# Women in the Labor Market and Decision Making in Kosovo

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## ABSTRACT

Gender equality is defined as a prerequisite for European integration and as such the Action Plan for European Partnership is listed on Political Criteria. The Government of Kosovo in April 2008 approved the Kosovo Program for Gender Equality GENERAL six goals and eight specific objectives. With this objective case for women in the labor market and decision-making requires a greater commitment of all stakeholders.

This study provides an overview of the rough that evaluates the legal framework and cross-sectoral policies and positioning of women in conformity with their school preparation in decision-making positions. Economic independence remains as one of the main key to the realization of the equal right to decision-making positions. Although Kosovo with gender representation in decision-making level of the seventeenth in the world counted in the labor market situation remains a challenge that requires a great commitment to the local factor and even international.

Therefore, the research enables the opening of discussions, improving the working environment and the implementation of the Action Plan for Empowering Women in Economy as a key factor of the welfare of family and society

Key words: Women, Labor Market, Decision Making, Kosovo
Jel Code: L1, L12, R11

## 1. Laws and Regulations on the Participation of Women in Decision-Making Process in Kosovo Employment

Kosovo legislation provides a good basis for encouraging and supporting the participation of women in the workplace, but also in decision-making positions. Legislation in Kosovo strongly promotes the principle of gender equality. The Constitution of the Republic of Kosovo, the highest legal act and policy of the country, except in language and its structure has a gender balance, it respects and promotes the principles of gender equality, which are recognized internationally (Article 71). Furthermore, the Constitution prohibits any form of discrimination, including discrimination based on gender. One such principle is further sanctioned by the Law Against Discrimination, which promotes the principle of gender equality and gender discrimination (Article 2), envisaging sanctions for natural and legal persons who violate the provisions of this law (Article 9.2). The scope of this law covers not only public institutions, but also private ones, including the acts or omissions of natural persons (Article 4).

Law on Gender Equality, which specifically aims to protect, treat and establish gender equality as a fundamental value for the democratic development of Kosovo society, with equal opportunities for participation of women and men and their contribution to the political, economic, social, cultural and all areas of social life (Article 1.1). The law defines a set of legal measures to achieve full equality of women and men in society, which provide specific priorities that enable the members of a certain gender to enable equal access to all areas of social life, to avoid inequality existing gender, or obtain rights that previously were not met (Article 2.9).

***Table 1. Comparison of data to employed in the municipal level***

| | Employed in key institutions at the municipal level | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 2008 | | | | 2009 | | | | | |
| Institution | Total of Employed | Gender Structure | | | Total of employed | Gender Structure | | | Difference ('08/'09) Male | Difference ('08/'09) Female |
| | | Male | Female | Unspecified | | Male | Female | Unspecified | | |
| Administration | 5,228 | 3,845 | 1,173 | 210 | 5,277 | 3,875 | 1,192 | 210 | ↑0.99 | ↑0.98 |
| Education | 30,050 | 18,176 | 10,904 | 970 | 30,046 | 17,918 | 11,219 | 909 | ↓1.01 | ↑0.97 |
| Health | 5,754 | 2,063 | 3,691 | 0 | 5,791 | 2,070 | 3,719 | 2 | ↑0.99 | ↑0.99 |
| **TOTAL** | **41,032** | **24,084** | **15,768** | **1,180** | **41,114** | **23,863** | **16,130** | **1,121** | | |
| | **(%)** | **58.69%** | **38.42%** | **2.87%** | **(%)** | **58.04%** | **39.23%** | **2.72%** | | |

***Source: OPM/ARM, 2011***

This comparison was done relying on the data provided MPS / DCSA of employed in the KCS on the municipal level. These statistics contain data provided up to December 2008, respectively, in September 2009. Also, the law determines the extent of 40 per cent

participation of one gender in particular social fields as a condition for the achievement of gender equality (Article 2.12).

***Table 2. Comparison of data to employed in the central and municipal level***

| Employed in key institutions at the municipal level | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 2008 | | | | 2009 | | | | | |
| LEVEL | Total of Employed | Gender Structure | | | Total of Employed | Gender Structure | | | Difference ('08/'09) Male | Difference ('08/'09) Female |
| | | Male | Female | Unspecified | | Male | Female | Unspecified | | |
| Central | 32,022 | 21,329 | 10,498 | 195 | 29,045 | 18,437 | 10,413 | 193 | ↓1.15 | ↓1.00 |
| Municipall | 41,032 | 24,084 | 15,768 | 1,180 | 41,114 | 23,863 | 16,130 | 1,121 | ↓1.00 | ↑0.97 |
| Total | 73,054 | 45,413 | 26,266 | 1,375 | 70,159 | 42,300 | 26,543 | 1,314 | | |
| | (%) | 62.16% | 35.95% | 188.00% | (%) | 60.29% | 37.83% | 1.87% | | |

***Source: OPM/ARM, 2011***

Official statistics MPS / DCSA out that the employment rate in central and municipal level or management positions and management, between men and women is different if compared 2008 and 2009. On the management level (central and municipal) are 50 women in 2008, while 67 in 2009. Here, seen an increase of just over 15% of women in management positions. While, on the managerial level, reported membership of municipal and central level, the number of women seen growing for these two years. Women are a total of 528 in 2008, while in 2009 are 560. This increase appears to be tried nearly 7% in favor of the cement women in managerial positions. On the other side, men are represented with four digit numbers in both years compared on the managerial level. While at the management level also outnumber women up to 7 times.

## 2. Research Methodology

This report provides an overview of the results and provides interpretation and analysis of data from quantitative research conducted through a structured questionnaire with a sample of 50 respondents selected deliberately. The research was conducted with institutions at central and local government, private enterprises and non-governmental organizations in Kosovo. The report also provides an analysis of primary and secondary legislation that guarantees and promotes opportunities for women's participation in work and decision making process.

Analysis and interpretation of the data presented research are quantitative and structured around seven broadly defined categories. The first category focuses on the respondents' opinions about economic and social indicators of education, which are the level of education, financial support and moral support of family education.

### 3. Gender discrimination in the workplace

In a wider sense, gender discrimination at work, occurs when a person or group of persons not treated equally in the context of work because of gender. Unequal treatment can affect the level of payment, such as when a woman is paid less for equal work with a man. Gender discrimination can occur also in terms of opportunities, as well as the manner of handling the job. Kosovo's Labor Code provides: prohibition of discrimination, prohibition of sexual harassment, health and safety in the workplace.

The fact is that employment is a problem of discrimination in Kosovo. The level of unemployment is high, regardless of employment promotion programs undertaken by the employment offices. INSTAT data show that women are more affected by unemployment. About 21% of women able to work are unemployed. Women still face discrimination in both segregation - horizontal and vertical. Most of them continue to be employed in sectors where women traditionally work, such as health and education. An important measure to improve the situation of women is the existence of good-quality jobs for women in managerial positions or higher management levels, with higher participation rates. Women still represent a distinct minority in such positions throughout the world holding only 28.3% of these jobs (Alite, 2009).

"In the EU, women have increased their share of senior positions over the past decade by 3.1%, reaching a current level of 30.6%." 5 (Meniku, Kapllanaj, 2009).

Women face difficulties in reaching managerial positions. According to a report developed on equality between men and women, it noted that the presence of women managers in companies is progressing very slowly and remained at 33%. In the private sector management of businesses by women is low. According to INSTAT statistics, only 17% of private business managers are women and girls, where the majority of them is concentrated in urban areas and 85% less in rural areas by 15% (Alite, 2009).

So, low representation is conditioned by social and cultural factors, but also by the impact of lower state and financial institutions, which do not create opportunities or adequate support favoring business entrepreneurship by women and girls. A study conducted at Harvard showed that professional women yields are better than those of male colleagues.

In fact, the only banks that are not included in the credit crisis are those that have women in leadership positions, explains Heather McGregor, a finance specialist at the bank "City" in

London (Gazeta Shqip "If businesses run by women, 2012). Women have a more rational with money, are less emotional and more inclined toward savings.

This is the conclusion that has reached the Icelandic government, which on top of the two largest banks in the country, has decided two women (Gazeta Shqip "If businesses run by women", 2012). Despite the changes that have followed the development of women today not only in Korea but also in the world, there is still a gap between capacity and their needs and resources available to them; education, employment, involvement in decision making. The low level of representation of women in decision making is a matter affected by many factors socio-cultural, economic, structural, social, etc.

"Today, after nearly 100 years of gaining the right to vote and the right to choose, women in Albania have a very low level of representation in decision-making level. Thus, the percentage of women in parliament in 2008 is 7.1%, which ranked us at the international level to 114 from 130 countries (92% of the world population). The low participation of women and girls in decision making appear at low levels in leadership positions in the central government with only 11 posts and only 2% of managers in local government while in any publication or literature not "dare" to discuss the possibility Albanian women, as head of state (prime minister or president), because history shows that we have no such case" (ERBD, 2014)

All these inequalities in decision-making are conditioned by economic factors. In 60 countries, women earn about 50% less income than men; they constitute about 39% of paid employees, but 62% of unpaid family workers.

Gender equality is not a women's issue, it is considered, it is a matter of equality between men and women's groups, and between them equal opportunities in all areas of life from the direction of the family to the state government. It is a process of integration aimed at the development of society, the level of human rights and fundamental freedoms, on the social level, at the level of civil and political rights having equal opportunity to exercise the right to vote and to be ' I was selected. Gender differences in the workplace can be used as an indicator of gender equality. Women are not treated fairly in the labor market and face indirect obstacles such as gender stereotypes and discrimination.

Discrimination is apparent behavior by which people are treated differently, and not favorably because of race, class, gender or cultural status of them. "In terms of the Convention of the United Nations" on the Elimination of All Forms of Discrimination against Women "(CEDAW) considered as an exception, barrier or distinction made on the basis of sex which

has the purpose or effect of denying the exercise of equal rights and fundamental freedoms in all fields of human endeavor. In Article 11, the Convention specifies the obligations of States Parties in employment by requiring that States Parties shall take all measures to eliminate discrimination against women in employment.

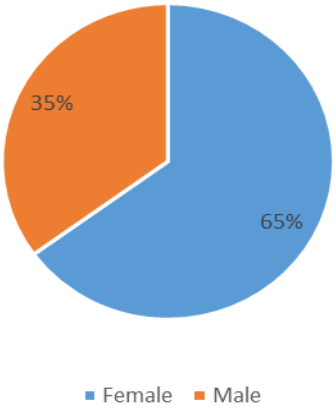
## 4. The Analytical- Women's participation in decision-making positions

In addition to the aforementioned laws, the Kosovo legislature also approved other laws that indirectly affect the sphere of gender equality in public life and in relationships at work. These laws are intended to encourage women to participate in public life and to provide its contribution to social development, but at the same time protecting their fundamental rights. For example, Heritage Law, Reproductive Health Law, the Law on Termination of Pregnancy, and some other laws and regulations Despite this, the achievement of gender equality and women's participation in decision-making positions leaves much to be desired. Law on Gender Equality has not yet found full implementation.

The woman is still not sufficiently represented in leadership positions in public institutions and in private. In addition to the election law that sets a quota of 30 per cent participation of women in the legislature at national and local level, there is no other law that defines such a rate for other institutions. Law on Gender Equality considers that gender equality is achieved when representation of one gender in a particular social field or in a segment of the field is lower than 40 percent (Section 2.12), but that still does not impose any quote given to decision-making positions.

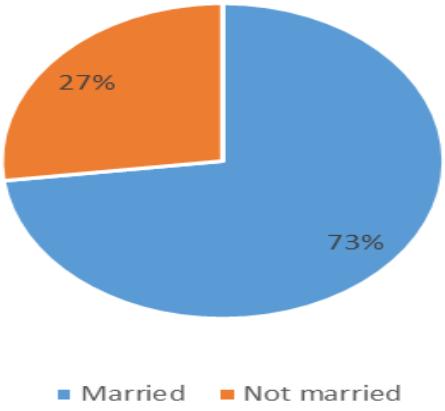
To understand the actual situation in the field of gender equality and women's position in the workplace and decision making, below we present the results of research conducted on 50 respondents. The structure of respondents is composed of employees in public institutions and 73 private institutions 8, and extends to the whole territory of Kosovo. While the gender structure of respondents is 65% female and 35% male.

***Graphics 1. Gender***



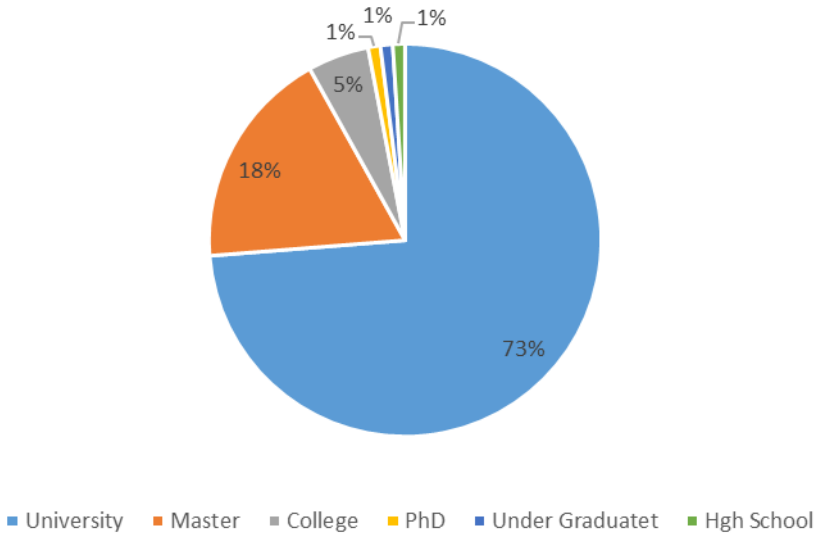

Of the respondents 73% were married and 27% unmarried.

***Graphics 2. Statute Bridal***



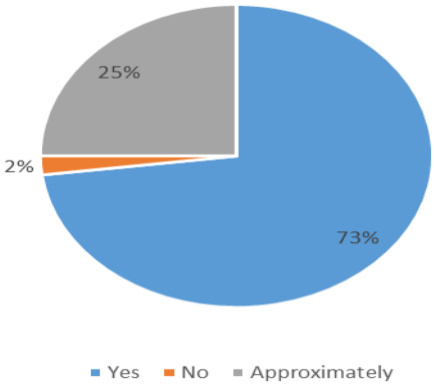

Of them, 35% of men were married and unmarried 5%. Meanwhile, 40% of married women and 20% of never-married.

***Graphics 3. Education***



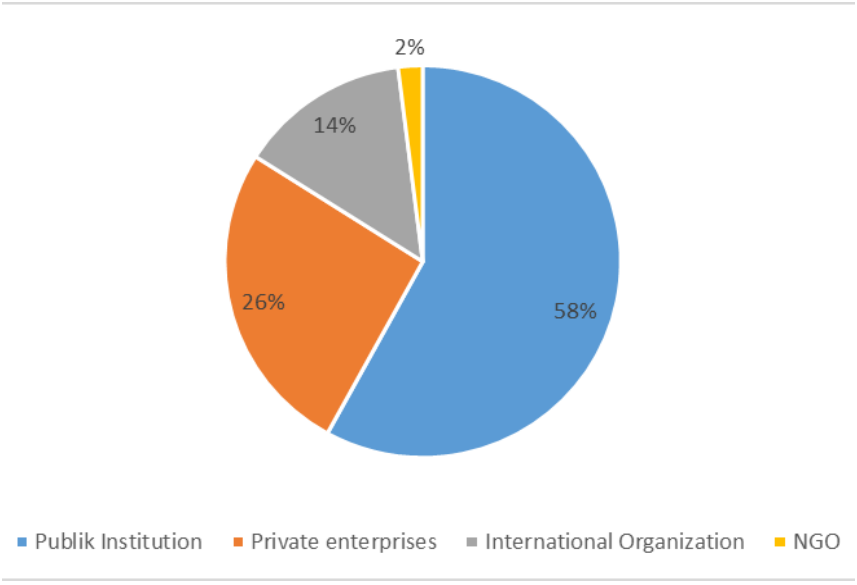

The level of education of employed women is high. Close to 74% have a university degree, while approximately 18% have a Masters title and only 5% have finished high school. In the group of around 3% of accounts where the education level is low or the third degree (doctorate).

***Graphics 4. Occupation***



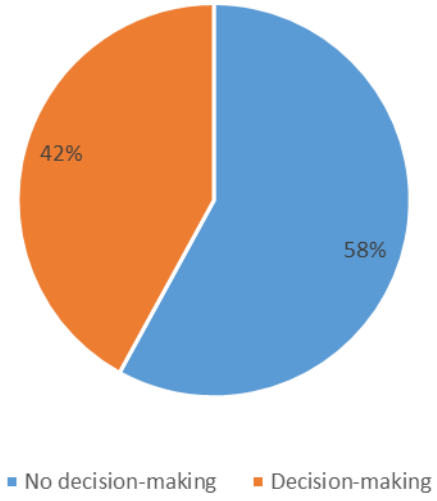

In most cases, education is crucial in securing a job or a certain position. Of the respondents, 73% work in view of whom are educated, while 25% work a similar profession. Only about 2% work outside their profession.

***Graphics 5. Sector and work experience***




Sector where women have been successful in securing a job remains further public sector. According to the survey, 58% of women work in the public sector, while 26% of women employed in the private sector. Also, a sector where women have been able to secure a job are international organizations where around 14% of women, while non-governmental sector which is usually assumed that provides greater opportunities for women, has employed only about 2 % of women. The graph below clearly illustrates the work experience and employment sectors.

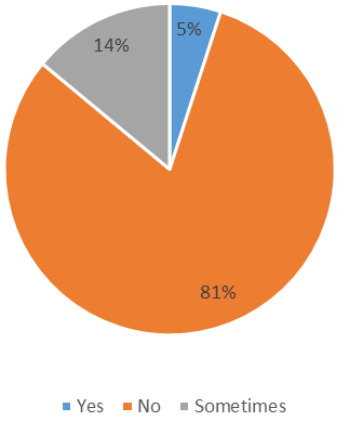
***Graphic 6. Poste decision-making***




However, the majority of employed women do not hold decision-making positions in institutions where they work. From research conducted on this question, and taking into

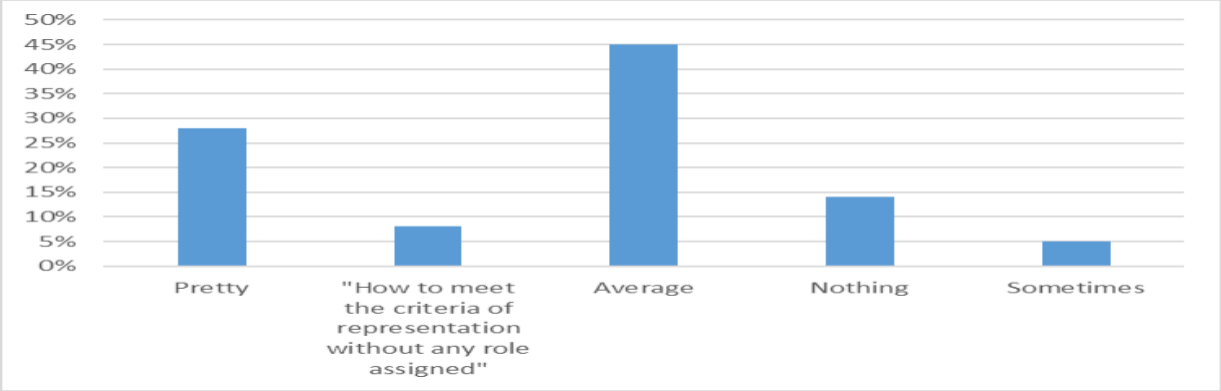
account only two variables, close to 42% of women surveyed decision-making position, and about 58% of them hold positions non-decision-making, including all institutions surveyed as public institutions, private companies, international organizations, and NGOs. On the other hand, data from MPS / DCSA for the years 2008 and 2009, the number of women in management positions in local and central level is 50 women in 2008 and 67 in 2009. While in managerial positions in 2008 are 528, while in 2009, 560 are women.

***Graphic 7. Jobs easier than women / men***



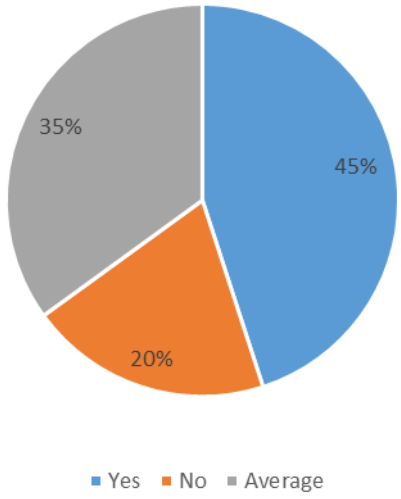

Also, there are discriminated, nor any kind of favoritism pronounced in case of delegation of tasks, with some exceptions. Among them, 81% said that delegated work easier than the other sex, 14% say that sometimes you delegated easiest job, and only 5% said that they have been delegated the job easier than the other gender.

***Graphic*** 8. **How many women involved in the decision of your institution**?



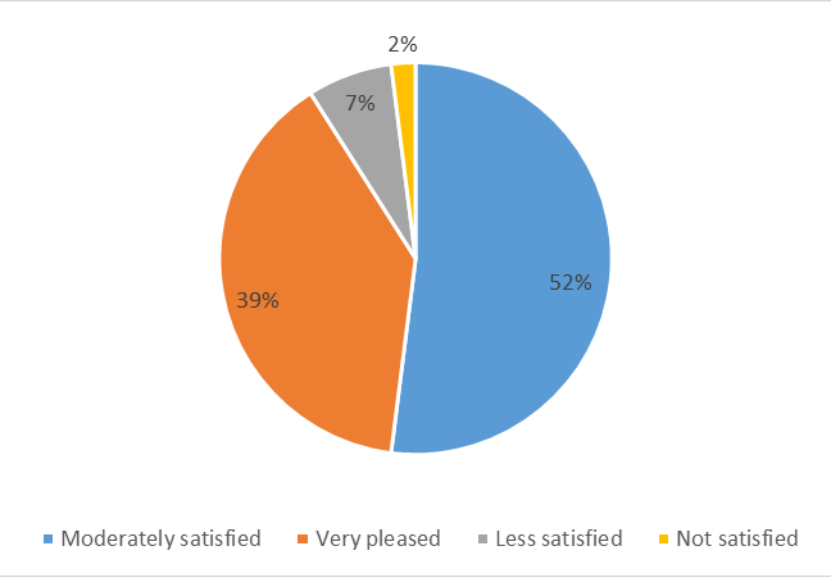

Respondents think that women are involved in decision-making in the institutions where they work. And 28% of respondents think that say that women are more involved in decision making. While 45% believe that women are moderately involved. And, 28% believe that women are less or not at all involved in the decision-making process, or enough to meet the criteria of representation.

***Graphic 9. Socio-Economic Impact***




It is worth mentioning is that none of employed women stated that they do not have poor or very poor economic showing that female employment has a direct impact on the economic and social situation. About 80% point out that the economic situation affects and average participation of women in employment and decision-making, while close to 20% do not have any kind of impact.

***Graphic 10. Financial Conditions of Employment***




Terms and conditions of employment seem to be somewhat enjoyable. Around 51% of respondents said they were moderately satisfied with the opportunities offered by the institution, and close to 39% express satisfaction. While, from 9% together they are less or not at all satisfied with employment opportunities. Generally, working conditions appear to be satisfactory for employees.

## 5. Conclusions and Recommendations

While the role of women in the decision-making process in relatively good family, her participation in decision-making positions in institutions and public life is still below the satisfactory level. Even when women occupy decision-making positions feel challenged by their male colleagues in different forms. such as neglect of authority, neglect of duties delegated, etc. Nepotism, recruitment procedures, political affiliation roads also remain prevalent in career advancement or merit professionalism towards work that should be the main criteria.

Women face many challenges towards the men on their way to career. In addition, initiatives for the establishment of women in leading positions are scarce and come mostly from women in their institutions. Economic and social situation is also a factor that affects the achievement of gender equality and advancement of women especially in decision-making positions and career. Women who have better economic conditions have little commitment to their work place, and thus affect their performance and career advancement.

In addition, other problems such as the lack of the greatest number of gardens, or high price of private gardens, or problems with transportation, in general disturb employees in urban as well as rural areas, impact on jobs.

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