

THE FIRST GENDER UNEMPLOYMENT IN ALBANIA

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Abstract

The employment or occupancy of a job is a very controversial issue and repeatedly encountered in daily personal, but also in the wider political debate, precisely because of its importance in personal terms but also in its performance, productivity and economic growth of a country. Specifically, employment for our country is an important issue and it is a disturbing phenomenon, precisely because of the high rate of unemployment. On the other hand beyond that, what we see is different from what we think; there is a gender difference or imbalance between male employees and female employees nationwide, so including all sectors of the economy. Gender imbalance occurs in the difference the monthly payment between genders, facts which we will give defined below, based on the statistics published by INSTAT and the Central Bank, reflecting gender differences in employment, through a descriptive analysis.

Keywords: Unemployment, employment, gender difference, payment differences, Albania

INTRODUCTION

Due to the recent global financial crisis, and its effects chain, unemployment has fluctuated in recent years by adapting to the economic cycle and other macroeconomic changes. But, beyond that, in the course of this work, will be able to see information such as the composition of the population in terms of gender, what the balance between sexes and which "part of it are women, in order to compare the time to data, and further, reaching a conclusion.

Based on the same logic, we could see the composition of the labor market and gender perspectives for catching work then estimating the percentage of the total population occupies each gender, further, that followed this balance in the labor market.

Wage discrimination is another factor, which influences the gender perspective for career development. So, a lower wage discourages an individual for catching work , and exactly

the opposite is true, a higher salary encourages him to seek or accept a job. Thus, based on international studies, which also consider the salary as a discriminatory factor, therefore a given that the actual will be able to look specifically for our country, the development of this factor and its impact on the labor market.

From the above, we can say that this paper could provide a full reflection of the composition of population trends for gender for catching work, the behavior of the labor market to gender perspectives for catching work, pay as discriminatory factor and inhibitor development career, etc., all these excuses and judgments, based on national statistics published.

THE COMPOSITION OF THE POPULATION FIRST IN TERMS OF GENDER

Below you can see the structure of the population of 10 years that have been reviewed, to see gender differences in the composition of the population.

Table 1. Composition of the population by sex, 2005-2015

Years	Man	%	Women	%	Total	%
2005	1,506,889	50	1,512,745	50	3,019,634	100
2010	1,459,649	50	1,459,025	50	2,918,674	100
2015	1,461,485	51	1,430,817	49	2,892,302	100

Source: INSTAT, Population 1 January 2001-2016 (adapted author)

Referring to the data published above, we can say that, in 2005, Albania had 3,019,634 inhabitants, of whom 1,506,889 are male and 1,512,745 are female. Well, look at gender differences; they are at a low-level, which means that women make up more than half of the population. So, once again we affirm that the study of gender differences is an issue that deserves attention.

Looking above, we can say that the population in the period 2005-2015 there was a decrease, reflecting contraction and reduction of the total population. On the other hand, judged in terms of gender, the differences between the sexes for the decade under consideration have been easily differentiated, leading in absolute value for 7 years before women, and in recent years taken into consideration, from the men in the balanced gender. So having such a composition population, where women are a considerable part of it, it is worth seeing on the possibilities of development and its integration in other areas such as education, the labor market, etc., by relying on further on the grounds that the development of female and its further

integration into the totality of conception, could also bring the development of society in general, the right but also stable.

THE LABOR MARKET ANALYSIS

The labor market and the data that will see the following may provide a thorough reflection on the real possibilities of the labor market and the dynamics of its development, but in terms of time and gender. In addition to this work we could see to create off the workforce employed by gender, unemployment by gender, etc.

The composition of the workforce by gender

The labor force represents all people of a country that are active and able to work. As stated, human capital is one of the key factors in the production process. Like any other, even this indicator changes over time for a variety of reasons, of which the following bypassed men because they do not join the basis and the core of what is required of transmitted.

Table 2. The labor force according to gender for the period from 2004-2014

Years	Men (in thousands)	%	Women (in thousands)	%	Total (in thousands)	%
2004	660	60.7	428	39.3	1,088	100
2005	655	60.4	430	39.6	1,085	100
2006	655	60.5	429	39.5	1,084	100
2007	653	60.4	429	39.6	1,082	100
2008	680	61	434	39	1,114	100
2009	543	52	501	48	1,044	100
2010	552	52.7	496	47.3	1,048	100
2011	570	53.5	497	46.5	1,067	100
2012	604	55	496	45	1,100	100
2013	602	54.9	496	45.1	1,098	100
2014	604	56.7	463	43.3	1,067	100

Source: INSTAT, the balance of the labor force, 2000-2015 (adapted author)

The prospects in the labor market and the differences that have been treated and theoretical partial, can be seen clearly in the above table published, So, by an active labor force in 2004, which was at the level of 1,088 000 people, 660 000 of them belonged to a male, and 428 000 people out of a total labor force, belonged to women. So, in other words, 60.7% of the active labor force was male and only 39.3 were women. This difference is considerable, taking into

account, thus bringing once again the attention that the population in the country, judging gender is almost equal levels, so approximately 50% of the population is male and 50% of population women. Whereas in this case, the difference between the sexes for the first year to consider is approximately at the level of 20%.

In 2008, 680 000 registered persons in the workforce belonged male and 434 000 female persons belonged to. In total, in 2008 there were 1,114,000 registered people are able to work persons. It must be said that this was the year with the highest labor force registered for the period under consideration. The biggest advantage was also gendered precisely in 2008 because 61% of the labor force consisted of men.

Gender differences in the aspect of the composition of the labor force start following significantly narrow. So, in 2009, women join 48% of the total workforce, while men 52% of this indicator. So, with a total of 1,044, 000 people assessed as fit for work, 501,000 were women and 543,000 were men.

Moving further in time, we see that, over the years this indicator has not been a trend assigned, preserving nature upward or downward for a long time, but has fluctuated in increases and decreases from year to year, with a moderate change but no trend. So, in 2010, the representation in the labor force according to gender, the level was respectively 52, 7% and 47, 3% for men. So overall, this indicator is around this level for the next three years, by diverting the maximum 2-2.5%. Of course, staying in the same line of logic, in the following years, having representation highest labor force masculine, in this indication, gender differences are present, showing clearly that women do not have the same position and perspective in society, as well as men, and though the composed, they represent half the population. In the last year to consider, in 2014, registered men in the labor force were 604,000 against 463,000 women registered in the labor force for the year under consideration.

In conclusion, we can say than the total of the labor force in time has changed, down at certain times and rising beyond in other periods, but the first in terms of gender, there was a moderate increase but levels which apply to consider the change.

The level of employees by gender

In the table 3, we could see employees according to gender, for the period 2004-2014. In 2004, total employment nationally was at the level of 931,000 persons, of whom 578 000 belonged to man, and 353, 000 people belonged to the female gender. So, 62% of employees were a male and 38% were female. Based on the above, where women topped at higher education level, by differentiating in a considerable degree, however, differentiate negatively in market the labor.

So, unlike 2004, in 2005 there are 3,000 more women employed, reflecting the decrease of male employees by 2,000 individuals.

Table 3. The employees, according to gender, for the period 2004-2014

Years	Men (in thousands)	%	Women (in thousands)	%	Total (in thousands)	%
2004	578	62	353	38	931	100
2005	576	62	356	38	932	100
2006	578	62	357	38	935	100
2007	580	61.8	359	38.2	939	100
2008	609	62.5	365	37.5	974	100
2009	473	52.5	429	47.5	902	100
2010	481	53.3	423	46.7	904	100
2011	501	54.2	424	45.8	925	100
2012	527	55	432	45	959	100
2013	519	56.6	398	43.4	917	100
2014	534	57.8	391	42.2	925	100

Source: INSTAT, the balance of the labor force, 2000-2014 (adapted author)

Further, in 2009, employment fell by around 70, 000 people, a considerable decline in the employment rate. But what needs to be noted is that, albeit this decline, employment in itself of women has increased by around 60 000 people. From the above, the decrease in employment reflected totally and significantly, the employment of men. So, for the relevant year, employment fell by 136 men, 000 people. As well as it looks, the percentage difference between the sexes in terms of employment levels, changing 10%, a considerable difference, given the time in which this change has occurred, then only in a year.

After this year, the overall level of employment continues and grows, with employment declining only in 2013, for the period to which we refer. From the above, for 2010, 2011, 2012, the employment rate has increased, reflecting the growth higher level of employment of men. At the time, women at increased employment over the years, but in percentage changes reflect a balance that changes moderately.

In 2012, the employment rate still falls considerably, with about 40, 000 employees, reflecting the decrease in gender, having a considerable change in the employment of men. In the last year consider the employment attempts and rise again, reflecting an increase in employment of men at a higher level than women, because the number of women employed,

fall still further. So, in 2014, 57.8% of employees are male, while 42.2% of the people you belonged female employees.

In conclusion, we can say that over the years the employment rate has fluctuated, falling and rising beyond in significant levels. Regarding gender differences of the labor market, we can say that, despite the changes, differences in the labor market in terms of gender, stay at levels considerably, asserting beyond that employment has male character, in the sense that men have been in the universal, for the period under review, a competitive advantage in the market.

Unemployed persons, according to gender

Above the level of employment was seen for the period under review, while beyond differentiated by gender. Below we can see the composition of unemployment gender. So in other words, the gender composition level of total unemployment.

Table 4. The registered unemployed jobseekers, for the period 2004-2014

Years	Men (in thousands)	%	Women (in thousands)	%	Total (in thousands)	%
2004	82	52.3	75	47.7	157	100
2005	79	51.7	74	48.3	153	100
2006	78	52	72	48	150	100
2007	73	51	70	49	143	100
2008	71	50.8	69	49.2	140	100
2009	70	49.3	72	50.7	142	100
2010	71	49.4	73	50.6	144	100
2011	69	48.6	73	51.4	142	100
2012	69	48.6	73	51.4	142	100
2013	69	48.3	74	51.7	143	100
2014	70	49.3	72	50.7	142	100

Source: INSTAT, The balance of the labor force, 2000-2014 (adapted author)

Unemployed peoples who are registered as such in 2004 was 157, 000 people, of whom, 82,000 people were of male and 75 000 female individuals belonged. First in terms of balance, 52.3% of jobseekers were male and 47.7% were female. Thus, in 2005, registered unemployed found to be 153, 000 people, of whom 79,000 persons are male jobseekers and 74, 000 are female jobseekers. In absolute value, this indicator within the female seems to have fallen, but the female sex ratio has increased. We would think if this indicator reflects the desire to look for

a job, taking an approach positively to this phenomenon, but it must be said that viewed separately, this indicator can be misinterpreted, because increasing the number of women or men as a job seeker, can be affected and the departure / or to fills a job

For 2007, men who were registered as unemployed jobseekers were 73,000 people, against 70,000 jobseekers who belonged to the female gender. As stated above, these fluctuations may come due to gender employment growth or total employment growth, but for good reason our analysis.

In 2009 there was an increase in the total level of individuals registered as unemployed jobseekers, compared with 2008. This growth remains moderate, worth absolute, but in relative terms, i.e. as a percentage. For 2009 there are more female jobseekers registered as unemployed as men. This is also the first year in the period of considered where women make up the report, the majority of unemployed jobseekers. From the above, we can say that increased availability by women to be included in the labor market and to be an active part of it, in order to increase the level of employment and specific targets in career development.

In addition, for 2013, an increase of 1,000 individuals as female jobseekers, being the only change in the market. However, what must be said is that the report between the sexes continues to differentiate, thus having the highest level encountered in the period under observation. In the last year to consider, was found to be registered as unemployed, 142,000 individuals, of whom 70,000 individuals belonging to male and 72,000 were females, suffering so a slight decrease, from the standpoint comparative between the sexes. And though the percentage has increased while demand for work by women, in absolute terms, this number has decreased if compared to the beginning to the end of the period under assay, but this decline was mainly due to lower total individuals registered as unemployed.

In conclusion, we can say that, based on data published above, in time, has increased the level of women and girls seeking to be a specific part of the labor market. Growth prospects and the desire to be present in the labor market seem to be a concrete and sustainable initiative in time for Albanian women.

Unemployment rate by gender

As stated above, employment is an important issue for all economies. Unemployment, of course, is the opposite of the employment process. Thus, a low level of unemployment means a high level of employment and a high level of unemployment, means a low level of employment. In the following we can see the total unemployment rate by further differentiated by gender, judging on these data, the behavior of the labor market by gender.

Table 5. Unemployment rates by gender

Years	Total (%)	Men (%)	Women (%)
2004	14,4	12,4	17,5
2005	14,1	12,1	17,2
2006	13,8	11,8	16,8
2007	13,2	11,2	16,3
2008	12,5	10,4	15,9
2009	13,6	11,5	16,7
2010	13,7	12,9	14,7
2011	13,3	12,1	14,7
2012	13,0	11,4	14,7
2013	13,0	11,5	14,9
2014	13,3	11,6	15,6

Source: INSTAT The registered unemployment rate 2004-2014 (adapted author)

By the above statistics, for 2004, we can say in national unemployment level of 14.4 degrees presented in%, are differentiated by gender with 12.4% for men and 17, 5% for women. So there are differences in the labor market, the difference that as the basis of gender. For 2005, there is a decrease in the total unemployment rate by 0.1%, resulting in the decrease of unemployment by gender. The fall is for both sexes at the same level, then the 0.1% decrease in the total unemployment rate, a decrease of 0.3% unemployment rate for females as well as males. The decline in unemployment continues for the next three years, respectively 2006, 2007 and 2009, having increased in 2010. What must be said is that the fall in the unemployment rate falls and unemployment by gender, but since there are considerable differences between the sexes in terms of concrete prospects in the labor market, the fall equally or rough, unemployment decreases according to genders, but keeps the difference.

There is a decrease of the unemployment rate for 2007 by 0.6%, down respectively by 13.8 levels that were in 2006 at the level of 13.2 in 2007. Unemployment gender is ,of course, being that total employment the compound of, reflecting decrease the overall level of unemployment, but not on the same scale for both sexes. Although the change is not exactly the same, the difference between the reductions in unemployment between the sexes leads with 0.1% for men, further conveying the idea that there are more men who benefit from the reduction in the unemployment rate than women. So, from the above, we can say that the unemployment rate for women has a descending trend lower than the decrease of the total unemployment rate but lower than the rate of reduction of unemployment for masculinity. In the

same line of thought, we can say that yes, the labor market is a market discrimination by prejudice or gender-based prejudice.

In 2009 the total unemployment rate increased to 13.6%, while the unemployment rate for males increased by 1.1% reflected, going to the level of 11.5%. In this year, the level of unemployment for women increased by less than the unemployment rate for males, reflecting the growth of total unemployment level, with only 0.8%. From the above, we can say that the unemployment rate has a slow decline for women, but on the other hand, the increase in unemployment is also slower in terms of the genre.

Since 2010 results in a modest and moderate levels of unemployment, with only 0.1%. What I noticed this year is that there is a further decline in unemployment for women, reflecting automatically increase the level of unemployment for women. The unemployment rate has decreased in 2011, but reflecting only the decline of the unemployment rate for male, namely the total unemployment rate results to be 13.3%, while the male unemployment rate results to be 12.1%. As for the females, the unemployment rate has not changed, remaining at the same level as in the previous indicator, respectively at the level of 14.7%.

For 2013 and 2014, based on data from the above published results have increased the level of national unemployment, mainly reflecting significantly only in the employment rate for women, with almost 1% for the two years of together, namely the rate for 2013 results to be at the level of 13,1%, and for 2014 at the level of 13.3%. The increase in unemployment to 0.2% reflecting the growth of the male unemployment rate of only 0.1%, while for women the change in total unemployment level, bring a change of 0.7%. As it seems, it has a different degree of impact in terms of gender, not having the same degree of change in unemployment by gender.

In conclusion, we can say, based on the ciphers cited above, there is a difference between the sexes in terms of perspective to be part of the labor market, which favors male, having significantly and sustainable in time. This means that women and men do not compete fairly and equally in the labor market. Namely, the differences that exist for more than 10 years, in terms of unemployment and uneven prospects in the labor market, say exactly that, that the labor market is discriminatory.

Age as an indicator of the level of employment

Different age groups have different approaches in terms of labor relations because the market is somewhat selective and selective in this regard. The following will be able to judge the level of unemployment that has examined age groups.

Table 6. Job seekers unemployment by age group from 2004 to 2014 (annual average)

Years	16-19 years old	%	20-34 years old	%	35 and older	%	Total
2004	11,434	7.3	66,473	42.3	79,101	50.3	157,008
2005	11,060	7.2	63,910	41.7	78,280	51	153,250
2006	11,250	7.5	60,111	40.1	78,433	52.3	149,794
2007	10,616	7.4	55,940	39.1	76,315	53.4	142,871
2008	10,220	7.2	52,590	37.4	77,789	55.3	140,599
2009	9,074	6.3	52,560	37	80,434	56.6	142,068
2010	8,146	5.6	50,045	34.7	85,685	59.5	143,876
2011	7,105	4.9	49,249	34.5	86,130	60	142,484
2012	6,548	4.5	48,478	34	87,504	61.3	142,530

Source: INSTAT Jobs seekers of registered unemployed by age group 2000-2014

Once again by taking the total basis to give the unemployed, registered as job seekers for the period under review, in 2004-2014, we can say that, for the first year, the highest level of unemployment was the age group 35 and older, with 50.3%. So, the highest level of unemployment in this age leads, which means that employees of this age are at low levels. New age group, 16-19 years, or she has a job seeker at the 2004 level of 7.3%, while the 20-34 age group, unemployment has a level of 42.3%, a figure significantly in fact.

So from above, lower unemployment has the age group 16-19 years, but we think that this is due to the low number of registered job seekers, because the rest of this age group intends and follows higher education levels. In all the years under consideration, the highest rate of individuals registered as unemployed and who are looking for paid work occupies age 35 and older. This means that age discrimination is another factor in the labor market. The first time, compensating growth indicators for the above-mentioned age group, affirm that there is a decrease in the time level of registered unemployed, the age group 20-34, which shows an increase in the labor market.

As for the younger age group, at 16-19 years, there has been a certain trend, upward or downward, but, in time, after some ups and climbing, seems to have declined in recent years taken into consideration.

Concretely, for 2005, individuals registered as job seekers aged 16-19 years belonged were at the level of 7.2%, while the 20-34 year age group in question had a weight resulted in registered unemployment to 41.7%. Individuals aged 35 and older, 2005 had a report by 51% of total jobseekers. In 2006 noted that there is an increase by 0.3% in the age group of the first,

and suffered a decline of 1.6% in the age group of second and beyond, reflecting an increase of 1.3% for the group's third take on a review. Under the change of proportion differences between age groups for the following year, they are minimal and modest. First, in terms of absolute values, we affirm that the first two age groups are taken into account, also decreased, so there are fewer individuals of these age groups registered as jobseekers, while in the age group of third consideration, reflected an increase in absolute value of the unemployed, seeking to have one.

In 2008, is reflected a decline in the percentage of persons belonging to the age group of first and second respectively by 0.1 and 1%, while in the third age group considered, reflecting an increase of 1.9%. The same trend development will be the following, based on data published by INSTAT. Thus, we can say that the most affected by unemployment is at age 35, which has been increasing unemployment as an attempt to seek paid work, followed by ages 20-34, which, compared with you first in time, there is a decline in unemployment. As mentioned above, less affected age and less demanding or classification as unemployed, is the new age of 16-19 years, which also has a long decline in the number of jobseekers.

The salary discrimination as a factor

An important issue that differentiate so considerable and requiring attention by researchers, policy makers, etc. is the gender gap between women and men. The data show that there is a considerable differentiates between the salaries, using exactly differentiating criteria gender. The following will be able to see more concrete such differences, as we saw above all differences other have basic gender discrimination, such as unemployment or labor force, headed so generalizing from masculine.

Table 7. The average monthly gross wage for the employee paid by the company ownership and gender 2014

	Men	Women	Hendeku
State enterprise	54,770	55,215	-1%
Albanian private enterprise	31,680	29,236	8%
Foreign enterprise	109,109	48,976	55%
Mutual enterprise	67,370	42,635	37 %

Source: INSTAT, Women and men in Albania, 2015, p. 72

The above data published highlight on many aspects regarding salary. First, we can say that there are significant differences in pay in terms of ownership of enterprises. We can say that the

overall level, foreign-owned enterprises have a high level of pay, compared with private-owned enterprises in Albania. So, by the level of payments, top foreign-owned enterprises. State enterprises have a significant level of pay, compared with the level of salaries that provide private-owned enterprises in Albania. On the other hand, joint-owned enterprises also offer a high salary, compared with state-owned enterprises or those domestically owned.

Regarding the differences in the salary between the sexes, we can say that the average salary level of women in state enterprises is 1% higher than the salary level for a male. While private-owned enterprises in Albania, the gender gap in the level of payments is 8%. But this gap should it present and even more problematic levels, as regards foreign-owned enterprises. In these enterprises, the salary gap results in the 55% level. So, according to the data, the average salary of men employed in these enterprises is at the level of 109.109 lek, while the average salary for women is only 48, 976 lek. As above, we can say that there is a significant difference in the labor market as regards gender, published above facts prove this.

In enterprises with common ownership, we have a differentiated level with 37% in favor of men, which means that in these enterprises, men have a higher salary, at 37%, compared with women.

In conclusion, we can say that the differences in wages are present, further affecting women. Well, except as we saw above, the labor market is selective and differentiate on the basis of gender, also say that salary discrimination is another factor as far as female. One such indicator is prohibitive and demoralizing terms of women's perspective to compete fairly in the labor market.

Table 8. The average monthly gross salary for an employee by occupational group and sex, 2014

The professions	Hendeku(%)
Legislators, senior officials of the Administration& executive directors	4
Administrative and commercial governing	-17
Governing specialized production & services	19
Specialists of physical sciences, math & engineering	48
Health Specialist	26
Management & business specialists	1
IT specialists & PR	-3
Teaching specialists	15
Specialists in the field of legal, social, cultural	10
Collaborators professionals in engineering and science	25
Specialized health assistants	8

Business and administration assistants	-3
Legal experts, social and cultural order	11
Technical information technology (ICT)	21
Office clerk	-92
Customer service clerk	-12
A staff of personal protection services	24
Sales staff member	5
Skilled agricultural workers for market	10
Manufacturer of agricultural products, livestock products	5
Construction employees	8
Workers metal-working and assembly machinery	7
Production worker items Fine Hand	17
Employees in the electrical the professions teknologjisë	-9
Employees food processing, wood, textiles and other similar	7
Employees in Industry	57
Fitter	24
Governing car and industrial car worker	22
Service and aid workers	-2
Workers in agriculture, forestry and fishing	6
Workers in mining, construction, transportation industry	11
Assistance in the preparation of food	-8
Workers for sales and services on the road	14
Garbage collectors and other workers of basic services	8
Armed forces officers	18
Non-commissioned officer in the armed forces	9

Source: INSTAT, Women and men in Albania, 2015, p. 72-73

As appears from the attached table, the difference in the salary between the sexes exists in considerable level, in almost all the professions group. With the exception of three or four classifications that favor women in terms of salary level. Specifically, group occupations have the greater difference in the salary, favoring men are specialists sciences of physics, math & engineering, which has a degree of differentiation by 48%.

So, male employees of this group profession paid on average 48% more than women. In other words, a female employee receives almost half the salary that can get a male. From the above, the difference is considerable, and we can say that there is a high level of discrimination,

based on gender. So, concretely, we are seeing concrete differences that exist between the sexes different professions.

A group of occupation which differentiates both sexes in the salary is set occupation: employee personal and protection services, with 24% level of differentiation. Further, industry worker who is male paid at 57% higher than women workers in this sector. From the above, we can say that the differences in this sector are significant, further illustrating the idea that concrete and significant difference in the labor market between different sexes.

Men employed in the techniques of information technology (ICT) have a higher salary than women employed in this sector by 21%. Officers of the armed forces are another category of employee's men who differentiate as considerable as the level of payments by gender. Thus, specifically, the level of differentiation in this sector is 18% in favor of men. From the totality of the data above published, we can say that, of the 36 group occupations examined, only 8 professions, gender differences in the salary favors women, having a salary level higher for women than for men. In 28 other occupations group, in terms of salary, it leads to significant differentiation scale, favoring men. So, above we saw that the unemployment rate is higher for women than for masculinity, thus having a lower level of employment for women, and higher for men.

Concretely, women have a higher salary level in these occupations group, 92% in the category clerk offices, which means that in this profession, women have an almost absolute advantage in the salary level compared to the other gender. Assistance in preparation of food is another category differential in favor of women, with 8% of the salary

In conclusion, we can say that the difference in the salary is a strong point of discrimination based on gender, which means that it is worth to lobby hard to change at this point, to achieve further gender equality and a low level of discrimination on the basis gender.

CONCLUSIONS

Unemployment is a disturbing factor for our country, because of its high level at the time, mainly among young people. But not alone, unemployment is a worrying factor and gender first. From the above, based on national statistics published by INSTAT, we can say that there is a higher level of unemployment among women than men. In other words, unemployment is a differentiating character and is not distributed to both genders, regardless of qualification. This means that the labor market tends to favor males, reducing the ability of women to increase their presence in the labor market and further the gender perspective career.

In the same line, we can say that there is a difference or gender discrimination in the salary. Concretely, we can say that only 3 or 4 sectors favored women as regards the level of

payments, and all other sectors of the left, offering a higher level of salary for men than for women. But what is worth mentioning is that in time, the indicators show a positive approach, which means that expected an increase in the presence of women and women in the labor market in the future

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