



## Research Article

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# The Role of Key Economic and Social Indicators in the Development of a Country, as a Primary Ways of Government Policies for the Economic Growth

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## Abstract

*This paper aims to show that the improvement of the labour market, increase of the quality of the higher education, as well as the increase of gender equality in Albania shall be prioritized in government policies in order to promote economic growth of the country. Showing also the relationship between these important indicators that we have analysed, such as the relationship between economic growth and the labour market, the relationship between increasing the quality of higher education in the country and economic growth, as well as the relationship between the level of gender equality and economic growth. The research method focuses on descriptive analysis, based on analysis and statistical methods expressed in percentage (%), on a comparative basis from which we have extracted and processed tables and graphs. We have extracted data from INSTAT (Institute of Statistics, Albania), on the labour market, employment and unemployment, data on education, as well as data on some demographic and social indicators, related to gender equality in the country. In this paper, we are also focused on proposing some policies that the government should implement to increase the level of employment, the quality of higher education, and the level of gender equality as an important priority for the economic growth of the country.*

**Keywords:** Economic Indicators, Gender indicators, Higher education, Economic growth

## 1. Introduction

In this paper, we have focused on gender equality in terms of labour market analysis in relation to the two genders by respective age groups and according to the quarterly data for 2020.

We have analysed the labour market indicators by age groups and quarters, for 2020, in relation to employment, unemployment, the rate of inactivity in employment, as well as participation in the labour force.

We also focused on gender equality based on comparative statistical analysis between the two genders expressed in percentage related to education for the academic year 2020-2021, focusing on the number of students enrolled in all Public Universities in Albania by gender, including the Bachelor's degree study program, Master's degree study program, third cycle study program "PhD", and 2-year study program.

Also in this paper, we have paid attention to public and decision-making life for 2020, analyzing some important gender indicators, making comparisons through statistical comparative analysis expressed in percentages regarding some important decision-making positions between the two genders.

Another important aspect of this paper is the human rights of women, where we have analysed some indicators related to violence against girls and women including the age group 15 years and above for 2020.

We have paid special attention to problems related to the labour market by age groups, level of education, empowerment, decision-making positions, and human rights of women.

As well as suggesting the development of some favorable policies regarding the improvement of the labour market, for both genders, as well as development policies on gender equality in every scope of activity, such as economic, political, social, and educational activity, in order to have an economic growth in the coming years.

## 2. Literature Review

Referring to the literature review there are plenty of other authors who have addressed similar topics to the topics I have addressed.

Specifically, the authors, Eriona Deda, Sokol Pacukaj, and Luan Vardari (Deda, Pacukaj, & Vardari, Education and Its Role in the Economic Development of the Country and Government Policies to be Undertaken to Increase the Quality of Education, the Case of Albania, 2021), in their paper, have focused on the quality of education, how increasing the quality of education affects economic growth, The Case of Albania".

In their paper, the data were obtained from INSTAT "Institute of Statistics, Albania" regarding the results of the level of education by gender and age groups of the population from 25-64 years for the year 2017.

Through their study, they suggest and recommend some important government policies to increase the quality of education as a priority for future economic growth.

Also the authors: Sokol Pacukaj, Behxhet Brajshori, Eriona Deda (Pacukaj, Brajshori, & Deda, 2021) in their paper on: "Gender Equality, a Priority for the Social, Economic, Political and Educational Development of a Country: The Case of Albania", have focused on calculating the gender inequality index in relation to some important indicators that reflect gender inequality in social, economic, political and educational level indicators.

In their paper, they aim to reflect differences on gender inequality for the period 2013-2020, such as reproductive health, which includes maternal mortality per 1000 live births and teenage birth rate.

Another indicator is empowerment, including the percentage of seats in parliament on a gender comparative basis. Other indicators are education, secondary and higher education by gender, as well as the labour market, which includes the degree of participation in the labour market.

In relation to these indicators and according to the annual periods taken into account in their

paper, the index of gender inequality between women and men was analysed.

In addition, their study with its focus on measuring gender inequality is very important because it highlights many problems related to the social, economic, political, educational development of a country.

The data in their study were extracted from INSTAT (Institute of Statistics in Albania), based on social surveys and administration sources by gender.

Their study focuses on recommending some important policies that should be undertaken by the government to improve the gender inequality index in relation to the indicators that were analysed in their study.

Another paper addressing a similar topic is:

"Economic Indicators of Labour Market and Governmental Policies to be Undertaken for Their Improvement, The Case of Albania". Authors: Eriona Deda, Behxhet Brajshori, Drita Krasniqi (Deda, Brajshori, & Krasniqi, Economic Indicators of Labor Market and Governmental Policies to be Taken for Their Improvement: The Case of Albania, 2020).

This research paper is focused on the analysis of the labour market, based on economic indicators such as employment, unemployment and labour force participation according to quarterly data for 2018 and 2019.

The data in this paper are extracted from INSTAT publications (Institute of Statistics in Albania) related to the employment rate, population unemployment and labour force participation, by age group and gender.

The focus of this paper is descriptive analysis based on comparative analysis by age group and gender, and by quarterly and annual change.

The main purpose of their study is to show the quarterly and annual change in relation to the economic indicators studied in the paper such as employment rate, unemployment rate, and labour force participation.

Through this study, they determine which are some of the government policies that improve labour market indicators in order to promote economic growth.

Another author who has addressed topics similar to my paper is the author Eriša Çela (Çela, 2011), who in her research on the topic: "Albania: education, employment and social policies - lost in translation", pays special attention to employment as one of the most important economic and social issues in the country.

This paper focuses on the progress that Albania has made in recent years to increase the level of employment in the country, through the socio-economic policies it has undertaken, but still Albania remains one of the poorest countries in Europe.

In her paper, it is emphasized that special attention should be paid to socio-economic policies to increase the level of employment in the country.

This paper shows that the quality of education has a significant impact on the country's economic growth. Therefore, according to this paper, special attention should be paid to increasing the quality of education in order to promote economic growth.

The Organisation for Economic Co-operation and Development (OECD, Report on the Gender Initiative: Gender Equality in Education, Employment and Entrepreneurship, 2011), in their report, reducing gender inequality is also important, due to the fact that gender equality would result in economic growth in different countries, as it enables increase of labour productivity, and provides higher employment rate for women, enabling the expansion of the taxpayer base and contributors to social protection systems.

Gender equality would also help promote innovation and competition in business.

Of particular importance in this report is the development of the best policies for gender equality in relation to education, increasing investment in formal education and its quality by creating equal opportunities for both genders as well as developing better policies related to the labour market and women's economic, political, social and leadership empowerment in order to promote a greater economic growth.

### 3. Research Method

The methodology used focuses on comparative statistical analysis expressed in percentages related to labour market indicators, in relation to the level of education including degree study programs related only to higher education in Albanian Public Universities for the year 2020-2021. Our study is also grounded on comparative analysis regarding decision-making positions between the two genders. We have also reached conclusions based on statistical analyses expressed in percentages related to the human rights of women.

#### 3.1 The purpose of the paper

The purpose of our paper is to highlight the problems related to the labour market by age groups in Albania, and to propose the implement some government policies related to the development of the labour market and economic growth.

Another purpose is to reflect the problems related to the level of higher education in Albania by gender and the respective programs of study levels, in Public Universities in Albania. As well as to propose the implement of some government policies on the development of the quality of education in order to have a more developed economy.

We also would like to highlight some issues related to some indicators of gender equality, related to public life and decision-making, as well as the human rights of women, proposing and developing some government policies on gender equality related to these gender indicators taken into consideration.

#### 3.2 Data collection

The data were extracted from INSTAT (Institute of Statistics, Albania). Based on quarterly data for the year 2020, based on labour market surveys.

Also from INSTAT, we have provided data related to students enrolled in higher education for the academic year 2020-2021, in Public Universities according to the respective programs and levels. We have also provided data on some gender indicators, related to public life and decision-making, as well as the human rights of women for 2020.

We processed this data through the descriptive method from which we have made comparative analysis, through statistical methods expressed in percentages.

### 4. Analysis and Results

Through the descriptive method, we have processed the data, from which we have extracted tables and graphs that are interpreted based on comparative analysis expressed in percentage (%).

**Table 1:** Shows the summary table of labour market indicators estimated based on the quarterly labour force survey for 2020.

Summary table of labour market indicators estimated based on the Quarterly Labour Force Survey, Q.3/2020	Tr.1.2020 Q1.2020	Tr.2.2020 Q2.2020	Tr.3.2020 Q3.2020	Tr.4.2020 Q4.2020
Employed 15 years old and over	1,258,057	1,224,823	1,259,047	1,231,452
of which				
15-64 years	1,194,608	1,160,604	1,194,376	1,172,988
15-29 years	282,596	262,333	279,624	264,300
30-64 years	912,012	898,272	914,752	908,688
Unemployed 15 years old and over	162,041	166,127	164,803	165,485

Summary table of labour market indicators estimated based on the Quarterly Labour Force Survey, Q.3/2020 of which	Tr.1.2020 Q1.2020	Tr.2.2020 Q2.2020	Tr.3.2020 Q3.2020	Tr.4.2020 Q4.2020
15-64 years	161,426	166,026	164,052	164,733
15-29 years	70,638	71,538	73,128	73,195
30-64 years	90,788	94,489	90,924	91,537
Inactive 15 years old and over	947,006	976,155	943,256	970,167
of which				
15-64 years	591,035	620,438	588,640	609,349
15-29 years	308,131	327,495	308,613	323,870
30-64 years	282,904	292,944	280,028	285,479
Labour Force 15 years old and over	1,420,099	1,390,950	1,423,849	1,396,937
of which				
15-64 years	1,356,034	1,326,631	1,358,429	1,337,721
15-29 years	353,234	333,870	352,752	337,495
30-64 years	1,002,800	992,760	1,005,676	1,000,225

**Source:** INSTAT, Labour Market and Education, Employment and Unemployment, 2021)

Focusing on the table related to employment indicators, based on labour force by age groups studied and by quarterly data only for 2020, we notice that the 15-64 age group constitutes the highest level of employment rate in the country, as in all quarters they have the highest level of employment rate in the country compared to all other age groups studied.

According to the quarters in 2020 the employment rate by age groups was higher in the first quarter and in the third quarter.

In the first quarter of 2020, for the 15-64 age group, the employment rate was 94.9% of the total employment rate in the country.

In the third quarter of 2020, the employment rate was 94.8% of the total employment rate in the country.

The age group 15-29 years has the lowest value of the employment rate in 2020, and these low values for this age group were reached in the second and fourth quarter, where they occupy respectively 21.4% of the total employment rate for the year 2020.

Regarding the unemployment rate by age groups studied, the highest unemployment rate in the country is occupied by the age group 15-29, due to the fact that this age group has the lowest rate of employment and workforce in the country compared to other age groups.

In the second and fourth quarter we have a higher unemployment rate across this age group compared to other age groups and other quarters. Exactly in the second and fourth quarter, the age group 15-29 occupies respectively 27.2% and 27.6% of the unemployment rate in the country.

The lowest unemployment rate in the country for 2020, compared to other age groups is occupied by the age group 30-64. As for the respective quarters, the age groups 30-64 have provided a higher unemployment rate in the second and fourth quarters, compared to other quarters, respectively 10.5% and 10%.

Regarding the inactive age group in the employment rate and the labour force according to the quarters of 2020, we can say. The age groups with the highest inactivity in the employment rate and the labour force rate are the age groups 15-29.

This category of age group has the highest inactivity in the employment rate and labour force. In all relevant quarters, the inactivity rate of this age group in employment is high.

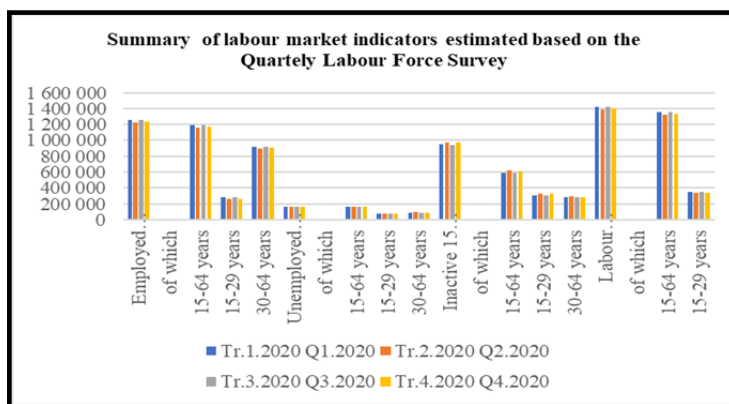
Moreover, the rate of inactivity of this exact age group in the employment rate is higher respectively in the first quarter respectively 91.7%, and in the third quarter 81.6%.

Regarding the participation in the labour force by quarters and age groups that we have studied for 2020, we notice that: The age group 15-64 years in all quarters in 2020 has the highest percentage (%) in the participation in the labour force, compared to all other age groups.

Labour force inclusion for this age group is high in all quarters, but in the first and third quarters it is slightly higher compared to other quarters for 2020.

From where in the first quarter and the third quarter the participation in the labour force for this age group is 95% of the total value.

While the 15-29 years age group occupies the lowest participation in the labour force for all quarters of 2020 compared to all other age groups, where the lowest participation was noticed in the second quarter and in the fourth quarter, where they occupy respectively 24% of the total value in relation to labour force participation.



**Graph 1:** Briefly shows the labour market indicators, analysed according to the quarters for 2020. Exactly the indicators of employment, unemployment, the degree of non-activity in employment as well as the participation in the labour force according to age groups and according to the quarters studied.

**Source:** Authors

Based on the first indicator: Employment indicator, according to age groups and respective quarters for 2020, the 15-64 age group has the highest employment rate, and this employment participation rate is high in almost all quarters of 2020.

In terms of unemployment rate, the 15-29 age group has the highest unemployment rate compared to all other age groups. This high unemployment rate can be seen in all the respective quarters of 2020.

Regarding the inactive rate in employment, the age groups with the highest inactivity in the employment rate compared to all other age groups are exactly the age group 15-29 years.

In addition, in terms of labour force participation by age groups and respective quarters, the age groups with the highest labour force participation are the 15-64 age group, are with the highest participation compared to every other age groups.

**Table 2:** The second table shows the students enrolled in higher education only in Public Universities in Albania, according to the Programs and Study Levels for both genders for the academic year 2020-2021.

Students enrolled by University and Programmes, academic year 2020-2021, in Public Education	Total		
	Total	Female	Male
<b>Total Students</b>	<b>97,380</b>	<b>60,922</b>	<b>36,458</b>
of which follow Programmes of:			
<b>Bachelor's degree</b>	<b>60,791</b>	<b>37,063</b>	<b>23,728</b>
1.Tirana University	16,378	12,851	3,527
2.University of Medicine	1,798	1,631	167
3.University of Polytechnic	10,161	3,142	7,019
4.University of Agriculture	3,850	2,280	1,570

Students enrolled by University and Programmes, academic year 2020-2021, in Public Education	Total		
	Total	Female	Male
5.University of Arts	674	362	312
6.University of Sports	1,023	320	703
7.University "Aleksandër Xhuvani" Elbasan	5,652	3,667	1,985
8.University "Fan S.Noli" of Korça	2,048	1,229	819
9.University "Luigj Gurakuqi" of Shkodër	2,800	2,011	789
10.University "Eqrem Çabej" Gjirokastrër	654	340	314
11.University "Ismail Qemali" of Vlorë	3,024	1,942	1,082
12.University "Aleksandër Moisiu" of Durrës	12,460	7,213	5,247
13.Academy of Security	209	62	147
14.Armed Forces Academy	60	13	47
<b>Master's degree or equivalent</b>	<b>30,267</b>	<b>20,904</b>	<b>9,363</b>
1.Tirana University	8,702	7,127	1,575
2.University of Medicine	4,413	3,376	1,037
3.University of Polytechnic	3,996	1,884	2,112
4.University of Agriculture	2,087	1,168	919
5.University of Arts	316	130	186
6.University of Sports	431	130	301
7.University "Aleksandër Xhuvani" Elbasan	2,009	1,361	648
8.University "Fan S.Noli" of Korça	777	518	259
9.University "Luigj Gurakuqi" of Shkodër	1,135	847	288
10.University "Eqrem Çabej" Gjirokastrër	496	329	167
11.University "Ismail Qemali" of Vlorë	1,394	950	444
12.University "Aleksandër Moisiu" of Durrës	4,511	3,084	1,427
13.Academy of Security	0	0	0
14.Armed Forces Academy	0	0	0
<b>Doctorate</b>	<b>1,925</b>	<b>1,182</b>	<b>743</b>
1.Tirana University	1,229	818	411
2.University of Medicine	473	260	213
3.University of Polytechnic	159	69	90
4.University of Agriculture	49	25	24
5.University of Arts	0	0	0
6.University of Sports	0	0	0
7.University "Aleksandër Xhuvani" Elbasan	0	0	0
8.University "Fan S.Noli" of Korça	0	0	0
9.University "Luigj Gurakuqi" of Shkodër	0	0	0
10.University "Eqrem Çabej" Gjirokastrër	0	0	0
11.University "Ismail Qemali" of Vlorë	7	5	2
12.University "Aleksandër Moisiu" of Durrës	8	5	3
13.Academy of Security	0	0	0
14.Armed Forces Academy	0	0	0
<b>2-Year Programmes</b>	<b>4,397</b>	<b>1,773</b>	<b>2,624</b>
1.Tirana University	0	0	0
2.University of Medicine	0	0	0
3.University of Polytechnic	0	0	0
4.University of Agriculture	202	87	115
5.University of Arts	0	0	0
6.University of Sports	0	0	0
7.University "Aleksandër Xhuvani" Elbasan	829	472	357
8.University "Fan S.Noli" of Korça	472	195	277
9.University "Luigj Gurakuqi" of Shkodër	39	17	22
10.University "Eqrem Çabej" Gjirokastrër	339	172	167
11.University "Ismail Qemali" of Vlorë	0	0	0
12.University "Aleksandër Moisiu" of Durrës	2,516	830	1,686
13.Academy of Security	0	0	0
14.Armed Forces Academy	0	0	0

Source: INSTAT I. S., 2021

The second table shows the students enrolled in each public University according to the Program,



academic year 2020-2021, in Public higher education.

From the above table we notice the trends for the academic year 2020-2021 by programs and study levels.

Regarding the level of Bachelor's degree studies, according to public universities in Albania, the highest participation of enrolled students is at the level of Bachelor's degree study programs and respectively there are 60,791 students enrolled in the Bachelor's degree study program by universities. Of which 37,063 are female students and 23,728 are male students. Female students occupy 60.9% of the total students enrolled in Albanian Public Universities, while male students occupy 39% of the total students enrolled in the Bachelor's degree study programs in Albanian Public Universities for the academic year 2020-2021.

In terms of universities, the University of Tirana has more students enrolled in Bachelor's degree study programs, compared to other universities for the academic year 2020-2021.

A total of 16,378 students are enrolled at the University of Tirana, of which 12,851 enrolled students are female students and 3,527 enrolled students are male students. Female students occupy 78.4% of the total number of students enrolled at the University of Tirana in Bachelor's degree studies, for the academic year 2020-2021. While male students occupy 21.5% of the total students enrolled at the University of Tirana, at the level of Bachelor's degree studies, for the academic year 2020-2021.

Following the University of Tirana, the Aleksandër Moisiu University in Durrës also has a significant number of students enrolled in the level of Bachelor's degree study programs for the academic year 2020-2021.

A total of 12,460 students are enrolled in this university, of which 7,213 are female students and 5,247 are male students.

Female students occupy 57.8% of the total students enrolled in the Bachelor's degree study programs. While male students occupy 42% of the total students enrolled in the level of Bachelor's degree study programs for the academic year 2020-2021, at the Aleksandër Moisiu University Durrës.

"Eqrem Çabej" University of Gjirokastrë is the University with the fewest students enrolled in the Bachelor's degree study program for the academic year 2020-2021.

In the University "Eqrem Çabej" at the level of Bachelor's degree study programs are enrolled a total of 654 students, of which 340 enrolled students are female students and 314 enrolled students are male students. Of which 52% of students enrolled in the Bachelor's degree study programs are female students for the academic year 2020-2021, and 48% of the total students enrolled in the Bachelor's degree study programs are male students.

Regarding the Master's degree study programs, according to the universities in Albania, we notice a total of 30,267 enrolled in all Universities of Albania. Of which 20,904 students are female students and 9,363 are male students, for the academic year 2020-2021. Female students occupy 69% of the total of all students enrolled in Master's degree studies in all public universities in Albania, for the academic year 2020-2021. While men occupy 40% of the total number of students enrolled in public universities in Albania.

Even in this category, the University of Tirana has more students enrolled in the Master's degree study program, compared to all other Universities. In total, there are 8,702 enrolled students, of which 7,127 enrolled students are female students and 1,575 are male students. Female students occupy 82% of the total number of students enrolled in the Master's degree study programs at the University of Tirana. While male students occupy 18% of the total students enrolled in the level of Master's degree studies at the University of Tirana for the academic year 2020-2021.

In the second place, after the University of Tirana, is the University Aleksandër Moisiu Durrës, with the highest number of enrollees at the level of Master's degree studies. In total for the academic year 2020-2021 at the University, Aleksandër Moisiu Durrës, 4,511 students have been enrolled. Of which, 3,084 students are female students and 1,427 are male students. From the total number of students enrolled in the Master's degree level at the University, Aleksandër Moisiu Durrës, for the academic year 2020-2021, female students occupy 68.3% of the total students enrolled in the Master's degree study programs, and male students occupy 31.6% of it.



While the University of Gjirokastrë “Eqrem Çabej” is the University with the lowest number of students enrolled in the Master’s degree study programs, for the academic year 2020-2021. In the University of Gjirokastra “Eqrem Çabej” a total of 496 students are enrolled, of which, 329 students enrolled in the Master’s degree study programs are female students and 167 students enrolled in the Master’s degree study programs are male students. In the University “Eqrem Çabej” of Gjirokastrë, female students occupy 66.3% of the total enrolled students, while male students occupy 33.6% of the total number of enrollees in the Master’s degree study programs at this university, for the academic year 2020-2021.

Regarding the third cycle study program, Doctoral study programs, in total in all public universities in Albania, a total of 1,925 students are enrolled, of which, 1,182 enrolled students are degrees and 743 enrolled students are male students.

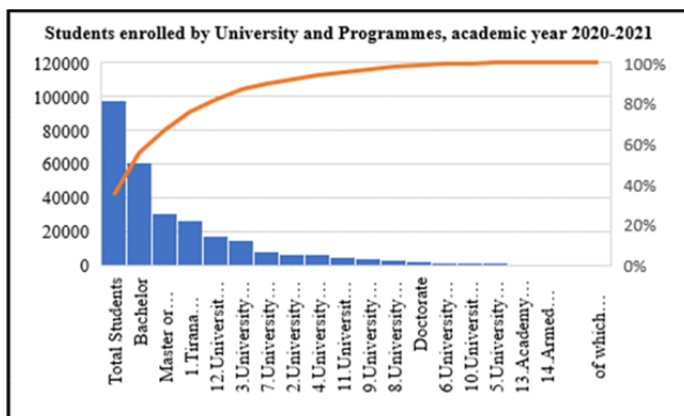
Female students occupy exactly 61.4% of the total students enrolled in the third cycle of studies, in all public universities in Albania for the academic year 2020-2021.

While male students occupy 38.5% of the total students enrolled in the program of the third cycle of PhD studies, for the academic year 2020-2021.

The university with the highest number of students enrolled in the third cycle of PhD studies, is the University of Tirana, which has a total of 1,229 enrolled students out of which, 818 enrolled students are female students, namely female students occupy 66.5% of the total number of students enrolled in the third cycle of PhD studies at the University of Tirana for the academic year 2020-2021. Exactly 411 enrolled students are male, and male students occupy 33.4% of the total students enrolled in the program of the third cycle of PhD studies at the University of Tirana, for the academic year 2020-2021.

Regarding the 2-year Study Programs, the students enrolled in total in all public universities in Albania for the academic year 2020-2021, and in total there are exactly 4,397 enrolled students. Of which 1,773 female students and 2,624 male students enrolled in the 2-year study program in all public universities in Albania, for the academic year 2020-2021. Regarding these studies, female students occupy 40.3% of the total students enrolled in the 2-year study program for the academic year 2020-2021, while male students occupy 59.6% of the total students enrolled in this cycle of study program for the academic year 2020- 2021.

Regarding public universities, Aleksandër Moisiu Durrës University has more students enrolled in this cycle of 2-year study programs, exactly 2,516 students enrolled in total. Of which 830 students enrolled in total in this cycle of study programs are female students and 1,686 are male students. Female students occupy exactly 32.9% of the total students enrolled in this cycle of study programs. While male students occupy 67% of the total students enrolled in the 2-year study program for the academic year 2020-2021.

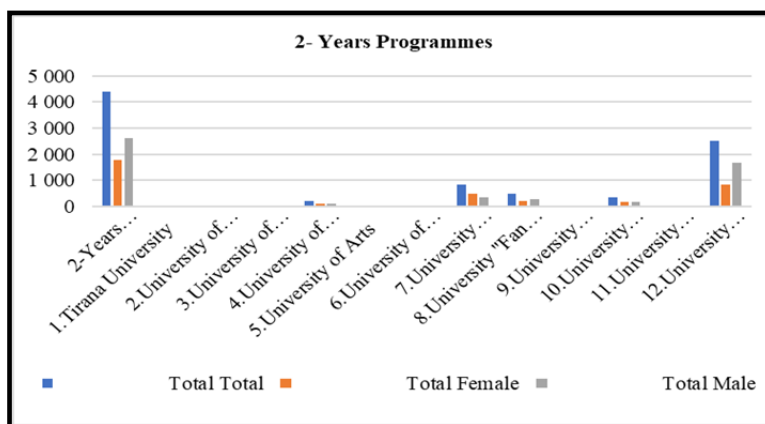


**Graph 2:** Shows students enrolled by Public Universities and study programs for the academic year 2020-2021.

**Source :** Authors

From graph 2, we observe that the University of Tirana in the Bachelor's degree study program, Master's degree study program, and Doctoral study program, has the highest number of enrollees compared to every other university for the academic year 2020- 2021. Where female students constituted a higher percentage (%) of the total number of students enrolled in the University of Tirana. Female students occupied exactly 78.4% of the total number of students enrolled at the Bachelor's degree study programs for the academic year 2020-2021. While male students occupy 21.5% of the total students enrolled at the Bachelor's degree study programs for the academic year 2020-2021. In the Master's degree study programs, the University of Tirana has a higher total number of enrolled students in comparison to other Universities.

Women occupied a higher percentage (%) of the total number of students enrolled in the Master's degree study programs, they occupied 82% of the total number of enrollees, and male students occupied 18% of this total. Regarding the third cycle of studies: Doctoral Studies again the University of Tirana had the highest number of students enrolled in this cycle of studies. From where female students occupied a higher percentage (%) compared to male students. Exactly female students occupied 66.5% of the total number of students enrolled in the third cycle study program and male students occupied 33.4% of the total number of students enrolled in this program cycle. In all Public Universities, according to the study programs, the first level of studies, Bachelor. The second level of Master's degree studies and the level of the third cycle of studies, Doctorate for the academic year 2020-2021 has a higher number of female students enrolled than male students.



**Graph 3:** Shows students enrolled by Public Universities in Albania by 2-year study programs for the academic year 2020-2021.

**Source :** Authors

Regarding the 2-year study program, the university that has the highest number of enrolled students is the "Aleksandër Moisiu University" in Durrës.

In the 2-year study program, male students occupied a higher percentage (%) of the total number of students enrolled in this 2-year study program cycle compared to female students. Male students occupied exactly 67 percent (%) of the total number of students enrolled in this cycle, while female students occupied 32.9% of the total number of students enrolled in this cycle. In every other University that offers 2-year study programs, male students occupy a higher percentage of the total number of students enrolled in this study program cycle, in comparison to female students.

**Table 3:** Helps us make assessments regarding two gender indicators: Public life and decision-making as well as the human rights of women.

Gender indicator	Year 2020	
	Men	Women
Public life and decision-making	Public life and decision-making	
Human rights of women	Human rights of women	
Public life and decision-making		
-Women's share of government ministerial positions	52.9%	47.1%
-Proportion of seats held by women in national parliament	70.5%	29.5%
-Women's share of managerial positions	64.6%	35.4%
-Percentage of female police officers	85.6%	14.4%
-Percentage of female judges	53.6%	46.4%
Human rights of women		
-Proportion of ever-partnered women aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	33.7%	
-Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	0.0%	
-Percentage of women aged 20-24 years old who are married or have entered into a relationship before the age of 18	6.1%	
-Teen birth rate age per 1000 women in that age group	13.3%	

**Source:** INSTAT, Gender Equality, 2020

Table 3 focuses on two gender indicators which are:

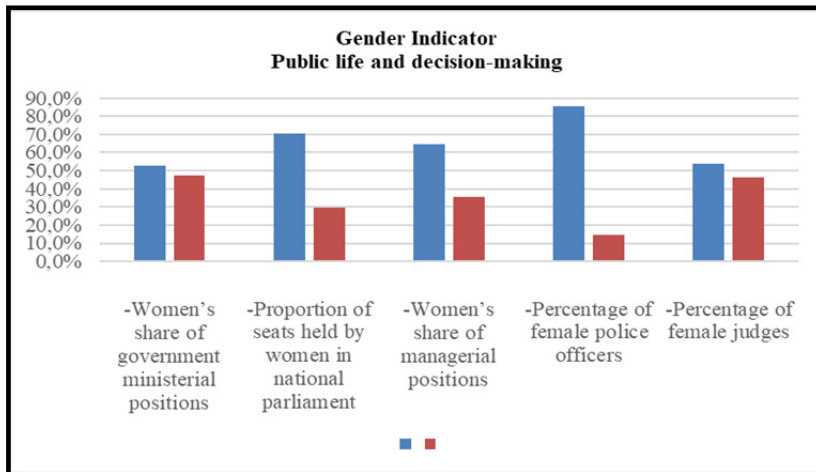
- A. Public life and decision-making,
- B. Human rights of women, based on the survey of violence against women and girls, obtained from INSTAT "Institute of Statistics Albania". Regarding the first gender indicator studied, public life and decision-making for 2020, we have analyzed these sub-indicators:
  1. The percentage of women in ministerial positions in government is 47.1%, while the percentage of men in ministerial positions in government is 52.9%.  
Men occupy 5.8% more ministerial positions in government than women.
  2. The percentage of seats held by women in the national parliament is 29.5%, while the percentage of seats held by men in the national parliament is 70.5%. Men occupy 41% more seats held in the national parliament.
  3. The percentage of women in leading or managerial positions is 35.4%, while the percentage of men in leading or managerial positions is 64.6%. Men occupy 29.2% more leadership or managerial positions compared to women.
  4. The percentage of women in the police forces is 14.4%, while the percentage of men in the police forces is 85.6%.
  5. Male police officers occupy 71.2% compared to female police officers.
  6. The percentage of female judges is 46.4%. While the percentage of male judges is 53.6%.  
Male judges occupy 7.2% more positions in the judiciary system, compared to females.

Regarding the other gender indicator "Women's Human Rights", we have analysed these main sub-indicators.

The percentage of women and girls aged 15 and over who have been subjected to physical, sexual or psychological violence by their current or former partner in the previous 12 months is 33.7%.

The percentage of women aged 20-24 who are married or have entered into a relationship before the age of 18 is 6.1%.

The teen birth rate is 13.3%.



**Graph 4:** Shows gender indicators related to public life and decision-making.  
**Source:** Authors

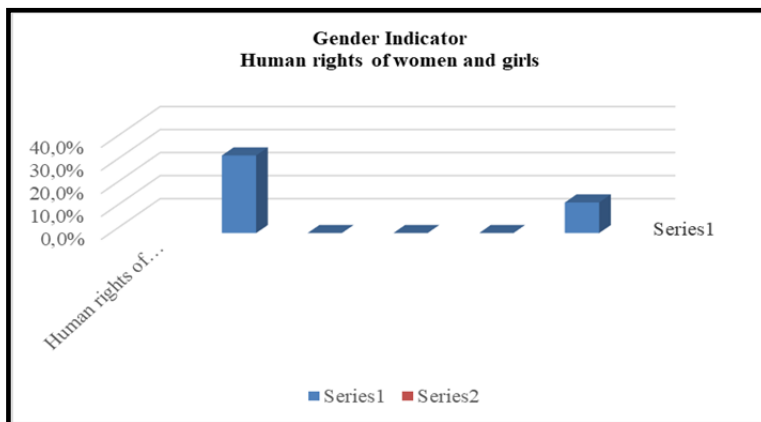
Graph 4 analyzes how the two genders stand in relation to each other regarding public life and decision-making for 2020.

Moreover, we notice that men have more advantages compared to women, occupying a higher percentage (%) in all public positions for 2020.

Men dominate with a higher percentage (%) compared to women in three key public positions for 2020, such as the:

1. Percentage of seats held by men in the national parliament.
2. Percentage of men in managerial or managerial positions.
3. Percentage of men in the police forces.

In these three public positions for 2020, men dominate with a higher percentage (%) compared to women, occupying respectively 41%, 29.2% and 71.2% seats more than women in these public positions.



**Graph 5:** Displays data related to the other gender indicator: human rights for women.  
**Source:** Authors

Regarding the other gender indicator, human rights of women, we have analysed the following gender sub-indicators:

The percentage of women over the age of 15 and above subject to physical, sexual or psychological violence by their current or former intimate partner is 33.7%. This is a high percentage (%) in relation to the human rights of women.

Furthermore, the teen birth rate was 13.3%.

## 5. Conclusions and Recommendations

Regarding the relevant conclusions in our study, we have reached the following conclusions:

Regarding the labour market, despite the progress made by the Albanian government through economic and social policies to improve the labour market, Albania still faces many challenges in this regard and still needs plenty of work to be done in this regard. After all, Albania is one of the poorest countries in Europe.

In addition, from the results of the analysis related to the labour market for 2020 according to the respective quarters and age groups, we clearly see that: The age group 15-64 years occupies the highest level of employment rate in the country. As in all quarters, they occupy the highest level of employment rate in the country compared to all other age groups surveyed.

The age group 15-64 years occupies the highest participation in the labour force, according to the quarters for 2020. This high rate of labour force participation can be seen throughout the respective 2020 quarters.

While the 15-29 years age group occupies the lowest employment rate in the country, according to the quarters for 2020, compared to all other age groups.

The age group 15-29 years occupies the highest unemployment rate in the country, as well as the highest inactive employment rate and inactive in relation to labour force participation.

In terms of the age group 30-64 years, regarding the unemployment rate, this age group occupies the lowest unemployment rate in the country according to the respective quarters for 2020.

Some of the government policies we would recommend regarding the improvement of the labour market in Albania would be to:

- Compile government policies focused on expanding sectors that create new jobs and enable employment growth (Deda, Brajshori, & Krasniqi, *Economic Indicators of Labor Market and Governmental Policies to be Taken for Their Improvement: The Case of Albania*, 2020).
- Create favorable policies and create opportunities for attracting foreign direct investment in the country, which would enable the creation of new jobs (Deda, Brajshori, & Krasniqi, *Economic Indicators of Labor Market and Governmental Policies to be Taken for Their Improvement: The Case of Albania*, 2020).
- Develop the agricultural sector in order to provide many opportunities for partnership between farmers (Deda, Brajshori, & Krasniqi, *Economic Indicators of Labor Market and Governmental Policies to be Taken for Their Improvement: The Case of Albania*, 2020).
- Develop the firms with a focus on processing agricultural products, enabling the creation of new jobs and increasing the workforce.

Regarding the age of 15-29 that occupied the highest unemployment rate in the country, some of the government policies that should be undertaken to improve this rate are:

- Development of functional employment offices operating efficiently located in each area, even in mountainous areas (Deda, Brajshori, & Krasniqi, *Economic Indicators of Labor Market and Governmental Policies to be Taken for Their Improvement: The Case of Albania*, 2020).
- Government cooperation with private businesses in order to implement and develop training programs in various fields for newly-graduates (Deda, Brajshori, & Krasniqi, *Economic Indicators of Labor Market and Governmental Policies to be Taken for Their*

Improvement: The Case of Albania, 2020).

- Development of sectors that provide employment opportunities for young people and newly graduates. Another important policy would be the development of economic policies that enable the elimination of the informal economy in the labour market (Deda, Brajshori, & Krasniqi, Economic Indicators of Labor Market and Governmental Policies to be Taken for Their Improvement: The Case of Albania, 2020).

Also of particular importance is the development of policies to improve the business climate in the country, providing a more sustainable business climate in the country.

The government shall enable the development of broad policies that affect the production system, macro-economic stability, the development of the internal market and the strong competition in the produce market (OECD, Report on the Gender Initiative: Gender Equality in Education, Employment and Entrepreneurship, 2011).

In our paper, we have also extracted important analyses and results regarding the national Education level, focusing only on the higher education by Public Universities, study programs levels and by the respective gender. Based on statistical comparative analysis expressed in percentage (%).

In a summarized manner, we have reached the following conclusions.

Regarding the total number of students enrolled in Albanian Public Universities for the academic year 2020-2021, according to the study levels in these universities, the number of female students was higher than the number of male students enrolled for the academic year, 2020 -2021.

Representing a much higher percentage (%) of total enrolled students compared to male students.

In terms of Albanian Public Universities, the University of Tirana is the University that has the highest number of students enrolled in all study programs: Bachelor's degree, Master's degree, and Doctoral degree. In addition, the number of the female students enrolled at the University of Tirana is much higher, occupying a much higher percentage compared to the number of male students enrolled at the University of Tirana in all study programs.

Regarding the 2-year study program, Aleksandër Moisiu University of Durrës, was the University that had the highest number of enrollees in the 2-year study program compared to every other University.

In addition, the number of male students enrolled in the 2-year study programs was higher than the number of female students enrolled in these study programs. Male students occupied a higher percentage (%) compared to female students in the two-year study programs.

Some of the government policies that shall be undertaken in regarding the improvement of the education quality, based on the causes and the problems related to education would be:

The government shall invest more in education and make it its main priority.

These policies include more investments in infrastructure, schools, universities, dormitories, etc..(Deda, Pacukaj, & Vardari, Education and Its Role in the Economic Development of the Country and Government Policies to be Undertaken to Increase the Quality of Education, the Case of Albania, 2021).

Another problem faced by newly graduated young people is related to the problem of unemployment and the problem of inequality related to the employment of newly graduated young people.

An important government policy in this regard is the creation of equal employment opportunities for the newly graduated, as the evaluations of candidates who are subject to different competitions according to the criteria are not fair or the selection of candidates for different employment positions is not done in accordance with merit.

Therefore, the government shall take action by intervening through the effective policies of the government in order to improve the effects of employment inequality.

This can be achieved through building partnerships with foreign experts from developed countries in order to exchange their best practices, and the relevant experiences related to this issue

(Deda, Pacukaj, & Vardari, Education and Its Role in the Economic Development of the Country and Government Policies to be Undertaken to Increase the Quality of Education, the Case of Albania, 2021).

Another important policy is that paying attention to increasing the participation of students in public higher education, makes a country with a well-educated population increase the human capital in the workforce and labour productivity (Hanushek & Wößmann, 2010).

In Albania, from the data analysed for the year 2020, we observed that in all study programs such as Bachelor, Master, and Doctorate, female students occupied a higher participation rate than male students.

This means that despite the increase in participation in the level of higher education in Albania, it does not meet the conditions for the labour market, and the employment of newly-graduates, and male students enrolled in higher education in all study programs at Public Universities in Albania occupied a lower percentage (%) than female students.

This is seen as a tendency of Albanian youth to leave Albania, due to the fact that their country does not provide a secure labour market and especially for the newly graduates.

In addition, the unfavorable economic opportunities, lack of labour market, force the Albanian youth to immigrate outside of Albania, either to study or to find better opportunities in terms of employment.

Therefore, an important policy regarding the aspect of education would be to increase the quality of education in the country, by investing more in knowledge, innovation and education. Also creating opportunities for young people to access the labour market.

Based on the analysis on gender indicators we have reached these relevant conclusions.

Regarding the gender indicator, public life and decision-making, we have reached the following relevant conclusions:

Regarding important empowering, decision-making, managerial positions, men occupied a higher percentage (%) than women regarding these positions for 2020.

Regarding the other gender indicator related to the human rights of women for 2020, we conclude that for 2020 we had a relatively high percentage (%) of abused women in Albania.

Some of the government policies that need to be undertaken regarding the gender indicators taken into consideration in order to have gender equality in relation to these indicators in the future are:

The government shall cooperate with all sectors to provide more documented information on gender inequality in every sector, for example in medicine, economy, employment, education, etc, by intervening through reforms that reduce gender inequality (Pacukaj, Brajshori, & Deda, 2021).

Documenting information for each sector is important to find which are the most problematic areas on gender equality.

Another important policy is the aspect of employment related to empowering and decision-making positions, from the results of the analysis on gender indicators, we observed that women were more discriminated in terms of employment related to empowering and decision-making positions.

Therefore, the government should take action by cooperating and providing reliable data and documented information regarding employment statistics of women and men in decision-making and managerial positions (Pacukaj, Brajshori, & Deda, 2021).

Regarding other gender indicators related to the human rights of women.

From the results of the analysis we reached the following conclusions that: The number of women over the age of 15 and above subjected to physical, sexual or psychological violence by their current or former partner for 2020 was high.

Referring to the other gender sub-indicators relating to the human rights of women, from the results of the analysis we concluded that the teen birth rate was relatively high for 2020.

Some of the government policies that need to be undertaken in this regard are as follows:

Based on the fact that the analysis shows a relatively high rate of violence against women and



girls on the age of 15 and above, for the year 2020. This fact shows that violence against women and girls has spread in Albania, where most femicides are committed by their current or former partners. Violence against women has a negative physical and psychological impact, and it affects their (physical and psychological) health, as well as their economic decisions and development opportunities (IDB, Inter American Development Bank Improving Lives, n.d.).

An important policy is to give special importance to and address issues of violence among teenagers, grounded on a qualitative study identifying risk factors for intimate partner violence during teenage years (IDB, Inter American Development Bank Improving Lives, n.d.).

In addition, another important policy to be pursued to eliminate violence against women is:

The provision by the government of educational programs aimed at teenagers, playing an important role in a violence prevention policy, as behaviors that facilitate violence tend to begin at this stage of life.

Another effective policy would be to take all necessary measures to stop the transmission of intergenerational violence.

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