

Equality at Work, a Very Good Option for the Integrity the City of Kruja

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Abstract

This thesis is about women in Kruja, that everyday deal with challenges and perspectives to go forward with their life. I argue that the status and the role of krutan women are mostly restricted from the impact of patriarchal society, fanaticism and negative mentality, beside lack of opportunities that are in place in Kruja, and economic issues. The change will come if all the society, girls and boys, man and women, are willing to undertake it.

KEYWORD: Equality, Integrity, Work, Kruja, Albania

Introduction

This study is based on an assumption that the status and role of girls and women in Kruja continues to be limited within the walls of the house as a result of the influence of the patriarchal society, derogatory mentalities, bigotry, and stressed the separation of gender roles, which are strengthened vortex development in a democratic society .

The purpose of this study is to present the current status and role of girls and women in social life Kruja cuisine of Kruja city , through the collection and analysis of quantitative and qualitative data . The main objective of the research is contemptuous mentalities and opinions prejudicial to the girls and women in Kruja about their status and role in society.

For the realization of this study are 5 methods combining concrete sociological research, through which it became possible to collect and analyze quantitative and qualitative data on the status and role of women and girls in the city of Krujws. It used foreign and Albanian literature regarding the issue under study , data were collected on the concrete representation of the girls and women in the public sphere Kruja cuisine , sociological methods are used in the field study, interviews, surveys and direct observation.

The main areas in which the study is focused are: education and barriers to girls and women, occupations, employment, barriers and discrimination in hiring, women / girls and leadership positions, representation of girls and women in politics, engaging in domestic sphere, decision making in the family .

The importance of this study lies in the fact that he is the only one of its kind that is dedicated to girls and women so far Kruja cuisine. The importance of studying the problem lies in presenting the situation of girls and women in economic life, in family situations, engaging in politics and leadership positions, and prejudices that accompany living mentality and its efforts to move forward .

Methods

For the realization of this study are using some concrete methods of sociological research First, I view the literature on the issue of the status and role of women and girls with the aim of presenting the viewpoints of different authors such issues and deeper recognition of the issue and problems related to it. Using literature includes literature in English and Albanian.

Secondly, specific data were collected on the number of girls / women employed, their positions in state and private institutions operate in Kruja. This was done in order to study the concrete facts, which served to clarify their ideas and raise issues studied.

Thirdly, there were 26 interviews and detailed semi-structured, 25 of which were developed with

women and men over 18 years, residents of the city of Kruja .

Fourth, a survey was conducted, which aimed to collect reasons, therefore, mentalities and opinions of women and men in Kruja on status issues and the role of girls / women in Kruja . The survey included 400 individuals aged 18 years and above . The sample was selected based on an equal distribution of gender , surveyed 200 women and 200 men .

Fifth, given that I was born and raised in the city of Kruja, also three years experience working with projects that tackle issues girls, women and children in the district of Kruja, have helped with this theme uses the method of direct observation of the phenomenon under study .

For the selection of the sample included in the study, the main criterion used was that the respondents should have been over 18 years , and that the distribution in both sexes were equal (200 females and 200 males). Because the study includes Kruja , random selection of respondents was done in every neighborhood Kruja leaving any of them without being represented in this study .

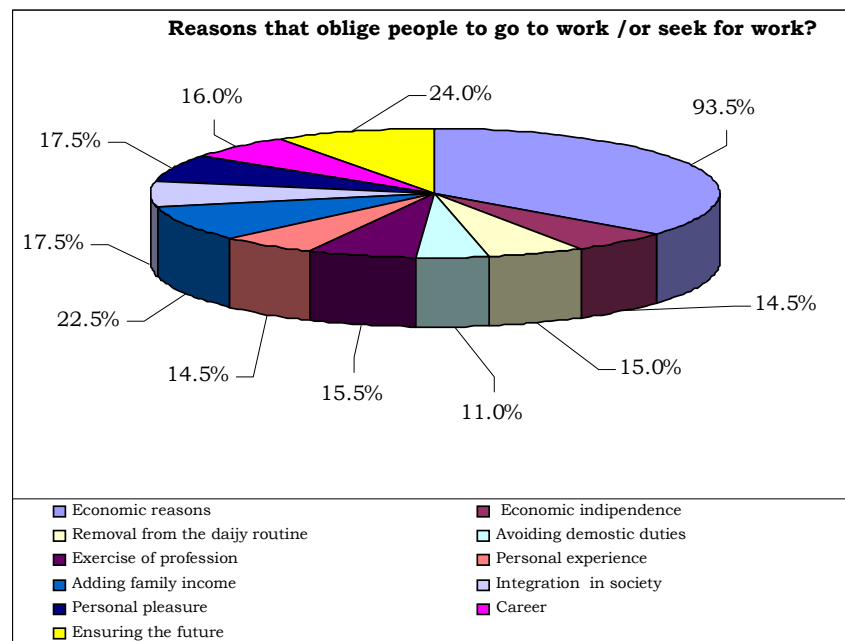
Interviews: they were conducted with 26 respondents, 12 of whom were male and 14 female. Of the respondents, 10 of them were highly educated and 16 with secondary education. Regarding employment, 11 of the respondents were unemployed and 15 employees.

1.1 Work important economic factor

In order to gather facts and mentality on the issue of employment are taken into consideration several elements, where each of their respondents expressed their opinion how employment may affect life and society in Kruja and it offers opportunities this city for employment.

Work outside the home is the main source of economic income of many families krutane. Without unemployment is one of the biggest problems that worsen and affects all other areas of life of all citizens. So we ask ourselves:

1. Do women and men have equal reason to go to work or to seek desperately for work?
2. Which are the reasons that force people to go to work, or to look for work?



In Fig 1 are listed reasons Kruja pushing people to work or to seek work.

From the data that is mentioned above about 93.5% of respondents have listed the economic needs as the main reason that oblige them to work. This is understandable given the low

economic level of the city of Kruja.

Other reasons that respondents consider as an impetus to the labor market are: Ensuring the future (24%), Increased family income (22.5%), Personal satisfaction and Social integration(17.5%),etc.. .

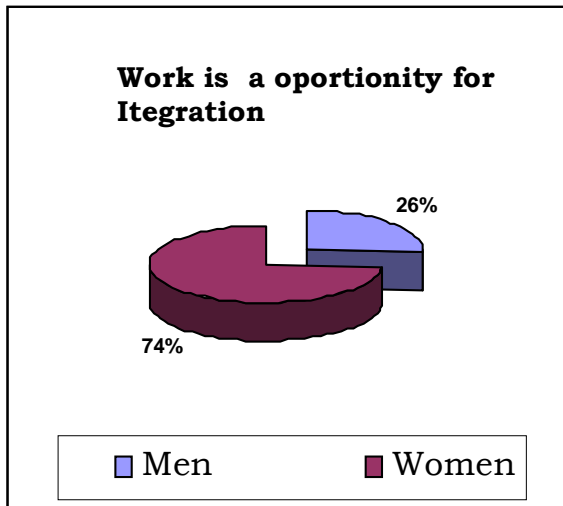


Fig. 2

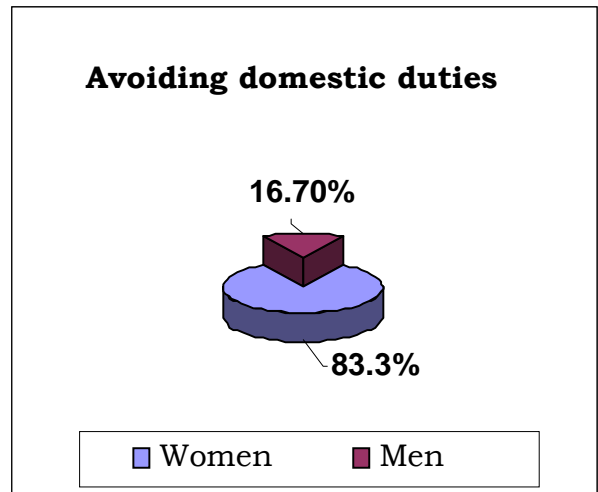


Fig. 3

Fig 2 and 3 are the reasons as removal from everyday routines and integration in society. If economic reason does not distinguish between women and men, the examination of the data noted that there are more women (83.3%) than men (16.7%) who see the work as a way to get away from household duties. This indicates the fact that gender issues in a family from Kruja are highlighted and they consider work as the only possibility to "runaway" from the daily routine of homeaffairs. This result reinforced by the fact that there are 74% of female respondents compared with 26% of male respondents who see work as an opportunity to integrateintosociety. This shows that: girls and women are locked up in domestic sphere, the work for them is of vital importance for the integration, is the main route out of the ivory tower of several centuries and affected by recognizing the importance of independence. In general, women do not dine out with their husbands, or to travel together, women are expected to stay home after the fall of the sunset. Women seem to accept their situation because for most of them it's very difficult to compare the quality of their lives with a life outside the city of Kruja and it seems like there is very little hope for change". Recruitment of girls and women does not change its domestic obligations set forth in the respective gender roles and it shows how important is to work outside thehousehold. On the other hand, the percentage of male respondents who see work as an opportunity to provide the family income is much greater than that of women surveyed. Thus, from the data, 66.7% of the complainant who see work as an opportunity to provide family income are male. Once again we can talk about the importance of gender roles, which make changes to this between women and men about the reasons why they are working or seeking work. Reflected by the answers given during the survey, it is clear that the role of the insurer of the family income is entrusted to the man.The fact that girls and women are economically dependent is noticed in the fact that the highest percentage of respondents (58.6%) who see work as an opportunity to gain economic independence are females. Also, according to their age and status they are either depended from their fathers or from their husbands.These data show that work is the most important tool through which women and men seek to escape gender roles (in the case of girls and women) or to success fullymeetthem. From the data obtained from the survey, even during interviews, when people were asked about the duties of mother and father against their family, it shows up that the dominant role of mother is that of taking care to her

child, his education, and job house and, on the other hand, the role of father is the provider of financial income for family maintenance (Oakley 1982). From the interviews comes up that men do not appreciate maternal duties within the family, and this happens also due to the fact that they consider themselves more important than tedious or expensive household chores performed every day by girls and women. On the other hand, the responses of girls and women various tasks that women and men commit against the family, shows a kind of off-balance between.

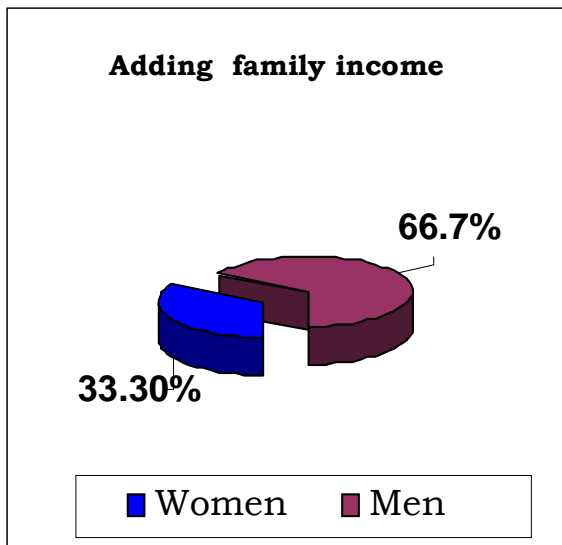


Fig. 4

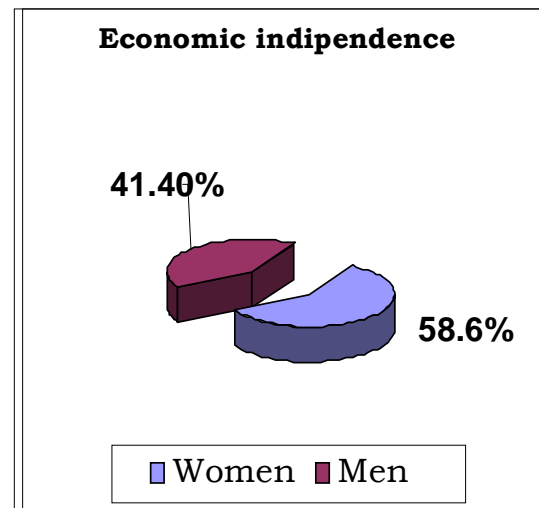


Fig. 5

Fig 4 and 5 are the reasons as providing opportunities for family income and economic Independence. So the women interviewed say they feel very involved with family (husband and children) and deprived enough to make their social life and social integration more active. They say that besides the fact that they have to take care about their husband, they also must wash, clean and fulfill the desires and needs of all their family members, and on the other hand, they accept the fact that "a father is obligated to provide income for his family," take care of his wife and his kids well man is the pillar of the house etc. While man have this kind of assertion about the role of the woman in the family:"she must be faithful and respected . A woman must provide and create a harmonious atmosphere, for the family "; the woman must raise and educate children to participate in family decisions ", while the father:" to provide sufficient income to take care of family "; lead by example and his family .

As noted, even according to respondents, the duties of husband focus on securing income and running the family while, to take care for women include domestic chores, children and husbands, who must also be satisfied. Generally the majority of male respondents (55%) when asked about the issue said that as a mother and father have equal duties and rights in relation to their family. This may be due to the fact that for men it is not really important what girls and women claim about gender equality and the fact that their position is dependent. Generally, for most men, the actual duties of girls and women are natural and normal, even easier to be fulfilled because of many modern electronic devices that are used today in their homes (Jenkins 1998).

I think that these opinions about the position of women in the family one of the biggest problems that our reality should face. The status and position of girls and women needs to change, but to make a change initially we have to accept that this is a problem because a problem can be solved only when it is considered as such.

As long as women and men have different opinions about the role and position of women and girls in society, it will be very difficult to change their situation and integrity, then history has shown that girls and women seek salvation in rebelling. Also, as long as women will consider their current position and role as normal and natural, integrity and change will become even more difficult and impossible.

1.2. Candidacy and gender discrimination for jobs

The researchers say that girls and women are discriminated when running for the same position while they are competing with men. In general, employees prefer men for these reasons:

1. Men do not give birth and they do not need to give away from work
2. Have enough time to qualify themselves professionally
3. They have more experience
4. They are more concentrated

"There are differentiations and prejudice when women get interviewed for a job or a job promotion, because they are seen as that the only person that should take care of their family, their husbands and in many cases they had to choose between family and work, where in 60% the case women are obliged to leave work and return to previous domestic life. In addition to other restrictions, women are constantly facing these dilemmas, they are constantly between these two elections, just because they can not have both of them..

While men on the other side, do not have to choose between having children and having a work or between family and work, because in their case they go along with each other without contradiction (Tilly and Joan 1978).

Even employers privilege male more than female employees, giving them more opportunity to move forward. Employers pay a lot more to train males than females as they are seen as less stable in the labor market (Davidson and Cooper, 1984). On the other hand, the women have less opportunity to move forward. In order to be qualified they have to devote more time to read at home. But as it is known this can be done because household are one of the main duties of females.

If you choose to promote a woman you should know if she has the support of her family or not, while for a man it is never a problem because they can take decisions without asking to the others.

An employer may discriminate girls and women from the very first steps for hiring them in obtaining employment interview. Thus, employers may discriminate females favoring males, candidates. So we naturally need to ask, what is the situation for girls and women from Kruja? Do women and men in Kruja possess the same opportunities to get a job?

From the resulting responses we notice that the answers are:

1.3 The employee must elect a woman because:

- a. she is true and right
- b. she is more straitlaced and more devoted,
- c. it is easier to command a woman rather than a man
- d. she is very keen on doing the job properly
- e. she is more communicative
- f. she is by nature fair and correct

As one interviewee says, "I will select women because they are more correct, more modern and capable than men, while another respondent stated: "if I will have to choose for someone, I will choose a woman because she performs the work more correctly and she is very productive.

1.4 On the other hand there are some reasons why the employee tends to choose a male:

1. women are deprived of family commitments

2.in our society there are more male priority

3.it is presumed that men are more intelligent than women

"We will choose the male because women can never be as wise as men, and we have a proverb in our language that says: "long hair, short vision", says one of the respondents.

1.5. But some other people it does not matter if the candidate is a female or male, because there are other elements considered as the most important ones:

1.it depend on the kind of job that you are searching for

2.your professional skills for that job

3.the one has more connections

4.depends on the level of acquaintance with your employee

According to respondents, an employee in Kruja is always set between two fires, there are women and girls which are consider as more committed to work, and on the other side there are men who are the most preferred from the society. However, that is not enough.. In a town where everyone knows each other, connections have a very big influence on everybody's chooses, and they are used even for finding a job. Thus the person that has more connections has more possibilities to win the work (Albania NGO Shadow Report 2002).

Conclusions

-Just like all girls and women all over Albania, even females that live in Kruja are faced every day with different opportunities and preclusions, with a harsh reality, with the struggle to be fulfilled as human beings and fighting for their rights, and what is the most important, with gender equality.

-Employment outside the household is vital for girls and women Kruja cuisine. It gives the opportunity to see a ray of light in the darkness. Given that the city offered very few opportunities for girls and women to express her skills and to leave the daily routine of household commitments, it is a bridge between the home and society.

- Domestic sphere with its obligations serve as a prison for modern women Krutane. Housework is for women and only women. Exactly housework are the only tasks that men do not intend to participate.

-Girls and women leaders attacked many social opinion. The more important that girls and women are more attacked, the more verbally, the more prejudiced. Mentality and opinion tends not to attribute its success to their abilities, but always seek to find what they say behind this success.

- The government sector remains the most preferred sector of employment for girls and women because he pays you Kruja cuisine social security and is safer. While the private sector has accepted for higher wages and not politically influenced as the public sector. Girls and women are discriminated against in interviews given to run for a position. Although they are considered as correct worker, committed and communicative, men are still favorites employers, because it favors those patriarchal society.

Recommendations

1. The attention of the government to create an equal competition between men and women to compete in states sector management positions.
2. Giving priority to the state in some sectors of female employment mainly in teaching, health, etc..
3. Treatment of girls and women with equal rights tw by employers in the public and private.
4. Assessment and payment of labor of women and girls on the basis of their skills and capacities, without prejudice based on being in a patriarchal society

Short references in the text

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