

Increasing power of women on labour market in Western Balkans

Assoc. Prof. Kamelia Assenova, PhD
Bulgaria

Introduction

The main goal of economic policy in Western Balkans is higher economic growth. This aim could be realized by increasing productivity of labour force.

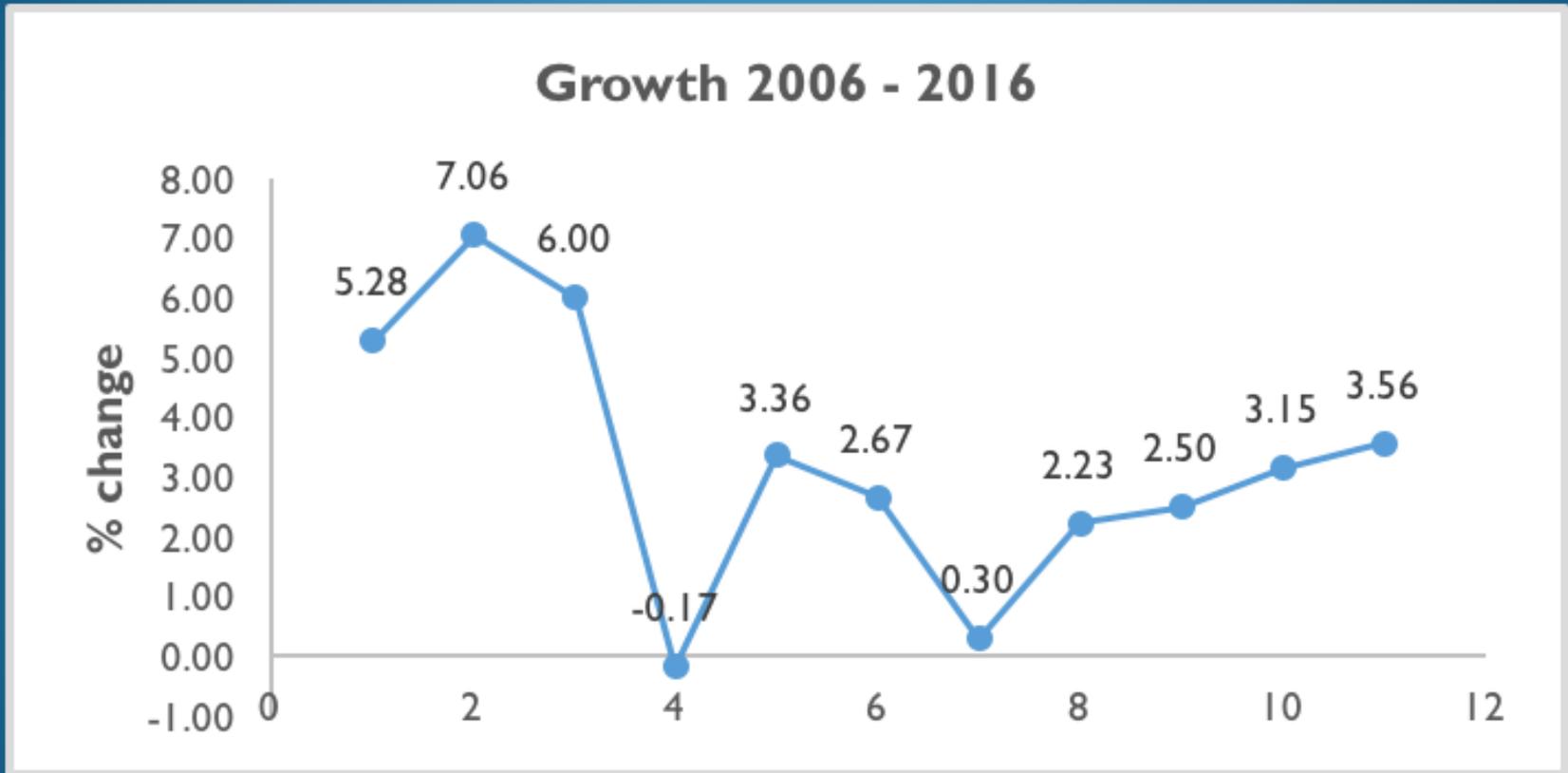
The role of women increases in the process of economic development. At the same time, the gender stereotyping consists of beliefs and attitudes that create different expectations for individuals based on their gender and can lead to biases, including on the labour market.

Introduction

The research investigates the protection of women rights on the labour market in Western Balkans.

On this market processes are bilateral. From one side, the high economic growth leads to strong protection of women rights. From other side, more active participation of women in the economy supports the usage of all human recourses and increasing of Gross Domestic Product (GDP). It requires sustainable economic development in the region of Western Balkans.

Economic development of Western Balkans



Limitations of the research

The research uses the data for economic growth, measured with percentage of increase of the GDP in 6 countries in Western Balkans – Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Serbia and Kosovo;

Limitations of the research

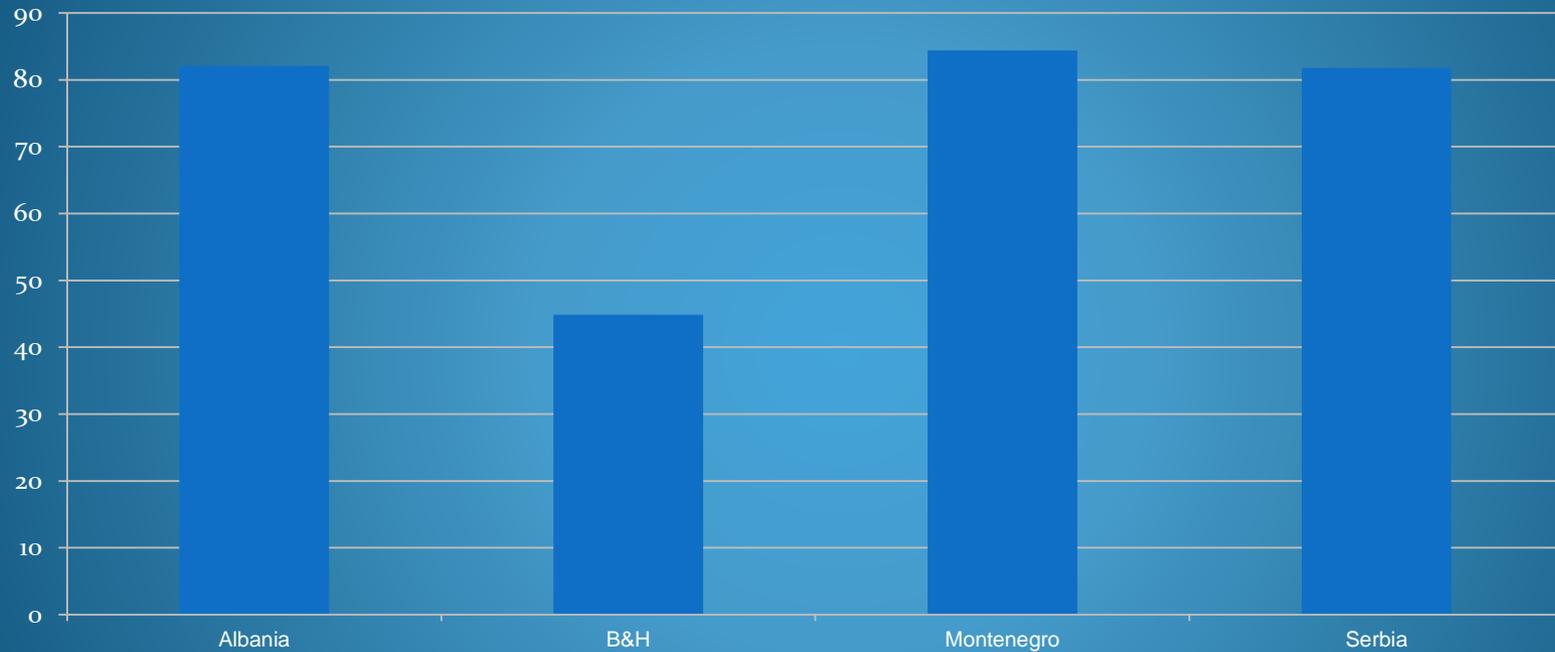
The protection of women rights on the labour market are measured with following variables:

- the population with lower and upper secondary education by sex – males and females, because the education is the base condition for successful participation and competitiveness on the labour market;
- the participation on the labor market by sex – males and females, annual average in percentage, because it shows successful participation on labour market ;
- gender pay gap in income by sex in percentage, because it shows the valuation of women activities on labour market ;

Graph presentation of data

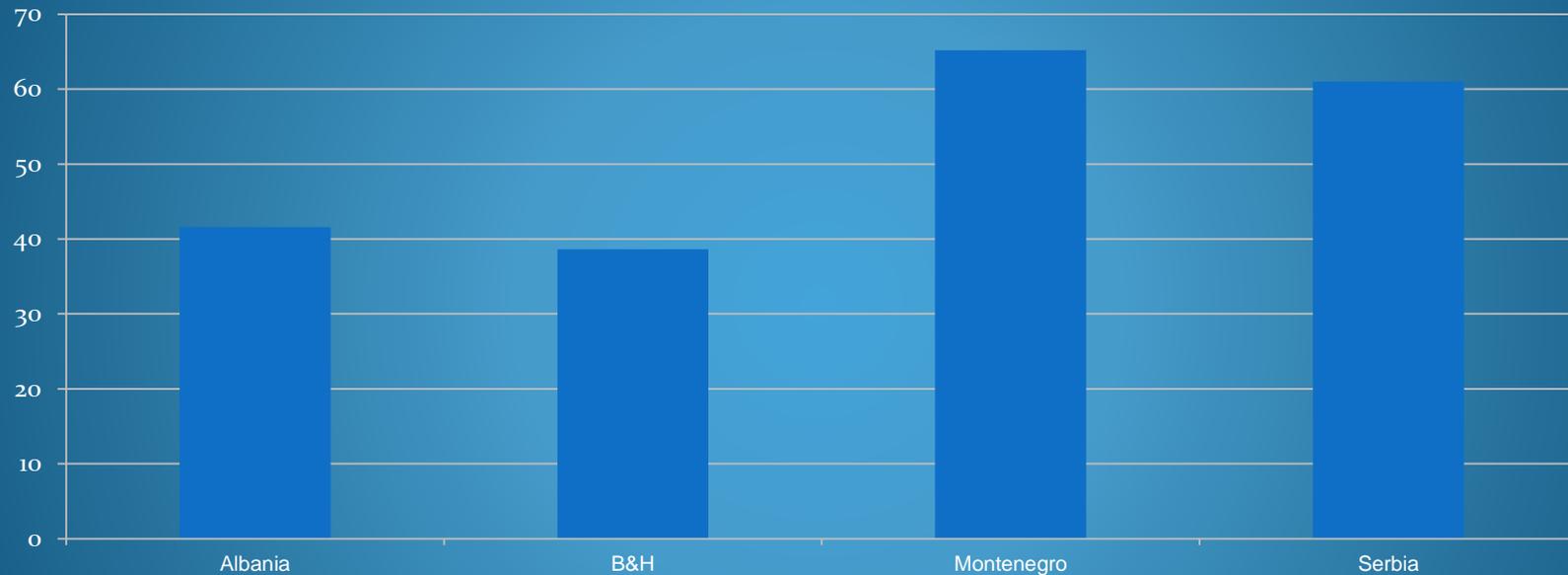
Education

Graduated at least lower secondary school, female in Western Balkans for period 2008-2015(%)



Education

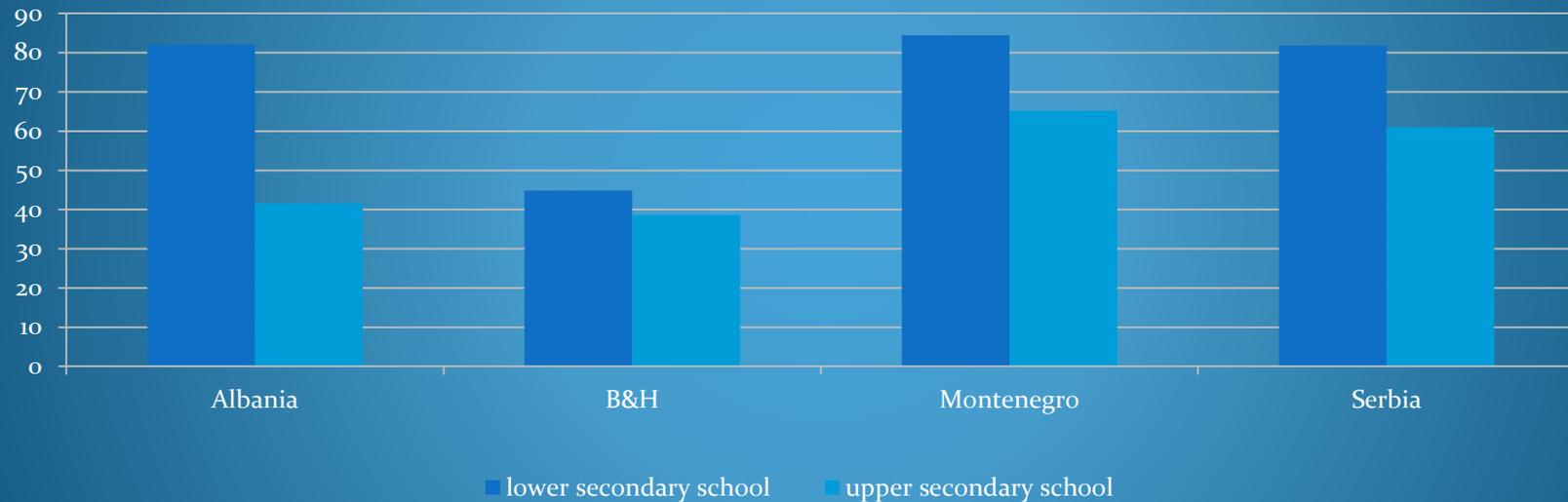
Graduated at least upper secondary school , female in Western Balkans for period 2008-2015(%)



Graph presentation of data

Education

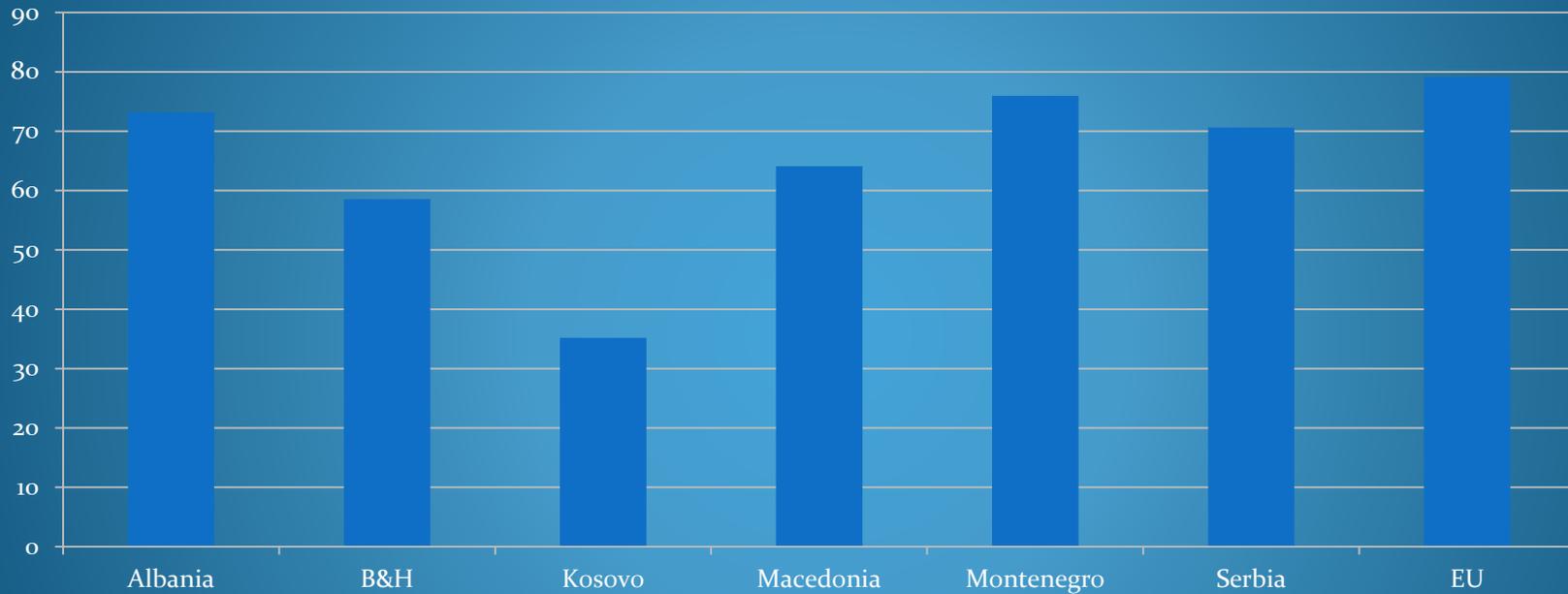
Graduated at least lower and upper secondary school, female
in Western Balkans for period 2008-2015 (%)



Graph presentation of data

Participation on labor market

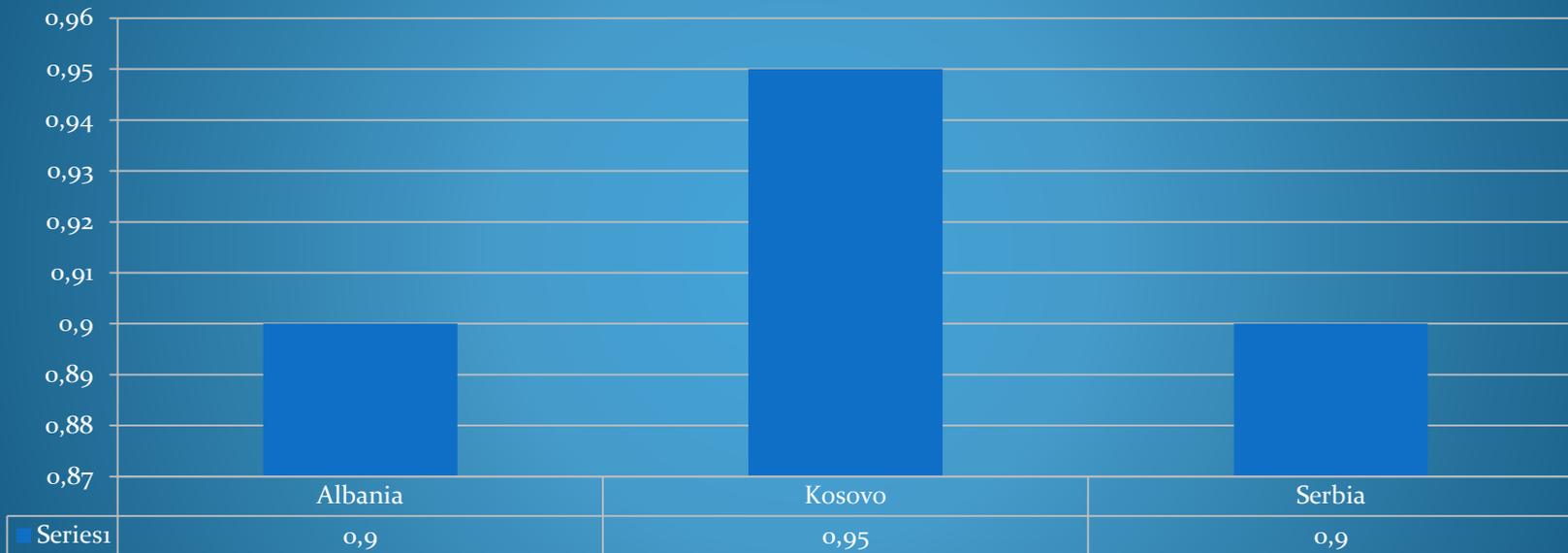
Ratio of female to male labor force' participation in Western Balkans for period 2009-2015, average



Graph presentation of data

Income gap by sex

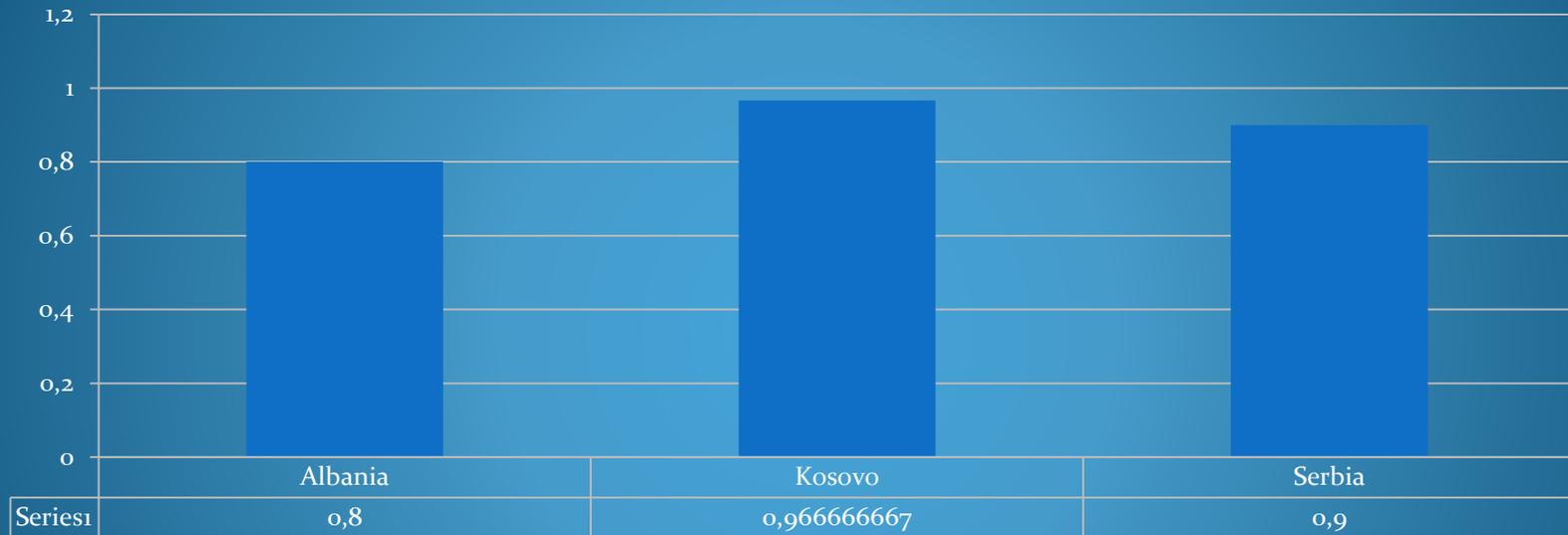
Female to male wage ration in public sector in Western Balkans for period 2008- 2015 (%)



Graph presentation of data

Income gap by sex

Female to male wage ration in private sector in Western Balkans for period 2009-2015 (%)



Analyze of data

In all countries of the region percentage of men with lower or upper secondary education is higher compare with percent of women.

The education of **women depends on the economic growth in the countries.** It is exactly, by the economic growth, the labour demand $>$ labour supply by ISLM model, the income increases and it enhances all, including women to improve their education. On other side, by economic growth, the disposal public resources for education as a part of GDP are increased.

Analyze of data

According the participation on labour market – more actively women take part in Montenegro and Albania – ratio of female to male participation on labor market is 75.92 % in first and respectively 73.11% in second country compared with EU average, where women participation is 79.09% .

Analyze of data

The data for region above probably due to:

- the structure of the country – more rural or urban zones. Serbia, with 29% urban population, Montenegro – 32.8%, Albania and Macedonia– 28.7% and respectively 28.9% ensure conditions for better education and participation on labor market (EU urban population average – 38.5%).
- the structure of economy – countries that develop more services and light industry hire more women;
- seasonal character of main sectors of economy in several countries as a tourism;
- traditions.

Analyze of data

It observes there are not differences in an income paid. The income of women to men is from 0.8 in Albania in private sector to 0.966 in Kosovo. In the public sector has not found the differences in payment on labor market.

The active participation of women on labour market in the countries of Western Balkans depends on: education, rate of unemployment and pay gap by sex.

The education of women depends on the economic growth in the countries. By the economic growth, the labour demand is more than supply, the income increases and it enhances all, including women to improve their education.

Long impact of economic activities on the employment, requires stable economic development of the countries in the region and keeps unemployment on low level, including women.

The part of protection of women rights is evaluation of work through the wages and income. For the region it is not typical so big differences in income by sex. As it is known, the level of income in the region of Western Balkans is lower comparing with developed countries.