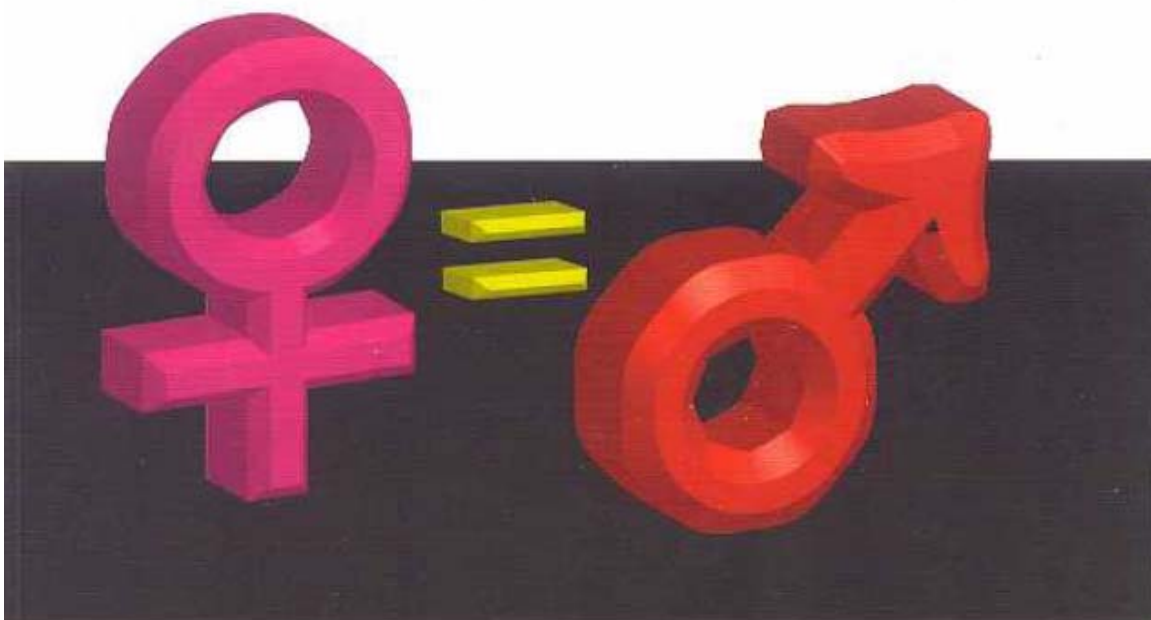


# Studim i situatës së barazisë gjinore në Shqipëri



UN Albania



REPUBLIKA E SHQIPËRIE  
MINISTRI E PËRVEKTESIAVE NËNË  
DREKTORATIN E EUROPOJË

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## CHAPTER I

### OBJECTIVE AND STATISTICAL INDICATORS OF THE QUESTIONNAIRE

#### I. 1. Introduction

The study you have represents an effort done by the Directorate of Policies and Equal Opportunities at the Ministry of Labour, Social Affairs and Equal Opportunities, with the main aim of assessing the actual situation where the Albanian female stands, and of promoting a process of changes, as well as building a medium-term strategic plan where the objectives and activities that should be implemented to fulfil the aim are foreseen.

This study is supported by the UNFPA in the framework of the project named “Designing of the national Strategy and of Action Plan for Gender Equality”.

This effort has been mostly focused on quantitative and qualitative issues which allow and enable a wider perspective of gender equality issue.

Of course, the interest of all key stakeholders has increased on this issue, because of the increased awareness of population that the analysis and improvement of ‘gender equality’ indicators is not an issue to be left aside or ‘social luxury’, but a reality that touches the basis of the interests of more than half of the population, which at the same time represents one of the main indicators of a democratic level of life. In this context this study represents a document which lead to the process of designing “Gender Equality Strategy 2007 - 2010”, where the process of knowing and assessing the will be filled in, through setting political and social tasks for all factors and actors who have roles and responsibilities to promote and deepen the process of gender equality.

In strategic document will be analyzed and will be given more clearly and precisely the actual state of men and women in Albania, giving short term and medium term progress of phenomena, aiming the identification of areas of intervention, as well as recommendations for policy, programs and measures to be taken to face the challenges; the strategy will be accompanied with a budget which will be an instrument to be used by Albanian Government to reach its targets and objectives.

Of course, this problem is a complex one and holds in its basis, the main concept of human rights. Gender equality issue has become nowadays globally a political, social, sociological, ethical, material and psychological issue. This problem at the first sight seems as a single problem only related with gender pertaining of women, but in reality it is a wider social problem, with many views and cuts that should be assessed in an integrated manner. The gender equality phenomena and the struggle of guaranteeing it has already become globally one of the main components of the modern civil society policy. Issues like women health, education of girls, and lack of real legal and political rights, have become fundamental and have taken more space in our political agenda.

In modern concept, at least since the Beijing Conference of the year 1995, it is accepted the progressive idea that it is difficult to realize economic and social development of a country which has ‘a disproportional percentage’ where a part of female population remain poor, uneducated, unhealthy and not emancipated.

The concept of ‘gender equality’ is a wide concept with philosophical, social, psychological and material basis. If this is not conceptualized in a simplistic, it catches a wide range of issues which are oriented to all directions of Albanian women lives; at

home, work, in the community, as mother, wife, daughter, worker, student, civilized, politician and so on.

The challenge of modern society is open. It has to do with the struggle that the Albanian society has to do with itself, with the professional policy which is impacting and decision making, in order to give 'respect and new dignity' to women and girls, giving 'at the same time family stability' which serves as the first institution where all the values are cultivated, including here education of behaviour and equal attitude of family members independently what gender they do represent. It is known the weight and role of the family in the education of cultural models at its members. Based on this, the basics of gender equality, are educated, cultivated and grown in the family.

The Albanian women, in their struggle for gender equality face two big obstacles, whose negative impact is not tendered even now. In this struggle, the Albanian woman faces the century cultivated tradition, with a very little role. Moreover, our society has a very mannish mentality, which is not only 'national phenomena' with very deep roots, but also a trend with strong roots in the Balkan region.

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In order for the study to be realized successfully and for its conclusions to be more realistic, it is necessary to assure as much information as possible. In this context assessing from 'conceptual principles', the collected information from a correct system of questionnaires and of interviewees, (data has come from 1196 interviewees) enables not only a linear analysis of gender equality issue in Albania, but also creates the opportunity to come out with some important conclusions to be used as further reference for the future by all factors and actors who have roles and responsibilities in this difficult process.

Also, during the evaluation of the questionnaire results and in the presentation of ideas we have taken into consideration that results and ideas to be coherent with important documents, national obligatory laws and International conventions to which we are a party or adhered. In this context we have taken into consideration documents like: Albanian legislation, which is a good one, analyzed from gender equality perspective. We have also taken into consideration (as basis of this study) international important documents such as Universal Card on Human Rights, and other Conventions which treat human rights, where the most important one (based on the main aim of this study) is the United nations Conventions "to Eliminate Discrimination Against Women" CEDAW, 1978, ratified by the Albanian Parliament with Law No. 7767 in 1993.

## **I. 2. The aim of the study:**

The aim of this study is to undertake an evaluation of the situation towards fulfilment of political, constitutional and social rights of women, based on the political imperative requirement, (which in Albania) which officially constitutes the equality between women and men, but not very often implemented in reality. Through the interpretation of questionnaire's data, as well as from the analysis of concrete situation taken from other sources 'alternative information' the evaluation of the situation of the inequality which are present in many directions of social and economic life of the country, will be made., especially with regard to the implementation of legal and social instruments which assure gender equality in Albania, the issues of gender balance in decision making, of

the efforts done by our society, policy and even by women themselves to be economically empowered, condition which is the crucial basis to reach the real gender equality. In this context, there will be analysis of gender equality in education and ways of eliminating gender discrimination in educational area, improvement of social care situation, health care, and elimination of gender stereotypes characterized by discriminative and pejorative nature in media.

Albanian government, women and their organisations, are convinced to build new and more modern policies which should have strong impact towards the realisation of their aspiration to live with dignity and with equal conditions in the society. In this context, this study, is a case which should serve as an 'instrument' to better see and to evaluate in a more appropriate way, the level of social perception of Albanian society, the level of sensibility of the public opinion for 'gender equality', as a basic condition and necessity for a fair, equal and functional society.

In this study, this issue have been seen from different social and gender perspectives, evaluating the perceived situation, not only at 'macro' level of the Albanian society, but also from other 'cuts' and special gender perspectives. 'Gender cut' or the perception of this reality from the genetic pertaining perspective, helps to create a more holistic picture of the evaluation that men and women have for the political and social importance that the gender equality has in modern society as fundamental condition in creating a fair society, which has in its basis a real equality between men and women, a real gender equality, not just for propaganda, but in reality.

Usually the social studies are not studies *per se*. They are undertaken in function of certain aims, which have to do with improvement of policies or strategic activities at a certain area. Of course, the study we are presenting, undertaken to test issues, opinions and judgement of the Albanian society at different levels and groups, is not an aim itself, nor simply done for 'knowing' the situation and actual level of gender equality as one of more synthesised indicators of 'social equality' in our society.

The study on gender equality is in reality 'precede' of a new engagement, institutionalised, political of the government and of many women organisations, of the civil society, even of women themselves, to build a new strategy necessary to increase pace for the improvement of the situation of women in politics, decision-making, economy, her inclusion and integration as an equal, free and not discriminated from old judgements and new taboos.

In this context, this study represents a document which based on the pace of data collected by a national questionnaire, gives us the opportunity to have a clearer picture of actual level of 'gender equality', of issues we face and of ways and mechanisms that should be used politically, to reduce negative, resistant, inherited phenomena, of the gender inequality which is still faced by the Albanian society, that still suffers the strong masculine mentality.

Furthermore, knowing the depth, intensity and geographical extend of this social phenomena, it's an indicator that can help and influence to prepare a 'National Action Plan' that will describe the activities and tasks that should be implemented by all political, social and gender actors (stakeholders) in order to bring a bigger change of standards that our society should represent in gender area.

Of course, this study is open to be used for other purposes like those that are evaluating and statistical by nature, because this study holds a big quantity of collected data which

are carefully elaborated, not only from statistical point of view, but also in qualitative perspective.

Study conclusions hold the value of orientation where the subjects that have responsibility to formulate policies, programs, strategies and action plans can be focused, in order to improve gender equality indicators of the Albanian society. This study can be used by all institutions, especially by those working on gender issues, by political organizations of women, by NGOs, which have tasks, roles and responsibilities to promote gender equality, to increase the role of women in the society, politics, decision making and so on.

For all interested groups, this study represents a documents that should be considered and studied as a more recent effort to know and study gender equality issue in Albania.

*The aim of this study*, is to identify concerns, trends and the intensity of gender equality issues, to influence as much as possible in policy making and social interventions directly or indirectly, pointing out priorities to solve step by step this issue. In this context, through this study is aimed to reach a 'social measurement' of concerns which hinder reaching the objectives of gender equality, through not hiding any gender issue under the 'political carpet'. This study aims not to stay away from politics and its impacts in the process of struggle of Albanian women for equality, but also to avoid every kind of political trends and militant 'comparative' treatment.

Gender equality, is a political issue, but its solution can not only be related with political objectives of a party both in position or in opposition situation. Because gender equality is an issue which touches all women from a gender perspective, irrespective of their political or other beliefs, this is a 'critical point', permanent for our whole national policy, irrespective of the internal separations, with democratic nature. The issue of gender equality should turn into a crucial issue for all Albanian policy of all wings, and this objective should be considered and put as a priority on their agendas, in order to make e 'gender issue' a permanent interest of politics, and not just to be used and treated for electoral purposes. Struggle for gender equality is one of the efforts of all the Albanian women community, irrespective of their political engagement or their conviction. In this study, we have never asked or required to know the political point of view of the interviewees. This has come, as we have tested that women sensitivity and their efforts for gender equality is not conditioned from their political beliefs.

It is positive that this women effort for better socio economic indicators, for a more holistic gender equality, real and true, represents almost one consensual thinking and acting of all Albanian women, irrespective of their political beliefs. Even from other pertaining which not influence on their irreversible willingness for more equality. At this point, in this big challenging process of the struggle of the Albanian society for gender equality, with regard to increase the social personality of women, the Albanian politics should be unique, 'united' in order to be able to face the great task which stands in the foundation of modern society, which is freedom and equality for all human being without any kind of gender, race, religious, cultural and ethnic discrimination. In this context the politics should consider the issue of gender equality in Albania.

### **I.3. Questionnaire methodology and data reliability**

#### **a) From a geographical perspective**

This study is based on interview system through questionnaires formatted in line with the purpose and objectives of the study. In order for the study to obtain more holistic and

reliable results, it was conducted in 12 Prefectures of Albania, including more developed metropolitan areas as well as rural and marginal areas. This national distribution of the interviews is judged to serve as a possibility to test wider and closer to the reality of the issue, psychology, and social perception on gender.

Although, looking at the distribution and number of filled in questionnaires, as well as the elaborated data, we can understand that it was not an even distribution from the quantitative point of view. If we look carefully taking into consideration the quantitative point of view of questionnaire distribution, we can observe that most of them are conducted in principal cities like Tirana, Korça, Vlora, Fieri, Durrësi, and less in cities like Shkodra, Diber, Lezha.

|              | <b>Prefecture</b>  | <b>Number</b> | <b>%</b>   |
|--------------|--------------------|---------------|------------|
| <b>1</b>     | <b>Berati</b>      | 65            | 5.4        |
| <b>2</b>     | <b>Dibra</b>       | 54            | 4.5        |
| <b>3</b>     | <b>Durresi</b>     | 99            | 8.3        |
| <b>4</b>     | <b>Elbasani</b>    | 90            | 7.5        |
| <b>5</b>     | <b>Fieri</b>       | 82            | 6.9        |
| <b>6</b>     | <b>Gjirokastra</b> | 58            | 4.8        |
| <b>7</b>     | <b>Korca</b>       | 114           | 9.5        |
| <b>8</b>     | <b>Kukesi</b>      | 60            | 5          |
| <b>9</b>     | <b>Lezha</b>       | 59            | 4.9        |
| <b>10</b>    | <b>Shkodra</b>     | 42            | 3.5        |
| <b>11</b>    | <b>Tirana</b>      | 389           | 32.5       |
| <b>12</b>    | <b>Vlora</b>       | 84            | 7          |
| <b>Total</b> |                    | <b>1196</b>   | <b>100</b> |

Of course, this differentiated percentage of the questionnaires has mostly come from the number of population living in those areas. It is normal that in total, Tirana (capital city of Albania) has 32.5% of the interviews. This is logical and reliable, as the number of population living here is very big in comparison with other cities. This 'proportional' logic has been (as indicated) dominant in the distribution system of the interview.

It is also justified, that to find an average judgement, or to evaluate the weight, trend of the psychology of our society with regard to gender equality and of women in general, we should evaluate the ratio between the population and the number of people interviewed, in order for the results to be more real and reliable from gender structure, age and geographical distribution perspective. In spite of that, from this point of view, there are 'quantitative discordances' between people living in different regions. For example, the number of interviews conducted in Shkodra is lower in comparison with the number of population living in this prefecture. The number 3.5% of the interviews conducted in this city represents the lowest one at the national level. While the separation in regions and other cities is based taking into consideration the proportional methodology of the ratio between the number of the population and the extend of 'questionnaire test'. In this context, the geography of testing is directly formatted from quantitative perspective and allows to analyse women and gender equality issues at national level. It is positive, that for this kind of study which holds gender dimension are randomly 1196 persons interviewed at national level representing all regions of Albania.

This level is more than enough and closer to reality to evaluate gender and related issues in Albanian society.

**b) From an age and gender perspective:**

In order for the study to be in line with the culture, judgment, prejudgments, and mentality of our society, the questionnaire has a fixed age distribution. Of course, it is not possible that a random questionnaire system to assure an equal distribution of the interviews in order to have an equal testing from age perspective.

In recent modern practice of social studies, it is always foreseen this ‘age spontaneous’ and the tolerance during the questionnaire process. Nevertheless, from this point of view, data coming from the questionnaires show that the study is ‘balanced’ and creates the possibility to as more representative as possible and in line with structure and age composition of Albanian society. Data coming from the age curve show clearly that the number of age groups participated in the questionnaire is ordered according to the relation and sensibility that a settled age group has with regard to gender equality issue. Age perceptions have natural impact on the whole social perception of gender equality issue of our society. The scale of this perception and sensitivity, and the reaction toward this phenomena is not and should not be the same and equal for different ages. It is interesting to notice that adolescence is less represented in quantitative indicators of the questionnaire in comparison with other age groups. This is shown clearly in the table that age group between 15-17 represents only 2.1% of the interviewees. While the age group between 18-30 years of age are represented with 26.8% of the interviewees and age 31-40 is represented with 23.8%. In the participation list of the questionnaire age 41-50 seems more interested and more participative, representing 31.6% of the interviewees.

It is of great interest from study and practical perspective the analysis of ‘age curve’ of the interviewees with regard to gender equality issue. This curve is an sinusoidal social curve, for it starts with low indicators of people interests that are in adolescence and increases for middle age group, while it goes down again for retired people.

|              | Age   | Number of participants in interviews | % of participation in interviews |
|--------------|-------|--------------------------------------|----------------------------------|
| 1            | 15-17 | 25                                   | 2.1                              |
| 2            | 18-30 | 321                                  | 26.8                             |
| 3            | 31-40 | 285                                  | 23.8                             |
| 4            | 41-50 | 378                                  | 31.6                             |
| 5            | 51-60 | 162                                  | 13.5                             |
| 6            | 60+   | 25                                   | 2.1                              |
| <b>Total</b> |       | <b>1196</b>                          | <b>100</b>                       |

It is not casual that data coming from the questionnaire, (evaluated from age perspective) are low for people between 15-17 and over 60 years of age. This ‘age diagram’ is related with the ratio and age statement that every age group has in relation to gender equality issue. Certainly, adolescents still don’t have perception of what does it

mean for the woman to be deprived of being socially equal, because at this age even in our country adolescents represents people who are not tied up with the past masculine influence mentality.

Moreover, it seems that in adolescents are appeared signs of a new social attitude where men and women are equal. This has come maybe because of the intensive extension of cultural view of adolescents where many taboos of the past are broken. These were precisely those taboos which have served as social paradigm for our past society, in order to put from adolescents' age 'borders of freedom' and of the rights even more conditioned for women in comparison with men. Since that age started the cultivation of cultural gender stereotype which with the time became more dominant.

It is also observed a low interest of people over 50 years of age, age which represents a decreasing trend of 'age curve' in the questionnaire. This age group represents 15.6% of the interviewees. Of course, this has to do with our national tradition that 'tolerates' woman over 50 years of age (sexual and intensive kind of life is over above this age) taking off some 'control barriers' which are more sensitive for women under this age.

In the questionnaire bigger proportion takes the group between 18 to 50 years of age. This is not casual that this age group without any gender prejudice constitutes approximately 80% of the interviewees, or in numerical data 784 people. At the same time from 1196 interviewed people, only 25 are between 15 – 17 years of age. At the same representative level stands the group over 60 years of age. Maybe this is accidental, although this level represents age interest level, which is equal for both groups.

On the other side, it seems that age group between 18 to 50 constitutes the base of questionnaire. This is not a random statistical data, but an indicator of accordance of active period of age, which holds an opinion or social or personal concern with regard to gender equality and related issues like, equality between men and women, the place of woman in family, society and in the community. This age group is very important in consideration of the issue we are studying, as this age group holds the most important processes that happen during the life time of humanity and of women in particular. At this age, normally are appeared social and gender perceptions, bipolar and sexual gender relations and important moral and emotional relations are created, where gender ratio are appeared very clearly. At this age happens marriage and family creation process which makes relationship between men and women as a solid one.

This age is the one where the social competition takes place, where people fit with the job market, this is also the age where appears and realises differentiated gender ratios between people with different sexual pertaining, different professional careers and job placements, elements which have a special importance on the economical statement of woman in the family. These are all the reasons, that the interest of age group between 18 to 50 is so high. Anyway, superiority of this age group in comparison with the group as a whole is not considered as a weakness. In contrary this special accordance is positive and creates the opportunity to better 'read' the dominance of interest and of concerns that appear in relations between men and women in actual Albanian society.

We can not let aside the issue of gender pertaining and sexual identity of the interviewees. This issue is an important indicator in every kind of social studies to assure the required and appropriate 'social model' of testing. This comes, as for issues which are universal and social by nature like gender equality issue, the interest is not only high from quantitative, but also from 'bipolar' point of view. In spite of that, indicators of gender pertaining of this study appear not balanced. It seems that women interest in

being more active in study results determination, and the evaluation of actual level of gender equality is higher for women in comparison with men. From this perspective from 1196 interviewees, there are 444 men and 752 women, or in percentage women represent 62.9% and men 37.1% of the interviewees, and more specifically among three interviewees there are two women and one man. This ratio should not be seen only as a statistical number.

|              | <b>Gender</b> | <b>Number</b> | <b>%</b> |
|--------------|---------------|---------------|----------|
| <b>1</b>     | <b>Male</b>   | 444           | 37.1     |
| <b>2</b>     | <b>Female</b> | 752           | 62.9     |
| <b>Total</b> |               | 1196          | 100      |

Low presence of men in the questionnaire is one of the inertia indicators of still strong masculine mentality, (which still holds a heavy weight) according to which the 'gender equality' issue is not an issue which stands in the foundations of human rights but simply considered as a 'women issue'.

Meanwhile, it seems that our society is still a masculine one and away from standards of an civil, equal and 'open society' from gender perspective. Indicator of low participation of males in the questionnaire is not an issue coming from the lack of male awareness of specific women issues, but this is another indicator of our mentality which considers this issue as not important and of great concern for our society.

Quantitative indicators of the questionnaire are at the same time meaningful that gender equality issue in Albanian society, is not still become a general social issue for our society as a whole without any gender discrimination. This indicator shows the fact that gender issues still are wrongly treated, in a simple way as 'gender issue' which is related with some rights to which women have been denied, and not as foundation issue of human rights. This masculine concept of gender issue will be disclosed step by step through synthetic indicators and sharper cuts of this issue during data analysis of the questionnaire. This statistical indicator will also be evaluated as one of formal indicators which show the social deformation which still exists in Albanian society.

Even if we have a confounded social concept of 'gender equality' issue, interpreting it not as a socio political issue, and as right of women to be absolutely equal, but simply as 'women issue', which is directly connected with human rights, this is not little. This in reality shows too much if accordance of this questionnaire report from gender perspective is real and in harmony with the reality of our society.

From a "closed [gender] issue", the issue of gender equality was turned into an important social matter for the whole of our societies both at the Beijing Conference in 1995 and the US's then-First Lady's speech (Mrs Hillary Clinton). The idea was to make it into a priority for governments, their policies, civil society and the large of community of women around the world. It was at this Conference that the mobilising theme became the following: "it is no longer acceptable to discuss women's rights as if they were separable from human rights". This enormous challenge of modern society – building it as a fair society, equal in so far as gender parity is concerned – requires a change of the "masculine" axis of mentality which not only pervades our society, but it is seemingly perpetuated by the discriminatory concepts of marginalising both women and her concerns. These issues must be looked at neither in the entirety of our society, nor within it, but as problems of a gender nature, which relate to women as a specific group of a "special nature".

**c) From an educational perspective:**

Study has evaluated as a key component educational and cultural level of the interviewees, tempting to find the linking point between existing social mentality and the level of educational and cultural development of our society. Of course, it is not possible that from data and results coming from this questionnaire to give 'end' conclusions for this kind of correlation socio cultural by nature. In spite of that, some of the data are interesting and should be kept for further consideration in order to know the impact that education and culture have in gender perception, as well as the social evaluation that gender equality issue represents for different levels of Albanian society which themselves hold differentiations and dissaccordances with regard to their educational and socio cultural level.

|              | <b>Educational level</b>          | <b>Number</b> | <b>%</b>   |
|--------------|-----------------------------------|---------------|------------|
| <b>1</b>     | <b>primary</b>                    | 73            | 6.1        |
| <b>2</b>     | <b>High school - professional</b> | 158           | 13.2       |
| <b>3</b>     | <b>High school - gymnasium</b>    | 205           | 17.1       |
| <b>4</b>     | <b>Graduate studies</b>           | 658           | 55         |
| <b>5</b>     | <b>Post graduate studies</b>      | 102           | 8.5        |
| <b>Total</b> |                                   | <b>1196</b>   | <b>100</b> |

From a participatory analysis, it seems that level of interest and of sensibility of our society with regard to gender issue is related with the emancipation scale of its individuals. This is not a new thesis, that the more educated is the society the more perceptive and reflective it will be towards social issues of women and to socio political issues of gender equality. This thesis is old and tested since European illuminism, in the period of birth of modern society. Even with limitation of the illuminist definition for gender equality, as an issue related and conditioned only by educational and cultural level of the society in every period of historical development, nobody has tried to deny the fact that especially in modern society the correlation level of social gender issue is related and reflects the level of socio cultural development of this society. The thesis of relation between social sensitivity and cultural level of the society, is one of the most important thesis of sociological modern thought.

In this context, data analysis shows that most of them are actively engaged to represent their opinions in the questionnaire are people with high levels of education. Furthermore those people represent the biggest number of the interviewees. It is positive fact for the study that around 55% of the interviewees or 658 people have higher education. Those together with people who have postgraduate studies make 700 persons or 63.5% of the interviewees.

Meanwhile, in the questionnaire process many other persons who have lower education have expressed their judgments and perceptions with regard to gender equality issue. Those persons represent 6.1% of people interviewed while 158 persons or 13.2% are people who have professional education (professional high school) and 205 persons or 17.1% of the interviewed have high school education. Persons who have finished high school in total represent 39.4% or 436 interviewee.

So in general, the structure of educational level of interviewees is mixed. The structuring of educational level approximately suits with 'macro levels' of education level of Albanian society. So the interpretation of data from this point of view is favourable to undertake wider social analysis which could be closer to the reality. Of course, a greater presence

of people with higher education in the questionnaire should not be considered as a concern and doesn't have disfiguration impact in the study as this figure is fully in accordance with actual trend of Albanian society towards new levels of 'accelerated education', which certainly will bring a new 'configuration' of our society from education perspective.

**d) From a work placement perspective**

In the evaluation of women social role and of her equality with men, it is of key importance her place in the 'world of work placement'. The level of women employment is one of more synthetic, more reliable social indicator, that indicates pace, level and standards how a society is operating at a given period of time.

Of course, in a modern and democratic society, is not easy to directly use 'employment level' as a social instrument to measure the pace of women 'social inclusion'. This is because this indicator should be carefully interpreted, taking into consideration the basic fact that employment is not any more a direct issue of the state, but exclusively private. Work placement in democratic society is a personal issue. In this context should be considered and evaluated the issue of employment indicators issue.

|              | <b>Work placement</b>     | <b>Number</b> | <b>%</b>    |
|--------------|---------------------------|---------------|-------------|
| <b>1</b>     | <b>State sector</b>       | 780           | 65.2        |
| <b>2</b>     | <b>Private sector</b>     | 128           | 10.7        |
| <b>3</b>     | <b>Self employed</b>      | 84            | 7           |
| <b>4</b>     | <b>Housewives/ pupils</b> | 145           | 12.1        |
| <b>5</b>     | <b>Retired</b>            | 31            | 2.6         |
| <b>Total</b> |                           | <b>1168</b>   | <b>97.7</b> |

Of course, (interviewing 1196 persons, where women hold 70%) those data are not enough, but they help to do accurate definitions of work 'gender ratio' in Albania and to create a better view of reality with regard to this indicator which shows how much employment impacts towards social perception of gender equality issue.

In reality, it seems that most of the interviewees are working for the state. According to the given data circa 65% of the interviewees work for state, circa 128 persons or 10.7% are self employed and 145 persons, or 12.1% are households and only 31 persons or 2.6% are retired. It seems that 'champion' we are going to use to evaluate the judgment on 'gender issues' is compounded by people that are working active (employed or self employed), and those people take 89.2% of the interviewees or 992 persons. The other ones: 176 persons or 17.1% of the interviewees are unemployed, households, pupils or retired. What is of key importance in this case, is the fact that because most of the interviewees are women (circa 70%). This fact makes you think that in the foundation of the issue we are analyzing are the women thought, their complex psychology and their gender and civil concern. Moreover this fact helps even more towards a 'female axis' judgment of the modern gender equality concept and issue.

**d) Distribution of interviewees in rural and urban areas**

In every sociologic study the distribution of geographical and administrative pertaining of the interviewees is important in order to obtain average data with regard to perspective and evaluation of the issue both in urban and rural areas.

In this context, particularly to have a real evaluation on this specific issue like gender equality, the issue itself should not be treated separately. This issue is a complex one and should be socially and nationally evaluated. Independently from colours, trends and intensity gender issue appears both in urban and rural areas, it is a social issue which includes the society as a whole and should be treated as a whole issue for all Albanian women.

|              | <b>Area</b>    | <b>Number</b> | <b>%</b>   |
|--------------|----------------|---------------|------------|
| <b>1</b>     | <b>City</b>    | 1009          | 84.4       |
| <b>2</b>     | <b>Village</b> | 187           | 15.6       |
| <b>Total</b> |                | <b>1196</b>   | <b>100</b> |

In this context, we can observe that interview data are not very much equilibrated from geographical distribution point of view. This is one of the constraints that impacts statistical interpretation of the results. The number of interviewees from urban areas is dominant and holds 84.4% of the interviewees, while those coming from rural areas are 187 persons or 15.6% of interviewees. This result is not only coming from management of questionnaire system, which should have been more carefully with regard to the distribution of questionnaires in urban and rural areas.

Maybe we should treat the issue deeper, as probably this indirect ratio of the questionnaire participants from geographical distribution point of view, could be or should be an indicator itself. It is for sure that this 'numerical statistical' disproportion of participants in accordance with demographic report of Albanian society, is a phenomena that indicates the differentiated level of social value of the 'perception' in comparison with other issues that they are facing during their everyday life. Woman position, her concerns, is not equally sociologically and culturally percept in urban and rural areas which have also known development differentiations and specifications.

If we consider this questionnaire indicator as a real one, as an indicator of real level of interest of the affected areas, especially of women in rural areas, this will be an issue of great concern. But also abstracting statistically and considering it from social and sociological point of view, we should say that this is a real social issue because of the differentiated interest and different level of 'from gender inside' perception of the women in urban and rural areas. Nobody doubts that gender equality issues and violation of women's rights are worse in rural areas in comparison with the urban areas. In all cases it seems that first conclusion of the whole study is changing the situation in order to be more in line with the requirements of the time we are living, in order to fulfill European standards on gender equality. In order to achieve these requirements we need all stakeholders involvement towards increase of gender self perception level of women living in rural areas. This fact is more than enough to say that in our country exists an obvious 'handicap' with regard to wrong orientation of NGOs which very little work in rural areas. This should not be seen as 'organizational' issue but as a political one, as a abusive action towards rural women, who is far away from social information and awareness of her rights as a social being.

Meanwhile, we can not deny that this low result of gender self perception of rural women, also impacts in gender funds direction, where most of them are being spent on trainings for urban women on 'theoretical and philosophical' issues which are away or marginal to most of the women needs, especially in the country side.

## CHAPTER II

### SITUATION ANALYSIS FROM A GENDER PERSPECTIVE

#### II.1.1 Women and decision-making

The analysis of woman participation in decision making has many components which should be studied accordingly. In spite of that we should stress from the beginning that independently from the reality this phenomena appears, it is important that Albanian society is aware and accepts that this phenomena is socially unfavourable to women. In reality most of the interviewees or precisely 94.5% of them have the opinion that woman participation in decision making or in politics is very low.

It is very interesting of great value for the gender equality analysis and of related issues that we have received a same answer both from interviewed women and men with this regard. From 752 women and 444 men asked on woman participation in decision making the answer is the same (94% of women and 94% of men have answered with yes to this question), giving a 'positive evidence' on theoretical and social perception of Albanian men. This fact, is a positive indicator that should be used in the struggle of changing the mentality which constraints active participation of women in life, society, politics and decision making processes.

The perception indicator of 'equality in decision making' is essential to indicate the emancipation level of Albanian society, which in contrary to the above shows an increased awareness with regard to role of women in society and decision making. This indicator shows that Albanian society has entered the way of modernization, and integration with equal values.

The high general level of society's perception on women values should be the starting point to further prioritize causes that constraint a wider participation of women in politics and decision making. It comes out clearly that an obvious negative impact with this regard is a strong masculine mentality of our society which still exists and which still have 'ant feminine paradigm' according to which politics and decision making are men issue, where women should be limited. We all know from centuries that woman has been considered worthy just at home and not in public and social areas.

According to our mentality, politics and social life has been a foreign language for women. This is the main reason that with all changes happened in our society we still have low indicators on woman participation in politics and decision making. This impacts in narrowing the pace of woman participation in decision making as an equal political being with men. Social sphere are still 'resistible domains' of masculinity which on the other side become a basis on deformed 'cultural model' cultivation, which accepts as normal the still marginal statement of woman participation in politics and decision making.

Of course, recently, in the reality of low participation of women in decision making, we should think that a negative role plays the 15 years political fight, which has been and still is appeared as a fight between men, where women can not have place to participate as a fragile being in comparison with men.

The way how is conceptualized, developed and implemented the policy in our society, the lack of its civilized qualities, harsh, brutality, offences, are become a serious obstacle to have policy and decision making as a organic 'natural environment' suitable even for women. Policy in this context both in form and content has its own responsibilities towards the low level of woman representation in higher levels of politics starting from Parliament up to local governmental levels. Product of this reality is also the fact that in

women this kind of situation creates a mistrust feeling for their energies, capable to be worthy and equal with men even in the spheres of politics and decision making that are considered as 'monopoly' of men.

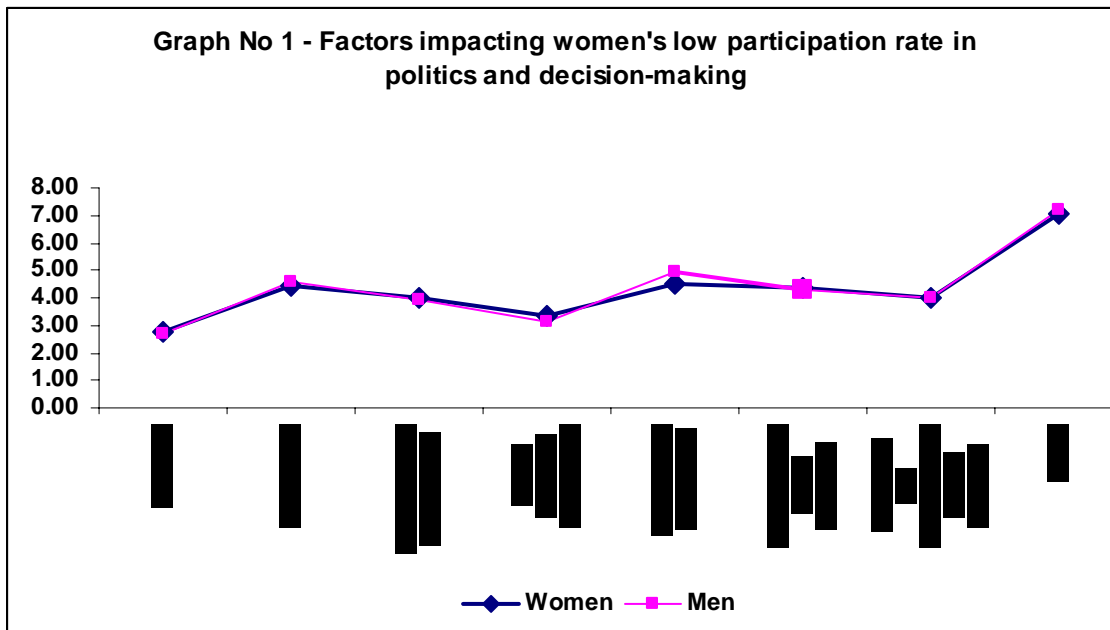
Among reasons that are considered as constraints for participation of women in politics and decision making is the lack of free time at women, which makes them unable to enter in politics and to participate in decision making. In this situation an important impact have the dominant mentality of the society which defines woman as a person who should take care of children and of household. In the reality this unnatural line and masculine perception of tasks within the family and the house as a duty and responsibility of women only, is one of the reasons that keeps woman 'isolated' from the world of politics and social life. Considering home as the natural and obligatory place only for women, we still as society have the exaggerated concept for women as 'lady inside the family'.

According to this mentality, politics is considered as 'unsuitable work' for women. It comes out from this study that one of the reasons that we still have a low participation and representation of women in politics is that politics itself is considered as men domain. The low level of women membership in political parties has an negative and determinative impact to women affirmation in politics and decision making, as political parties are centres where engagement policies are made and responsibilities are given. The low participation of women in political parties is also related with the fact that parties itself are strong fighting arenas between men, and this fact makes women to stay away from political parties. Because the organization and distribution of work within the family still holds masculine features, makes the 'social time' of women very limited hindering her to be active in society.

Free time is an universal condition in strengthening social component of civilization and especially in increasing the space of woman integration in the society. Lack of time, heavy charges in the family and lack of an equal distribution of tasks and responsibilities within the family itself makes impossible for women to equally participate in politics and social life.

We can not pretend to extend women chances and opportunities without releasing her from these unfair charges that are considered as exclusivity of women. In this context, we can not speak for real gender equality when there still exists 'unfair distribution' of free time between women and men. The equality should be set within the family first, as the institution which holds unbalanced gender equality indicators. Albanian family is the first institution which cultivates, keeps alive and feeds the mentality of unequal genders, because conditions and time opportunities for social contribution are not even.

Meanwhile, it results from the study that level education issue and its impact on actual level of gender equality in the society, is not considered as a factor of key importance from the interviewees. This reality is an indicator itself which shows that past 'unequal education' between men and women is reduced. Furthermore there are indicators that show an accelerated increase of women educational level in comparison with the one of men. Meanwhile, it is known that this positive and favourable factor in 'social role' and gender equality, doesn't have an immediate effect or doesn't work automatically.



In reality there is a difference in woman participation in 'professional life' and 'work market' because of her special cultural and professional abilities and very competitive level of education that she brings in public. In spite of that, even when women have higher education they are generally destined to play some professional roles that have stereotypical gender nature 'suitable' for their nature, mostly related with service sectors and less in managing and directing sectors which suffer a low participation of women. There is no need of further indicators to interpret more precisely this expression of gender inequality. It is enough to have a look at low level of women participation in politics, government, local government to understand that participation and representation of educated and intellectual women engagement at all levels of life is still very low. We are not talking for the society to create gender equality 'artificial spaces' to favour women, only because of their gender.

There is no need to turn the issue of gender equality in a struggle to favour gender. But it is not normal for our society to still hold masculine mentality based in concepts that creates unmerited superiority of men to be in higher positions leaving women in minority even those have comparative educational, professional and cultural qualities.

In this context, Albanian society should turn the head and decide the meritocracy concept which should be independent from gender pertaining of the candidates. Favouring men for important tasks and responsibilities only because they are men, is one of the most expressive and eloquent expression of gender inequality in the public, which should concern most our politics, government, society and even women themselves.

Studying the given answers, it positively impresses that there is an approximation between men and women mentality with regard to reasons' order that keep gender inequality in the society. Their answers and ordering of the above mentioned reasons are almost the same. This is a very significant indicator to show development and emancipation level as well as the level of gender sensitivity.

There is a stronger emphasis at the sensitivity that women themselves have for reasons which create gender inequality. But because this trend doesn't weigh to differ between the given answers both of men and women, it creates the idea that 'social environment'

has positively changed. We can also observe that even the masculine mentality has changed in the same way approximating the one of women creating a more favourable environment for future positive changes.

The approximation between men and women mentality should be used as a tool that favours improving and stimulating policies towards real gender equality indicators.

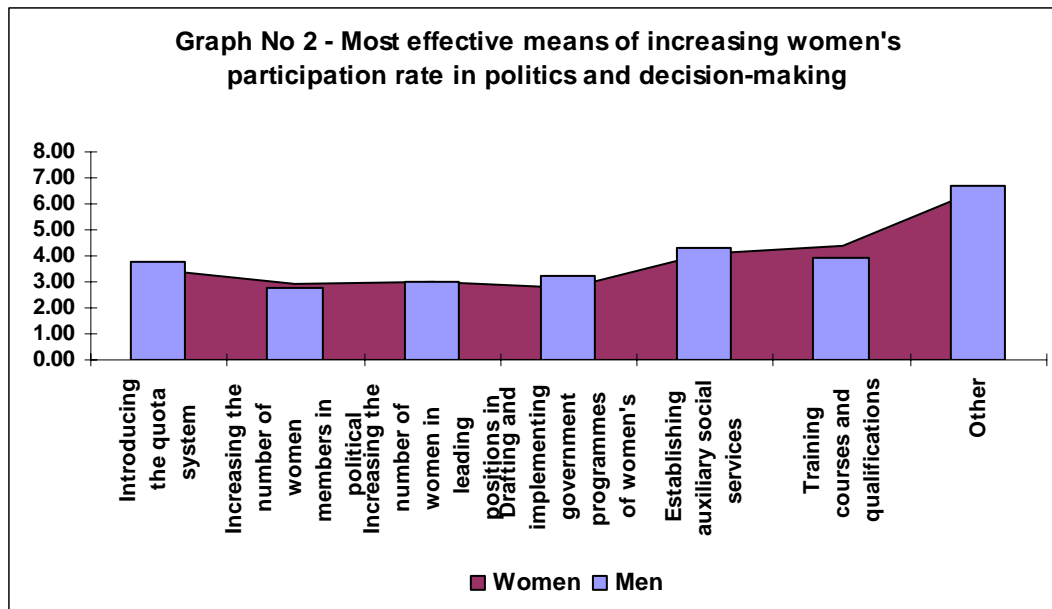
Based upon evaluation of social mentality and perception indicators with regard to the need of gender equality we have identified ways, possibilities and priorities that impact increase of women participation in politics and decision making. Even in some cases the increase of women participation in political parties can be considered as paradox from social point of view, in Albanian reality should be considered as key condition for the improvement of the situation. Very low level of women engagement in politics and political parties is a fact that negatively impacts to achieve gender equality indicators. Of course, we should consider increase of women participation and presentation in political parties as a priority towards gender equality. This is because of the fact that most of nominations at key management and administrative levels are politically done. In this context, low level of women representation at higher levels is mostly related that she rarely is involved in higher positions of political parties. Furthermore, of great importance is considered the support that government gives to gender equality issue through its special governing programs.

Normally, role of the government and of its institutional instruments is considered very important to directly impact the change of gender equality situation and to create institutional premises to effective gender equality. Even this task is not exclusive for the state, in our point of view because of 50 years of closure still exists mentality that the government has the role and strength in bringing equality. Putting this perception with hyperbolized dimensions into an influencing reality with normal dimension we should say that state role to positively influence in changing reality and in improving gender situation is a fact that could not be denied. State has the opportunity to create alliances with civil society helping towards civilization which holds as a key and fundamental indicator the equality between women and men. Analyzing possibilities that influence with this regard, study surprisingly identifies as the last influencing factor creation of social care services and of women training and qualification from state and society.

Certainly, this lack of belief on positive impact that social services and training could bring, is related that those factors do not directly influence in the process of gender equality. It seems that Albanian society is stepping away from the perception of gender equality as cultural and illuminist issue. It seems that our society is already become a pragmatism one and believes in solutions and interventions that directly impact the realization of gender equality process. In this context, the society thinks that putting of some 'obligatory quotas' to be implemented under '*sine qua non*' condition will better change the situation towards the increase of women representation in politics, parliament, and public administration in comparison with theoretical trainings.

There is a difference between men and women in perception of possible ways and of priorities to increase women participation in politics and decision making. While women put at first place designing and implementation of governmental programs which are supportive to her, men think that increase of women participation in political parties forums is a priority.

In the frame of work towards the realization of better gender equality indicators, men differently from women think that quota introduction in politics and improvement of election will have greater impact.



In another alternative study, conducted through a public survey there is a list of factors that according to the interviewees' perceptions have a special importance with regard to women and their role in decision making. According to this study, there are some factors that don't favour women. Again, based on this study, circa 62.1% of Albanians think that 'women evaluation tradition' plays a big role in this situation, while 57.8% consider the 'actual level of social developments' as restrictive factor. Certainly, knowing the fact that political party leaders are mostly men, 52.4% of the interviewees think that women participation in political decision making is mostly related with masculine nature of political leadership and with their masculine willingness.

It is positive the public reaction on 'public image' of political engaged women. Only 28.2% of the interviewees think that image of elected women has a negative impact. The study also reveals the trend in politics is not women supportive during election times. 47.1% of the interviewees see as negative factor putting low quota application for women.

### **II.1. 2 Gender equality and political parties.**

The question 'do political parties support in the same way women and men to candidate?' which has a strong 'No' answer, helps to better understand reality of gender equality of women in politics. It is not coincidence that from 1196 interviewees, 926 of them or 77.4% answered with no, and 257 or 21.5% think that the political support is the same both for women and men. This is not simple statistics but an obvious reality that proves the existence of gender line in political life.

It is important the fact that both women and men (94.1% from both) same think that political parties don't support in the same way women and/or men candidates. This proves once again the masculine nature of our politics, which mostly favours men and still holds the marginal mentality on equal role that women should have in politics. Indirectly, even that gender issue isn't obviously appeared it is easy to understand the deep thought that politics is men issue, and women are not very appropriate for the political mission.

Of course, the way how politics is done in Albania, intensity of conflicts and brutality of how is publicly introduced, has a negative impact on low level of women representation and participation. Low level of women representation and participation in central and local level structures is even lower in rural areas. Women of rural areas are less represented in comparison with those of urban areas because of the conservative mentality which is stronger here and which constraints women to equally participate in different level of politics, especially in communes' level.

Moreover, even women of rural areas have a low level of development, and also civil society which should defend gender equality rights of women is not strong enough to do so. In this context, according to masculine concepts women should stay home, look after children and go to church or mosque. The danger coming from this closed circle of modern society is that it tries to isolate women from active participation in political and social life.

From this point of view 'struggle' for gender equality is a special task of civil society and of political, social, intellectual organizations that should fight against those concepts and mentalities that unfairly create a cover that keep women away of political life and of her right of being equal in decision making.

This study is precisely focused in the role and mission that women organizations should have to increase the role of women in politics, decision making, and to influence as civil 'pressure tool' to policies and political parties towards women support with regard to her political engagement. Increasing the role of women and of their organizations in politics and decision making is a legitimate requirement and future imperative task of our society in order to be a fair society with equal gender and civil rights.

It results from the study that there is a more obvious claim with regard to women political organizations as instruments that should positively influence on women increase in politics, on their support during election campaigns. This role has been considered as the first crucial step of women organizations, because without initial support that influences on the level of women participation it is impossible to assure participation of women in designing of political parties' programs or in executive decision making. It is obvious that in order to have an increase of women role in politics and decision making, we should first have an increase of their number participating in politics, we should undertake a special election support, in order to have them actively participating in programs' designing of political parties and in decision making.

The first step is numerical and physical increase, which is fundamental to have success. In this prioritization of steps same opinions have independently both women and men. Even at this point it seems that there is an equilibrated social sensibility and a fair evaluation of factors that influence women participation in decision making process.

Consensual gender evaluation on factors' importance is another indicator of social maturity of our society, which already has started to make a serious evaluation on imperative requirement for gender equality. These evaluations should be promoted even more in order to avoid 'sexy' nature of Albanian politics which still remains strong in practice. But evaluating data coming from questionnaire, it seems that there is a difference between judgment of public opinion which appears to be positive with regard to women participation in politics and decision making and the reality of political parties which still have low participation of women.

In this context, political parties should be concerned. It is not normal that the right judgment of public opinion with regard to women participation in politics and decision making differ from practice.

## **II.2 Women's economic empowerment**

Actually, it is normal that gender equality situation to be understood and interpreted in relation with economic power of women in family and even more in society. This study is based on the very well known fact that women role from this perspective is inferior in comparison with that of men.

The privileged position of men with regard to employment, salaries and management is another indicator that shows that in Albanian society gender equality issue is also expressed in financial terms. Of course reasons of this phenomena that margins and disfavours women in comparison with men are related with education level, lower access to financial sources, lower level of employment and of economic information, lower level of family support, lack of social services, masculine mentality etc. In the whole picture, the weigh of these factors has been and still is different. From study analysis it results that these factors also influence on low level of women participation even in business area.

In reality analyzing identified factors, women position in business area is low because of their access to finance and the lack of social conditions that favour participation. It is also observed that even disbursements done favour businesses run by men. This issue can not only be considered as a national concern, but it is also a global one. Business itself is considered as 'exclusive' men area because of risks and difficulties related to it.

Meanwhile, this fact is also related with social mentality which doesn't favour the right of women being equal with men. Exactly joining of these two factors that has to do with unequal financial access between men and women have brought up this situation. The family itself is another factor that disfavour women participation in business area.

In this context there is a need for more in depth studies and analysis of constraints and challenges that is shown up with gender inequality.

Particularly when it comes in terms of women economic role, there is a necessity to differentiate and weigh constraint factors that come from mentality of family and those that come from society. It is of interest in this study that we have received both from women and men the same order of constraint factors. This equality in their answers is a positive indicator that shows that even men are conscious that their strong position with regard to business issue is not related with 'their superiority' but with mentality of society that disfavour women.

In this situation is considered as priority support that should be given by state in order to improve women position with regard to employment and business. This is considered as a necessity by 94.8% of interviewees that at the same time think that women position can also be changed through improvement of her professional indicators as well as of by credit system. Even there is no sign of gender discrimination in credit system, there are other issues and obstacles that restrain women from this favouring system. With this regard, it should be for better of women to undertake measures that ease credit process for women. Meanwhile, it is also obvious the need of active help that state/government should give with regard to women employment especially in public sector.

### **II.3 Female personality and the issue of sexual harassment at work.**

Sexual harassment of women at work is considered an issue of concern that lowers her dignity and personality. It is not important to mention the number that affirms this fact. What is important is the fact that this phenomenon has also appeared in our society. According to the questionnaire, it has become an issue of great concern and 57.2% of

them think that women are sexually harassed at work by their boss, superior etc. Even worse is the fact that we still don't have public reaction culture against those that act in this manner. This phenomena should be seriously considered because this sexual profit model is one of the forms that stimulates 'official prostitution' and creates the mentality that work place can be taken through those unacceptable 'tolerances'.

The fact that only 8.1% of interviewees think that sexual harassment is reported by women and 75.8% think that this issue is not reported is alarming. Among reasons with regard to the issue as priority factors are fear that women have not to lose the job, mistrust in justice system as well as the pressure that comes from the boss itself. Increase of women personality, strengthening of her dignity against those inappropriate actions, public reporting of those persons and bringing them in front of law, are of key importance to improve the situation and to stop this ugly phenomena.

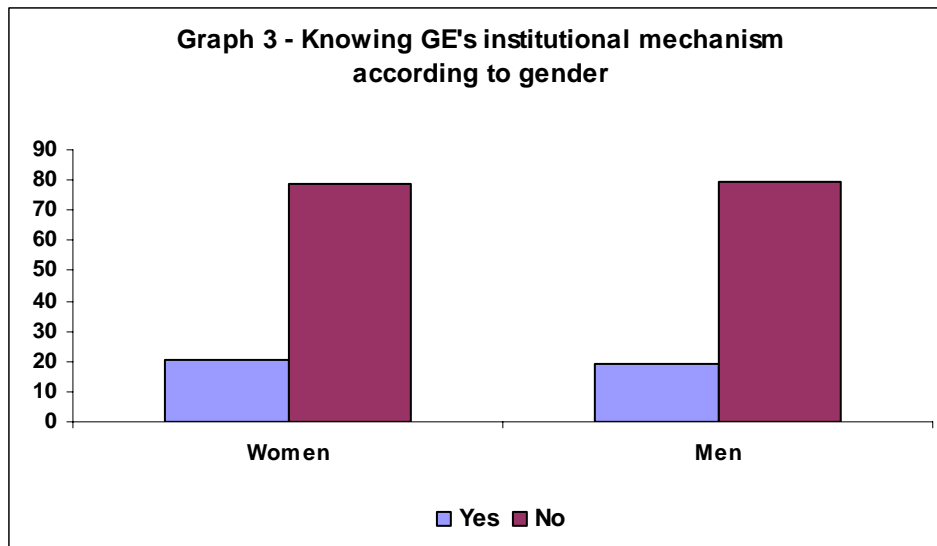
#### **II.4. Women's rights, legislation, institutional instruments**

The process of evaluation in practice of women's rights and liberties is not very easy. Evaluation instruments on fulfilment level of those rights are also difficult. Even though, is not difficult to observe again the masculine nature of our society. It is not accidental that 76.8% of interviewees give a negative answer with regard to the question if women have in practice the same rights as men have.

Improvement of the situation that has to do with women equal liberties and rights is strongly related with many political, social, legal, moral and institutional factors. Among those the most important ones are strengthening of law that makes possible equal respect both for women and men in front of the law, public awareness and sensibility, strengthening of mechanisms that influence implementation and monitoring of equal liberties and rights, irrespective of gender.

In this context, there is of great importance the fact that how much in reality documents and political acts are known. The study identifies some facts that should be seriously taken under consideration. There is a differentiated attitude in knowledge level of documents that guarantee women's rights. Public opinion knows more some documents like Constitution and Code of Work, and has limited knowledge on Family Code or the Law on Gender Equality.

It is of concern the fact that Law on gender Equality is known by only 22% of interviewees, while 70.2% don't know at all. Situation becomes more concerned when it comes to knowledge of international legislation with regard to gender equality and of our obligations at international level. Most of people seem that know existence of the Card on Human Rights, while 95.4% also have knowledge in its contents. Vice versa is the situation with regard to Beijing Platform of Action where only 6.8% have knowledge or heard about that, while 93.2% don't know at all.



Maybe there is a need of much work to be done with regard to publication of legal acts and documents that have a wider spectrum and global influence for women's rights, making opinion more aware on obligations they should have toward society, state and individual itself.

This study identifies as an urgent need awareness process, as according to questionnaire there is also a low level of knowledge with regard to "Elimination of all discrimination forms at women" Convention.

## II.5. Social care

Study tends to realize the possible connections with the need that society has to create effective gender equality, looking it related with many elements that influence the process and favour performance of this indicator in modern society.

Help toward women in being equal in society, is related with some natural gender specifics and unfairly consolidated stereotypical roles from society as its obligations in family.

These stereotypical attitude keep women related and put in some 'fixed positions' that seriously restrain them to be more free, more active in political and social life. This 'gender destination' which is related with women reproductive role and with their relations to children, is often used as 'argument' to justify low level of women participation in political and public life. Even more, according to most of the interviewees (83.1%), this a restraining factor for women in the job market.

Among factors that disfavour women with this regard are poverty, lack of social infrastructures and constraints that come from stereotypical roles and duties which are traditionally loaded to women.

The masculine concept which gives to women motherhood role as a specific one is a very influencing factor that restrains women to actively participate in political, social and professional life outside of the family.

In this context, there have negative impact not only very limited services that are offered to women, but also the fact that most of them don't have knowledge on existence of public or private institutions that can be used in favour of improvement of women situation. There are some ways that women can receive information on social specific

legislation and its positive impacts. Among those the most important way is public information, mainly electronic and written Medias. There are also of importance women trainings, internet use, etc.

Special needs for qualified social services have women of 3<sup>rd</sup> age which have difficulties coming from the age, health and finance. It results from the study that most of people think that there is time to make obvious movements to improve the situation of people of third age. 97.2% of interviewees which think that civil society, state, specialized NGOs on social services for the third age should increase their services and social care.

Analysis of requirements for better social policies of 3<sup>rd</sup> age people identifies some priorities that have to do with improvement of economic and social conditions of elder people. As key requirement the increase of pensions, strengthening of facilitating package for social care are identified as crucial. Moreover, there is a need for elder people who have remained “lonely”, abandoned and without any protection to have more “alternative” social care institutions of all forms and typologies, starting with services at home, daily leisure centres up to service centres at community level.

Social reform that is being recently undertaken, spread ness and widening of community services” network especially in pilot areas like Tirana, Vlora, Shkoder, Durres of World Bank Project, as well as extension of community services network for elder people centres that are managed and administered and financed by local government, have brought positive climate with regard to fulfilment of requirements and needs of elder people for social services. This impact will be even more obvious during 2007, which foundation year of this reform. This reform will create a new reality with regard to social services which will be totally decentralized.

## II.6. Health care

Among positive indicators of this study are the ones that show increase with regard to women knowledge on reproductive health and family planning issue. This should be considered as guarantee of health of women as human beings. There is a very qualitative indicator that from 1196 interviewees, 73.5% of them have enough knowledge and information on family planning and reproductive health.

Meanwhile it is very important to evaluate sources of information and level of knowledge on reproductive health and family planning, as those indicators indicate the differentiated work done by family, school, media, partner etc. This study identifies the limited rigid and pale role, of institutions that have educational and informative functions like schools, health institutions and particularly from women NGOs. If we look from this perspective the received data give a picture that should be evaluated for further future references.

Information from:

|                      |                         |
|----------------------|-------------------------|
| Written medias       | 49.5 % of interviewees. |
| Television and radio | 54.2 %                  |
| NGOs activities      | 18.8 %                  |
| Health personnel     | 32.7%                   |
| Teachers and school  | 14.9 %                  |
| Partner/s            | 13.8 %                  |

It seems that the leading role for dissemination of knowledge about reproductive health and sexual education have electronic and written medias that are often used not only as leisure tool but also as used as instruments for dissemination of specific knowledge on sexual education, hygiene as well as on reproductive health.

There are disturbing figures for low level of impact of specific educational institutions such as schools, health institutions, NGOs etc. This study identifies a special concern that is recently very much publicly discussed. This concern has to do with low effective NGOs which educational effects are not at required levels and their activities with regard to women education on gender and sexual culture seem to be very formal. There is no doubt on the role of civil society but there is a need in taking more seriously policies and financing of NGOs which show in practice a very low performance compared with their 'received funds' for educational and social purposes. In this context, we should even evaluate the low level of knowledge on sexual education realized in schools which role should be dominant in order to create a new culture. This knowledge directly influences women and even men on the need of introduction of cultural, educational components and of hygiene standards related to sexual life which has not only hedonistic functions but also special social values for new generations.

Of special interest are also indicators related to the issue that who decides in couple relations on the number of children. It's positive that our society has already reached such a social and emancipation level where in most of the cases of this study choices are 'consensually' done. It comes out from the questionnaire that about 78.1% of interviewees say that this kind of decision is taken both by two partners. In spite of that, there are still concerning figures that show a deforming attitude with regard to decision taken on number of children. This is mostly happening in rural areas. The figures that show that men decide on the issue are not low. This is related with 'sexual arbitrarily' of men who consider this as their exclusive right. There are 14% of interviewees that think men still decide on most important family issues avoiding women thought and right.

Moreover, women right to decide on number of children and on timing of having children is lower compared with men. Only 2.1% of women think to exclusively have this right.

It is of importance that for reproductive issues and sexual health of women there is a need not only for social and sexual education, but also for education on special issues related to safe sexual relations in order to avoid unwanted pregnancies and sexually transmitted diseases like HIV/AIDS. Even we are not sure on level of knowledge of people interviewed it is positive that danger coming from HIV/AIDS is publicly known and has become a social concern which is percept as potential danger. Recently, with liberalization of concept on sexual relations we still don't have a very well informed society.

There is a wide distribution of information related to the 'world of sex' which perceives it not only as reproductive tool and physical pleasure, but also as a tool that endangers couples' life in casual or unprotected relations. Even there are improvements, 21.7% of interviewees still declare that don't have knowledge on sexually transmitted diseases and even more don't know on potential danger that comes from HIV/AIDS. This shows that knowledge on sexually transmitted diseases is still not enough (75.2% of interviewees).

This is a concerning indicator in relation to which family, school, health institutions and NGOs particularly should think and work more towards knowledge increase related to sexual culture and education.

This study identifies as factors that wider and ongoing knowledge on culture, education and danger of unprotected sexual relations is particularly received from three main sources which are school, TV and family, less from newspapers, NGOs and even less from medical staff. In this regard masculine mentality that still is strong in men is concerning. Men very often don't have right perception on danger the unprotected sex brings. There still exists in men the old paradigm of not making use of condoms as instruments to prevent from unwanted pregnancies or from sexually transmitted diseases, especially when it comes at casual sexual relations with different partners,

who are in most of the cases the main reason which influences in the spread of sexual transmitted diseases.

In spite of that, there exists a difference. The last questionnaire results indicate that 47.6% of interviewees think that use of condoms as instruments to avoid sexual transmitted diseases is effective and necessary. But it is not normal for a modern society that often is associated with 'sexual freedom' to have circa 25% of interviewees who declare of not having knowledge on preventive values of condoms in order of having safe sexual relations. Even worse, circa 3.8% don't have knowledge at all on existence of condoms as means to protect integral and reproductive health.

It is important that Albanian society already has high perception level on violence not only as a primitive issue of 'gender superiority' but also as an issue related to public health. With other words it is positive that perception of violence against woman is not only a couples' issue but also a big public one related not only with personal and physical issues and health of women but also with social health indicators of Albanian society. 67.6% of interviewees have this social perception on violence, while 30.5% of them think differently and still have limited concept on social impacts that violence has on modern society as a deforming tool in relations between men and women wherever they are, live or have their natural bipolar relations.

## **II.7. Education and the elimination of gender discrimination**

To avoid falling in illuminist and without considering education and cultural level of our society as the only condition and tool to realize gender equality, we should accept that the influence of education and of culture in this process is very important and decisive. Without hyperbolizing role of education we should also accept its importance as awareness tool on gender equality issues and its importance towards development of our society where men and women have equal rights and chances.

In this context, apart from impacts of education in modern society, education also has a strong impact on our society's struggle for culture as a tool in approximation of gender equality and human consideration.

There is an increasing special interest on the 'indirect' role of education in creating a civil society which is equal from gender perspective and open for all. Study identifies some needs and development trends of education considering them not as issues that are related and are simply pedagogically showed up but as helpful factor and social instrument that influences in improvement of gender equality situation in our society. The study also identifies the need for more governmental financing in order of having qualitative and quantitative development of education as the more uneducated people we have the more difficulties we have in reaching justice and equality between men and women. Nowadays there are of importance not only financial and management actions of government, but also more energy actions of civil society to increase awareness and sensitivity on the role that education have as a tool that influence to mitigate 'masculine climate' and improvement of relations between men and women in our society.

It seems that in our society, there is an obvious pretending for a higher level of teaching. At the same logic and at same 'wave length' is the requirement of our society that the level of education should not be touched because of not implementation of the law on 'obligatory education' and avoidance of indicators of school abandonment.

Because of restructuring of social life with regard to personal freedom principles and of market economy, the phenomenon of school abandonment and of lower educational qualities is mostly showed up in rural areas.

This difficult educational situation in rural areas which already is identified as an issue and to which there are governmental interventions plans and programs, make most of interviewees to equally express the importance of supportive and facilitating measures for children of poor families (both in urban and rural areas).

Among proposed measures to change the frequency and school attendance from children, especially those of rural areas, there is a need for some added financial aid provided by central or local government's budget to poor families like free food and free text books.

In order to improve education's indicators and the school attendance there is also given to children and to their families, psycho and social support to create a clear concept on the need of education for children. Their education is considered as a family and social investment which is important and which will be again paid back to families, individuals and society. In this context, investment for education of the new generation is not lost even from perspective of gender equality.

Of course, school is a specific institution which serves not only to educate people, but also to create foundations of gender culture and of equal perception of boys and girls as equal beings with equal rights who are only different from sexual and gender identity. School creates the basis of the culture of a society that is fair, equal from gender perspective, open and in which undifferentiated attitude between boys and girls because of their gender and sexual identity is cultivated.

The culture of gender equality, created since school time become a social foundation which helps people to have even during their life cycle a fair perception on this equality. School also is itself a social product of the society and is developed within our environment which still holds masculine mentality that often appears at school programs textbooks and teaching methods. The fact that 36.7% of the interviewees accept that education in Albania still 'produces' inequality between boys and girls is concerning and should be re-evaluated.

In the content of school's work as in textbooks, filter very often wrong thoughts, concepts and ideas that keep alive gender inequality expressed through unequal treatment of boys and girls. Exactly because even school is not a 'purified' institution that is free of attitudes that 'produce' differentiated concepts and practices as well as gender inequality, there is a need to review school programs, textbooks, curricula and teaching methods from gender perspective avoiding any kind of masculine interpretations that cultivate behaviours and culture which keep alive gender inequality.

It results from the study that staff training in relation with creation of concepts and right civil perceptions on gender equality is a priority imperative task that should start with teachers and educators whose knowledge is transmitted to their pupils/students. Of course, education of gender equality needs elaboration of concepts through programs, textbooks and specific subjects in order to create a wide cultural view for the youth on the importance of gender equality as a feature of a fair and equal society. In this social perception it's a duty to gradually make the revision of books from gender perspective, avoiding masculine concepts, negative impacts of which is still obvious in pupils' culture. Without this cultural environment which stimulates gender equality is impossible to expect radical changes in education area.

## **II.8. Women and the media**

Of course from the study it seems that media has a crucial role in cultivation of fair and equilibrated concepts on gender issues. It is not by accident that in all analysed and discussed cases of this study media appears to play a very important role.

Power, strength and impact of media is by all accepted as a tool that has wide opportunities to culturally influence and to elaborate public opinion as well as to create fair social concepts. The role of media is seen from two perspectives: conceptual one which considers media as a tool that directly influences cultivation of gender equality culture and from contextual perspective in publishing human rights and breaking the rules in our society. In order to understand the role of media especially from contextual perspective, it is enough to fairly interpret the data of our questionnaire. Normally, media is not a direct instrument with the 'specific duty' to only interpret gender issues. In spite of that, often in media interpretations of gender there are disproportionate statements/attitudes that are showed up in our society. So media treats very little concerns and discriminated and differentiated economic position of women in the 'job market'. Most of interviewees have the same opinion (61.6%) that media should raise its voice and use its authority in the treatment of gender inequality issues that strongly appear in the 'job market'.

Media has also a special role in involvement of women in politics, an area where masculinity shows up very clearly. There is no strong sensitive tool and precise instrument to identify the truth and demagogy of political parties where presence of women is very low and concerning, like media is, can and should be.

Meanwhile, according to the study, even this role is not played by media, at required levels of civil society. Only 24.5% of interviewees are satisfied with media interpretations on women participation in politics, while most of the or them 75.5% answer with 'no' in relation with the role that media actually plays towards extension and stimulation of increasing process of indicators that show women participation in politics and decision making. Even more, invisible is the role of media with regard to women concerns about education issues. Once again figures indicate the lack of media focus on women educational issues.

Only 18.1% of the interviewees are satisfied with media interfering on women education issues, while 81.9% are not satisfied at all with the role of media.

It seems that for problems and issues that women have on economic issues, political engagement and education the role of media is not at required level and in accordance with standards of natural interpretation and protection of women's rights and of standing up of social issues they face during their life.

Exactly those public perceptions on media role have created the idea that media itself doesn't have complete, precise and clear knowledge and in line with legal standards of a modern society on gender equality issues and women's rights. According to this study half of the interviewees or 54.8% of them think or believe on media knowledge in relation to social and legal concepts on gender.

On the other side 45.2% of them think that media doesn't know gender equality standards or proceeds with not complete knowledge or with populist intuitive interpretations staying away approved standards by national laws or ratified international conventions. This situation asks as an emergency an accelerated process to train journalists and equip them with wide and precise social, psychological and legal knowledge to be able to clearly and precisely interpret political, economic, social, educational, health and civil issues that are related with the guaranteed women's rights and gender equality.

Without this typology of medias and newspapers is not possible the accomplishment of their mission. Maybe in qualifications' trainings and specific postgraduate/master studies there should be more journalists should know in more depth specific issues, legal framework and modern social interpretations of the society with regard of women's rights to be equal and to live in a fair society.

This study generally identifies problems that stay between Medias and women, and of the need for an 'obligatory improvement' between their collaborative relations.

It seems that the first thing that should be improved in the media – women relations is awareness of media journalists on the importance of gender equality issue, not as a social and illuminist issue, but as one of the biggest concern and challenge of politics of the modern society. In this context, this study identifies as very important the struggle of women themselves do to be aware of their right of being equal with men.

In this study, there is identified the need for more women ambitious to be more competitive, more capable and to show up proudly their knowledge and abilities not only professionally but also in politics.

## CHAPTER III

### Recommendations

Determining the conclusions and recommendations which should be priority ones for the new phase of the fight of both women and the Albanian society in the deepening of gender equality indicators, thus turning it into a social challenge, aims to outline various tasks, objectives and measurable indicators for the work of all government and public institutions, the work of the media and civil society. Without wishing to place the objectives and recommendations outside of the realm of reality, we have relied on the general objectives of government policies for equal opportunities and gender equality as the synthetic indicator of modern society; on the legal framework outlining human rights and freedoms, women in particular; on specific gender objectives already inherent in political, social, economic, educational and legal objectives of both the Government and society as a whole. In this framework, both the National Strategy for Gender Equality, 2007-2010, which is a document published by the Ministry of Labour, Social Affairs and Equal Opportunities, and the conclusions of the research completed through a wide survey, have been of particular help on this issue.

It is obvious that the issue of gender equality has to be looked at in various spotlights and by conducting various types of analysis, as it is indeed a socio-political problem of various facets interconnected to the woman as an equal social being. Nonetheless, given the fact that this is a *'prismatic'* problem, it is difficult to give a verdict on all of its various possible facets in the framework of a research study carried out on the basis of a survey, which no matter how complete, is in effect insufficient for the purpose of arriving at full judgements.

What this means is that the problem should be looked at as a political issue which is linked to women's political rights in decision-making, as a social problem linked to women's rights as human beings, and all the other problems this issue arises in the family domain. This particular complex look at indicators may assist us in arriving at an approximate position of social reality and arrive at the right conclusions.

**1. Continuing with research that should be more complete, more systematic and comprehensive so as to obtain a better understanding of the problem, the depth and differentiated intensity of the manifestation of gender equality problems in our country.**

The Directorate of Equal Opportunities and other government and civil society institutions should be engaged in professional studies so to make their mark in this important political and social issue. Becoming involved in various studies, re-orienting themes of a gender nature in studies carried out at both graduate and undergraduate levels by researchers and professors of the Social Sciences Faculty in particular, would be of particular help and make a significant contribution to the field. Another important element would be the institutional co-operation between the Directorate of Equal Opportunities at the Ministry of Labour, Social Affairs and Equal Opportunities with the Faculty of Social Sciences and other NGOs which have embraced gender issues in their work.

**2. Realising the necessity and significance of the collection of gender data for studies/analysis so as to get to know the situation from a gender perspective; the drafting and implementation of concrete and effective programmes aiming at the achievement of gender equality.**

Undertaking serious studies and needs analysis for organised government intervention on the social, legal, educational and health aspects for the improvement of indicators, cannot be achieved without full accurate and

systematic data on the evolution of the gender process, performance indicators and the progress of gender equality. A lot more work should be done by all institutions concerned (MoLSAEO and INSTAT) with regard to the involvement of gender data in statistics, as at the moment they are insufficient. Therefore, there is a lack of a series of indicators which measure pro-gender policies and programmes. This is particularly bad in budgeting indicators or any others used to measure the life and work of women in the countryside. Even when we obtain data on the number of women employed and those unemployed, we do not have more specific data such as the number of women employed in certain sectors of the economy, so as to then be able to monitor gender sensitivity indicators which are the basis of drafting policies and/or programmes at all levels of both local and central government.

**3. Drafting strategies and policies of a ‘pro-gender’ nature with clear and achievable objectives in the field of education.**

These sorts of policies should aim for a non-discriminatory education for both boys and girls, thus building the foundations of the concept of gender equality through the drafting of textbooks and school programmes that have been analysed from the gender perspective with the aim of increasing school attendance by boys and girls at all educational levels throughout the country; the expansion of the network of educational institutions and the improvement of the latter’s teaching quality, and so on. All of these reforms and programmes require the commitment and close co-operation of all interest groups, more specifically so in co-operation with the teaching staff, parents, NGOs, and so on.

**4. Strengthening the educational and informative role of both the print and electronic media, as it can act as a powerful ally of Albanian women in their fight for equality and social justice whilst battling with all of sorts of obstacles and prejudices.**

A re-thinking of the problem is necessary, one that could make better use of the socio-political impact of the media whilst avoiding its sensational character, then re-orienting it to the nucleus of the gender equality issue as an issue that is very specific but primarily one of a socio-political nature. We should move away from those media ‘scoops’ which talk simply about the infringement of women’s rights as a way of passively intriguing public opinion with facts and/or daily events, or even the ‘counting of cases’ of violations and rapes of a gender nature. It is high time the media was more forceful in support of the government’s active policies, or those of civil society and women who fight to achieve their gender-strategic objectives, as our society has shown obvious elements of modernity.

**5. Getting to know the local and international legal framework for gender equality; improving existing legislation and undertaking new initiatives in this area.**

The analysis of the present situation shows that it is necessary for work to be concentrated in two main directions. The first is to get to know existing legislation and any legal advice in relation to the guaranteeing of equal freedoms and rights of women in politics, economy, education, health, in the public and private spheres, improving the level of ‘legal consciousness’ and women’s self-perceptive capabilities. Secondly, in the new phase of the expansion of the space of gender equality it is necessary to undertake new legal initiatives and efforts to improve existing legislation by attempting to gradually approximate it to the best EU standards of gender equality.

**6. Enlisting the commitment of civil society in this process is her natural 'forced' and forceful mission to be achieved.**

Without denying the work that has already been carried out by women's associations in Albania, or reducing their achievements in raising awareness in society in general, in the political sphere, and amongst women in particular, more work needs to be done so as to ensure the move onto the next qualitative phase of raising their awareness in relation to new the new political and social demands they are faced with. Civil society should change the direction of its work as the gender equality situation is not what it used to be at the beginning of democratic processes. The new issues that have arisen, the problems that are of actual concern to women cannot be overcome through the 'linear' activities of some NGOs which continue to move at the same pace and, thus, falling behind in as far as women's real concerns go. Women's associations should position themselves better as mediation instruments with the government on the one hand and women as an 'interest group' on the other. They should become better advocates and interlocutors in defending their interests for equality and 'fighters' in raising their voices and defending women from any injustice carried out on them by anyone.

**7. Highlighting the significance of the rise of women's participation in the public domain, as a pre-condition for the democratisation of Albanian society.**

The issue of gender equality is not only an issue of the political elite, the family, schools or even just women themselves. It is first and foremost an indicator of the emancipation of our society which should look at women's right to be active in the decision-making process with 'new lenses' and from a more contemporary outlook. As such, women at all levels in political parties should be strengthened, the barriers which either directly or indirectly discriminate them should be overcome through positive measures. In addition, new initiatives and/or concrete programmes should be established in co-operation with political parties, women's political for a, NGOs and other institutions involved in gender issues, so as (a) support a high level of representation of women at all decision-making level, and (b) raise of the awareness of public opinion to back women candidates during election campaigns.

**8. Considering women's rights not merely as gender rights but human rights.**

Albanian society's fight for gender equality will have a social impact once all actors who have roles and responsibilities in this process will look at the issue from a 'new' perspective. What this means is that it is high time our entire society, all relevant political actors, those in the civil society, in the family, school, religious institutions including women themselves are guided in their work by the notion that "human rights are women's rights and women's rights are human rights". This is the mobilising theme and tremendous message from the Beijing Conference, which should be fostered on a daily basis.

**9. Raising women's awareness for their rights and role in achieving gender equality/equality**

The study highlights various phenomena which, in effect, are not only typical of Albania, or the societies of post-Communist Europe, but for the world in general, thus turning them into universal phenomena. They relate to the rise of women's capabilities to be able to see her level of integration in society as an equal being

to man. There is, of course, a wider perception of her role in society beyond the household. The pace of this progress is not within the parameters of the modern society – for each step forward in her ‘beyond-the-house’ terrain, she is faced with new obstacles which must be overcome so as to reach progress. There are many factors that influence these obstacles. Some come from the outside, from a society that is still inundated by masculine features. Others come from the inside, a feeling of acceptance of the situation women find themselves in, the position they are in, a powerful feeling of social and psychological self-restraint, and of being beaten when faced with society’s masculine mentality.

**10. Improving women’s role as a ‘social actor’ in the development of society in equal measure to men by eliminating discriminatory practices and gender stereotypes on this role.**

Studying the survey’s data clearly shows that there is a certain perception of women as ‘housewives’ and ‘political being’. This is quite distorted not only in as far as the social perception is concerned, but in the outlook of a large number of women who carry around an hyper inflated perception about their role and mission in society as ‘housewives’ destined to have duties and responsibilities exclusively within the domain of their own households, along with limited access to a social life or political engagements. This distorted perception of quite a few Albanian women is to be found in society as a whole, which exhibits strong ‘masculine’ nuances and ‘punishes’ women to the chair and house chores., as if it were a domain ‘predestined’ for women alone, and who, according to this type of ‘new mindset’ should feel comfortable in their ‘natural’ role and habitat.

In actual fact, this syndrome of destining women as ‘housewives’ with predetermined duties and role/s is not confined to our national borders. Other modern societies are faced with this type of masculine mindset, too. Therefore, Albanian women should be natural ‘allies’ of their Western colleagues to put a stop to this new masculine concept in new modern packaging.

The study shows quite evidently that the process of gender equality has various facets although in its entirety it is related to the fight of women and society in general to move it away from a ‘forced predetermination’ which means to be a being destined to do housework alone. Women’s extended participation in our political life, in the public, economic, and social domains is a precondition for women to be involved as equals in the fight for gender equality, with the conviction that there are no areas solely for the benefit of men or women alone, but for the benefit of us all, the common good.

Therefore, the study shows that progress has actually been made in Albania in relation to a more complete perception about the fact that politics, society and the country’s economic domain are neutral in so far as the gender impact is concerned. In other words, they are neither fundamentally, nor formally feminine or masculine.

Women are called upon to fight and seek gender equality in areas that have an overstated masculine access. Furthermore, they should raise their own awareness and understand that ‘gender equality’, their being treated appropriately and rightly as per human principles of equality with men, is now an issue that will go to their advantage alone, but to the advantage of our entire society.

**11. Strengthening women’s economic autonomy and improving their contribution by increasing their access to credit facilities (loans/lending**

**system) and creating incentives for the establishment of enterprises by women.**

#### **12. Improving women's and girls' health care**

This requires the participation of all players (government institutions, NGOs, international organisations, the media and so on) to draft and implement clear medium- and long-term policies for the qualitative improvement of women's and girls' health care. Of significant importance should be awareness and prevention campaigns for the protection of women's health throughout the country, family planning in particular, and the fight against the spread of HIV/AIDS and STIs, care for pregnant women, prevention of breast cancer, and so on, in line with international conferences on women's health and the Millennium Challenges.

## **ANNEXES**

## QUESTIONNAIRE

Prefecture \_\_\_\_\_

### 1) Age group

- 1) 15-17       2) 18-30       3) 31-40       4) 41-50       5) 51-60       6) 60+

### 2) Sex

1. Male   
2. Female

### 3) Education (circle the answer)

- 1) Secondary  
2) High school – Professional  
3) High School – General  
4) Graduate  
5) Postgraduate

### 4) Employment (circle the answer)

- 1) Civil servant  
2) Employed in the private sector  
3) Self-employed  
4) Unemployed / Housewife/husband  
5) Retired/Disabled

### 5) Profession

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### 6) Residence

- 1) City       2) Countryside

## A. WOMEN IN DECISION-MAKING

### 1. Is the participation of women in politics and decision-making high?

YES       NO

If you answered **NO**

**2. In your opinion, what factors have a negative impact on women's low participation rate?**

*Rate 1-7 as per level of importance: 1- very important.... 7 – not at all*

- |                              |  |
|------------------------------|--|
| 1) Mindset                   |  |
| 2) Education                 |  |
| 3) Lack of self-confidence   |  |
| 4) Harsh political landscape |  |
| 5) Survival of the fittest   |  |
| 6) Free time available       |  |
| Women's low membership rate  |  |
| 7) in political parties      |  |
| 8) Other                     |  |

**3. Which of the following are more effective in increasing women's participation rate in politics and the decision-making process?**

*Rate 1-7 as per level of importance: 1- very important.... 7 – not at all*

- |  |  |
|--|--|
| 1) Introducing the quota system (improving the electoral code) |  |
| 2) Increasing the number of women members in political parties |  |
| Increasing the number of women in political parties' leading   |  |
| 3) structures  |  |
| Drafting and implementing government programmes which          |  |
| 4) support women   |  |
| 5) Establishing auxiliary social services                      |  |
| 6) Training courses and other qualifications                   |  |
| 7) Other   |  |

**4. Have political parties supported men and women candidates in equal measure?**

YES  NO

**5. In your opinion, have women's political fora had an active impact on**

*Rate 1-4 as per level of importance: 1-very important.... 4 – not at all*

- |   |  |
|---|--|
| 1) Increasing the number of women in politics |  |
| 2) Drafting political party programmes        |  |
| 3) Supporting electoral campaigns             |  |
| b) Executive decision-making                  |  |

**B) EMPOWERING WOMEN'S' ECONOMIC STATUS**

**6. In your opinion, the low number of women business leaders is related to:**  
*Rate 1-8 as per level of importance: 1- very important.... 8 – not at all*

- 1) Education
  - 2) Insufficient/low access to financial resources
  - 3) Insufficient/low access to information
  - 4) Lack of family support
  - 5) Lack of auxiliary social services
  - 6) Mindset
  - 7) Public order and security
  - 8) Other
- |  |
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|  |

**7. In your opinion, should the Government undertake any specific measures or special programmes to support women – in employment and the business sector (by opening new businesses or developing existing ones)?**

YES  NO

If you answered **YES**

**8. Do you see these measures related to:**

*Rate 1-5 as per level of importance: 1- very important....5 – not at all*

- 1) Improving legislation
  - 2) Professional qualifications
  - 3) Lending support (loans)
  - 4) Securing and efficiently distributing information
  - 5) Other
- |  |
|--|
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|  |

**9. In your opinion, do men and women have the same access to lending facilities (loans)?**

YES  NO

If you answered **NO**

**10. Which of the following are more effective in increasing women's access to lending facilities (loans)?**

*Rate 1-5 as per level of importance: 1- very important.... 5 – not at all*

- 1) Lower interest rates on loans
  - 2) Increasing access to information about lending facilities (loans)
  - 3) Training courses and qualifications
  - 4) Facilitating loan application procedures
  - 5) Other
- |  |
|--|
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|  |

**11. In your opinion, does the Government offer auxiliary and supporting services to those in employment?**

YES  NO

**12. In your opinion, is there sexual harassment in the workplace?**

YES  NO

If you answered YES

**13. Do women report sexual harassment in the workplace?**

YES  NO

If you answered **NO**:

**14. What factors influence their decision not to report sexual harassment in the workplace?**

*Rate 1-8 as per level of importance: 1- very important.... 8 – not at all*

- |  |                      |
|--|----------------------|
| 1) Lack of faith in the justice system | <input type="text"/> |
| 2) Legislation gaps                    | <input type="text"/> |
| 3) Fear of losing one's job            | <input type="text"/> |
| 4) Pressure by the employer            | <input type="text"/> |
| 5) Pressure by society                 | <input type="text"/> |
| 6) Family                              | <input type="text"/> |
| 7) Mindset                             | <input type="text"/> |
| 8) Other                               | <input type="text"/> |

**C) WOMEN'S RIGHTS, LEGISLATION, INSTITUTIONAL MECHANISM**

**15. Do men and women enjoy the same rights in practice in Albania?**

YES  NO

**If you answered NO**

**16. In your opinion, what factors could influence their enforcement?**

*Rate 1-7 as per level of importance: 1- very important.... 7 – not at all*

- |   |                      |
|---|----------------------|
| 1) Strengthening the rule of law  | <input type="text"/> |
| 2) Strengthening existing enforcing mechanisms and establishing other monitoring mechanisms | <input type="text"/> |

- 3) Raising the awareness of public opinion
- 4) Media
- 5) Foreseeing any special temporary measures which aim to accelerate equality between men and women
- 6) Strengthening institutional measures for gender equality
- 7) Other

|  |
|--|
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|  |
|  |

**17. What pieces of legislation do you know in relation to the protection of the rights of girls and women?**

*Circle your answer*

- 1) Constitution
- 2) Family Code
- 3) Labour Code
- 4) The Law on “Gender Equality in Society”

**18. What international documents do you know about in relation to the protection of the rights of girls and women?**

*Circle your answer*

- 1) Human Rights Charter
- 2) CEDAW
- 3) Beijing Action Platform, 1995

**19. Do you know about the existence of the Convention on the Elimination of All forms of Discrimination against Women?**

YES                       NO

**20. Do you know about the Albanian institutional mechanism for the acceleration of equality between men and women in Albania?**

YES                       NO

If you answered YES

**21. What is the name of this mechanism?**

---

**22. Do women have the practical and financial means to obtain representation in legal proceedings?**

YES                       NO

**D) SOCIAL CARE**

**23. Does a woman's reproductive role (giving birth, child care and care for other members of the family, housework) influence her participation in the job market?**

YES  NO

If you answered **YES**,

**24. In your opinion, which of the following is it related to?**

*Rate 1-6 as per level of importance: 1- very important.... 6 – not at all*

- |                                    |                          |
|------------------------------------|--------------------------|
| 1) Lack of social infrastructure   | <input type="checkbox"/> |
| 2) Poverty                         | <input type="checkbox"/> |
| 3) Motherhood-based discrimination | <input type="checkbox"/> |
| 4) Age discrimination              | <input type="checkbox"/> |
| 5) Limited free time               | <input type="checkbox"/> |
| 6) Other                           | <input type="checkbox"/> |

**25. Do you have information on legislation, social services procedures and the institutions (both government and private sector ones) offering them?**

YES  NO

If you answered **YES**

**26. Where do you obtain information from?**

*Rate 1-6 as per level of importance: 1- very important.... 6 – not at all*

- |  |                          |
|--|--------------------------|
| 1) Print and electronic media            | <input type="checkbox"/> |
| 2) Institutions web site /internet page  | <input type="checkbox"/> |
| 3) Training courses/seminars/conferences | <input type="checkbox"/> |
| 4) Family and friends                    | <input type="checkbox"/> |
| 5) Publications (leaflets, brochures)    | <input type="checkbox"/> |
| 6) Other                                 | <input type="checkbox"/> |

**27. In your opinion, is the drafting of an auxiliary and supporting policy for the elderly necessary?**

YES  NO

If you answered **YES**

**28. What should this policy for the elderly consist in?**

*Rate 1-5 as per level of importance: 1- very important.... 5 – not at all*

- 1) Increasing pensions
- 2) Opening new homes for the elderly
- 3) Implementing a facilitating healthcare package (medicines, doctor's visit, etc.)
- 4) Opening cultural and entertainment centres for the elderly
- 5) Other

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**E) HEALTH CARE**

**29. Do you have sufficient information on family planning and reproductive health?**

YES                       NO

If you answered **YES**

**30. Your sources of information are:**

*Circle your answer*

- a) Newspapers/magazines/various publications
- b) TV/Radio
- c) NGOs
- d) Healthcare personnel
- e) At random
- f) Friends/Contemporaries
- g) Teacher/School
- h) Partner

**31. In your opinion, in a couple who decides on the number of children the couple will have?**

*Circle your answer*

1. the woman
2. the man
3. both of them
4. mother-in-law, or a close family member of the wife/husband
5. don't know

**32. Do you have sufficient information about the spread of sexually transmitted diseases and HIV/AIDS in Albania?**

YES                       NO

**33. Is the information youth obtain on sexually transmitted diseases and HIV/AIDS sufficient?**

YES

NO

If you answered **NO**

**34. What are the most effective ways of obtaining information about reproduction, contraception, the prevention of sexually transmitted diseases (STDs and HIV/AIDS)?**

*Rate 1-8 as per level of importance: 1- very important.... 8 – not at all*

- 1) School
- 2) Newspapers
- 3) TV
- 4) Family
- 5) NGOs
- 6) Healthcare personnel
- 7) Chemist
- 8) Friends/Contemporaries

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**35. Some people use condoms to avoid sexually transmitted diseases. In your opinion, how effective is the correct use of condoms for this purpose?**

*Circle your answer*

- 2) Very effective
- 3) Not very effective
- 4) Not effective
- 5) Don't know

**36. Do you have National Health Insurance?**

YES

NO

If you answered **YES**

**37. Do you know what benefits you receive with National Health Insurance?**

YES

NO

If **YES**, which of the following do you benefit from?:

Circle your answer

- 1) Free GP visit  
Cheaper medicine from the list of
- 2) reimbursable medicines
- 3) Free diagnostic examinations/visits
- 4) Free Specialist Doctor's visit

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**38. Do you consider domestic violence a matter of Public Health?**

YES       NO

**F) EDUCATION AND THE ELIMINATION OF GENDER DISCRIMINATION**

**39. What factors could bring about the development of education in Albania?**

*Rate 1-7 as per level of importance: 1- very important.... 7 – not at all*

- 1) Increasing the budget for education
- 2) Local/Foreign donations  
Enforcing stringent legal measures (for playing truant
- 3) from school)
- 4) Developing infrastructure
- 5) Raising the awareness of the public  
Economic development
- 6) Improving the quality of education
- 7) Other

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**40. In your opinion, is it necessary to undertake supporting and facilitating measures for school attendance on the part of children who come from poor families (urban and rural area)?**

YES       NO

If you answered **YES**

**41. What should these measures be?**

*Rate 1-5 as per level of importance: 1- very important.... 5 – not at all*

- 1) Free textbooks
- 2) Free food

|  |
|--|
|  |
|  |

- 3) Free supporting courses
- 4) Psycho-social services
- 5) Other

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**42. In your opinion, does education in Albania produce inequality between boys and girls (gender inequality)?**

YES                        NO

**If YES**

**43. The elimination of gender inequality in education can be achieved by:**  
*Rate 1-5 as per level of importance: 1- very important... 5 – not at all*

- 1) Reviewing school textbooks from a gender perspective
- 2) Training teaching staff on gender issues
- 3) Awareness campaigns in educational institutions
- 4) Incorporating gender concepts in schools programmes at all levels
- 5) Other

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**If NO, please comment in the space below**

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**G) WOMEN AND THE MEDIA**

**44. In what areas does the media highlight women’s concerns the most?**  
*Do not mark more than 2 options*

- a) Economic sphere
- b) Political arena
- c) Education
- d) Rights
- e) Social problems

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**45. In your opinion, does the media have knowledge of gender equality problems?**

YES                       NO

If you answered **NO**

**46. How can gender issues be incorporated and dealt with in the print and electronic media?**

*Rate 1-6 as per level of importance: 1- very important.... 6 – not at all*

- |   |  |
|---|--|
| 1) Through media analysis and monitoring  |  |
| 2) By including gender issues in editorial policies<br>By continuously training journalists and media |  |
| 3) representatives on gender issues   |  |
| 4) By placing more women in leadership positions in the media   |  |
| 5) Social sphere  |  |
| 6) Other  |  |

**47. Do female and male candidates have the same opportunities in using the media during electoral campaigns?**

YES  NO

If you answered **NO**

**48. In your opinion, what factors serve to regulate the equal representation of candidates during electoral campaigns?**

- |  |  |
|--|--|
| 1) Raising the awareness of the print and electronic media representatives in relation to gender equality<br>Improving the communication skills of female candidates through |  |
| 2) training courses  |  |
| 3) Improving women's self-confidence   |  |
| 4) Establishing a rigorous monitoring system   |  |
| 5) Other   |  |

## TABLES AND GRAPHS

### 1. GENDER BALANCE AND DECISION-MAKING

1. **Is the participation of women in politics and decision-making high?**

|            | Women  |      | Men    |      |
|------------|--------|------|--------|------|
|            | Number | %    | Number | %    |
| <b>Yes</b> | 44     | 5.9  | 26     | 5.9  |
| <b>No</b>  | 708    | 94.1 | 418    | 94.1 |

2. **In your opinion, what factors have a negative impact on women's low participation rate?**

*Rate 1-7 as per level of importance: 1- very important.... 7 – not at all*

|  | Women | Men  | Total |
|--|-------|------|-------|
| Mindset  | 2.75  | 2.70 | 2.73  |
| Education  | 4.46  | 4.60 | 4.51  |
| Lack of self-confidence                          | 4.02  | 3.91 | 3.98  |
| Harsh political landscape                        | 3.32  | 3.11 | 3.24  |
| Survival of the fittest                          | 4.50  | 4.92 | 4.66  |
| Free time available                              | 4.37  | 4.32 | 4.35  |
| Women's low membership rate in political parties | 4.00  | 3.98 | 3.99  |
| Other  | 7.06  | 7.18 | 7.11  |

3. **Which of the following are more effective in increasing women's participation rate in politics and decision-making?**

*1- Very important... 7 – not at all*

|  | Women | Men  | Total |
|--|-------|------|-------|
| Introducing the quota system                                       | 3.46  | 3.80 | 3.58  |
| Increasing the number of women members in political parties        | 2.94  | 2.79 | 2.88  |
| Increasing the number of women in pol.parties' leading structures  | 3.02  | 3.02 | 3.02  |
| Drafting and implementing government programmes that support women | 2.76  | 3.20 | 2.92  |
| Establishing auxiliary social services                             | 4.09  | 4.29 | 4.16  |
| Training courses and qualifications                                | 4.36  | 3.95 | 4.21  |
| Other  | 6.51  | 6.70 | 6.58  |

4. **Have political parties supported men and women in equal measure?**

|            | Women  |      | Men    |      |
|------------|--------|------|--------|------|
|            | Number | %    | Number | %    |
| <b>YES</b> | 128    | 17   | 129    | 29.1 |
| <b>NO</b>  | 616    | 81.9 | 310    | 69.8 |

5. In your opinion, have women's political for a had an active impact on:  
1- very important.... 4 – not at all

|  | Women | Men  | Total |
|--|-------|------|-------|
| Increasing the number of women in politics | 2.04  | 1.98 | 2.01  |
| Drafting political party programmes        | 2.58  | 2.75 | 2.64  |
| Supporting electoral campaigns             | 2.19  | 2.29 | 2.22  |
| Executive decision-making                  | 3.33  | 3.05 | 3.22  |

## 2. EMPOWERING WOMEN'S ECONOMIC STATUS

6. In your opinion, the low number of women business leaders is related to:  
1- very important.... 8 – not at all

|  | Women | Men  | Total |
|--|-------|------|-------|
| Education                                      | 4.63  | 4.65 | 4.64  |
| Insufficient/low access to financial resources | 3.22  | 3.20 | 3.21  |
| Insufficient/low access to information         | 4.33  | 4.55 | 4.41  |
| Lack of family support                         | 3.88  | 3.55 | 3.76  |
| Lack of auxiliary social services              | 4.12  | 4.21 | 4.16  |
| Mindset  | 3.80  | 3.28 | 3.61  |
| Public order and security                      | 5.02  | 4.63 | 4.88  |
| Other  | 7.28  | 7.57 | 7.39  |

7. In your opinion, should the Government undertake any specific measures or special programmes to support women – in employment and the business sector (by opening new businesses or developing existing ones) ?

|            | Women  |      | Men    |      |
|------------|--------|------|--------|------|
|            | Number | %    | Number | %    |
| <b>Yes</b> | 724    | 96.3 | 410    | 92.3 |
| <b>No</b>  | 26     | 3.5  | 32     | 7.2  |

8. Do you see these measures related to:  
1- very important.... 5 – not at all

|   | Women | Men  | Total |
|---|-------|------|-------|
| Improving legislation                             | 2.33  | 2.42 | 2.36  |
| Professional qualifications                       | 2.25  | 2.15 | 2.21  |
| Lending support (loans)                           | 2.40  | 2.21 | 2.33  |
| Securing and efficiently distributing information | 3.28  | 3.59 | 3.39  |
| Other   | 4.76  | 4.79 | 4.77  |

**9. In your opinion, do men and women have the same access to lending facilities (loans)?**

|            | Women  |      | Men    |      |
|------------|--------|------|--------|------|
|            | Number | %    | Number | %    |
| <b>Yes</b> | 293    | 39   | 216    | 48.6 |
| <b>No</b>  | 458    | 60.9 | 225    | 50.7 |

**10. In your opinion, which of the following are more effective in increasing women's access to lending facilities (loans)?**

*Rate 1-5 as per level of importance: 1- very important.... 5 – not at all*

|   | Women | Men  | Total |
|---|-------|------|-------|
| Lower interest rates on loans                             | 2.20  | 1.78 | 2.07  |
| Increasing access to information about lending facilities | 2.79  | 2.98 | 2.85  |
| Training courses and qualifications                       | 2.75  | 2.90 | 2.80  |
| Facilitating loan application procedures                  | 2.52  | 2.46 | 2.50  |
| Other   | 4.79  | 4.84 | 4.80  |

**11. In your opinion, does the Government offer auxiliary and supporting services to those in employment?**

|            | Women  |      | Men    |      |
|------------|--------|------|--------|------|
|            | Number | %    | Number | %    |
| <b>YES</b> | 168    | 22.3 | 116    | 26.1 |
| <b>NO</b>  | 573    | 76.2 | 325    | 73.2 |

**12. In your opinion, is there sexual harassment in the workplace?**

|            | Women  |      | Men    |      |
|------------|--------|------|--------|------|
|            | Number | %    | Number | %    |
| <b>YES</b> | 399    | 53.1 | 285    | 64.2 |
| <b>NO</b>  | 348    | 46.3 | 155    | 34.9 |

**13. Do women report sexual harassment in the workplace?**

|            | Women  |     | Men    |      |
|------------|--------|-----|--------|------|
|            | Number | %   | Number | %    |
| <b>YES</b> | 54     | 7.2 | 43     | 9.7  |
| <b>NO</b>  | 564    | 75  | 343    | 77.3 |

**14. What factors influence their decision not to report sexual harassment in the workplace?**

*Rate 1-8 as per level of importance: 1- very important.... 8 – not at all*

|                                     | Women | Men  | Total |
|-------------------------------------|-------|------|-------|
| Lack of faith in the justice system | 3.31  | 3.32 | 3.31  |
| Legislation gaps                    | 4.90  | 5.45 | 5.10  |
| Fear of losing one's job            | 2.60  | 2.48 | 2.56  |

|                      |      |      |      |
|----------------------|------|------|------|
| Pressure by employer | 3.56 | 3.15 | 3.41 |
| Pressure by society  | 3.95 | 4.11 | 4.01 |
| Family               | 4.47 | 3.93 | 4.27 |
| Mindset              | 4.50 | 4.65 | 4.55 |
| Other                | 7.64 | 7.73 | 7.67 |

### 3. WOMEN'S RIGHTS, LEGISLATION, INSTITUTIONAL MECHANISM

#### 15. Do men and women enjoy the same rights in practice in Albania ?

|            | Number | %    | Number | %    |
|------------|--------|------|--------|------|
|            | Women  |      | Men    |      |
| <b>YES</b> | 69     | 9.2  | 84     | 18.9 |
| <b>NO</b>  | 606    | 80.6 | 312    | 70.3 |

#### 16. In your opinion, what factors could influence their enforcement?

Rate 1-7 as per level of importance: 1- very important.... 7 – not at all

|  | Women | Men  | Total |
|--|-------|------|-------|
| Strengthening the rule of law  | 2.66  | 2.42 | 2.57  |
| Strengthening existing enforcing mechanisms and establishing other monitoring mechanisms           | 3.49  | 3.64 | 3.54  |
| Raising the awareness of public opinion  | 2.93  | 3.07 | 2.98  |
| The media  | 4.11  | 4.10 | 4.11  |
| Foreseeing any special temporary measures which at to accelerate of equality between men and women | 3.71  | 3.88 | 3.77  |
| Strengthening institutional measures for gender equality   | 3.72  | 3.78 | 3.74  |
| Other  | 6.61  | 6.46 | 6.56  |

#### 17. What do you know about your legislation in relation to the protection of the rights of girls and women?

|                            |            | Number | %    | Number | %    |
|----------------------------|------------|--------|------|--------|------|
|                            |            | Women  |      | Men    |      |
| Constitution               | <b>No</b>  | 335    | 44.5 | 150    | 33.8 |
|                            | <b>Yes</b> | 336    | 44.7 | 258    | 58.1 |
| Family Code                | <b>No</b>  | 398    | 52.9 | 254    | 57.2 |
|                            | <b>Yes</b> | 272    | 36.2 | 153    | 34.5 |
| Labour Code                | <b>No</b>  | 364    | 48.4 | 283    | 63.7 |
|                            | <b>Yes</b> | 306    | 40.7 | 125    | 28.2 |
| The Law on Gender Equality | <b>No</b>  | 512    | 68.1 | 328    | 73.9 |
|                            | <b>Yes</b> | 158    | 21   | 79     | 17.8 |

18. What international documents do you know about in relation to the protection of the rights of girls and women?

|                               |     | Number | %    | Number | %    |
|-------------------------------|-----|--------|------|--------|------|
|                               |     | Women  |      | Men    |      |
| Charter of Human Rights       | No  | 30     | 4    | 12     | 2.7  |
|                               | Yes | 531    | 70.6 | 346    | 77.9 |
| CEDAW                         | No  | 523    | 69.5 | 336    | 75.7 |
|                               | Yes | 37     | 4.9  | 22     | 5    |
| Beijing Action Platform, 1995 | No  | 503    | 66.9 | 352    | 79.3 |
|                               | Yes | 57     | 7.6  | 5      | 1.1  |

19. Do you know about the existence of the Convention on the Elimination of All forms of Discrimination against Women?

|     | Number | %    | Number | %    |
|-----|--------|------|--------|------|
|     | Women  |      | Men    |      |
| Yes | 224    | 29.8 | 118    | 26.6 |
| No  | 521    | 69.3 | 321    | 72.3 |

20. Do you know about the Albanian institutional mechanism for the acceleration of equality between men and women in Albania?

|     | Number | %    | Number | %    |
|-----|--------|------|--------|------|
|     | Women  |      | Men    |      |
| Yes | 154    | 20.5 | 84     | 18.9 |
| No  | 593    | 78.9 | 354    | 79.7 |

22. Do women have the practical and financial means to obtain representation in legal proceedings?

|     | Number | %    | Number | %    |
|-----|--------|------|--------|------|
|     | Women  |      | Men    |      |
| Yes | 172    | 22.9 | 170    | 38.3 |
| No  | 568    | 75.5 | 262    | 59   |

#### 4. SOCIAL CARE

23. Does a woman's reproductive role (giving birth, child care and care for other member of the family, housework) influence her participation in the job market?

|     | Number | %    | Number | %    |
|-----|--------|------|--------|------|
|     | Women  |      | Men    |      |
| Yes | 621    | 82.6 | 364    | 82   |
| No  | 122    | 16.2 | 78     | 17.6 |

**24. In your opinion, which of the following is it related to:**

*Rate 1-6 as per level of importance: 1- very important.... 6 – not at all*

|                                 | <b>Women</b> | <b>Men</b> | <b>Total</b> |
|---------------------------------|--------------|------------|--------------|
| Lack of social infrastructure   | 2.91         | 2.67       | 2.82         |
| Poverty                         | 2.80         | 2.59       | 2.73         |
| Motherhood-based discrimination | 3.01         | 3.12       | 3.05         |
| Age discrimination              | 3.39         | 3.80       | 3.54         |
| Limited free time               | 3.14         | 3.05       | 3.11         |
| Other                           | 5.68         | 5.86       | 5.74         |

**25. Do you have information on legislation, social services procedures and the institutions (both government and private sector ones) offering them?**

|            | <b>Number</b> | <b>%</b> | <b>Number</b> | <b>%</b> |
|------------|---------------|----------|---------------|----------|
|            | <b>Women</b>  |          | <b>Men</b>    |          |
| <b>Yes</b> | 331           | 44       | 174           | 39.2     |
| <b>No</b>  | 416           | 55.3     | 260           | 58.6     |

**26. Where do you obtain information from?**

*Rate 1-6 as per level of importance: 1- very important.... 6 – not at all*

|                                       | <b>Women</b> | <b>Men</b> | <b>Total</b> |
|---------------------------------------|--------------|------------|--------------|
| Print and electronic media            | 1.79         | 2.02       | 1.87         |
| Institutions web site/internet page   | 3.43         | 3.97       | 3.62         |
| Training courses/seminars/conferences | 3.01         | 3.03       | 3.02         |
| Family and friends                    | 3.69         | 3.53       | 3.64         |
| Publications (leaflets, brochures)    | 3.40         | 3.13       | 3.31         |
| Other                                 | 5.73         | 5.64       | 5.70         |

**27. In your opinion, is the drafting of an auxiliary and supporting policy for the elderly necessary?**

|            | <b>Number</b> | <b>%</b> | <b>Number</b> | <b>%</b> |
|------------|---------------|----------|---------------|----------|
|            | <b>Women</b>  |          | <b>Men</b>    |          |
| <b>Yes</b> | 730           | 97.1     | 420           | 94.6     |
| <b>No</b>  | 18            | 2.4      | 15            | 3.4      |

**28. What should this policy for the elderly consist in?**

*Rate 1-5 as per level of importance: 1- very important....5 – not at all*

|  | <b>Women</b> | <b>Men</b> | <b>Total</b> |
|--|--------------|------------|--------------|
| Increasing pensions  | 1.41         | 1.33       | 1.38         |
| Opening new homes for the elderly  | 2.54         | 2.50       | 2.52         |
| Implementing a facilitating healthcare package (medicines, doctor's visit, etc.) | 2.44         | 2.56       | 2.48         |
| Opening cultural and entertainment centres for the elderly                       | 3.38         | 3.23       | 3.33         |
| Other  | 4.83         | 4.84       | 4.84         |

## 5. HEALTH CARE

29. Do you have sufficient information on family planning and reproductive health?

|            | Number | %    | Number | %    |
|------------|--------|------|--------|------|
|            | Women  |      | Men    |      |
| <b>Yes</b> | 589    | 78.3 | 286    | 64.4 |
| <b>No</b>  | 159    | 21.1 | 156    | 35.1 |

30. Your sources of information are:

|   |            | Number | %    | Number | %    |
|---|------------|--------|------|--------|------|
|   |            | Women  |      | Men    |      |
| Newspapers/magazines/various publications | <b>Yes</b> | 355    | 47.2 | 156    | 35.1 |
| TV/Radio                                  | <b>Yes</b> | 355    | 47.2 | 203    | 45.7 |
| NGOs                                      | <b>Yes</b> | 129    | 17.2 | 65     | 14.6 |
| Healthcare personnel                      | <b>Yes</b> | 226    | 30.1 | 111    | 25   |
| At random                                 | <b>Yes</b> | 60     | 8    | 26     | 5.9  |
| Friends/Contemporaries                    | <b>Yes</b> | 135    | 18   | 44     | 9.9  |
| Teachers/School                           | <b>Yes</b> | 105    | 14   | 48     | 10.8 |
| Partner                                   | <b>Yes</b> | 102    | 13.6 | 40     | 9    |

31. In your opinion, in a couple who decides on the number of children the couple will have?

*Circle your answer*

|  | Number | %    | Number | %    |
|--|--------|------|--------|------|
|  | Women  |      | Men    |      |
| The woman  | 18     | 2.4  | 7      | 1.6  |
| The man  | 78     | 10.4 | 93     | 20.9 |
| Both of them   | 604    | 80.3 | 320    | 72.1 |
| Mother-in-law, or a close family members of the wife/husband | 6      | 0.8  | 6      | 1.4  |
| Don't know   | 36     | 4.8  | 15     | 3.4  |

32. Do you have sufficient information about the spread of sexually transmitted diseases and HIV/AIDS in Albania?

|            | Number | %    | Number | %    |
|------------|--------|------|--------|------|
|            | Women  |      | Men    |      |
| <b>Yes</b> | 588    | 78.2 | 338    | 76.1 |
| <b>No</b>  | 155    | 20.6 | 104    | 23.4 |

33. Is the information youth obtain on sexually transmitted diseases and HIV/AIDS sufficient?

|            | Number | %    | Number | %    |
|------------|--------|------|--------|------|
|            | Women  |      | Men    |      |
| <b>Yes</b> | 177    | 23.5 | 106    | 23.9 |
| <b>No</b>  | 564    | 75   | 335    | 75.5 |

**34. What are the most effective ways of obtaining information about reproduction, contraception, the prevention of sexually transmitted diseases (STDs and HIV/AIDS)?**

*Rate 1-8 as per level of importance: 1- very important.... 8 – not at all*

|                        | <b>Women</b> | <b>Men</b> | <b>Total</b> |
|------------------------|--------------|------------|--------------|
| School                 | 2.32         | 2.16       | 2.26         |
| Newspapers             | 4.18         | 3.87       | 4.06         |
| TV                     | 3.43         | 3.28       | 3.38         |
| Family                 | 3.66         | 4.07       | 3.81         |
| NGOs                   | 5.43         | 5.44       | 5.44         |
| Healthcare Personnel   | 4.30         | 4.20       | 4.26         |
| Chemist                | 6.03         | 5.89       | 5.98         |
| Friends/Contemporaries | 5.84         | 5.66       | 5.77         |

**35. Some people use condoms to avoid sexually transmitted diseases. In your opinion, how effective is the correct way use of condoms for this purpose?**

|                    | <b>Number</b> | <b>%</b> | <b>Number</b> | <b>%</b> |
|--------------------|---------------|----------|---------------|----------|
|                    | <b>Women</b>  |          | <b>Men</b>    |          |
| Very effective     | 352           | 46.8     | 196           | 44.1     |
| Not very effective | 154           | 20.5     | 107           | 24.1     |
| Not effective      | 28            | 3.7      | 17            | 3.8      |
| Don't know         | 189           | 25.1     | 109           | 24.5     |

**36. Do you have National Health Insurance?**

|            | <b>Number</b> | <b>%</b> | <b>Number</b> | <b>%</b> |
|------------|---------------|----------|---------------|----------|
|            | <b>Women</b>  |          | <b>Men</b>    |          |
| <b>Yes</b> | 520           | 69.1     | 280           | 63.1     |
| <b>No</b>  | 214           | 28.5     | 160           | 36       |

**37. Do you know what benefits you receive with National Health Insurance?**

|  | <b>Number</b> | <b>%</b> | <b>Number</b> | <b>%</b> |
|--|---------------|----------|---------------|----------|
|  | <b>Women</b>  |          | <b>Men</b>    |          |
| No   | 187           | 24.9     | 146           | 32.9     |
| Free GP visit  | 415           | 55.2     | 198           | 44.6     |
| Cheaper medicine from the list of reimbursable medicines | 411           | 54.7     | 184           | 41.4     |
| Free diagnostic examinations/visits                      | 245           | 32.6     | 85            | 19.1     |
| Free Specialist Doctor's visit                           | 233           | 31       | 96            | 21.6     |

**38. Do you consider domestic violence a matter of Public Health?**

|            | Number | %    | Number | %    |
|------------|--------|------|--------|------|
|            | Women  |      | Men    |      |
| <b>Yes</b> | 495    | 65.8 | 268    | 60.4 |
| <b>No</b>  | 202    | 26.9 | 163    | 36.7 |

**21. EDUCATION AND THE ELIMINATION OF GENDER DISCRIMINATION**

**39. What factors could bring about the development of education in Albania?**

Rate 1-7 as per level of importance: 1- very important ... 7 – not at all

|   | Women | Men  | Total |
|---|-------|------|-------|
| Increasing the budget for education                                 | 2.18  | 2.12 | 2.16  |
| Local/Foreign donations   | 4.40  | 4.70 | 4.52  |
| Enforcing stringent legal measures (for playing truant from school) | 3.53  | 3.66 | 3.58  |
| Developing infrastructure   | 3.81  | 3.20 | 3.58  |
| Raising the awareness of the public                                 | 3.51  | 3.35 | 3.45  |
| Economic development  | 3.21  | 3.15 | 3.19  |
| Improving the quality of education                                  | 3.26  | 3.15 | 3.22  |
| Other   | 6.64  | 6.60 | 6.63  |

**40. In your opinion, is it necessary to undertake supporting and facilitating measures for school attendance on the part of children who come from poor families (urban and rural areas)?**

|            | Number | %    | Number | %    |
|------------|--------|------|--------|------|
|            | Women  |      | Men    |      |
| <b>Yes</b> | 731    | 97.2 | 429    | 96.6 |
| <b>No</b>  | 8      | 1.1  | 8      | 1.8  |

**41. What should these measures be?**

Rate 1-5 as per level of importance: 1- very important ... 5 – not at all

|                         | Women | Men  | Total |
|-------------------------|-------|------|-------|
| Free textbooks          | 1.50  | 1.45 | 1.48  |
| Free food               | 2.73  | 2.65 | 2.70  |
| Free supporting courses | 2.62  | 2.58 | 2.61  |
| Psycho-social services  | 2.97  | 3.05 | 3.00  |
| Other                   | 4.83  | 4.85 | 4.84  |

42. In your opinion, does education in Albania produce inequality between boys and girls (gender inequality)?

|     | Number | %    | Number | %    |
|-----|--------|------|--------|------|
|     | Women  |      | Men    |      |
| Yes | 316    | 42   | 123    | 27.7 |
| No  | 418    | 55.6 | 313    | 70.5 |

43. The elimination of gender inequality in education can be achieved by:

Rate 1-5 as per level of importance: 1- very important ... 5 – not at all

|  | Women | Men  | Total |
|--|-------|------|-------|
| Reviewing school textbooks from a gender perspective             | 2.63  | 2.60 | 2.62  |
| Training teaching staff on gender issues                         | 2.33  | 2.49 | 2.38  |
| Awareness campaigns in educational institutions                  | 2.73  | 2.94 | 2.79  |
| Incorporating gender concepts in school programmes at all levels | 2.42  | 2.70 | 2.51  |
| Other  | 4.85  | 4.59 | 4.77  |

## 22. THE MEDIA

44. In what areas does the media highlight women's concerns the most?

*Do not mark more than 2 options*

|                 | Number | %    | Number | %    |
|-----------------|--------|------|--------|------|
|                 | Women  |      | Men    |      |
| Economic sphere | 289    | 38.4 | 162    | 36.5 |
| Political arena | 166    | 22.1 | 125    | 28.2 |
| Education       | 134    | 17.8 | 81     | 18.2 |
| Rights          | 395    | 52.5 | 218    | 49.1 |
| Social problems | 480    | 63.8 | 281    | 63.3 |

45. In your opinion, does the media have knowledge of gender equality problems/issues?

|     | Number | %    | Number | %    |
|-----|--------|------|--------|------|
|     | Women  |      | Men    |      |
| Yes | 398    | 52.9 | 253    | 57   |
| No  | 349    | 46.4 | 188    | 42.3 |

**46. How can gender issues be incorporated and dealt with in the print and electronic media?**

Rate 1-6 as per level of importance: 1- very important ... 6 – not at all

|   | <b>Women</b> | <b>Men</b> | <b>Total</b> |
|---|--------------|------------|--------------|
| Through media analysis and monitoring   | 3.35         | 3.10       | 3.27         |
| By including gender issues in editorial policies                                | 2.96         | 2.77       | 2.89         |
| By continuously training journalists and media representatives on gender issues | 2.95         | 3.34       | 3.08         |
| By placing more women in leadership positions in the media                      | 2.72         | 2.66       | 2.70         |
| Social sphere   | 3.70         | 3.73       | 3.71         |
| Other   | 5.76         | 5.76       | 5.76         |

**47. Do female and male candidates have the same opportunities in using the media during electoral campaigns?**

|            | <b>Number</b> | <b>%</b> | <b>Number</b> | <b>%</b> |
|------------|---------------|----------|---------------|----------|
|            | <b>Women</b>  |          | <b>Men</b>    |          |
| <b>Yes</b> | 292           | 38.8     | 193           | 43.5     |
| <b>No</b>  | 451           | 60       | 241           | 54.3     |

**48. In your opinion, what factors serve to regulate the equal representation of candidates during electoral campaigns?**

|  | <b>Women</b> | <b>Men</b> | <b>Total</b> |
|--|--------------|------------|--------------|
| Raising the awareness of the print and electronic media representatives in relation to gender equality | 2.37         | 2.61       | 2.45         |
| Improving the communication skills of female candidates through training courses                       | 2.82         | 3.22       | 2.96         |
| Improving women's self-confidence  | 2.73         | 2.90       | 2.79         |
| Establishing a rigorous monitoring system  | 3.03         | 2.85       | 2.97         |
| Other  | 4.86         | 4.71       | 4.81         |