in the direction of family-work, while organizational support in the direction of work-family. Understanding that different types of support influence different directions of the conflict, leads us to think that the combination of social, marital, and organizational support would reduce the level of conflict work-family.

Regardless, today, traditional roles are being challenged even more and the woman not only works outside of the home, but builds a personal professional career which she devotes herself to just as much as men. Nonetheless, it is observed that emancipation related to employment in the public sphere is not accompanied with emancipation at the same level in the private sphere. The woman can have her own career outside of the home, but when she returns home, she is still responsible for the unpaid work. As a consequence, the families in which both partners are employed, experience signs of the two-sided conflict work-family

caused by the amount of time dedicated to one or the other and the strain and attitude to address them both. Conflict and support have an indirect relationship. The less support the individual receives from the family, partner, society, and the work environment, the greater is the conflict. Keeping in mind that the effort to build a professional career is something new only for women, they suffer more the consequences of this conflict, being strained to quit one of them, usually the career. However, studies show that some changes have started and that men have begun to undertake more house chores. This tendency is of course greater in democratic and developed countries, whose societies are built upon the principle of an egalitarian society.

## **b) Participation in the Public Sphere**

Going into the public sphere was an achievement for women in many countries of the world. In the post-World War II period, when women returned home, after their husbands returned from war, Betty Friedan in her book “The Feminine Mystique” talked about the “problem without a name”, which in few words meant the unhappiness experienced from middle class American women to be just housewives. This issue has been dealt with widely from different feminists who besides writing have lobbied to push women to be employed and become independent from their families. The need to engage in the public sphere and to have a personal life and opportunities to be professionally successful became the objectives of the women’s and feminist movement in many countries. Even though today many women work outside the home, it is observed that during the process of going into the public sphere, women perform duties which are not preferred from men or are similar with the type of work that women do in the home anyway (cooking, cleaning, nursing, teaching, etc.). Taking into account bell hook’s argument, it is worthwhile mentioning that while the individuals of the middle class of Western society were tormented from the fact they could not go outside of the home, poor women did all this kind of jobs by being paid very little and without any legal mechanism to protect them. hooks states that the problem without a name was the inability to do office work or other similar jobs, which were performed by men of the middle and upper class, and does not refer to the inability to work outside the home. Middle class white women were protesting against the feminization of the professions and the division of work into the categories: “for men” and “for women”.

Right at the beginning the movement did not intend only to give women the possibility to work because a lot of them had always worked. Instead it meant for women to engage in all kinds of work that they think and/or want to do, as well as have the opportunity to dedicate themselves to a professional career similar to their partners. Now days, you find women everywhere, however the prejudice

related to different professions such as leadership ones, continues to survive and often cases women do not receive the appropriate support from their relatives or employers who do not see women's paid work as primary in their life. Overall, women at the peak of their career or at least on the way to getting there, are women that have grown children. Just as well, powerful women are more likely than men to be widows, divorced or never married (Sapiro, 1982). The same thing can be said about their political engagement where it is observed that fewer women resist to the prejudice that "politics is not a women's job". The few ones that make it to the top of decision-making professions either have their family's support or are women with great determination which have dedicated themselves completely to politics and who have had to withdraw from family life, something that is not encountered in their men colleagues.

In fact, the right to vote and to be voted has given women the possibility to affect directly the drafting of legal frameworks and pushing for policies that takes into account women as a social group. When women are engaged in public offices, voted or nominated, they have the tendency to place on the political and public agenda issues that concern them such as domestic violence, abuse, abortion, divorce and its terms, social assistance, welfare, etc. This means that the presence of women has and continues to make their problems and issues more visible in the eyes of the decision makers and at the same time, the public (Freeman, 1993: 27). Their involvement not only places these subjects in the political programs, but based on the experience of different countries; it shows that they can turn into the pivot of a whole political campaign as it was in the case of the US in 1992. During this campaign the "family values" and the republican campaign "pro-life" faced the "pro-choice" stand of the democrats. The presentation to the public of these topics has had a positive influence in raising civil awareness and in engaging many women interested in this subject matter. The political veil surrounding this issue not only brought legislative changes, but also awareness to the community regarding this issue (ibid). Something similar happened in Albania in December of 2007 when in response to a violent outpour against women, a group of politicians and representatives from civil society organized a campaign against violence against women and another one to promote women that aim to pursue a career.

The issue at hand is that the presence of women brings out what happens in the private sphere and where the heart of family problems and the organization of family life lie. Such presence also guarantees for women to have a voice and a point of view relating to the decisions made for them. Even though the presence of women in decision making does not guarantee that they will have a feminist and liberating approach for women, it can mean that it could have an alleviating impact for them. Paid maternity leave, offering children services in companies and the possibility to be employed part-time are some of the elements which, even though

have not liberated women from unpaid housework, sharing them in a fair and agreeable way with their partner or other adult members of the household, have made possible for women to suffer less the “double workload”.

Women in the public sphere, generally speaking, and in politics in particular are engaged primarily in the health and education sectors, which have been labeled almost throughout the whole world as a “feminine” domain for they deal with the wellbeing of the family and children, therefore, automatically of women. The “masculine” domain on the other hand, deals with the economy, agriculture, employment, and other financial matters. The difference becomes rather clear when the definitions of areas of influence are transformed into everyday talk of “unimportant” and “important”, politically speaking. Sometimes, even from some women politicians is expected to worry about issues in which they are more “expert”, including reproductive rights, domestic violence, education, and health (Schwindt-Bayer, 2006: 571-573).

### **c) Access in the health and education sectors**

At the beginning of the 21<sup>st</sup> century, throughout the whole world, women are present everywhere professionally and politically. However, there is a clear division of the sectors in which women dominate in comparison to others, especially in education and health sectors. The interesting thing in our country is that even though health and education are supposed to be “feminine” sectors (where many women are employed, at the lower or entry levels), the policy-making and decisions are not made from them, and as a consequence, the access that women have in these sectors is lower in comparison to men. The different sort of problems encountered in these two sectors does not only influence the wellbeing of women, but also that of the family and society as a whole.

#### *i) Health*

By analyzing the gender relationship in the health context, it is observed that women and men are exposed differently to health issues. This is due not only to the specific characteristics of diseases, which is different for each gender, but is closely connected to the social and economic sphere that influence in different ways the wellbeing of women and men, girls and boys. Gender inequalities associated to such context sometime disfavor women and sometimes men. In many studies conducted in different countries, it has been noted that women have less time and opportunities to go to the doctor in comparison to men. This is due to their workload in the home and caring for other members of the family. Men’s role as primary bread earners in the family places a lot of pressure on them, admitting of being sick, due to the considerable economic and social consequences of the family. On the other hand, these inequalities are

combined with other variables of social stratification such as class, ethnicity, or geographical location. Bearing this in mind, we can say that there is a considerable difference on how women and men of different social groups are influenced by matters related to health care (Gjermeni, Meko & Danaj, 2006: 8).

The public health care service in our country is administered by the state and it is observed that during the transition period, no considerable reforms have been undertaken in order to improve these services. Problems vary, starting from the poor infrastructure of hospitals and clinics, especially in the rural areas, their unequal geographical distribution and lack of medical equipment, qualified doctors and specialists for periodic check-ups, the widespread corruption in different levels of the health care sectors and the high cost of the services provided in comparison to the average wage of citizens. The poor quality of these services affects directly the general population and especially women and girls who have to compensate for the lack of care. In addition to caring for another person in the family, women and girls have access to poor general health care and counseling services.

94 Since a good part of these services are administered from the state, the system of tax collection for health insurance is valid only when the individual is employed with a contract and the contributions are sent electronically from the banks to the direct account. In these cases, even though the individual contributes regularly in the system, the benefits associated with health care are often cases ridiculous in comparison to the amount contributed. Besides, no one takes into account the sums of money spent on different tests, hospitalizing, and the considerate amount for bribery in order to benefit from a services which in other countries of the world (where health care is administered by the state), is many times better and accessible (Harding, 2005). Nonetheless, although the majority of the health care services are provided by the state, during the transition period in Albania, many private hospitals and clinics have opened. They provide better services than the state clinics and hospitals, however, they are more costly and don't provide the option to contribute regularly in a health insurance plan available at the national level.

At this point, we have to stop at the attention given from the institutions of healthcare to women and girls, focusing primarily on special services requested from them. We mentioned above that those individuals who contribute to the system, benefit very little from it due to the above-mentioned reasons. But it is important to note that a good part of the Albanian economy (Labor Market Survey, 2006) and as a consequence, the workforce, is informal and obviously does not contribute, therefore, does not benefit from these services. Due to the economic restructuring experienced during the transition period, many women became unemployed or work in the informal economy, and as a consequence do not benefit from state health services. This occurrence negatively influences their access to

public health services and addressing their specific needs for low wages and lack of employment make it rather difficult, especially for single mothers, to cover the health care costs in the private hospitals and clinics (A Profile of Poverty and Living Standards in Albania, 2004: 18). The lack of a qualitative and easily accessible health care sector is an essential problem of policy-making even in developing countries not only due to the specific services needed from women, but also due to the fact that women, on an average, live longer than men, hence needing more health care services during the life cycle (States News Service, 2008).

This phenomenon is not observed only in Albania, but also in other countries of the world. In United States, poor women whose health insurance does not cover a good part of the services provided in hospitals and clinics. Such conclusion is valid not only when referring to medical treatment and cures, but also in cases dealing with regular check-ups that must be done to prevent diseases that concern women such as breast, ovarian, and uterus cancer, different biological disorders due to age, etc. When there is a lack of a health insurance plan or when the plan does not cover the needed services, women postpone these check-ups or treatments which are not considered as primary for they cannot afford them. This situation leads to the worsening of women's health (Galambos, 2006). Based on a research study with focus groups, the lack of information and limited access to social and health services is one of the primary reasons which contributes to the burden of women in regards to unpaid care and housework (Danaj et al, 2008: 16).

In the Albanian case, older women not only are discriminated against in the job market, due to their age, and make up one of the poorest segments of the population, but don't have the possibility to receive adequate health care. Due to the data provided by the Albanian Institute of Statistics, young people continue to be the poorest age group of the population. Immediately the attention goes towards young women, who need health services related to issues of reproduction. Furthermore, there is a wide gap observed in the quality of the health care services provided in urban and rural areas, noticeable in the frequency of consultative visits of women in the rural area in comparison to women in the urban areas, the latest being 5 times more (A Profile of Poverty and Living Standards in Albania, 2004: 14-18). The development of a qualitative health care system would mean more opportunities for women and girls to care appropriately for children, providing more time to have a professional life outside the home.<sup>3</sup>

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<sup>3</sup> The need for appropriate child and healthcare services is more noticeable in developing countries in the rural areas, due to the fact that the majority of women are employed and don't have extended families to care for their children as is usually done in the rural areas (Arab, June 8th 2008).

The most concerning issue is that of awareness. Even in cases when preventative and diagnostic services are provided, be it in the private or state clinics (in the major cities), there is a lack of awareness related to medical needs which negatively influences women's health. According to the doctor that was interviewed, only 3-4% of patients that seek health services, do so through periodical check-ups to prevent any problems. The other part of the patients comes knocking in the doors of hospitals and clinics only in the case when the health problem becomes visible. This is rather concerning and a huge problem especially in the case of sexually transmitted diseases and cancer of the uterus. Such problems are a consequence of the small amount of information related to sexual intercourse, and of the preventative methods that can be taken beforehand to reduce any upcoming issues. According to the doctor interviewed, one in every two girls or women that come to seek treatment in the clinic where she is employed is diagnosed with a sexually transmitted disease.

### *ii) Education*

96 Through the socialization process, children grow up in families learning that girls and women are more capable to do work within the family and that men and boys, outside of it. Such values are imposed on children thinking that through them, they will be more successful in life later on (Burns, Schlozman, Verba, 1997: 1). If the family environment does not teach them this lesson, the education system will teach girls and boys the roles that they must fulfill. Gender stereotypes are reinforced through the behavior of educators, teachers, and professors, but also through textbooks which reflect the traditional division of work through images such as "the dad is a mechanics and wears overalls" and "the mom wears an apron". The gendered responsibilities often confront the everyday attitude of many women and girls in Albania, who have chosen to graduate from college and have a personal career.

In fact, the educational level of women and girls in Albania is one of the best indicators of an individual's success as a member of society. Based on conclusions of the Albanian Institute of Statistics, girls are more successful than boys in all levels of education. Such thing is observed not only in Albania, but also in many developed countries where girls make up a higher percentage than boys (Off Our Backs, 2003). As noted in previous years, the latest available statistics (2006) show that girl students are higher in number than boys. In the higher education system, 58.4% of all students are women and they compose the majority of students in the field of education (85%), health (71.3%) and the social sciences and arts (69.5%), majors that guarantee employment in the public sector and very little in the private one. At the same time, such professions provide low wages especially in the public sector. On the other hand, college majors such as engineering,

agriculture and veterinary are overpopulated by boys, respectively at 71.5% and 76.3% (Females and Males, 2006: 5). Similar indicators are observed in high schools where the majority of graduates are girls, approximately 54% of the total.

At the first look, the data seems promising, but we have to place our attention in students that register but never complete basic mandatory education. In this segment of the population we note that students who complete basic mandatory education are boys more than girls, respectively at 51.3% and 48.7%. One of the many reasons remains the small participation in schooling of girls that live in rural areas due to the housework, poor infrastructure, and the mentality which impedes families to invest in women's education.

In addition, statistics show that over 54% of all unemployed individuals have completed basic mandatory education while unemployed individuals with higher education are only 2.2%, indicating the importance of education in the individual's well-being. Furthermore, the division of work within the family is more fair in families where better educated women have bargaining power based on the resources they provide for their families (Burns, Schlozman, Verba, 1997: 7). In fact, in our survey, the individuals surveyed had overall, a similar level of education with their partner (undergraduate and graduate), an indicator that shows why during the survey, men were engaged with housework more then observed in society in general.

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In conclusion, we can say that education is an important factor contributing to the emancipation and self-esteem of women in a society and it must be considered as one of the fundamental cornerstones of women's status. So then, how it can be explained that many women and girls perform better in all levels of education, yet, they continue to be discriminated against in their participation in public life, especially through employment?

#### **d) Employment**

The private and the public are considered to be two opposite and due to the socialization process we have learned to view them as "feminine" and "masculine". The understanding is that since they are separate, they cannot be united or harmonized. This is the primary reason why women are missing so much in the public sphere, especially in politics (Sapiro, 1982: 265-267). A good mother doesn't have time to deal with politics and a good politician cannot be a good mother. The division of work within the family when we have a working couple is more difficult, for besides the time and energy spent at work, women in the US continue to maintain the same load of housework as they did at the beginning of the 20<sup>th</sup> century (ibid). Generally speaking, couples who possess the financial possibilities

to hire a third person to assist with housework and childcare can avoid such conflict rising in order to divide work in a fair manner.

The division of roles within the family has to do not only with distinguished gender roles within, at a time when family structure and resources available (time and money) have changed a great deal for each member. Having money or time is linked directly to decision-making and the control exercised towards these resources and other members of the family who don't dispose of them (Burns, Schlozman, Verba, 1997: 1). Therefore, when the economic power of men is greater than of women (even when they are employed), their investment (in economic income) is valid also outside the home and the family, and is even more transferable (in another relationship or marriage) in relation to the investment made from women in their family and children. In this way, within the family we can see dependent relationships and why the separation of work is done in a particular matter. Overall, in the US women participate at a lower percentage in the labor market in comparison to men and housework is primarily performed by women. Besides, women are paid less than men, work more part-time, and in jobs with little advancement opportunities, less responsibilities, and less job security (Breen & Cooke, 2004: 4-5).

98 Employment is an area which cannot be analyzed only based on employment laws and strategies, isolated from other areas. Employment is highly influenced from a series of factors where we can mention childcare, flexible schedule, as well as leave and especially maternity leave (Johnson & Provan, 1995). This is due to the fact that such issues are indicators of family needs and must be analyzed closely. In other words, employment practices are linked directly to the participation of women in the labor market. Although liberal economists would consider maternity leave, legal provisions for pregnant women and breast-feeding mothers as an economic burden, they are the primary motivating factors for employment flexibility and economic security provides the opportunities for many women to seek a professional career and not only dedicate themselves only to the family.

As a consequence, when comparing European countries with the US where all healthcare services are privatized, it is noticeable that the European experience has higher indicators of human capital, therefore, greater social benefits. In fact, in the majority of European countries paid maternity leave is guaranteed (in some cases even for men, such as Sweden, Austria, etc.), during the first year of the child in addition to the security to return back to same position. In addition, childcare (kindergarten and daycare) is cheaper in order to allow to the parent(s) the possibility to continue a career outside of the home (Meyers, Gornick, 2004). Policies of different European countries such as Italy, Belgium, and France focus

more on caring for the child during his/her first years of life before starting schooling, while Nordic countries integrate daycare and kindergarten with education (ibid). Such long-term investment guarantees a superior quality of human capital giving priorities to equal opportunities and reducing social inequalities and unwanted employment.

Three of the most sensible issues for employed women are:

- *Childcare*, consisting in a series of services such as information and referral of these services in addition to financial support. Guaranteeing such services improves women's performance at work for they spend a lot of time not only caring for their children, but also looking for appropriate services to do so in the community. When this type of service is available, the time (hours, days) taken from work to care for children is reduced, as well as the level of stress. Furthermore, the employer has a wider pool of available people to choose from when seeking new candidates.
- *Flexible schedule*, which provides to individuals (especially mothers with small children) the opportunity to coordinate their roles at home and work. Creating this system requires little time and costs from employers and also provides a greater number of candidates.
- *Regular and Maternity Leave*, generally consisting in the care involved for other members of the family (including children) and at the same time guarantees the opportunity to continue the previously started career. Such policies usually are drafted at the national level and must be followed from all employers.

In response to these issues, different European countries have special policies which highly influence the behavior of women and mothers in the labor market. For example, let's focus about Austria and Germany, both considered welfare countries. There are three primary indicators influencing the behavior of young mothers. The first one is individual or couple-based taxation, influencing the income available for the couple or the individual something that motivates women differently as second earners. For example, in Germany the existing system of taxation guarantees to married couples (at a specific tax bracket) equal taxation, while in Austria taxation is assessed depending on the income of each person.

The two other indicators deal with maternity leave and its duration as well as the social and financial assistance given to newborns and single mothers. These factors ease the burden of young mothers who are motivated to return to the labor market at the time when their children have the opportunity to register in daycare

and kindergartens with the assistance of the state (Dearing et al, 2007: 2-3). Regardless of these accomplishments, studies of the last century have shown that in the European countries, women continue to dedicate more time to unpaid housework than men (Kertzer and Barbagli 2003 : 23).

The Western experience in comparison to the Albanian one has its similarities and differences. In our country the potential workforce averages 1.917.000 individuals, considering to it to be 60.1% of the entire population. Out of it, the economically active population is 1.084.000 individuals (employed and unemployed seeking employment) or 56.5% of the total workforce. In the economically active population, approximately 39.5% is composed of women and girls, out of which only 56.9% of them are entrepreneurs. This means that for every 100 women in the country, 54 of them are not active in the labor market, even though they are part of the workforce (Females and Males, 2006: 6).

In the analysis conducted from the Albanian Institute of Statistics for the 1996-2006 decade, there exist great differences in women and men employment. In 2006, the level of employment for men was 58.8% in comparison to that of women at only 38.2%. Furthermore, it must be mentioned that the majority of women economically active are employed in the state sector composing 43.3% of all employees in these sectors although usually at the lower levels of decision-making (57%) where wages are lowest (on an average: 28.882 lekë per month in 2006). In the group of lawmakers, high level officials and directors, women make up only 24.6% of all employees. Data improves a little in the local administration, in ministries, and other state institutions.

Unemployment is higher for women at 16.8% in comparison to men at 11.8% (The Labor Market, 2006: 5). As a consequence, the number of women seeking employment is greater for women and this is particularly true in the younger age groups. It must be noted that long-term unemployment takes up 91% of all unemployment. However, the unemployment level has decreased in 2007 at 13, 2% in comparison to 13, 9% in 2006, according to official statistics. The sectors that experienced a higher number of employment in 2007 were industry, transportation, communication, commerce, and tourism (The Council of Ministers of Albania, 2008: 12).

Today's situation of the labor market shows that women's employment rates fall due to (i) the closure of many previous industrial activities before the 90s where women were the majority of employees; (ii) the development of economic activities oriented towards male employment such as construction and commerce; (iii) the rural-urban movement which does not provide rural women with many opportunities to enter the urban labor market due to the low level of education,

technological knowledge, etc. Wages for women are 35% lower than for men, keeping in mind age, education, and other personal characteristics (Employment Sector Strategy 2007-2013).

It seems that these concerns can find answers in the strategies drafted from the Albanian government. When referring to the employment sector, in the strategic and political outline of priorities of the National Strategy for Development and Integration 2007-2013, there are objectives such as:

- a) *Increasing women's representation in decision-making processes* through changes in the election law as well as raise awareness in the Albanian society for the active participation of women in political and executive structures;
- b) *Economic empowerment of women* by increasing women's entrepreneurs, by offering more opportunities to have property, capital and loans, especially for rural women in addition to having special programs that increase women's employment.

In the employment sector we can mention several directives of the European Union, directly linked to the elimination of discrimination and in providing equal pay for equal work between women and men. One of the latest ones was approved in 2006, *For the Improvement of Gender Equality*, which reorganizes some of the EU previous directives dealing with equal treatment of women and men in the employment sector. Previous directives on employment are those of year 2002 on the implementation of the equal treatment of men and women in accessing opportunities for employment, training and promotion, and working conditions.

A good part of the strategies related to employment deal directly with the empowerment of women, reducing poverty and improving their bargaining power in their families. In order for such thing to happen, the laws that guarantee women's rights in the workplace must be implemented. Furthermore, when speaking of employment, we must note that there is no strategy from the government aiming to address the informal sector or the private unregistered businesses, the majority of which are made up of women. It is necessary to take into account such issues in order to draft a law or strategy that addresses the needs for social and health services of these women (Arab, June 8th, 2008). In the case of Albania, it is worthwhile mentioning that the lack of employment and low wages directly influence the contributions to the healthcare plan, and automatically in the health of individuals, as explained in the previous chapter. Furthermore, as long as no attention is given to women by studying their specific situation, collecting data and consulting their representatives, the strategies drafted cannot be expected to be efficient and positively influence the economic status of women (Xhabija, 2008).

In conclusion, education and employment policies are closely related to one-another. They are limited by a patriarchal mentality which considers women as secondary and as a consequence neglects policies that influence their lifespan. Regardless of the difficulties to become educated the majority of women that continue schooling is comparable and in the case of Albania, higher than men. However, this tendency changes when focusing on accomplishments after schooling. Generally speaking women graduate in areas which do not provide employment or can be employed at the lower levels and little pay. Therefore, their employment is considered to be secondary, be it institutionally (as in some European countries), or within the family, by continuing to let women stay economically dependant from the men in their families. The situation is difficult even for those women who have started their own business in Albania. Development strategies aim to change this interdependence relationship by offering more opportunities and independence for women, but such efforts are still young in Albania and we cannot say much about their impact and results.

### 3. The Legal Framework and the Albanian Mechanism on Gender Equality

#### a) Legislation

In Albania, women's unpaid work has received very little attention from our policy and law makers. The efforts to bring it to the attention of the public eye have started in the last few years primarily from researchers and actors of the civil society. Meanwhile, the Albanian legislation, during the transformation period of 1990-1991, began to change rapidly aiming to become similar to the European one. Although the legislation on gender equality began to be drafted later on, primarily on this last decade, our legislation in its entirety, does not discriminate based on gender. The principles of equality between men and women are part of the Albanian legal system in all of the bills of the constitution and national acts.

The constitution of the Republic of Albania (1998), guarantees the protection of the rights and freedom of the individual and the prevention of discrimination stated in the 3<sup>rd</sup>, 15<sup>th</sup> through the 58<sup>th</sup> and the 18<sup>th</sup> Act against discrimination. Based on it, a series of laws such as the Labor Code, Family Code, Penal Code and others, guarantee the equality of women to men in employment, social protections, education, health, public services, family rights and obligations, parental obligations, etc. Hence, the Labor Code (1995, amended by law # 9125 in 2003) provides for equal rights for both genders in relation to employment, choice of profession, equal pay for equal work (Act # 115), compensation, protection and security in the workplace, and paid vacation. At the same time, Act # 9 of the Labor Code forbids all forms of discrimination in hiring and employer practices while the Penal Code (1995) guarantees the equality of men and women and provides for sanctions in cases when there are inequalities between citizens are observed (Act # 253). Even the Family Code (2003) guarantees equality in marriage (Act # 1), when the partners live together (Act # 163), and in family relations, including the free will of a person to choose his/her profession, as well as equal ownership rights.

Even though the Labor Code provides for special protection measurements for women, young mother, pregnant women (Act # 55, 98, 104, 105/a 108 etc.), in 2004 the parliament passed the Law on Gender Equality which dealt directly with the equality of women and men in employment, education, decision-making, etc. The lack of implementation of this law pushed the government to present in January of 2008, an improved version of the law which was passed in July of 2008. Although there weren't many changes from the draft presented in 2004, the latest document provides for the creation of a full state structure on gender equality and the responsibilities and respective competencies are defined for each institution. During the '90s, Albania approved a series of important conventions of the United

Nations relating to human rights and other European conventions and protocols linked to human rights. Here we can mention the Convention for the Elimination of All Forms of Discrimination against Women and its additional protocol, along with other UN or EC conventions which oblige the Albanian government to fulfill the required standards on gender equality. Lastly, Albania has also signed the Stabilization and Association Agreement, which also includes specific acts on social cohesion and equal opportunities (Act # 77 e 79).

Although there have been many accomplishments in the legal area, the implementation of the legislation in addition to the completion and its further update and development still remain a challenge for the Albanian government. In the Albanian legislation are evidenced several shortcomings relating to the definitions of discrimination, especially in the concept of direct and indirect discrimination (Bushati, 2007: 22). This legislation up to now does not include any acts on unpaid work performed by women for the care of the house and members of the family.

## **b) Strategies and Plans of Action**

The Albanian government has been engaged in a series of strategic plans which aim to achieve gender equality and guarantee equal opportunities for men and women in the private and public sphere, with the intention to prevent negative phenomena such as domestic violence. The most important strategic documents are:

- The National Strategy for Development and Integration (2007-2013)
- The National Strategy for Gender Equality and Domestic Violence (2007-2010)
- Sector-based Strategy on Employment (2007-2013)
- Strategy for Social Inclusion (2007-2013)
- Strategy for Social Protection (2007-2013)

Even though the existence of these strategies is an important step that guarantees gender equality in Albania, their implementation is based not only on institutions will, but also by placing them in the priority list for the Albanian government, something that will be lacking as long as these efforts are not accompanied by necessary budgets and mechanisms. At this point in time, UNIFEM is working on some of the above-mentioned strategies (social services and protection) in order to link them together and to draft a gender sensitive budget in order to provide fair coverage of these services. Besides, the same organization is working to draft a gender sensitive budget which will be tested before 2010 and which will be the starting point for the Ministry of Labor, Social Affairs and Equal Opportunities to draft its gender sensitive budget (Arab, June 8<sup>th</sup> 2008).

## 4. The Albanian Case: The Private and the Public (Research Findings)

### a) Working Definitions

In this study, the concept of the *private* and *public* life and of *work* has been used to understand the relationship between partners and the division of responsibilities among them. For this reason, it is necessary to define the concepts used. In our country, as well as throughout the world, the private sphere is exclusively linked to the personal life of the individual within the family and close relationships created within. A general and common definition is the notion that the private sphere is closely related to the home and therefore, to the woman as the responsible and appropriate person to perform the duties within. In our study the personal and private is used not in its entirety, but is linked to the social reproductive activity of women and men. The social reproductive role, in a more simplified way refers to those everyday activities that are called housework, caring for oneself and for other members of the family.

While the public sphere refers to the engagement of the individual outside the home/family, implying work, participation in the community, decision-making, politics, etc. Therefore, work performed in order to receive payment is included in these activities performed in the public sphere. However, in the general sense, the public sphere is considered to be the world outside the home and historically has been associated with men, a concept now days challenged in many countries of the world, including ours due to the massive participation of women in paid work, especially starting at the beginning of the last century and on.

When referring to the paid work outside the home, an important place in the public sphere is filled by the professional career, implying the advancement in profession from the beginning level to decision-making, accompanied by prestige and high pay. This term has been used in Albania only recently, primarily at the beginning of the new century equally for women and men. For the purpose of this study, our questionnaire considered as employed, all those individuals that during the questionnaire worked as self-employed, employers, or paid-employment from a private or public entity.

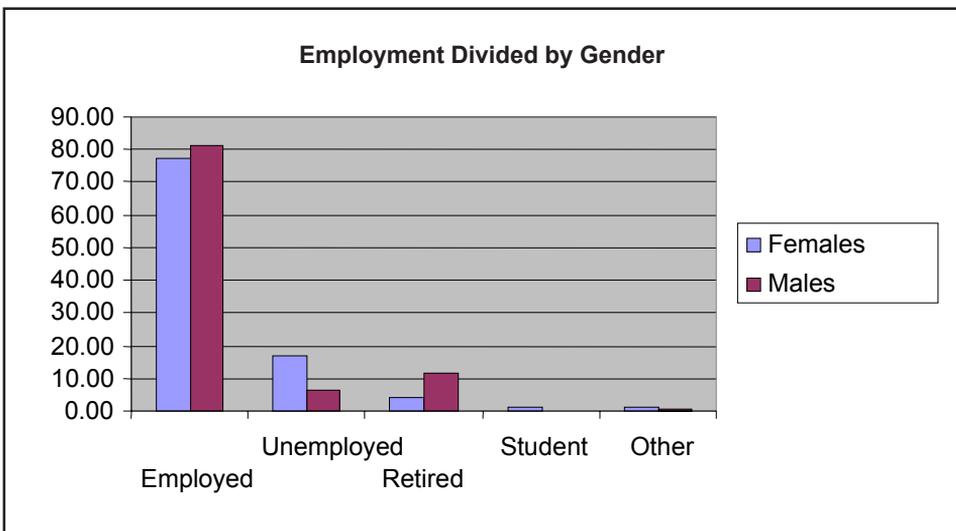
### b) Gender Roles and the Perception of Work for Women and Men – who does what in the Albanian families.

The Albanian culture, just like every other in the world distributes duties, responsibilities, and privileges for its members. An important variable in

understanding the division of work is gender. Based on it, the individual receives an exact role. In every stage of social development, gender roles have changed depending on a series of economic, political, demographic, social and technological development, psychological, as well as cultural. Our study aims to discover how these roles have been divided in our culture and how they are perceived from men and women. Is there room for improvement and is it reasonable to expect it? These roles are primarily related to employment, guaranteeing material goods, professional career from one hand, and the division of work within the family. For this reason, the selection process of the individuals surveyed aimed to observe as many as possible employed spouses.

Based on the data, approximately 90% of married individuals, precisely 764<sup>4</sup> women and men were surveyed directly on a series of issues, and we guaranteed additional information for their spouses as well. From this sample, 84% of the individuals surveyed live in single families and an average number of children of 2.1. Therefore, the nuclear family is dominant in this study, in which both parents have one or two children. There are 570 such families, from the sample of 774 families reporting to have children. 143 families have three children and only 8.5% of them have more than three. Such data matches the tendency of family size decline discovered from the national census in 2001. According to INSTAT "...the family composed of four individuals is the most typical one, a married couple with two children" (INSTAT, 2001: 56).

**Fig.3**



<sup>4</sup> Besides married couples, the sample contained divorced and widow individuals.

As it can be observed in the graph above, the employment level is approximately 79% for both genders. Out of 447 women and girls surveyed 77% of them are employed, while out of 398 men and boys surveyed, 81% are employed. This high level of employment does not represent the high percentage of employment or its proximity for both genders in Tirana or at the national level, for reasons explained above. However, based on the *Workforce Survey* of INSTAT in 2007, the level of employment at the national level is 56.4%. This percentage, divided by sex reflects a great gender division in employment at the national level. The level of employment is higher for males at 64% in comparison to females at 49%. This indicator is higher for males at all age groups (INSTAT, *Workforce Survey*, 2007). Furthermore, in our sample, the percentage of employed males is higher than that of females, even though only at 5%. Furthermore, it is rather clear the difference between the percentages deriving from our study from those of INSTAT. This is explained with the fact that the sample of the study aimed to select families in which both spouses were employed.

As mentioned above, the unemployment level for the period of June 2007 was 13.5%. The unemployment level is higher for younger age groups until 30 years old. This indicator is higher for males of the younger age groups until 29 years old in comparison to females, while for the 35-49 years old age group is higher for females.

Based on an interview with a worker of the National Employment Office (NEO), one of the reasons for the lack of jobs is the small demand in the public sector; the nepotistic practices during the employment process, and due to the fact that the Employment Offices are used more from individuals with no qualifications, while the private sector still operates based on personal relationships which do not take into account policies and non-discriminating etiquette. In order to fill the gaps, the NEO offers courses of professional training. Although they are offered for all, gender based distinctions can be noted. At this point, we cannot offer statistical data for the above-mentioned office does not have specific data on the completion of the courses, but just on the registration of women and men. However, the National Employment Service is engaged in improving the status of females seeking employment. Efforts have been undertaken to avoid discrimination (Anonymous, June 2008).

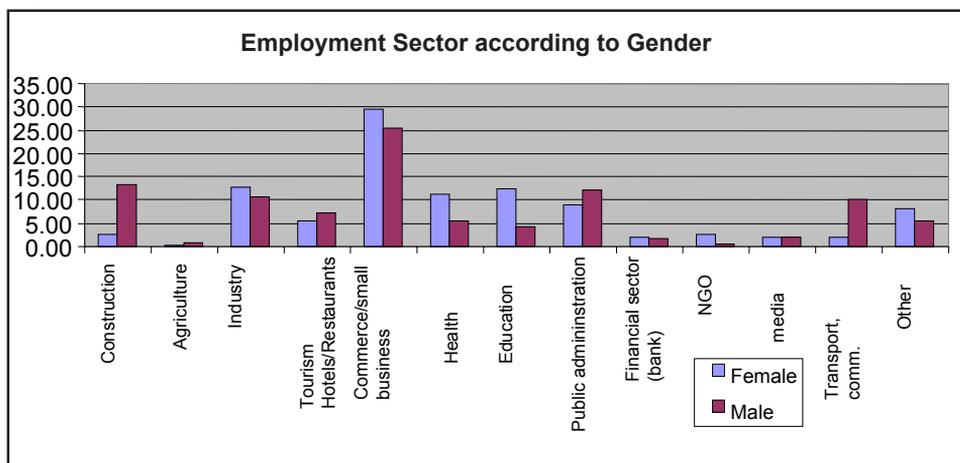
Within the sample of the survey, the number of unemployed women and girls is three times higher than for unemployed men and boys, the first one composing 17% of the total number of women registered. This data allowed us to widen the comparative analysis looking for other specific indicators between two groups of women, employed and unemployed.

Gendered differences are noted in the number of unemployment looking for work. There are about 90% of men seeking to be employed, and 62% women. The

factors of unemployment are not the direct objectives of this research, however, since there are more women seeking employment, we can make the observation that the traditional historical model of the employed male –head of household and the stay-at-home wife are reappearing, discouraging them to work. They are also linked to the educational and economic level as well as preferences. These reasons appear in other comparative studies as well, such as the one conducted by Catherine Hakim, who noted some years ago in Western Europe, on a survey performed in five of the most developed countries that “actually, gender differences in employment practices are a consequence of gender discrimination and personal choice” (Hakim, 1996:7).

When referring to the type of employment, the major part of the individuals surveyed belongs to the private sector at 75.2%, noting only a small difference among men and women. In the public sector work only approximately 25% of the individuals surveyed. Here women have a slight advantage in comparison to men. With the alternatives of the private sector, we can observe more gender-based differences. A considerable part of employees in the private sector, 47.6% are self-employed, where men make up 53.6%, and women 42%. While there are only very few women employers, they make up the majority of women who are employed without pay in the family business, at 10% while only 2% men. 43.5% of all employed individuals work in different companies, where women are observed at greater numbers than men, 118 women and 91 men.

**Fig.4.**



Meanwhile, according to the latest data from INSTAT from the *Workforce Survey of 2007*, the structure of employment for individuals of 15-64 years old shows that employment in the state sector accounts for only 15% of all employment. Women who are employed have a greater participation rate in the private agricultural

sector while men are more active in the private non-agricultural sector. Here women are accounted for about one fourth (1/4) of individuals employed.

Based from our survey, we found out that differently from high percentage of informality seen at the national level <sup>5</sup>, 80% of individuals employed are registered and insured. Another observation made deals with the lack of difference for both genders relating to health and social insurance plans. However, reluctantly admitting this data, we can say that there are cases, as noted in interviews, which show that employers in the private sectors who don't insure a part of their employees, especially women and girls, however, they tell their employees the exact opposite. If employees request information on this issue, sometimes it can be rather costly for they may lose their jobs. This behavior often impedes them from demanding their rights. As told from a 50 year old woman working as a salesperson: "I have my doubts about being insured although the owner of the store tells me that she does pay the contributions. I am afraid to ask because I may be fired. . . . It happened to an acquaintance of mine. At the very least, I want to get my wage." (L.S.H. May 2008).

Meanwhile to the questions where individuals are double employed, has been answered by few people. At the same time, a small number of women and two times less men declare that they work part-time. This data shows that such alternatives of employment are still not common and they may not have a significant impact in the restructuring of gender roles within the family.

Our research results in the same distribution of types of employment similar to the national level indicators. However, since the survey has been conducted only in the urban area of Tirana, the agricultural sector is not reflected in our data. The sectors that provide more employment are commerce/small business, industry, public administration, and construction. Gender-based differences are evident in the small business commerce sector where women result to be employed at the 30% level. This number shows that this sector of employment is more populated from women, but also the most preferred by being employed in a store close to home. This option allows them to earn income, but also the convenience to be near the home in order to perform the housework and caring for children. Other sectors where women are most employed are listed starting from the highest percentage: industry (mainly shoemaking, clothing, or food), education, health, and the public administration. For men, following the same line of logic, the listing is as follows: construction, public administration, industry, transport and communications. In other sectors, a more balanced distribution is noted, excluding the civil society where more women are employed.

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<sup>5</sup> According to the 2006 report of the World Bank, 75% of individuals employed in Albania work in the informal market.

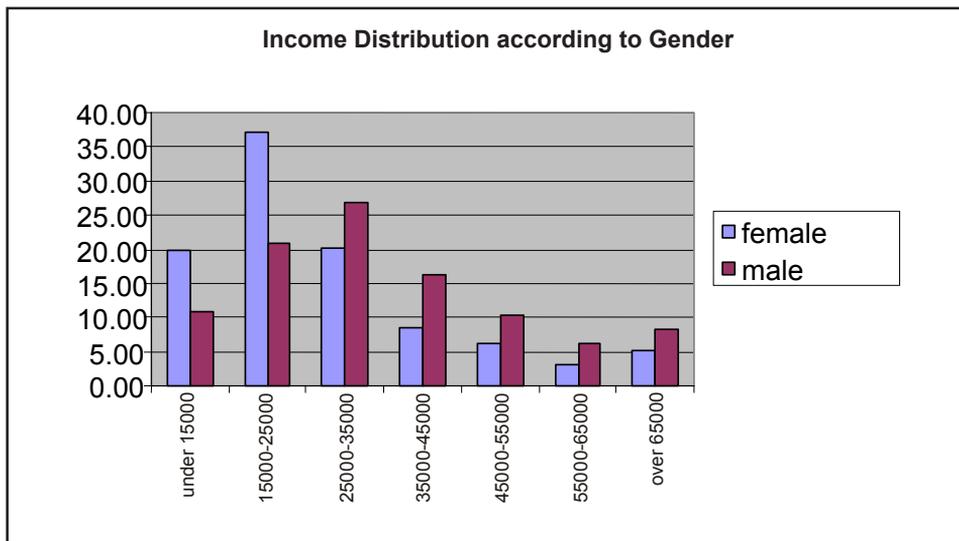
Based on the survey, but also other studies in post 1990 Albania, there are more women self-employed. Starting from 1992, some of them created the Association of Professional Women. Based on the data of the association, we learned that their membership during the last years has been between 80-100 individuals, while approximately 1000 women engaged in private businesses have benefited from their services and trainings. The number of beneficiaries is about 3000 who have received certificates and 10000 registered beneficiaries for the 16 years that the organization has been active. The most common professions are accountants/bookkeepers, teachers, engineers (especially construction engineers), chemists, and handcrafts. However, out of the 68.000 small businesses, 20% result to have women owners (SHGPA, 2008). This data is encouraging for it shows not only women's participation outside the home, but also their entrepreneurial attitude.

However, the situation is not as positive as it may seem. Women in business face similar problems as other women. They often complain about the lack of support from their families and ongoing pressure about ethics. In many cases, women are happy from the simple fact that "men allow them" to do business. In fact, the behavior of men and other members of the family is rather hypocritical: they are pleased and give themselves credit when the business initiative or the woman is successful, while criticize the woman for being a loser when it isn't. Among the reasons listed from the president of the association, men don't support women because they don't want to, they do not understand that a woman doing business can be ethical and that by doing business is considered as a barrier from performing the other responsibilities women have (Xhabija, 2008). This means that a woman doing business, must either neglect housework, or ask for assistance from elderly parents or relatives, or as in the case of a construction company administrator, hire someone else to do the housework or care for children.

Besides the family, women in business are often confronted with a judgmental mentality. During the interview, Xhabija talked about the difficulties women face to get loans. According to her, the documentation submitted from a woman is scrutinized closely and often they are refused due to lack of credibility (often unreasonable), while for men is enough to have a coffee with the loan analysts (2008). Other concerns come up with the fact that women are invisible and treated as such, without any consideration from people doing business. Even when they are visible, their treatment is different although they are equal to men by law (Xhabija, 2008). This opinion was observed also by the construction company manager who during the interview stated that the presence of her husband in the business as a partner, had made her life a lot easier, and she got a lot of goals accomplished. What was understood was that besides her husband's leadership abilities, working with him had simplified her work in the harsh Albanian business environment.

The type of employment directly affects wages. As it can be seen in the graph below showing the income levels reported from the individuals surveyed who were married, about 65% of them are in between the segment of 15.000 to 45.000 lekë. Gender differences are huge. It can be clearly seen from the first and second columns where income is lower; women are twice as much as men. In the 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, and 7<sup>th</sup> segments where the income increases, men make up twice as much as women do.

**Fig.5.**



The objective of this survey was not to discover whether the principle of equal pay for equal work is applied, however, since our survey targeted the individual within the household, male or female spouses, we can say that this data shows that we encounter the phenomena of feminization of poverty. 56% of women receive less than 15.000 to 25000 lekë, while 60% of men receive income in the 25.000 to 65.000 lekë bracket.

Meanwhile time spent on average for paid work has a relatively small difference, 8.4 hours for women in comparison to 9 hours for men. This difference can also be a consequence from the three times greater number of women who work in education and the twice greater number of women who work part-time in relation to men. What can be said for certain is that within the limitations of our survey, this income gap implies economic dependency. The higher wages are linked to leadership positions, which in our country continue to be in absolute majority, a domain of men. The woman in the Albanian family is “second best” in guaranteeing income.

Regardless of the differences in income, it is observed that the level of personal monthly expenditures is comparable. More than half of the individuals surveyed spend for themselves, less than 5000 lekë per month, something tied to their economic level. The gender-based comparison shows that in this subcategory women are greater than men. The subgroups that spend 5000 up to 15.000 lekë per month, also displays interesting data, where the number as well as the percentage of women is just as much as the number and percentage accounted for men. Based on empirical data, one of the reasons, also limited, can be linked to the fact that women frequently consider as personal expenditures also the goods purchased for the home, including the laundry and dish detergent, shampoo for others, children care, medication, etc. In addition, in cases when women administer the family income, distinguishing between family and personal income becomes rather difficult. The same observation is true for men.

### *i) Life Dynamics Outside the Home*

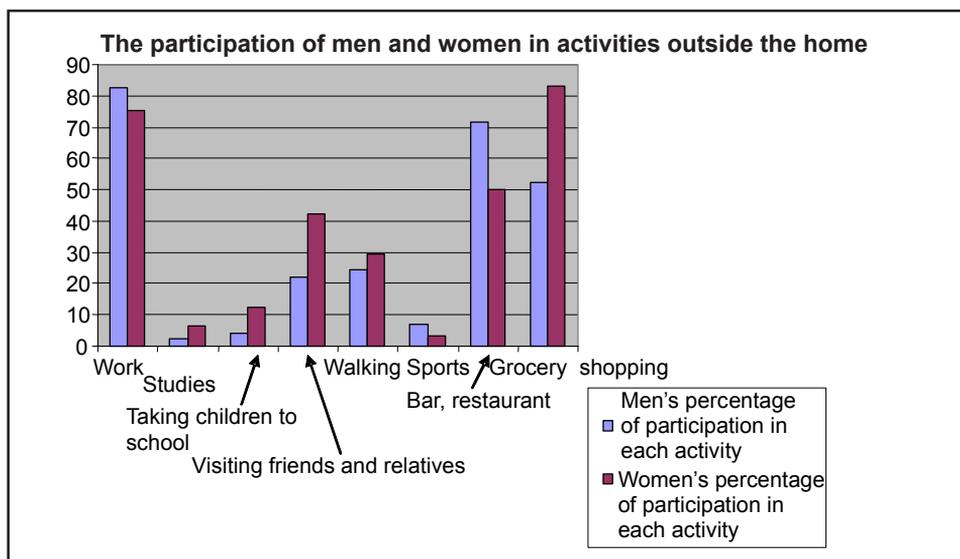
Besides employment, income, and expenditures, our study aimed to answer question relating to life dynamics of the individuals surveyed, their engagement in family and social relationship, how do they balance the demands of the public life, including their career, with the private life within the home, how do women and men accomplish their goals to be successful, guarantee income, fulfill family obligations, caring for children, developing their professional skills, relaxing, and entertaining and whether these activities are gender balanced.

Analyzing the data coming from the two main groups surveyed in our research, men and women employed, we can see that a series of distinguishing features can be observed, superceding the number of activities they have in common. Such differences lie in the way time is managed, consequently living style, in the ways and opportunities available to balance individual goals and family interests as a group to which the individual belongs.

Based on the results, the majority of the individuals surveyed noted that the primary activity outside the home was paid employment, about 88% of the sample. As observed, time spent on an average for men for this activity was 9 hours while for women, slightly less, 8.4 hours. The remainder of the time, counting for the hours available after work, which is about the same for both groups, is again separated in the time spent within and/or outside the home. Data linked to the time spent outside the home, not counting here paid employment, is primarily divided into two groups of activities: those in service of the family (purchasing items for daily use, taking children to school) and the activities in service of the individual of a relaxing and entertaining nature (going out to coffee houses and bars, restaurant, visiting relatives, walking, sports, etc.)

The gender analysis shows that the ratio of hours spent on an average for men surveyed in these two types of activities is 2:6.7, so, two hours of work related to family matters, and 6.7 hours of free time used for relaxing and entertainment. On the other hand, for women this ration is 2.3: 5.5. Therefore, it is clear that men and women spend on average about the same time to take children to school and purchase items for the home, while entertainment time is 1.2 hours less for women. However, the difference widens and better reflects the context, if we evidence the number of individuals involved in these activities. 85% of all women interviewed do the grocery shopping, while only 52% of men interviewed do so. Also, the number of women who take children to school is three times greater than of men (56:17) hence highlighting the dominating tendency observed for women caring for the home.

**Fig. 6.**



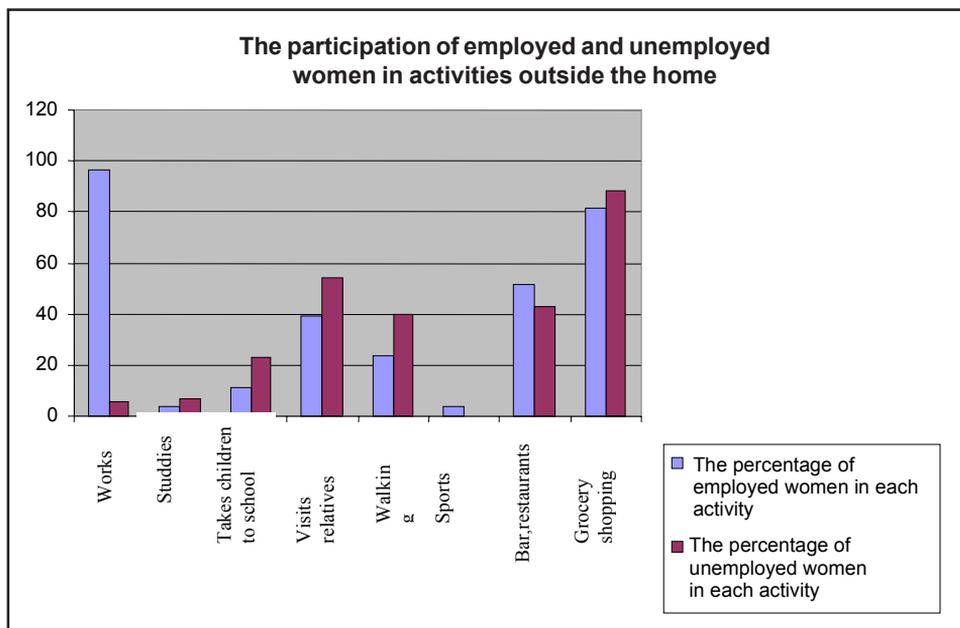
Referring to the second group of activities, it results that a relatively greater number of men but also women go to bars and restaurants. The greater number of girls and women who go to bars in Tirana, is also a daily observation easily made from all of us. However, such tendency of girls and women diminishes in other large cities such as Durrës, Vlorë, Fier, Korçë or Shkodër and it is almost inexistent in other cities of the country, without accounting for the rural areas. However, even in Tirana, there is a noticeable difference between men and women. About 70% of men and only 50% of women state that going to bars is a daily activity, with a slight change in the hours spent on an average.

The listing of other activities, depending on the number of men and women involved in them is as follows. For men: walking, visiting relatives and friends, sports, while women are involved in more frequent visits to relatives and friends and then walking

and then walking and sports. The number of women who visit relatives is twice greater than men, while the number of men involved in sports is twice greater than women.

Noticeable differences can be observed in the way time is organized outside the home and as a consequence in the life style of women, if we group them in two categories, employed and unemployed.

**Fig. 7.**



The similar characteristic in both women categories is the great number of those women involved in purchasing items for daily use, or in doing grocery shopping. Each of the categories above is involved in this activity on an average of one hour per day. A large difference can be noted in comparison to previous years when this activity came first in the total amount of hours spent outside the home for women and men due to the lack of basic goods, their rationing and standing in queues. However, for employed women whose time is limited due to the hours spent at work, purchasing groceries becomes an additional burden.

On the other hand, to unemployed women, grocery shopping (88%) is the primary activity outside the home. This conclusion is reinforced from the fact that the number of unemployed women surveyed, who say that they do other activities, is rather small. More unemployed women visit relatives (54%) in comparison to employed women (40%) and none of these housewives states that she is involved in sports. A percentage of 42.8% of them go to bars and about the same percentage takes walks. So we can say that 2/3 of women does not perform any activity of entertaining nature outside the

home. This observation has been made also in another study which pointed out that the little time available to women is spent having coffee at home with their friends and/or watching television (Danaj et al, 2008: 16).

Among employed women, more than half of them regularly goes to bars and restaurants, a number related to the well-known activity in Albania of “drinking a coffee”, once or twice even during working hours outside the working place. Other activities listed are visiting relatives, taking walks, etc. Employed women who take their children to school are twice as much as unemployed women.

In the category of employed women, sports takes up some time, showing the new lifestyles evolving recently. We suppose that this fact is linked not only to the better economic means available in this category, but also to the opportunities for a more diverse social life, more information, experience exchange among colleagues, etc.

It is observed that a great percentage of the number of individuals surveyed do not participate in any type of social or political community-based activity. This data is the same for women and men, either employed or not. Only a few of the individuals surveyed state that they participate at least once a week in socio-political activities (1.7- 2 %). This data or lack of activity shows a new model of citizen's participation, that of passiveness and indifference in community and civil development, hence the lack of participation in different issues. Somewhat this behavior reflects not only citizen's tiresome attitude about politics, and the “imposed volunteering” of communist times, but also a dated way of thinking that the responsible party to deal with these common issues is the local or central government. This data also says a lot about the level of social cohesion, keeping in mind that in Tirana, the number of internal migrants coming from other areas is rather considerable. A good part of these migrants continues to be marginalized.

Statistics indicate also for a poor cultural life. 8.5 % of men state that they follow several times a week social activities, while the percentage of women is higher, at 11%. Only 2% of our sample reads at the library during the week. A higher percentage receives information from the internet, about 9.5% of men and 11% women.

### *ii) Life Dynamics Inside the Home*

Data suggests that the Albanian family is still away from the symmetric model, where both spouses share responsibilities, duties and rights within and outside the home, something that will take time to change. The division of work continues to be unbalanced in the majority of our families, unfavorable for women not only in the amount of duties they must perform, but also the responsibilities given to

them to manage and care for the home, as well as the time they must spend to get them all done. Women dispose of less time for themselves, not only in the families where both spouses are employed, but also when the women stay at home. The unfair division of responsibilities, the stress experienced from insufficient time, continues to remain a source of potential family conflict and tension. The probability to experience conflict grows when both spouses provide income for the home and have a professional career, which demands more time, energy, and dedication. About 1/3 of the families surveyed in this study fit in this category.

However, the data available <sup>6</sup> shows that regardless of the small number, there are men who are engaged in all types of housework. Statistics show that gender stereotypes are not unchangeable but, on the other hand, they are exchangeable. Men have entered those areas which traditionally have been women's domain, although at slow pace. It is quite important the involvement of men in raising children as well as helping them with homework. Nonetheless, the main responsibility for raising children is still considered to be women's work. From the survey results that fathers are engaged in helping the child with homework, but also caring for their clothing, feeding them and other services children need.

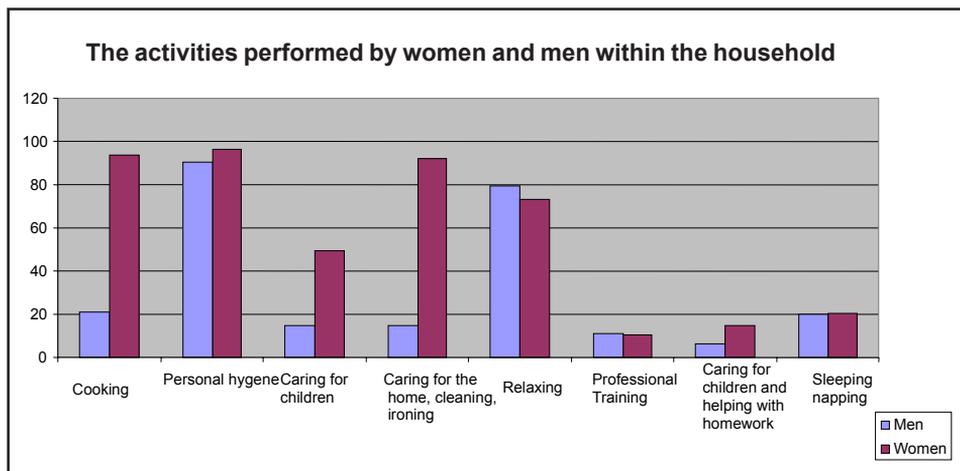
116 However, the change is linked to the small number of children and as a consequence with the decrease in family size. The tendency to have one or two children in the city has eased the workload at home. The other change is observed in relation to the increase in quantity and quality of services as well as the technological improvement of some appliances of housework in the city. Hence, the time spent to perform housework has decreased (having reduced the time required to spend to acquire water and electricity).

Data comparison between women and men in relation to the activities performed at home, shows that the number of women involved in activities such as cooking and caring for the home is very high, respectively 419 and 412, which composes about 95% of their total number. The number of men involved in the same type of activities is respectively 85 and 59, at 20% and 14%.

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<sup>6</sup> Due to space limitations, the tables containing detailed information about the division of work within the family have not been placed in the annex. They have been closely analyzed in this section of the study.

**Fig. 8.**



The hours women spend on average in each of the activities are as follows: about 1.8 hours to cook and 1.9 hours to care for the home, washing, ironing, etc. The hours men spend in the same activities are respectively 1.1 and 1.2. Among the women surveyed 43 of them note about their spouses that they cook about 1.8 hours per day and 92 of them state that they spouse cleans, irons, etc., spending on an average 2.2 hours per day.

Time perceived from women regarding their spouses' work matches the time reported directly from men. However, keeping in mind that the notion of time is subjective, we can say that there aren't many gender-based differences in the hours spent performing these activities. This is also due to the fact that the house appliances, widely used in Tirana, (washing machines, 92.3%, water heater 80.2%, electronic or gas cooking stove 95.2%, refrigerator 97.5%, etc. (Living Standard Measurement Survey, 2002-2005), have standardized the process of performing some of these activities. What makes a difference is that women are almost all involved in these activities while only one in five men cooks, and only one in seven men cares for cleaning, ironing, etc.

It's observed that overall young men are more engaged in housework. The maximum of hours spent from each of the spouses in these activities is at the very peak in the 30-39 years old age group. According to women's opinions about their husbands, it can be seen that there is an increase in hours spent in activities relating to the care for the home for men in the 60-65 years old age group, referring generally to individuals who are retired and whose time is mostly spent focusing on the family.

But if we compare the total amount of hours women spend for physical activities in service of the family, with the hours spent by men, we can see that women

surpass men by 4.4 times. Therefore, cooking, caring for the home, cleaning, ironing, etc., as well as caring for children, amounts for all women surveyed to 1412 hours in a day, while only 321 hours per day for men.

By analyzing an almost equal number of women (337) and men (331), the hours spent in paid employment total for women 2830, and men 2979, we can clearly observe that women spend an average of 1412 hours within the home, which is equal to half the amount of hours spent in paid employment without counting for grocery shopping, and other activities outside the home). On the other hand, men spend 321 hours (only 11%) of the time spent in paid employment. This percentage is relatively high and must be taken into account from the national institute of statistics, economics, as well as policy makers.

Men report in small amounts (16%) that they dedicate 1.5 until 2 hours per day to caring for children. A smaller number helps children with homework. On the other hand, women report a high number of spouses (382) who care for children. In order to better understand this information, we compared it to the age group of the spouses who perform this activity. With the increase in age groups, it can be observed that we have an increase in the number of hours spent caring for children. The maximum of hours spent on caring for children is observed at the 40-49 year old age group.

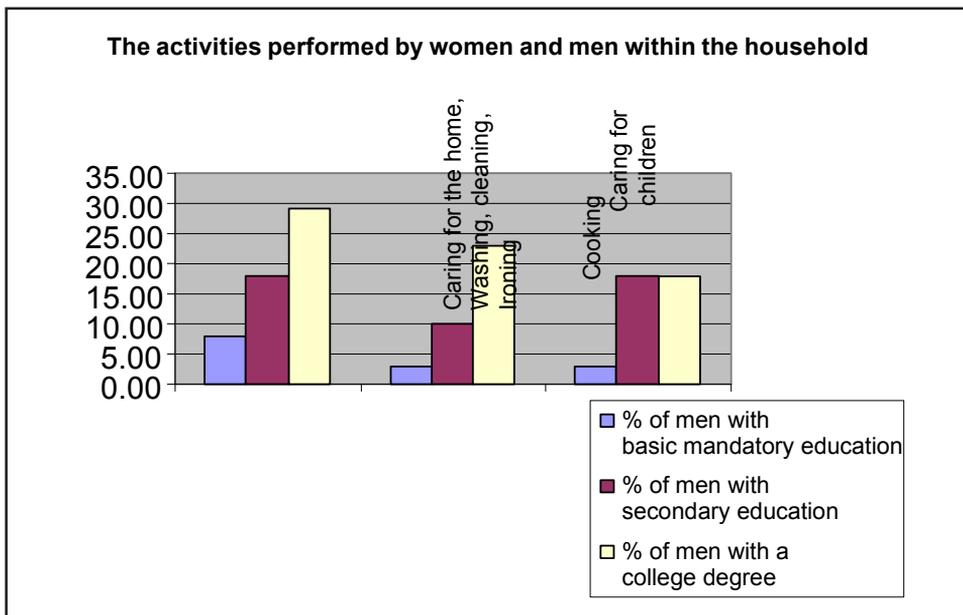
80% of men report on an average about 2.6 hours of relaxing within the home, in comparison to 56% of women that work and who on an average spend less time relaxing than men (approximately 2 hours). Housewives report a relatively high number of hours spent relaxing (3.4 hours).

It was observed that men and women inform and entertain themselves primarily by watching television. The number of hours spent on an average per week (reported from both genders) is approximately 16 hours. Men are more engaged than women in reading books and newspapers, however, women who do read, spend more time doing so than men, respectively 4.5: 4 hours.

By comparing how time is spent within the home for women who are employed versus those who aren't, shows us that activities such as cooking, caring and helping children with homework, etc, is the same. However, in the other activities performed we see differences. For example, women who work report that they perform housework tasks one hour less than women who are unemployed. Women who stay at home spend one hour more than those who work in caring for children. The high number of unemployed women involved in caring for their children, in comparison to their total number shows that women's unemployment is tied to their responsibility to care for their children.

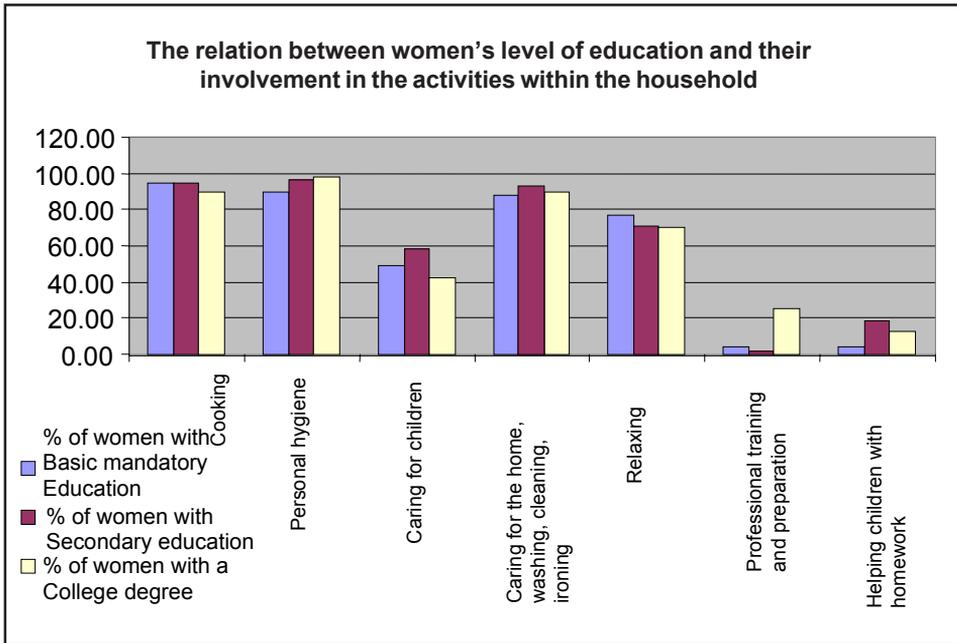
Another conclusion is related to the fact that some of the unemployed women are not involved in any housework. The higher level income of this segment of the population allows us to suppose that a new practice is taking place in Albania, employing a third person to do the housework. Such solution within the family, especially in families where both spouses are employed, is considered to be optimal because it eliminates the conflict deriving from the unfair division of work within the family. This practice has been learned from the period of the communist regime during which, it has been very difficult and exhausting for women who have had a career to balance their private and public life since the contribution of their partners has not always been systematic (Zaçe, June 18<sup>th</sup>, 2008).

**Fig. 9**



In addition, data from the study shows that the level of engagement in housework is influenced directly by the spouses' level of education (see *fig.9*). This variable is significant in the participation of male spouses in cooking, increasing progressively at 8%, 18% and 29%, respectively for male spouses with basic mandatory education, secondary, and then higher education. Such increase in the level of dedication can be also seen in the "caring for the home" variable (washing, cleaning, ironing), starting at 4%, to 10% and 22%. Even when the spouses included in this survey spend time caring for children, there is a great difference among men with basic mandatory education and those with secondary and higher education. It seems that education greatly influences the awareness level of the Albanian male spouses in relation to their responsibilities within the home.

**Fig. 10**



120 The graph above clearly shows that there is little difference in the dedication to housework of women with different levels of education. Besides engaging in professional training, something directly related to the nature of work performed by women with a college degree, the participation in other activities within the home remains the same for the other levels of education. This may be a clear indicator that differently as it can be expected, women with college degrees are not more privileged than women with secondary or basic education when referring to their responsibilities within the home. Therefore, gender stereotypes can be reinforced from women themselves, regardless of their level of education.

Based on the results of the survey, 290 men have responded that their female spouses are engaged in professional training and preparation. Comparing the time spent from women on this activity, according to men, their spouses, about 109 of them, about one third, have a college degree, and 12% of them have secondary professional technical education. Comparing to the employment variable we find that 60% of this category of women are working, the majority of which in sectors such as education, health, finance, etc., which presumably require further qualifications. Hence, we can say that there is a tendency of women to respond to increasing professional demands in order to have a successful career.

Meanwhile, the survey reached only 13 individuals that live together, 8 women and 5 men, approximately 1.5 % of the total sample, a statistic similar to other

studies about this increasing phenomena (Sokoli, 2006:15). The small percentage of this number, theoretically speaking, does not allow for generalizations. However, data about women in this category show the same workload compared to married women, within and outside the home. Another observation can be seen for men who live with a partner in comparison to married men for they spend more time outside the home through paid employment and entertainment, and almost do not participate in performing housework.

There are great similarities in males who have never married (15) and live with their parents with men who live with a partner. The gamma of activities surrounding housework in which these groups are involved is rather limited and takes up very little time. A good part of the time, this category of men, spends outside the home in paid employment, while the second activity that takes up more time is going to bars and restaurant, entertainment in general. In comparison to men, women who have never married (10) who live with their families participate more in housework, primarily through cleaning, washing, ironing, etc., but spend less time in doing so in comparison to married women or women who live with a partner. Indirect data from other studies show about the differentiation in the treatment of men and women since birth and on in our families. The duties placed upon boys and girls during childhood are gradually divided unfairly, within and outside the home, recycling traditional gender roles from one generation to the next.

## 5. Conclusions

The 20th century was the time when women won a series of rights dealing with their engagement in the public sphere as well as their political and labor market participation. The literature shows that even though the majority of women must negotiate with their families to work outside the home, paid employment and pursuing a career has become a reality for women. However, employment outside the home has not liberated the woman from her traditional duties as house manager and as the primary person that performs duties such as cleaning, cooking, and caring for their members of the family, etc. It is clear that women continue to carry the double burden of work within and outside the home.

The family model in which both partners are employed is now days quite common especially in developing countries, leading to what is today called the two-sided conflict work-family, caused by factors such as *time* dedicated to each of their activities, *pressure* to fulfill both of their obligations, and *behavior* with which individuals are confronted in work and family. All of the three factors influence the behavior of individuals with other members of their families and/or colleagues. However, studies show that what happens in the public sphere has a great impact in the family, in the individual's attitudes within, instead of the other way around. The support of each person, man or woman, from society, community, work environment, family and partner, or its lack, directly influences the ways in which responsibilities in both spheres are divided and dealt with. When referring to women, we are not only talking about emotional support, but also about a fair division of duties and responsibilities in the home as well as respecting individual will to pursue a personal career.

The empirical study of families in Tirana is the first of its kind and its findings present an overview on the division of the private and public life in these families. This model is not meant to be representative for the entire country however. This is not due to the geographical limitations (for it's focused in Tirana only), but due to the fact that the family in which both spouses and partners work, is not yet the typical family model encountered in Albania. Meanwhile, we believe that our sample is quite close the reality in those families where both spouses are employed.

Based on the analysis of the surveys and interviews, it is rather clear that the common mentality in our country considers the family (caring for the home and children) as an obligation of the woman and if the husband or partner wants to participate, this contribution is considered from both sides as "help" and not as a fair division of work among two parties which voluntarily have chosen to build a future/family together. Such perception also springs from the beliefs of girls and women themselves, regardless of the education level. Usually being raised in families where the males have contributed in the family only financially and not through

housework or caring within the home, they continue to think it as unusual for their spouses or male children to participate in such activities.

The study showed that for the individuals employed (88% of them), the primary activity outside the home, in the public sphere, is paid employment. Besides, they engage in activities in service of the family and other activities of individual and entertainment nature. The gender-based analysis pointed out that men spend on an average less hours than women in service of the family and more hours for relaxing and entertainment (approximately 2.2 hours more). However, the gender difference becomes more significant if we point out that 85% of all women surveyed do the grocery shopping in comparison to 52% of men. Furthermore, women spend three times more time than men to take children to school, emphasizing therefore the dominating tendency of women's roles as caregivers.

Our study showed the difference in the lifestyle of employed and unemployed women. Unemployed women spend more time in activities relating to the family and about two thirds of them do not engage in any activity of entertaining nature outside the home. While employed women, regardless of the limited resources available (especially time) dispose of more qualitative ways to organize their private and public life. Their life is more diverse and includes greater cultural and social interests.

When referring to the division of work within the home, it was noticed that gender stereotypes continue to dominate. Women carry the largest weight of housework regardless of their employment status. The times spent from employed women on cleaning, caring for the home and children, etc., is about 50% of the time spent in paid employment, so in reality women work an additional 4 unpaid hours after spending time in paid employment. While for men this time is on average 48 minutes more.

It can be noted that men have started to participate in housework, but they have been quite selective in this process. Their primary activity, relating to the time spent and the number of men involved in it, is caring for children. Based on the survey results, it can be observed that fathers are usually engaged in caring for children's schooling and homework, but also in caring for children through feeding them and other needs. When referring to activities such as cooking and caring for the home, one in five men occasionally cooks and one in seven cares for the home. The study shows that the level of engagement of spouses in housework is linked to their education level and younger men contribute more in housework. This data shows that the situation has changed; however, women remain the primary individuals responsible for the majority of duties and obligations in the home.

Social attitudes reinforce that a woman must be a good mother and housewife and that only through this role, she can find self-fulfillment. Often in rural areas,

women receive minimal education and stay at home preparing for married life and work within the family. Belonging to the female gender makes a woman's path towards a personal career even more difficult. Therefore, due to these reasons, a good education system for girls and boys in early childhood reflecting a fair division of work, would provide the opportunity to change the perception that the woman is limited to her reproductive role and that the man is the primary source of family income.

In order to increase the participation of males in housework and caring for children, a good combination of micro and macro level policies must be designed and implemented. At the micro level, individual change is fundamental, disregarding the mentality of a society which discriminates against a man who does his share of housework. Boys and girls need to be raised by participating fairly within the home and this can be done through role modeling. It is important to emphasize that it is necessary to contribute fairly within the household for this way, both parties will be less occupied and will possess more free and qualitative time to spend together.

At the macro level, it is noticeable that employed couples must be supported by drafting employment policies that offer flexible or reduced hours, and opportunities to work at home for mothers with young children, paid parental leave (for women and men), qualitative services available to children (daycare, kindergartens, etc.) and of course, a qualitative healthcare system. Such policies must be implemented at the local and central level. Many laws and strategies have been approved, however, only small changes have been observed. The implementation of these laws and strategies is possible through the budgeting of these programs and a fair distribution of the resources available and by involving the private sector. In addition, feasible indicators that measure the progress must be designed.

Women's unpaid work must be given a monetary value and must be recognized from the state and society as well. 13 years have gone by since the Beijing Conference where national institutes of statistics were requested to account for the unpaid housework and reflect its value in the calculation of GDP. One of the first steps to be taken is the inclusion of such phenomena in the living standards measurement surveys held periodically.

The balance of work-family and job security is very important for good parenting, but also for a higher level of professionalism at work, for women and men. The balance work-family is not a private matter and cannot be considered as such, for it influences the wellbeing of the family as the primary unit of social structure, and the society as a whole.

## 6. Annexes

### a) Working Definitions<sup>7</sup>

**Access:** refers to the opportunities of men and women regarding the use of resources (food, loans, technology, etc.) or services (education, healthcare, etc.). The opportunity to benefit from resources does not necessarily mean that individuals will have the power to decide or control the goods deriving from such activities. It is important to note that *using* and *controlling* a resource are different things. For example, in rural areas, women often have access to land or loans, but they have no power and opportunities to decide about it.

**Gender Equality:** is a principle according to which all human beings have equal legal rights regardless of race, sex, religious beliefs, socio-cultural or political status. Within the context of international human rights, the principle of gender equality has been written in the Universal Declaration of Human Rights in 1948 as well as the Convention of the Elimination of all Forms of Discrimination against Women (CEDAW) in 1979. These conventions have been ratified from over 100 nations and clearly declare that “discrimination against women violates the principles of equality of rights and respect for human dignity. Several governments have declared their engagement in supporting “equal human rights and human born dignity for all women and men” in the Beijing Declaration for Action.

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**Discrimination:** is an obvious behavior through which individuals are treated differently and unfavorably, due to race, class, sex, or cultural status. Discrimination reduces the opportunities available to access healthcare, education, power, and other resources. Based on the CEDAW convention, discrimination is considered exclusion, barrier or differentiation based on sex, the intention of which is the denial to exercise equal human rights and liberties in all aspects of human activities.

**Empowerment:** is a process through which men and women who find themselves in unfortunate situations, improve their access to information, resources related to decision making processes, and their awareness in relation to the participation in community life with the intention to reach a particular level of control in the environment where they reside.

**Gender Mainstreaming** is the (ri) organization, improvement, and development of political processes, in order to include gender in all policies of different levels and all stages, from the actors involved in the drafting of policies. It is a strategy to

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<sup>7</sup> The working defitions used here have been taken from the Gender Alliance for Development publication, Basic Concept on Gender, 2002.

bring the concerns of women and men and their experiences in an integral dimension in the drafting, implementation, monitoring, and evaluation of policies and programs in the political, economic, social sphere, etc.

*Control*: refers to the capacity to take decisions over a resource or particular situation. It is important to note the difference between access and control on using resources from one hand, and access and control over benefits deriving from the use of resources on the other. Even if women possess infinite resources, they often don't have the opportunity to benefit from their use. Basic data of a complete gender analysis state that if there is any difference in the access and control of men and women on the following areas:

Economic resources: land, loans, income, employment

Political resources: education, political representation, leadership

Time: a critical resource which has an always increasing monetary value

It is rather clear that having access and control over a resource, does not refer to the same thing.

*Gender Needs*: differ from general needs for they derive from gender roles, gendered division of work, and from ongoing complications that are a consequence of the lack of access towards resources and unequal power relations. Since women and men have different roles in a society, they have different needs. It is necessary and important to distinguish two types of needs: practical gender needs and strategic gender needs.

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*Gender Roles*: include productive, reproductive, and community roles.

*Productive Role*: deals with the work conducted to produce goods and services in order to receive income. Women and men contribute in providing income through productive work differently, although men dominate productive work, especially in the highest paying levels.

*The Private* – refers to the private life of an individual (usually including the activities that take place within the home/household).

*The Public* – refers to the engagement of an individual outside the home/household (meaning employment, community engagement, decision-making, politics, etc.)

*Reproductive Role*: includes the biological and social reproduction. *The Biological Reproduction* refers to giving birth to human beings, an activity that can be performed only by women. *The Social Reproduction* refers to all the activities involved in the necessary caring and guaranteeing the survival and continuation of

humanity. Caring for children, cooking, feeding, cleaning, breastfeeding, and other household related activities are part of this category. Even though they are not considered as work or economic activity, and as such are invisible, unknown, and unpaid. Reproductive work is usually performed by women and girls.

*Quota System*: it is a system used in politics which guarantees the participation of women and other unrepresented social groups by guaranteeing and promoting political representation equally for all individuals in a society.

*Women's Conditions*: is their material situation from the standpoint of food, health, access to basic needs, education, etc., and they can be improved by providing food, health services, education, etc.

*The Workforce*, (in Albania) includes all individuals of working age (females from 15-54 years old, and males from 15-59 years old) regardless of the fact that they may be working or not during the time of the estimation. According to law # 8889, the age of full retirement will be gradually increasing until in 2013 it will be 65 years old for men and 60 years old for women.

*Economically Active Population* is composed from employed and unemployed individuals who want to work.

*Employment* includes all the individuals of working age that during the estimation period have had a job or have been self-employed. Here are also included individuals that have a job but have been temporarily missing at work for reasons such as illnesses, training, maternity leave, etc.

*Registered Unemployment* includes all individuals of working age that during the estimation time fulfill three criteria: don't have a job, are registered in the employment office (seeking employment), and are willing to start a job.

*Long-Term Employment* includes all individuals considered to be registered in employment offices and are seeking employment for more than 12 months.

*Minimum Wage* is the lowest monthly gross wage approved from the Council of Ministers of the Republic of Albania.

*Average Working Wage* is the gross monthly wage received in the state sector.

*Equal Pay for Equal Work* means that the pay for performing a duty will be measured during the same time, same conditions, and same pay scales. Such principle is also valid for the private sector.

## b) Data tables

**Table # 1**

### Age \* Gender

	Gender		Total
	Female	Male	
18-29 years old	61	20	81
%	13.7%	5.0%	9.6%
30-39 years old	99	86	185
%	22.2%	21.5%	21.9%
40-49 years old	152	96	248
%	34.2%	24.0%	29.3%
50-59 years old	117	130	247
%	26.3%	32.5%	29.2%
Over 60 years old	16	68	84
%	3.6%	17.0%	9.9%
Total	445	400	845
%	100.0%	100.0%	100.0%

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### Education \* Gender

	Gender		Total
	Female	Male	
None	1		1
%	.2%		.1%
Elementary	5	4	9
%	1.1%	1.0%	1.1%
Basic mandatory 8 years	43	37	80
%	9.6%	9.3%	9.5%
Secondary	191	149	340
%	42.8%	37.3%	40.2%
Secondary, professional technical	68	71	139
%	15.2%	17.8%	16.4%
Higher education	132	130	262
%	29.6%	32.5%	31.0%
Graduate level	6	8	14
%	1.3%	2.0%	1.7%
Other		1	1
%		.3%	.1%
Total	446	400	846
%	100.0%	100.0%	100.0%

**Table # 3****Legal Status\* Gender**

		Gender		Total
		Female	Male	
Single		13	17	30
	%	2.9%	4.3%	3.5%
Married		395	369	764
	%	88.4%	92.5%	90.3%
Divorced		16	4	20
	%	3.6%	1.0%	2.4%
Widow		15	4	19
	%	3.4%	1.0%	2.2%
Living together		8	5	13
	%	1.8%	1.3%	1.5%
Total		447	399	846
	%	100.0%	100.0%	100.0%

**Table # 4****Do you have children\* Gender**

		Gender		Total
		Female	Male	
Yes		411	358	769
	%	93.2%	92.7%	93.0%
No		30	28	58
	%	6.8%	7.3%	7.0%
Total		441	386	827
	%	100.0%	100.0%	100.0%

**Table # 5****How many children do you have\* gender**

	Gender		Total
	Female	Male	
.00	1		1
%	.2%		.1%
1.00	84	79	163
%	20.3%	21.9%	21.0%
2.00	221	186	407
%	53.4%	51.5%	52.5%
3.00	81	62	143
%	19.6%	17.2%	18.5%
4.00	21	23	44
%	5.1%	6.4%	5.7%
5.00	5	5	10
%	1.2%	1.4%	1.3%
6.00	1	5	6
%	.2%	1.4%	.8%
7.00		1	1
%		.3%	.1%
Total	414	361	775
%	100.0%	100.0%	100.0%

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**Table # 6****Your family is\* Gender**

	Gender		Total
	Female	Male	
More than one family	51	50	101
%	11.4%	12.7%	12.0%
One family	370	334	704
%	83.0%	84.8%	83.8%
Single parent (men, head of household)	2	4	6
%	.4%	1.0%	.7%
Single parent (woman, head of household)	17	5	22
%	3.8%	1.3%	2.6%
Other	6	1	7
%	1.3%	.3%	.8%
Total	446	394	840
%	100.0%	100.0%	100.0%

**Table # 7****Your employment status is \* Gender**

		Gender		Total
		Female	Male	
Employed		344	323	667
	%	77.0%	81.2%	78.9%
Unemployed		76	25	101
	%	17.0%	6.3%	12.0%
Retired		18	46	64
	%	4.0%	11.6%	7.6%
Student		5	1	6
	%	1.1%	.3%	.7%
Other		4	3	7
	%	.9%	.8%	.8%
Total		447	398	845
	%	100.0%	100.0%	100.0%

**Table # 8****Do you seek employment \* Gender**

		Gender		Total
		Female	Male	
Yes		45	22	67
	%	62.5%	88.0%	69.1%
No		27	3	30
	%	37.5%	12.0%	30.9%
Total		72	25	97
	%	100.0%	100.0%	100.0%

**Table # 9****Are you insured\* Gender**

		Gender		Total
		Female	Male	
Yes		265	249	514
	%	78.2%	78.3%	78.2%
No		74	69	143
	%	21.8%	21.7%	21.8%
Total		339	318	657
	%	100.0%	100.0%	100.0%

**Table # 10****Your type of employment is \* Gender**

		Gender		Total
		Female	Male	
Full-time		299	296	595
	%	91.2%	95.5%	93.3%
Parti-time		23	11	34
	%	7.0%	3.5%	5.3%
Double employment		6	3	9
	%	1.8%	1.0%	1.4%
Total		328	310	638
	%	100.0%	100.0%	100.0%

**Table # 11****If you belong to the private (non-agricultural) sector, you are \* Gender**

		Gender		Total
		Female	Male	
Self-employed		104	125	229
	%	41.9%	53.6%	47.6%
Employed without pay in the family business		23	5	28
	%	9.3%	2.1%	5.8%
Employer		3	12	15
	%	1.2%	5.2%	3.1%
Employed in a private company		118	91	209
	%	47.6%	39.1%	43.5%
Total		248	233	481
	%	100.0%	100.0%	100.0%

**Table # 12**

**Where do you work (sector) \* Gender**

	Gender		Total
	Female	Male	
Construction	8	41	49
%	2.6%	13.4%	8.0%
Agriculture	1	3	4
%	.3%	1.0%	.6%
Industry	40	33	73
%	12.9%	10.8%	11.9%
Tourism/hotels/restaurants	17	22	39
%	5.5%	7.2%	6.3%
Commerce/small business	92	78	170
%	29.6%	25.6%	27.6%
Healthcare	35	17	52
%	11.3%	5.6%	8.4%
Education	39	13	52
%	12.5%	4.3%	8.4%
Public Administration	28	37	65
%	9.0%	12.1%	10.6%
Financial Sector (bank)	6	5	11
%	1.9%	1.6%	1.8%
NGO	8	2	10
%	2.6%	.7%	1.6%
Media	6	6	12
%	1.9%	2.0%	1.9%
Transport, Communications	6	31	37
%	1.9%	10.2%	6.0%
Other	25	17	42
%	8.0%	5.6%	6.8%
<b>Total</b>	<b>311</b>	<b>305</b>	<b>616</b>
%	100.0%	100.0%	100.0%

**Table # 13**

Your monthly expenditures for personal needs are (lekë) \* Gender

	Gender		Total
	Female	Male	
Over 5000	255	200	455
%	57.6%	50.8%	54.4%
5000-10000	130	114	244
%	29.3%	28.9%	29.2%
10000-15000	37	46	83
%	8.4%	11.7%	9.9%
15000-20000	10	21	31
%	2.3%	5.3%	3.7%
20000-25000	6	6	12
%	1.4%	1.5%	1.4%
25000-30000	2	3	5
%	.5%	.8%	.6%
Over 30000	3	4	7
%	.7%	1.0%	.8%
Total	443	394	837
%	100.0%	100.0%	100.0%

**c) The questionnaire**

Questionnaire #

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Interviewer

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Gender Alliance for Development

The harmonization of the personal and professional life in the Albanian households

Date of the questionnaire / \_\_\_/\_\_\_/ 2008

Tiranë, Communal Unit # \_\_\_\_\_

Street \_\_\_\_\_ Building # \_\_\_\_\_

Time (to complete the questionnaire)

Started: \_\_\_ Completed

Phone # (Home or Cell): \_\_\_\_\_

**I. Relationship with the head of the household**

1. Head of the household
2. Spouse / Partner
3. Child (of the head of the household and/or his/her spouse/partner)
4. Father/Mother of the head of the household or his/her spouse/partner
5. Other relatives
6. Others (not relatives)

**2. Gender**

1. Female      2. Male

**3. To which age group do you belong to?**

1. 18-29 years old   2. 30-39 years old   3. 40-49 years old   4. 50-59 years old  
5. Over 60 years old

**4. The level of education completed:**

1. None      2. Elementary   3. Basic mandatory 8 years   4. Secondary  
5. Secondary/Professional Technical   6. College Degree   7. Graduate degree  
8. Other .....

**5. Your legal status:**

1. Single      2. Married      3. Divorced      4. Widow      5. Living together

**6. A Do you have children?**

1. Yes      2. No

**7. If yes, how many?**

(Write number of children here, 1, 2,...).....

**8. Your family is:**

1. More then one family      2. Only one family      3. Single parent (man)  
4. Single parent (woman)      5. Other .....

**9. Your status is:**

1. Employed (go to question 11)  
2. Unemployed  
3. Retired (Go to question 18)  
4. Student (Go to question 18)  
5. Other ..... (Go to question 18)

**10. Are you seeking employment? (Go to question 17)**

1. Yes      2. No

**11. Are you insured?**

1. Yes      2. No

**12. Your type of employment is:**

1. Full-time      2. Part-time      3. Double employment

**13. If you are double employed, your second job is:**

1. Full-time      2. Part-time

**14. To which sector do you belong?**

- 1. Private
- 2. Public

**15. If you belong to the private (non-agricultural) sector, you are:**

- 1. Self-employed
- 2. Employed without pay in the family business
- 3. Employer
- 4. Employed in a private company

**16. You work in (sector):**

- 1. Construction
- 2. Agriculture
- 3. Industry
- 4. Tourism/Hotels / Restaurants
- 5. Commerce/Small business
- 6. Health
- 7. Education
- 8. Public Administration
- 9. Financial Sector (banking, etc.)
- 10. NPO/NGO
- 11. Media
- 12. Transport, Communications
- 13. Other (specify) .....

**17. Your profession is (specify) .....**

**18. Your personal monthly income is (in lekë):**

- 1. Under 15.000
- 2. 15.000 – 25.000
- 3. 25.000 – 35.000
- 4. 35.000 - 45.000
- 5. 45.000 – 55.000
- 6. 55.000 – 65.000
- 7. Over 65.000

**19. Your personal monthly expenditures are (in lekë):**

- 1. Under 5.000
- 2. 5.000 – 10.000
- 3. 10.000 – 15.000
- 4. 15.000 - 20.000
- 5. 20.000 – 35.000
- 6. 25.000 – 30.000
- 7. Over 30.000

## QUESTIONS ABOUT THE SPOUSE/PARTNER

### 20. Gender

1. Female      2. Male

### 21. To which age group does s/he belong to?

1. 18-29 years old      2. 30-39 years old      3. 40-49 years old  
4. 50-59 years old      5. Over 60 years old

### 22. His/her level of education completed:

1. None      2. Elementary      3. Basic mandatory 8 years      4. Secondary  
5. Secondary/professional technical      6. College degree      7. Graduate degree  
8. Other .....

### 23. His/her status is:

1. Employed      (Go to question 25)  
2. Unemployed  
3. Retired      (Go to question 32)  
4. Student      (Go to question 32)  
5. Other .....      (Go to question 32)

### 24. Is s/he seeking employment? (Go to question 31)

1. Yes      2. No

### 25. Is s/he insured?

1. Yes      2. No

### 26. The length of his/her employment is:

1. Full -time;      2. Part-time;      3. Double-employment;

### 27. If s/he is double-employed, his/her second job is:

1. Full-time      2. Part-time

### 28. To which employment sector does s/he belong to?

1. Private      2. Public

### 29. If s/he belongs to the private (non-agricultural) sector, s/he is:

1. Self-employed  
2. Employed without pay in the family business  
3. Employer  
4. Employed in a private company

**30. Where does s/he work (sector)**

1. Construction
2. Agriculture
3. Industry
4. Tourism/Hotels / Restaurants
5. Commerce/Small business
6. Health
7. Education
8. Public Administration
9. Financial Sector (banking, etc.)
10. NPO/NGO
11. Media
12. Transport, Communications
13. Other (specify) .....

**31. His/her profession is (specify) .....**

**32. His/her monthly income is (in lekë):**

1. Under 15.000
2. 15.000 – 25.000
3. 25.000 – 35.000
4. 35.000 – 45.000
5. 45.000 – 55.000
6. 55.000 – 65.000
7. Over 65.000

**33. His/her monthly expenditures are (in lekë):**

1. Over 5.000
2. 5.000 – 10.000
3. 10.000 – 15.000
4. 15.000 – 20.000
5. 20.000 – 35.000
6. 25.000 – 30.000
7. Under 30.000

## DATA ABOUT THE FAMILY

**34. Other income within the family (specify).....**

1. Under 15.000
2. 15.000 – 25.000
3. 25.000 – 35.000
4. 35.000 – 45.000
5. 45.000 – 55.000
6. 55.000 – 65.000
7. Over 65.000

**35. Who administers your family's income?**

1. Spouse (male partner)
2. Spouse (female partner)
3. Both spouses (partners) together
4. Father/Mother in Law
5. Child (male)
6. Child (female)
7. Other.....

**36. How would you define your family's economic situation?**

- |              |                |                       |        |
|--------------|----------------|-----------------------|--------|
| 1. Very good | 2. Good        | 3. Somewhat good      | 4. Bad |
| 5. Very bad  | 6. Other ..... | 7. I cannot assess it |        |

**37. Are you content with your actual financial situation?**

1. Completely content
2. Enough
3. Less then enough
4. Not at all
5. I don't know
6. I refuse to answer

**38. Do you think that your financial situation in the last three years has:**

1. Improved a lot
2. Somewhat improved
3. It's about the same
4. Somewhat gotten worse
5. Is gotten a lot worse
6. I don't know
7. I refuse to answer

**39. Your place of residence is:**

1. Private Villa
2. Apartment in a building
3. Other (specify) .....

**40. What is the condition of your place of residence?**

1. Good conditions
2. Appropriate for living
3. Inappropriate for living
4. Under construction

<b>THE DIVISION OF WORK IN THE FAMILY</b>
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**41. How many hours per day do you spend outside the home (including working) during a working day?**

1. 0-2 hours
2. 2-4 hours
3. 6-8 hours
4. 8-10 hours
5. 10-12 hours
6. 12-14 hours
7. More than 14 hours

**42. What activities do you do outside the home?**

(If YES, mark X, if NO, go to the next alternative)

Activity	YES/NO	Time/ in hours
Work		
Study, school, training etc.		
Takes and brings the children back from school		
Visiting relatives		
Walking		
Sport		
Cafes/Restaurant with friends/relatives		
Grocery shopping		
Other (specify)		

### 43. What activities do you do inside the home?

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No	Time/ in hours
Cooking		
Personal hygiene		
Caring for children		
Caring for the home (cleaning, ironing, etc.)		
Relaxing (TV, radio, newspaper, book)		
Professional training		
Care and help for children's schooling and homework		
Sleeping (napping)		
Other (specify)		

### 44. Besides the professional and house work, how do you spend your time during the week?

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No	How many hours during the week?	How many times a week?
Visiting friends and relatives			
Bar/restaurant			
Walking			
Sport (fitness, gym, running, etc.)			
Library			
Cultural activities (cinema, theater, stadium, concert, exhibitions, etc.)			
TV / Radio			
Book / Newspaper			
Internet			
Meetings with teachers at children's school			
Meetings of social nature			
Other (specify)			

**45. Your spouse/partner does in the home:**

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No	Time/in hours
Professional training		
Cooking		
Personal hygiene		
Caring for children		
Caring for the home (Cleaning, ironing, etc.)		
Grocery shopping		
Caring and helping children with schooling and homework		
Other (specify)		

**46. Your first child (specify) ..... does at home:**

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No
Professional training, homework, etc.	
Cooking	
Personal hygiene	
Caring for the home (cleaning, ironing, etc.)	
Helping the younger brother/sister to do homework	
Grocery shopping	

**47. Your second child (specify) ..... does at home:**

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No
Professional training, homework, etc.	
Cooking	
Personal hygiene	
Caring for the home (cleaning, ironing, etc.)	
Helping the younger brother/sister to do homework	
Grocery shopping	

**48. Your third child (specify) ..... does at home:**

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No
Professional training, homework, etc.	
Cooking	
Personal hygiene	
Caring for the home (cleaning, ironing, etc. )	
Helping the younger brother/sister to do homework	
Grocery shopping	

**49. Others (specify) ..... do at home:**

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No
Professional training	
Cooking	
Personal hygiene	
Caring for children	
Caring for the home (cleaning, ironing, etc.)	
Grocery shopping	
Other (specify)	

**50. Others (specify) ..... do at home:**

(If YES, mark X, if NO, go to the next alternative)

Activity	Yes/No
Professional training	
Cooking	
Personal hygiene	
Caring for children	
Caring for the home (cleaning, ironing, etc.)	
Grocery shopping	
Other (specify)	