

# GENDER PERSPECTIVES IN ALBANIA



GENDER ANALYSIS  
CENSUS 2011

41%

high school

8%

familjet me një prind

23

years

first marriage

3 children per women  
1990 në 1.4 children in

Census

19%

gender gap

37,1%

economy

ISBN 978-99956-51-81-7



9 789995 651817

**INSTAT**  
Republika e Shqipërisë  
Instituti i Statistikave



**UN WOMEN**  
United Nations Entity for Gender Equality  
and the Empowerment of Women



# **GENDER PERSPECTIVES IN ALBANIA**

Gender analysis of the 2011 population  
and housing census results

October 2014

## Acknowledgement

Gender analysis of the 2011 population and housing census results was made possible thanks to the cooperation of United Nation Entity for Gender Equality and Empowerment of Women (UN Women), United Nations Population Fund (UNFPA) and National Institute of Statistics (INSTAT) and within the framework of the Programme of Cooperation between the Government of Albania and the United Nations 2012-2016.

Special thanks go to the experts, Ms. Jessica Gardner and Ms. Juna Miluka, for their substantive contribution to this report. Their assistance in data collection, processing and analysis was much appreciated, taking into account the scope and complexity of the areas covered by this study.

We thank all specialists and contributors of INSTAT, Mr. Gjergji Filipi, Ms. Emira Galanxhi and Ms. Pranvera Elezi for providing data and their technical expertise in preparing this study. We thank the UN team, Ms. Flora Ismaili, Ms. Elsona Agolli (UNFPA) and Mr. Rezart Xhelo (UN Women) for their technical guidance, support and dedication to ensure this study reflects clearly disaggregated data and provides important messages for policies and decision makers in Albania.

The viewpoints expressed in this publication do not necessarily represent the views of UN Women, UNFPA, United Nations or the Government of Albania.

Copyright © UN Women 2014  
UN Women Country Office Albania  
Rr. Skenderbej, Pall. 6, ap. 11-12, Tirana, Albania  
Tel: +355 4 450 2555 / 7575

# Table of contents

<b>Main messages</b>	<b>7</b>
<b>Key findings</b>	<b>9</b>
Population, marriage and families	9
Health	10
Education	10
Migration	11
Work and employment	11
<b>Introduction</b>	<b>13</b>
About this report	13
Gender equality and development in Albania	14
Improvement of gender statistics	16
<b>Population, marriage and families</b>	<b>19</b>
Key findings	21
Marriage	25
Adolescent Fertility	28
Families and households	29
<b>Health and wellbeing</b>	<b>33</b>
Key findings	35
Demands on health services	36
Disability	37
<b>Education</b>	<b>41</b>
Key findings	43
Attending school	44
Education attainment	49
Literacy	52

<b>Migration</b>	<b>55</b>
Key findings	57
<b>Work and employment</b>	<b>65</b>
Key findings	68
Labour force participation	69
Type of employment	71
Constraints on labour force participation	71
Occupational and industry segregation	74

# Index of tables and figures

## FIGURES

Figure 1	Population pyramids for urban and rural areas, Albania, 2011	25
Figure 2	Marital status of population aged 15 and above, by sex, Albania, 2011	26
Figure 3	Proportion of population who are widowed, by age and sex, Albania, 2011	27
Figure 4	Proportion of people marrying before the legal age of 18 years, by sex, Albania, 2011	27
Figure 5	Type of family nuclei, Albania, 2011	28
Figure 6	Proportion of families with children of various ages living with them, by family type, Albania, 2011	29
Figure 7	Child and aged dependency ratio by prefecture, Albania, 2011	30
Figure 8	Prevalence of disability for the total population aged 15 and above, by type and sex, Albania, 2011	31
Figure 9	Prevalence of severe disability, by type of disability, sex and age groups, Albania, 2011	36
Figure 10	Adolescent birth rate by age, Albania, 2011	38
Figure 11	Education status of women aged 15-19 compared to mothers aged 15-19, Albania, 2011	39
Figure 12	Resident population aged 6-24 currently attending school, by sex and age (%) (Age Specific Attendance Rate), Albania, 2011	45
Figure 13	Gender parity index (GPI) by level of school attendance, Albania, 2011	48
Figure 14	Resident population that has never attended school, by sex and age (%), Albania, 2011	49
Figure 15	Highest level of education completed by people who have attended school in the past, by sex, Albania, 2011	50
Figure 16	Secondary school completion rate for population aged 18 and above, by sex and prefecture, Albania. 2011	51
Figure 17	Adult literacy rate (age 15 and above) by sex and prefecture, Albania, 2011	53
Figure 18	Reasons for Internal Migration, by Area and Sex, Albania, 2011	59
Figure 19	Reasons for Migrating from Abroad by Area and Sex	60
Figure 20	Residing Abroad, by Citizenship, Sex and Place of Usual Residence (number that have lived abroad for one year or more), Albania, 2011	62
Figure 21	Labour force participation rates, by sex, Albania, 2007-2011	70
Figure 22	Reason for economic inactivity, by sex, Albania 2011	71

Figure 23	Types of employment, by sex, Albania, 2011 census	72
Figure 24	Women's labour force participation rate, by number of children and age	72
Figure 25	Hours worked, by sex, Albania 2011	76

## TABLES

Table 1	Overview of the Albanian population in 2011	23
Table 2	Education status of children with a disability, by sex, Albania 2011	40
Table 3	Net and gross attendance rates, by level of schooling, Albania, 2011	47
Table 4	Youth and adult literacy rates by sex, Albania 2011	53
Table 5	Reasons for Coming to Live in Albania, by Place of Birth and Sex, 2011	61
Table 6-7	Resident Albanian Citizens Ever Residing Abroad Who Returned after 1 January 2001 by Sex, Age Group, and Year of Returning, Albania, 2011	63-64
Table 8	Share of men/women in each occupation (in %), Albania, 2011	73
Table 9	Share of each sector, Albania, 2011	74



## Main messages

- This publication provides gender analysis of 2011 population and housing census data released in 2014.
- It contains important evidence for policy and decision makers working on gender and development issues and adds to the growing range of gender statistics available for Albania.
- There is an increasing amount of gender-related data being produced through censuses, surveys and administrative records.
- Specific recommendations are made to further strengthen gender statistics in Albania.
- The age-sex structure of the Albanian population is changing due to reducing fertility rates, rural-urban and international migration and increasing life expectancy
- Changes in the composition of families and households can reveal important gender issues, such as increasing divorce rates, widowhood and the prevalence of single parent families.
- Norms around marriage, family size and household composition impact on the division of labour and the roles women and men play in society.
- The population census collects limited information relevant to health.
- Population dynamics, such as aging and migration to urban areas, will impact on demand for health services.
- Women who are more likely to have a disability than men. This gender gap is most likely due to the relationship between disability and aging, and the fact that women tend to live longer and comprise the majority of the elderly population.
- Around 20% of disabled children have never attended school, compared to 2% of children aged 6-14. The situation is slightly worse for boys with a disability.
- The census provides an important benchmark of progress in education access and outcomes.
- The education system seems to be reaching the majority of girls and boys, with no significant gender gap in attendance between ages 6 to 17.

- Levels of school attendance, education attainment and literacy have remained steady over the last decade.
- Lesser levels of education for women, particularly rural women, suggests their functional literacy and numeracy skills may be poor, and, therefore, their opportunities for employment and entrepreneurship more limited than for men.
- Migration trends have changed, increasing the importance of regular analysis of related statistics.
- Migration needs to be studied through a gender lens to provide a better understanding of the gender dimension and its impact.
- International migration was predominately male in the past, but this is no longer the case. Female emigration has increased as a result of family reunifications and better opportunities abroad.
- More than 20 years ago, there was massive out-migration; now migrants are returning to Albania.
- Women are more likely to migrate internally than men, with the main driver being for family reasons.
- Women comprise half of a country's population but only one third of the employed.
- Although Albania has seen economic growth over recent years, women's position in the labor market continues to lag behind women in European Union (EU) countries.
- Women are concentrated in sectors and occupations that offer lower wages compared with sectors dominated by men.
- Economic dependence on others can increase women's vulnerability, which in turn can have impacts on the economic well being of their children.
- Women are underrepresented among legislators, senior officials and managers, and are therefore have limited opportunities to be directly involved in decision-making.
- Labour force surveys are conducted regularly in Albania and provide a more accurate measure of economic activity than the population census.

# Key findings

## Population, marriage and families

- A low birth rate, increasing life expectancy and high rates of emigration are leading Albania to show signs of having an aging population.
- Fertility rates have fallen from 3 children per woman in 1990 to 1.4 children in 2008.
- The sex ratio at birth is 107.8 males per 100 females – higher than the overall sex ratio for all ages of 100 males per 100 females.
- There is minimal difference in the age-sex structure of the population in urban versus rural areas.
- The average age at first marriage is 23 years for women and 29 years for men. Comparison to the 2001 census suggests that age at first marriage has increased slightly for both women and men.
- Among the population aged 15 and above, 32% of men have never married compared to 23% of women
- Among the 214,000 elderly people (aged 70 and above) more than half of the women (56%) are widowed compared to 14% of the men.
- More than 400 girls and boys aged 15 are already married, representing almost 2% of people in that age group.
- Rates of marriage among 16 and 17 year olds show that early marriage is more prevalent for women than men.
- Adolescent fertility rates are low (14.9 births per 1,000 women aged 15-19) but this may be increasing. Almost 3% of adolescent girls have given birth.
- Few teenage mothers remain in school (8%) whereas most girls aged 15-19 (69%) are still attending.
- Lone parent families are increasing, now comprising 8% of all family units (up from 7% in 2001), with the majority (84%) being lone mothers.

## Health

- Rural to urban migration and an aging population will increase pressure on health service delivery.
- There are close to two people of working age for every dependent child/elderly person.
- Prevalence of disability is closely related to aging and is higher among women.
- Difficulties with seeing and walking are the most common forms of disability for both women and men.

## Education

- School attendance is high amongst 6-14 year olds and there is no significant gender gap.
- Young men are leaving formal education from age 18 at faster rates than young women.
- Older women much more likely to have missed out on an education.
- Most men and women have at least completed primary school: 85% of men and 80% of women aged 15 and above.
- Less than half of Albania's population aged 18 and above has completed secondary school: around 41% of women and 48% of men.
- In 2011, the average number of years people complete of schooling is 10, with no difference between men and women.
- The education gap between men and women is most significant in rural areas, with less than one quarter (23%) of rural women having finished secondary school, compared to more than half (56%) of urban women.
- Adult literacy remains high with a slight gender gap persisting; 96% of men and 94% of women aged 15 and above are able to read and write in one or more languages.

## Migration

- Family reasons are the main driver for both men and women to migrate within the country
- Reasons for returning from abroad differ between men and women. Men mainly return after finishing their job abroad; among women it is mainly for family reasons.
- More Albanian men have lived abroad for one year or more than Albanian women.
- Greece and Italy continue to remain the two main destinations of residence abroad for both men and women.
- The trend of emigrants returning to Albania has been increasing for both sexes, although males comprise the majority of return migrants since January 2001.
- A small proportion of Albanian residents have immigrated to Albania from other countries, mainly Greece and Italy.
- With the exception of those born in Turkey, foreign-born men and women who come to live in Albania do so for family reasons. In the case of Turkey there is some gender difference, with men coming to Albania for employment opportunities, and women for family reasons.

## Work and employment

- Fewer women participate in the labour force; 60.8% of women compared to 76.4% for men (2011 Labour Force Survey).
- Participation in the labour force has increased slightly since 2007 when 56.2% of women and 74.4% of men were in the labour force (2007 Labour Force Survey).
- The 2011 population census shows much lower levels of economic activity with 37.1% of women and 62.4% of men in the labour force. However, different methodologies used in the census compared to labour force surveys meant that some types of work were undercounted.
- Women tend to be concentrated in certain types of work. Men are more likely to be employers or self-employed and women are more likely to be employees or perform unpaid work in a family business.

- Reasons given for not being in the labour force (i.e. employed or unemployed) differ widely between women and men. For women it is mainly because they are full-time homemakers (49%), but for men, it is due to being a student (32%) or believing no work is available (28%).
- Women with no children have higher economic activity rates. As the number of children increases, economic activity generally drops, especially for women with four or more children.
- 'Professionals' is the only major occupational grouping that is female-dominated (61% are women).
- Highly male-dominated occupations are craft and related trade workers, plant and machine operators and assemblers, and the armed forces
- Employed women are mainly concentrated in the services sector (as opposed to agriculture and industry) where they hold a 42% share of these jobs.
- Men work longer hours in employment than women, with almost half (45%) working 40 hours or more per week. Women report similar working hours, but are more likely to keep their working time to 36-40 hours per week.

# Introduction

## Main messages:

- This publication provides gender analysis of 2011 population and housing census data released in 2014.
- It contains important evidence for policy and decision makers working on gender and development issues and adds to the growing range of gender statistics available for Albania.
- There is an increasing amount of gender-related data being produced through censuses, surveys and administrative records.
- Specific recommendations are made to further strengthen gender statistics in Albania.

## About this report

The roles women and men play in the household, the community, and in society as a whole, are constantly evolving. Rapid social change makes it all the more important to continually monitor gender disparities across social, economic and environmental sectors. Official statistics provides much needed evidence for considering and addressing gender issues through national policies and programs; an essential part of good governance.

Conducted every 10 years, the population and housing census provides a valuable benchmark for monitoring gender equality. The 2011 census included a range of questions about Albanian households and the people who live within them. Data is gathered on every person in the country, providing an opportunity for detailed gender analysis.

This gender monograph follows on from the first National Report on Gender Equality and the Situation of Women (NRGESW), which provides a comprehensive gender analysis based on a range of data sources. Unlike the national report, this publication focuses on analysis of a single data source: the 2011 population and housing census, the results of which were not fully released at the time the national report was prepared.

The population and housing census provides data on:

- Marriage and families
- Household size
- Education
- Literacy
- Labour force participation
- Migration
- Disability

To ensure the wealth of information from the census is used to maximum effect, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) the United Nations Population Fund (UNFPA) has worked with INSTAT to produce this publication. It complements existing gender analysis and adds to the growing evidence base on the similarities and differences between Albanian women and men, girls and boys.

This report is aimed at non-statisticians and should appeal to anyone interested in gender and development in Albania. Findings are presented in a way that allows readers to easily absorb and apply the findings in advocacy, policy development and decision-making.

## **Gender equality and development in Albania**

A number of gender issues continue to face the Albanian people. While access to education is improving, more young women than men are missing out on a full primary and secondary education. Significant reductions in child mortality show the improvement of health services delivery, but more is needed to ensure pregnant women received adequate antenatal care and maternal mortality is further reduced, as well as addressing men's health issues. The labour market continues to be male-dominated, with fewer women engaged in employment, and many of those with jobs are in the lowest paid occupations. Increasing the representation of women in politics and decision-making and eliminating domestic and gender-based violence are also top priorities for achieving gender equality.

Albania has a high level of human development and was ranked 70th in



2012 out of 186 countries.<sup>1</sup> The country is characterized by urban-rural disparities, high rates of emigration, and a labour market that has felt the blows of recent global financial crises. The gender inequality index (GII) is a composite measure of inequality between women and men based on reproductive health, empowerment and the labour market. In 2012 Albania's GII was 0.251 (the lower the better), which saw it ranked 40th alongside countries such as the United States (0.256) and Hungary (0.256). By comparison, Italy's GII was 0.094 and they were ranked 11th, largely due to lower rates of maternal mortality, adolescent fertility and greater representation of women in parliament. While progress has been considerable, it is clear that gender gaps remain.

Gender equality and women's rights are key amongst national priorities. Ratification of the convention on the elimination of all forms of discrimination against women (CEDAW), as well as the enactment of laws on gender equality, discrimination and domestic violence, are all evidence of this commitment. These and the adoption of a national strategy on gender equality, gender-based violence and domestic violence (NSGE-GBV-DV) provide the framework for achieving national goals. Central to this is the regular production and use of gender-related statistics, an area where the Albanian official statistics system is making significant progress.

### BOX 1

#### What is gender?

Gender relates to the roles women and men, girls and boys, play in society and where similarities and differences exist beyond those based on biological sex. Gender is a social construct that influences the division of labour between women and men, access to education, the types of work and employment people do, access to household income and assets, health, and migration. Gender is not about women only; it is about both men and women.

**Sex:** biological and physiological characteristics that define men and women.

- Female and Male
- Defined by biology
- Relatively fixed

**Gender:** the roles, behaviors, activities, and attributes considered appropriate for men and women.

- Feminine and Masculine
- Defined by social norms
- Often changing over time and differing between countries

1 United Nations Development Programme (UNDP). 2013. Human Development 2013: The Rise of the South – Human Development in a Diverse World.

## Improvement of gender statistics

The limited availability of sex-disaggregated data is a criticism often made of national statistical systems. Frequently these data are collected, but are not analyzed or published in a form that meets the needs of data users. The Albanian Institute of Statistics (INSTAT) has focused on improving the availability of sex-disaggregated data in all its statistical releases. This is demonstrated in the existing census publications, where a rich source of sex-disaggregated data is available, and in regular releases of gender statistics, such as the Women and Men in Albania series.

A national set of harmonised gender indicators (HGI) was adopted by the government in 2010, representing a significant step towards improving the quality of gender statistics. These indicators are the official tool for monitoring progress towards gender equality goals, and reporting against these is the focus of the first NRGWR published in 2012.

Census data is useful for tracking progress towards national gender equality goals, in particular, those related to education, economic status and migration. However, it is only one of several important sources of gender statistics in Albania. Others include:

- **2011 Albania Time Use Survey**  
data on how people spend their time on paid work, unpaid work and leisure activities
- **Since 2007 Labour Force Survey**  
data on the employment status and economic activities
- **2002, 2005, 2008 and 2012 Albanian Living Standard Measurement Survey (LSMS)**  
data on how much income earned, what households spend their money on and living conditions around the country
- **Household Budget survey 2006-2007**
- **2008-2009 Demographic and Health Survey**  
data on fertility, reproductive health, child health, nutrition, and HIV/AIDS
- **2007 and 2013 Domestic Violence Surveys**  
provides essential data on prevalence and attitudes towards gender-based violence
- **Administrative data** collected by ministries of health, education, etc.

Together, these surveys, censuses and administrative data provide policy and decision-makers with facts about the realities of life for people across Albania. Although much exists, there are areas where data collection and analysis still need to be improved. This gender monograph is one of the first being produced in the region for the 2011 round of population and housing censuses. It plays a key role in strengthening gender statistics.

**Recommendations** for further strengthening of gender statistics in Albania include:

1. Foster communication and understanding between data producers and users through regular and systematic dialogue and information sharing.
2. Produce gender-focused summaries to accompany the release of results from future censuses and surveys, such as labour force surveys, and living standards surveys.
3. Identify and address data gaps, such as in the areas of health, social insurance, poverty, the informal sector, and the ownership and control of resources.<sup>2</sup>
4. Disaggregate official statistics by vulnerable groups and minorities.
5. Work with local universities and institutions to strengthen research on gender issues. The recent work of INSTAT to release of microdata to the research community and public is an excellent step towards increasing the opportunities for gender analysis.
6. Align national standards with global and regional efforts to improve gender statistics, such as the core set of gender indicators adopted by the United Nations Statistics Commission, new methodologies for measuring economic empowerment and revisions to the framework for producing statistics on work, employment and labour underutilization.

---

2 Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO) and UN Women. 2012. National Report on the Status of Women and Gender Equality.







## Population, marriage and families

### Main messages:

- The age-sex structure of the Albanian population is changing due to reducing fertility rates, rural-urban and international migration and increasing life expectancy
- Changes in the composition of families and households can reveal important gender issues, such as increasing divorce rates, widowhood and the prevalence of single parent families.
- Norms around marriage, family size and household composition impact on the division of labour and the roles women and men play in society.

Society is shaped by its population and their characteristics – the number of people, their age, sex, marital status, living arrangements and so on. This chapter gives a broad picture of the population in Albania at the time of the 2011 census, with emphasis on gender-relevant issues. Where practical, it is complemented by data from other sources to provide a full picture.

### Key findings

- A low birth rate, increasing life expectancy and high rates of emigration are leading Albania to show signs of having an aging population.
- Fertility rates have fallen from 3 children per woman in 1990 to 1.4 children in 2008.
- The sex ratio at birth is 107.8 males per 100 females – higher than the overall sex ratio for all ages of 100 males per 100 females.
- There is minimal difference in the age-sex structure of the population in urban versus rural areas.

- The average age at first marriage is 23 years for women and 29 years for men. Comparison to the 2001 census suggests that age at first marriage has increased slightly for both women and men.
- Among the population aged 15 and above, 32% of men have never married compared to 23% of women
- Among the 214,000 elderly people (aged 70 and above) more than half of the women (56%) are widowed compared to 14% of the men.
- More than 400 girls and boys aged 15 are already married, representing almost 2% of people in that age group.
- Rates of marriage among 16 and 17 year olds show that early marriage is more prevalent for women than men.
- Adolescent fertility rates are low (14.9 births per 1,000 women aged 15-19) but this may be increasing. Almost 3% of adolescent girls have given birth.
- Few teenage mothers remain in school (8%) whereas most girls aged 15-19 (69%) are still attending.
- Lone parent families are increasing, now comprising 8% of all family units (up from 7% in 2001), with the majority (84%) being lone mothers.

Albania has a population of almost 3 million people with 50.1% being male and 49.9% female. The 2011 census revealed for the first time that the majority of people now live in urban areas (54%), following a trend towards rural-urban migration and the growth of urban centres. The tendency to live in urban centres is almost the same for women and men; 54% of women live in urban areas and 53% of men. There are no significant differences between the internal migration rates of women and men, although their reasons for doing so vary slightly. Internal and international migration is explored in chapter five.



**Table 1**  
**OVERVIEW OF THE ALBANIAN POPULATION IN 2011**

	Total	Males	Females	Sex ratio	% of total population
<b>Albania</b>	<b>2,800,138</b>	<b>1,403,059</b>	<b>1,397,079</b>	<b>100</b>	<b>100%</b>
Urban	1,498,508	742,671	755,837	98	54%
Rural	1,301,630	660,388	641,242	103	46%
Berat	141,944	71,460	70,484	101	5%
Dibër	137,047	69,825	67,222	104	5%
Durrës	262,785	132,289	130,496	101	9%
Elbasan	295,827	148,791	147,036	101	11%
Fier	310,331	156,959	153,372	102	11%
Gjirokastrë	72,176	36,542	35,634	103	3%
Korçë	220,357	111,325	109,032	102	8%
Kukës	85,292	42,999	42,293	102	3%
Lezhë	134,027	67,097	66,930	100	5%
Shkodër	215,347	106,851	108,496	98	8%
Tiranë	749,365	370,587	378,778	98	27%
Vlorë	175,640	88,334	87,306	101	6%

Sex ratio is the number of males divided by the number of females and multiplied by 100. A ratio of 100 means that there are equal numbers of males and females; lower than 100: more females than males and; above 100: more males than females.

*Source: 2011 Population and Housing Census of Albania*

As shown in Table 1, the most populous prefecture is Tirana (27%), followed by Elbasan and Fier (both with 11% of the national population). The smallest are Gjirokastrë and Kukës, each with around 3% of the national population.

For a country previously characterized by a relatively young population, the low birth rate, increasing life expectancy and high rates of emigration of young people are leading Albania to now show signs of having an aging population. Fertility rates have fallen from 3 children per woman in 1990 to 1.4 children in 2008.<sup>3</sup> The difference between the number of males and females is usually expressed as a sex ratio. As per global trends, there are biological and external factors that influence the sex ratio at birth and across the overall population. In Albania, the 2011 census shows that there are 107.8 boys born for every 100 girls, slightly higher than the biological norm of 102-106.<sup>4</sup> Where the sex ratio at birth is greater than 107, this suggests non-biological factors may be involved, such as under-reporting of female births, or prenatal sex selection linked to a preference for sons.

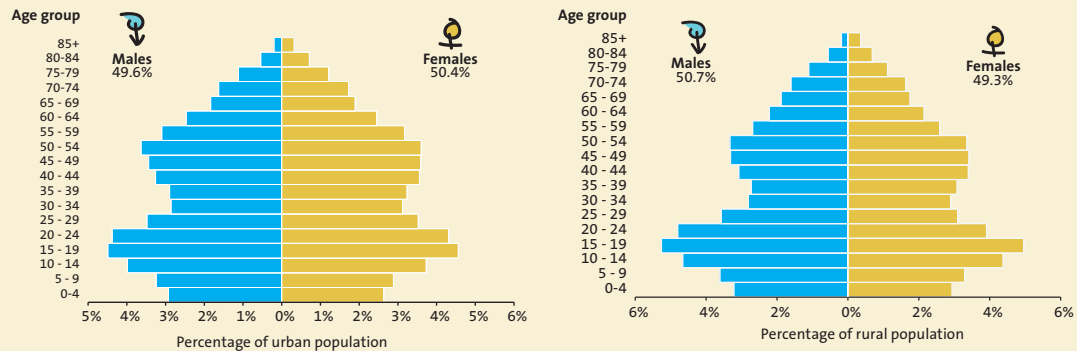
Across the total population there is an even proportion of males and females, with the overall sex ratio of 100. This evening up of the sex ratio at birth compared to the total population is related to the tendency for women live longer than men. The sex ratio varies slightly between prefectures with Dibër recording the highest difference at 104 males per 100 females.

The population pyramids shown in Figure 1 show here is minimal difference in the age-sex structure of the population in urban versus rural areas. The most notable disparity is the greater proportion of young people aged 15-19 seen in the rural population. Both males and females in this age group tend to remain at home with parents or other relatives. There are relatively less 20-24 year olds in rural than urban areas, particularly so for women, signifying that this is the point when young people move to urban centres or abroad to pursue education and other economic opportunities.

---

3 MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.

4 Office for the High Commissioner for Human Rights (OHCHR), UNFPA, the United Nations Children's Fund (UNICEF), UN Women and the World Health Organization (WHO) (2011). Preventing gender-biased sex selection. An interagency statement. Geneva, WHO.

**Figure 1****POPULATION PYRAMIDS FOR URBAN AND RURAL AREAS, ALBANIA, 2011**

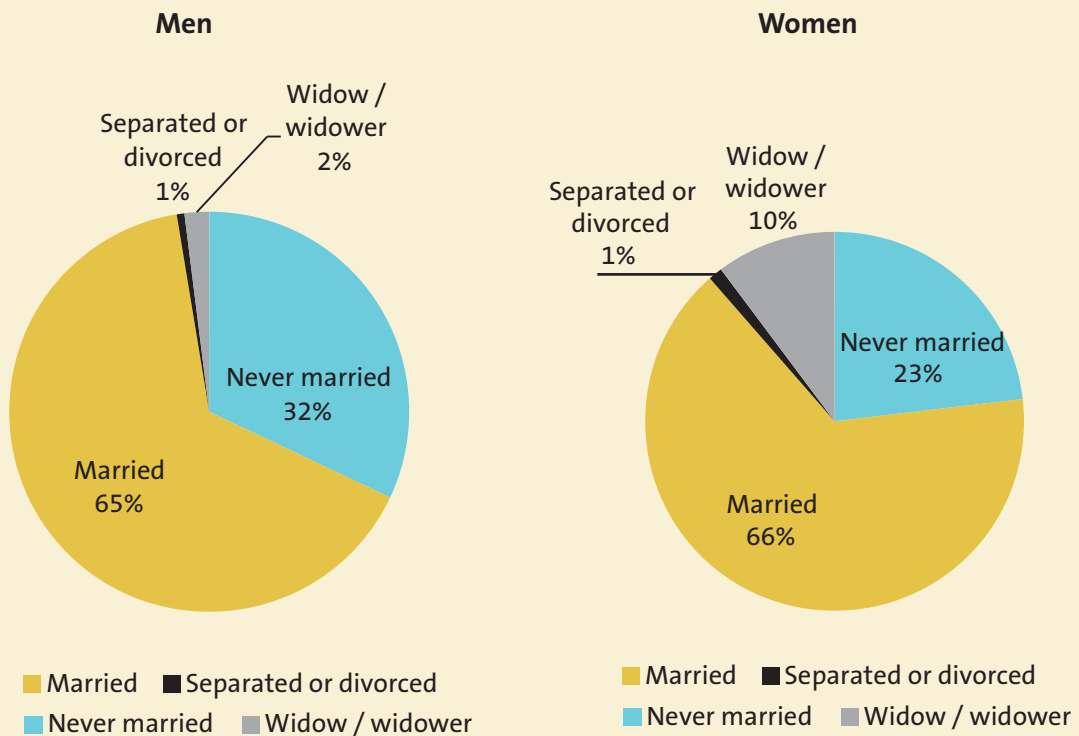
Source: 2011 Population and Housing Census of Albania

Migration has a significant impact on the Albanian population. Both urban and rural populations show a narrowing in the middle of the pyramid for the ages 30-39 years old. This is a result of high rates of emigration from Albania for these age groups. Estimates show that, between 2001 and 2011, although more than 100,000 Albanians returned, there was a net loss of more than 370,000 people leaving the country. Unlike in the past, the tendency to emigrate to Italy, Greece, and other locations, is similar between men and women. Of the emigrants that left between 2001-2011, half were women (49%). Gender issues in international and internal migration are discussed further from page 19.

## Marriage

The census collects information on marital status for everyone aged 15 years and over. Results show significant differences in the situation of men and women, largely due to the tendency for men to marry later, and for women to live longer and therefore be more likely to be widowed. The average age at first marriage is 23 years for women and 29 years for men. The 2001 population census showed that most women married by age 20, and for men it was age 26. Among the population aged 15 and above there are a greater proportion of men who have never married: 32 per cent compared to 23 per cent of women (Figure 2).

**Figure 2**  
**MARITAL STATUS OF POPULATION AGED 15 AND ABOVE, BY SEX, ALBANIA, 2011**

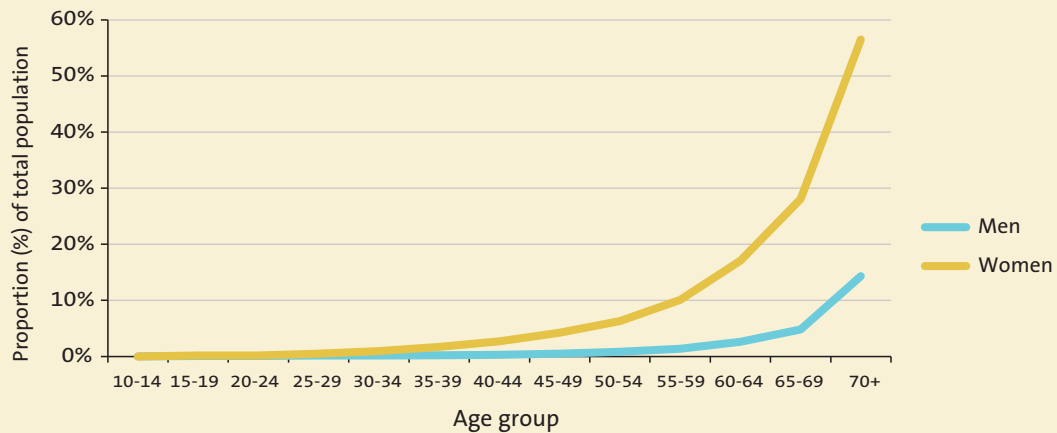


Source: 2011 Population and Housing Census of Albania

As seen in the charts above, a greater proportion of women over the age of 15 are widowed than men. Widowhood obviously increases with age, as illustrated in Figure 3 below. In fact, for the age group 70 years and above (around 214,000 people) more than half of the women (56%) are widowed compared to only 14 per cent of elderly men. Being widowed can place women in a vulnerable position by increasing their economic and social dependence on others.

**Figure 3**

**PROPORTION OF POPULATION WHO ARE WIDOWED, BY AGE AND SEX, ALBANIA, 2011**

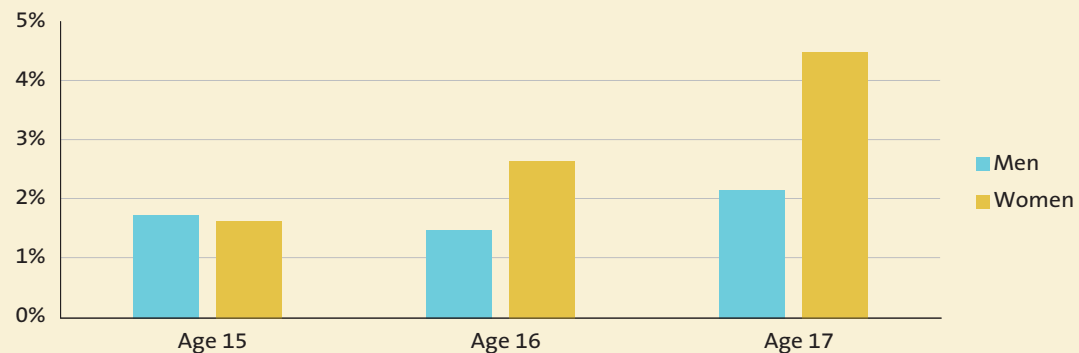


Source: 2011 Population and Housing Census of Albania

Early marriage is not prevalent in Albania, but up-to-date statistics still provide important information on changes over time. The legal age for marriage is 18 years old for both men and women. In 2011, around 2 per cent of men and 3 per cent of women aged 17 or younger had already married (Figure 4). Around the same number - more than 400 girls and 400 boys - of people aged 15 years were married. However, rates of marriage among 16 and 17 year olds show that, overall, early marriage is more prevalent among women than men.

**Figure 4**

**PROPORTION OF PEOPLE MARRYING BEFORE THE LEGAL AGE OF 18 YEARS, BY SEX, ALBANIA, 2011**



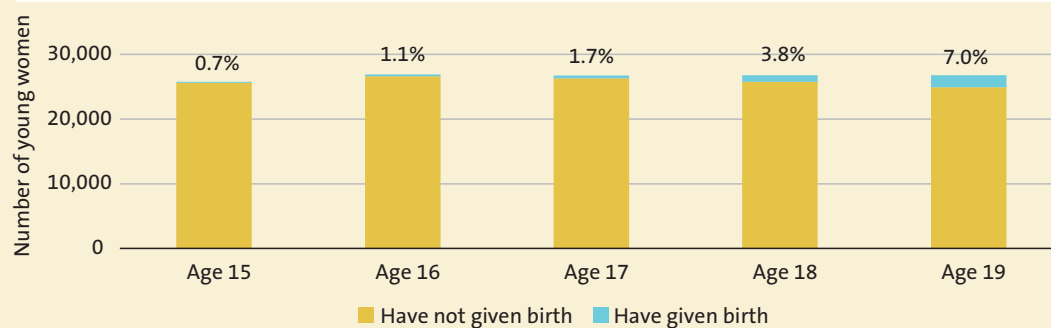
Source: 2011 Population and Housing Census of Albania

## Adolescent Fertility

Adolescent fertility – the number of women aged 15-19 who have given birth to at least one child – impacts on health, education and economic outcomes for young women and their families. According to reports on human development in Albania, the adolescent fertility rate is 14.9 births per 1,000 women aged 15-19.<sup>5</sup> The 2011 census suggests, that while low, this rate may be increasing, with 2.9 per cent of young women having already given birth at least once before they are 20 years old. Fertility rates are low among girls aged 15-17 compared to those aged 18 and 19 (Figure 5).

**Figure 5**

### ADOLESCENT BIRTH RATE BY AGE, ALBANIA, 2011



Source: 2011 Population and Housing Census of Albania

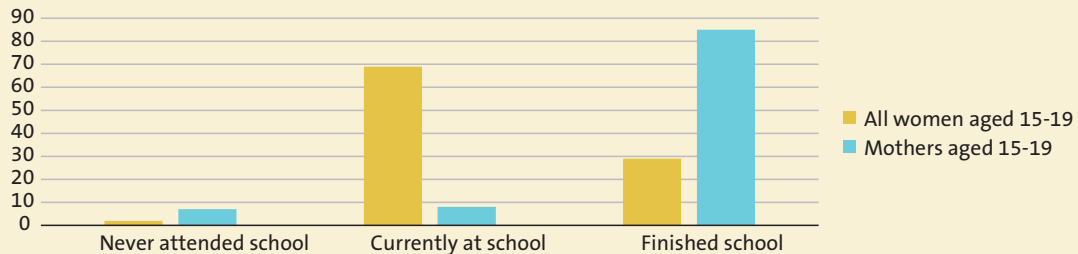
Comparing school attendance of teenage mothers with that of all women aged 15-19, it is not surprising to see that most have left school (86%). Teenage mothers are also more likely to have never attended school (7%) than for the overall female adolescent population (2%). This points to the relationship between education and early childbirth; both the role the education system plays in providing sex education to young men and women, as well as the importance of providing opportunities for young mothers to continue their education.

<sup>5</sup> UNDP. 2013. Human Development 2013: The Rise of the South – Human Development in a Diverse World.

## Young mothers unlikely to remain in school

**Figure 6**

### ADOLESCENT BIRTH RATE BY AGE, ALBANIA, 2011



Source: 2011 Population and Housing Census of Albania

## Families and households

There are around 722,000 households across Albania with more than half of these (57%) being situated in urban centres. The average number of people per household is 3.9 nationally (3.6 in urban and 4.2 in rural areas). This represents small decline in household size from 4.2 in 2001, as well as 0.6% fewer households than in 2001. Looking further back to 1979, households were much larger, particularly in rural areas, with an average of 4.6 and 6.2 respectively.<sup>6</sup> In 2011, household size is largest in Kukës at 5.0 persons on average, and smallest in Gjirokastër, with 3.4 people per household.

Households may contain one family nucleus, multiple family nuclei, or a combination of other relatives and non-relatives. Most households contain one family, be it a couple with or without children, or a lone parent and children. These are referred to as one family nucleus, and more than 80 per cent of Albanian households are composed this way. Note that the household may contain other persons, in addition to the family nucleus. Around 10 per cent of households contain two or more family nuclei, and 8 per cent contain no family nucleus (e.g. single person or share house).

Overall, there are almost 727,000 family nuclei in Albania, either living as individual or combined households. As shown in Figure 5, the most common type of family nucleus is a couple with children (67% of families).

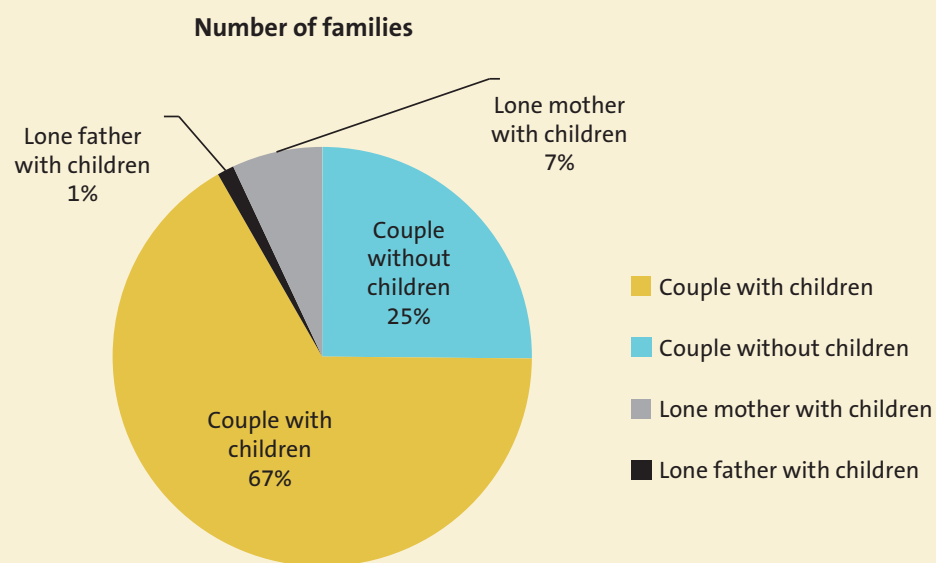
6 MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.

A quarter (25%) of families are couples without children, although this would include couples that may intend to have children but have not yet done so. The proportion of each type of family nuclei has changed since the last population census in 2001. Then, couples with children comprised 79% of nuclear families, and couples without children were much lower at 14% of families. The increase in the proportion of couples without children may indicate that young couples are more likely to live together than in the past, and are waiting longer before starting a family. Further analysis of data relating to marriages, living arrangements and births would provide more information on these trends.

### Women head the majority of lone parent families

**Figure 7**

#### TYPE OF FAMILY NUCLEI, ALBANIA, 2011



*Source: 2011 Population and Housing Census of Albania*

There are more than 60,000 lone parent families, representing around 8 per cent of all families in Albania, up slightly from 7 per cent in 2001. Lone parents may be separated from their spouse at the time of the census, either temporarily (e.g. migration for economic purposes), or permanently. This would include parents who are still married, separated, divorced or widowed.



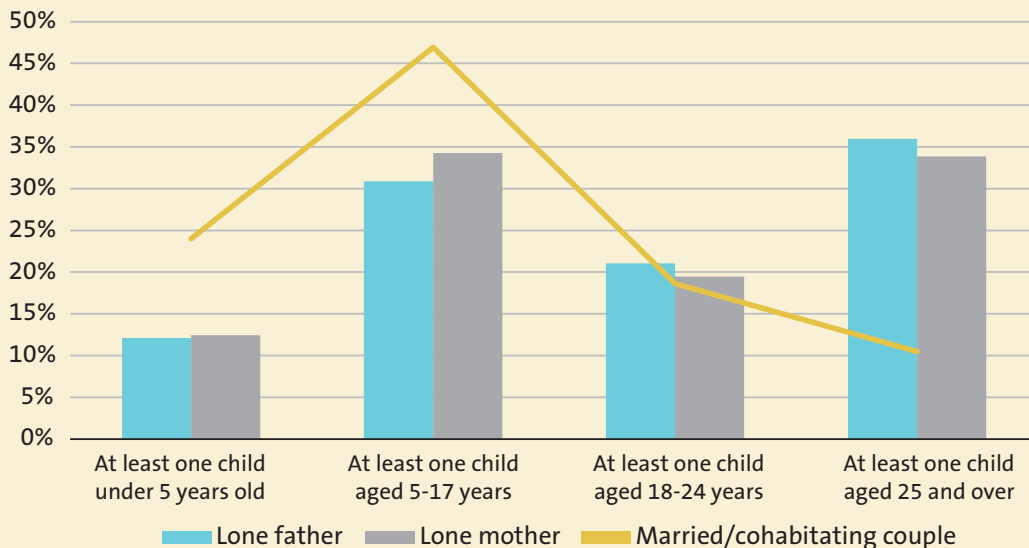
The vast majority of lone parents are women (84%) and this has increased since 2001 when women comprised 80 per cent of the 42,000 lone parents. Most lone parent families have two children (41%) and there is no difference in the size of lone father or lone mother families; both are 2.7 persons, on average.

As Figure 8 below shows, there is also no major difference in the ages of children between lone father and lone mother families, only the slight tendency for lone mothers to have younger children (aged 5-17 years) in the household than lone fathers do. There is, however, a clear difference between lone parent families and those where the parents are still living together. Couples are much more likely to remain living together when their children are aged under 18, when they are at their most dependent. A much smaller proportion of couples still have children aged 25 years and over living with them than is the case for lone parents.

#### Lone parent families more common as children get older

**Figure 8**

**PROPORTION OF FAMILIES WITH CHILDREN OF VARIOUS AGES LIVING WITH THEM, BY FAMILY TYPE, ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania





**Health and wellbeing**



# Health and wellbeing

## Main messages:

- The population census collects limited information relevant to health.
- Population dynamics, such as aging and migration to urban areas, will impact on demand for health services.
- Women who are more likely to have a disability than men. This gender gap is most likely due to the relationship between disability and aging, and the fact that women tend to live longer and comprise the majority of the elderly population.
- Around 20% of disabled children have never attended school, compared to 2% of children aged 6-14. The situation is slightly worse for boys with a disability.

Good health is an essential ingredient for quality of life, social harmony and economic prosperity. Detailed information about health issues and outcomes, such as types of illness and disease, are not usually collected through a population and housing census. This information comes from records kept by hospitals and health services and special health surveys. There are, however, a number of important indicators when it comes to health outcomes that are available from the census. This includes population figures that illustrate dependency and changes in demand for health services, fertility, teenage pregnancy, and the prevalence of different types of disability.

## Key findings

- Rural to urban migration and an aging population will increase pressure on health service delivery.
- There are close to two people of working age for every dependent child/elderly person.

- Prevalence of disability is closely related to aging and is higher among women.
- Difficulties with seeing and walking are the most common forms of disability for both women and men.

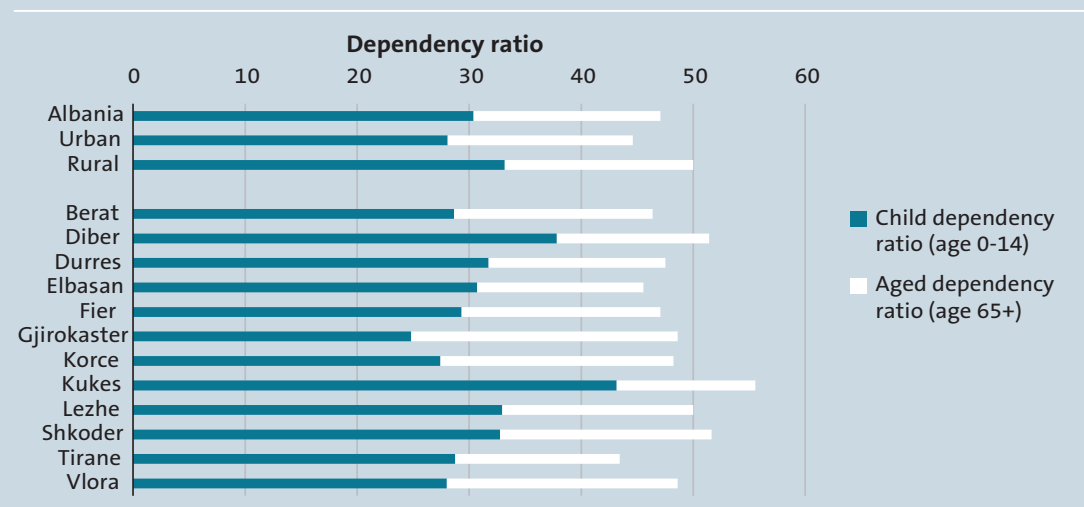
## Demands on health services

The dependency ratio compares of the number of people at working age (age 15-64) to those who are likely to depend on them for care and wellbeing, namely children (0-14 years old) and the elderly (age 65 and above). This is an important indicator for gender-related policies and programs. A high level of dependency reinforces gender stereotypes of male breadwinner and female caregiver, and limits options for women to pursue income-generating opportunities.

As the need for health care is typically greatest during early and in later years, the dependency ratio has particular implications for provision of health care and can guide policymakers in estimating changing demands. In Albania, there were 47 dependent people for every 100 people of working age. This is close to two working age people per child/elderly person. Albania's dependency ratio is close to the world average, estimated at 50.

**Figure 9**

### CHILD AND AGED DEPENDENCY RATIO BY PREFECTURE, ALBANIA, 2011



Source: 2011 Population and Housing Census of Albania

As can be seen in Figure 9, dependency ratios in Albania are higher in rural than urban areas, indicative of the fact that children and the elderly are more likely to remain in rural area rather than relocate to urban centres. This demonstrates the importance of providing adequate health and education services to rural areas. The proportion of children under 15 is also significantly higher than the proportion aged 65 and over. Dependency is highest in Kukës, where there is a relatively young population to the number of working age people. The ratio is also above the national average in Shkodër and Diber.

Women and men have different health problems and often exhibit different attitudes and behaviours towards seeking health care. Services and preventative health programs need to target problems particular to women and men, and consider how gender norms impact on service delivery. For example, specific men's health programs may be needed to encourage men to seek care and to reduce risks to health, such as smoking and drinking alcohol.

## Disability

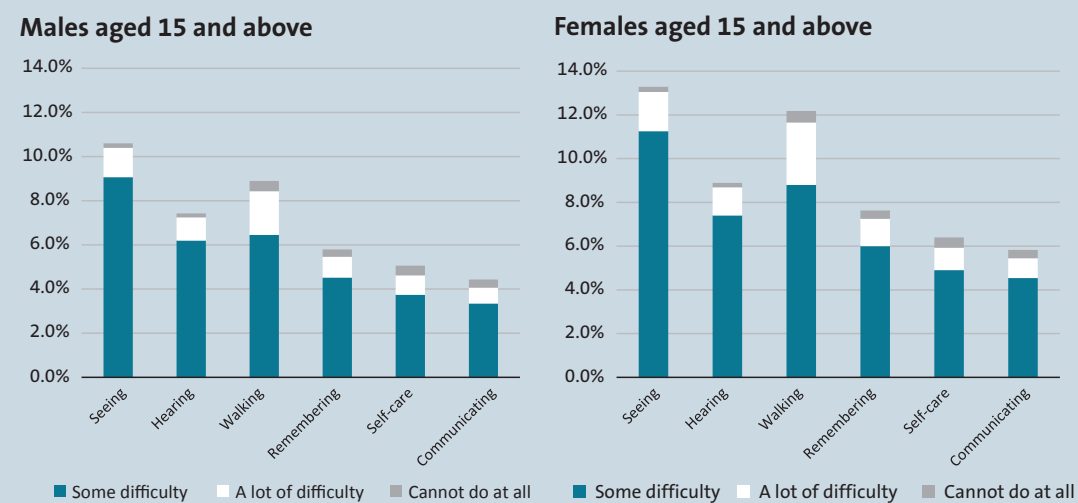
Disabilities can have a significant impact on the health and wellbeing of the Albanian population. With the use of aids, support and appropriate infrastructure, people with disabilities can access opportunities for education, employment and independence. The census provides data on the proportion of people with a disability, their location, age, sex, employment status and level of education. Together, this information is essential for developing policies and programs to ensure equal opportunities and provide appropriate support.

Seeing and walking are the most common form of disability among both women and men. Across all types of disability, it is women who are more likely to have difficulties than men. This gender gap is most likely due to the relationship between disability and aging, and the fact that women tend to live longer and comprise the majority of the elderly population.

### Disability more common among women

**Figure 10**

**PREVALENCE OF DISABILITY FOR THE TOTAL POPULATION AGED 15 AND ABOVE, BY TYPE AND SEX, ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania

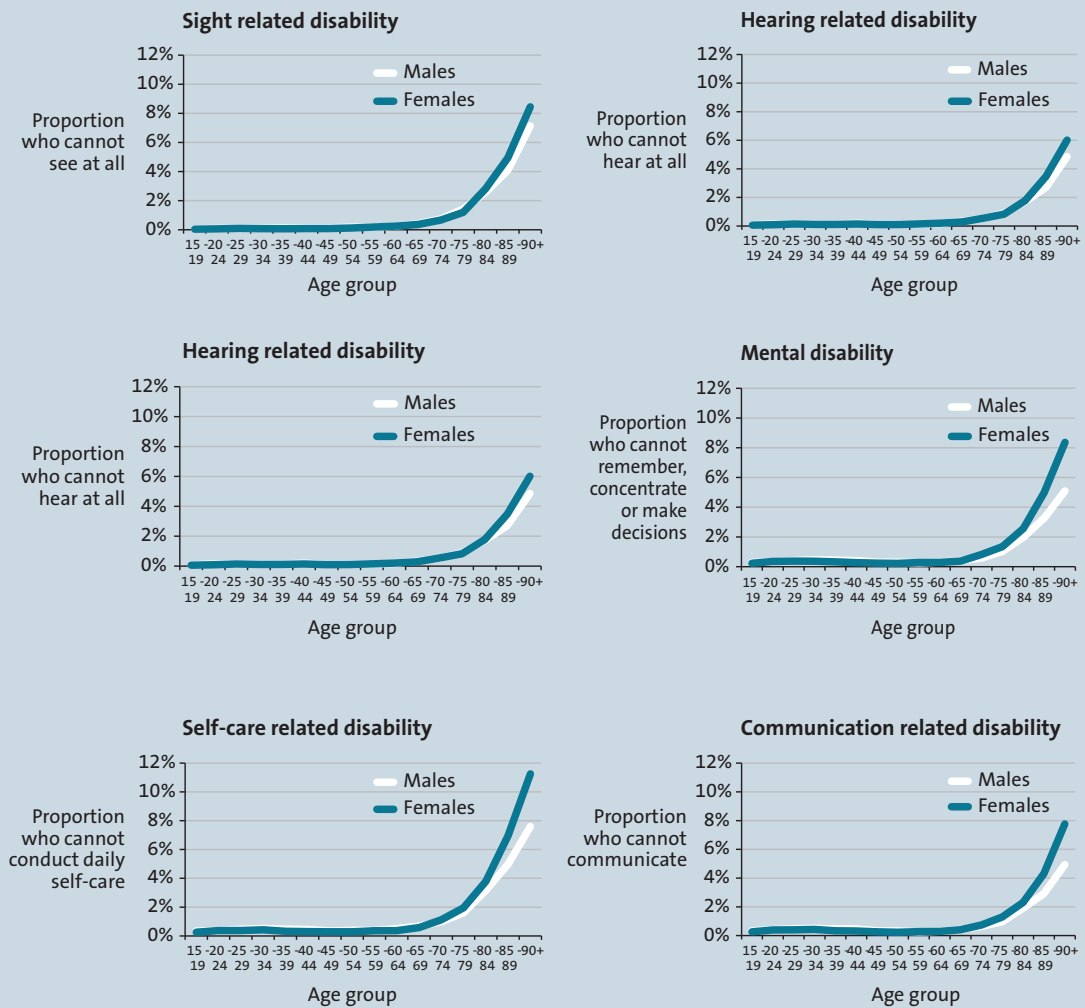
As the charts in Figure 10 illustrate, severe disability is closely related to age. As there are more women than men in the older age groups, this skews that data towards a greater proportion of women with disabilities than men. Gender gaps in rates of severe disability are most noticeable for mobility and self-care related disabilities.



Severe disability is closely related to aging

Figure 11

PREVALENCE OF SEVERE DISABILITY, BY TYPE OF DISABILITY, SEX AND AGE GROUPS, ALBANIA, 2011



Source: 2011 Population and Housing Census of Albania

Disability cannot, however, be dismissed as a problem for the elderly. A comparison of current education status between school age children with and without a disability reveals that those with a disability are far less likely to attend school (Table 2). Around 20% of disabled children have never attended school, compared to 2% of the overall population aged 6-14. The situation is slightly worse for boys with a disability.

### Severely disabled children more likely to never attend school

**Table 2**

**EDUCATION STATUS OF CHILDREN WITH A DISABILITY, BY SEX, ALBANIA 2011**

	All male children aged 6-14		Disabled * male children aged 6-14		All female children aged 6-14		Disabled* female children aged 6-14	
	number	%	number	%	number	%	number	%
At school	189,225	96	2,728	73	174,950	96	2,274	77
Left school	5,362	3	118	3	5,264	3	112	4
Never attended school	3,215	2	871	23	2,636	1	581	20
Total	197,802	100	3,717	100	182,850	100	2,967	100

\* Disabled children are those who have a lot of difficulty or are completely unable to do one or more of the areas of ability measured in the census.

*Source: 2011 Population and Housing Census of Albania*

## BOX 2

### How does the census measure disability?

In 2011, the census included, for the first time, questions related to disability. It asked if each household member has any difficulty with the following functions:

1. seeing
2. hearing
3. walking or climbing stairs
4. remembering, concentrating or making decisions
5. daily self-care
6. communicating

Respondents were asked to indicate whether they had “no difficulty”; “some difficulty”; “a lot of difficulties”; or “cannot do at all”. This was used to classify the severity of disability. Those who have a lot of difficulty or cannot do a particular function are considered severely disabled.





## Education

### Main messages:

- The census provides an important benchmark of progress in education access and outcomes.
- The education system seems to be reaching the majority of girls and boys, with no significant gender gap in attendance between ages 6 to 17.
- Levels of school attendance, education attainment and literacy have remained steady over the last decade.
- Lesser levels of education for women, particularly rural women, suggests their functional literacy and numeracy skills may be poor, and, therefore, their opportunities for employment and entrepreneurship more limited than for men.

Education is central to the social and economic development of Albania. From preschool through to adult learning, formal and informal education provides fundamental knowledge and skills that influence all aspects of work and personal life. Key amongst these are the ability to read and write (literacy), work with numbers (numeracy) and the skills needed to function in everyday society.

### Key findings

- School attendance is high amongst 6-14 year olds and there is no significant gender gap.
- Young men are leaving formal education from age 18 at faster rates than young women.
- Older women much more likely to have missed out on an education.
- Most men and women have at least completed primary school:

85% of men and 80% of women aged 15 and above.

- Less than half of Albania's population aged 18 and above has completed secondary school: around 41% of women and 48% of men.
- In 2011, the average number of years people complete of schooling is 10, with no difference between men and women.
- The education gap between men and women is most significant in rural areas, with less than one quarter (23%) of rural women having finished secondary school, compared to more than half (56%) of urban women.
- Adult literacy remains high with a slight gender gap persisting; 96% of men and 94% of women aged 15 and above are able to read and write in one or more languages.

The education system requires all residents to complete a basic education of nine years, comprising five years of primary school (Grades 1-5) and four years of lower secondary (Grades 6-9). The legal framework guarantees universal access to education for girls and boys and the Ministry of Education and Science (MoES) is obligated to provide equal opportunities.

### BOX 3

#### What can the census tell us about education?

The 2011 census asked four questions on education, providing data on literacy, attendance in formal education, highest level completed and the number of years of education.<sup>7</sup> This information can be cross-tabulated by sex, geographic location, type of employment, and many other individual and household characteristics.

## Attending school

The education system seems to be reaching the majority of girls and boys, with no significant gender gap in attendance between ages 6 to 17. Young people begin to leave school from age 14, but attendance drops sharply from age 18 (Figure 10). At this point, it is the young men who are more likely to have left than young women.

Data on tertiary graduates also reflects this finding, showing that,

<sup>7</sup> Information on literacy and attendance is asked of everyone aged six and above; the questions on level and years completed are asked of those aged ten and above.

in 2008/09 and 2009/10, two thirds of graduates from public universities were women.<sup>8</sup> The tendency for women to remain in formal education could be a sign of discrimination in the labour market and limited opportunities. If young women have less chance to be employed, they might decide that remaining in formal study is the best option.

**Young men more likely to leave education from age 18**

**Albania’s Education System**

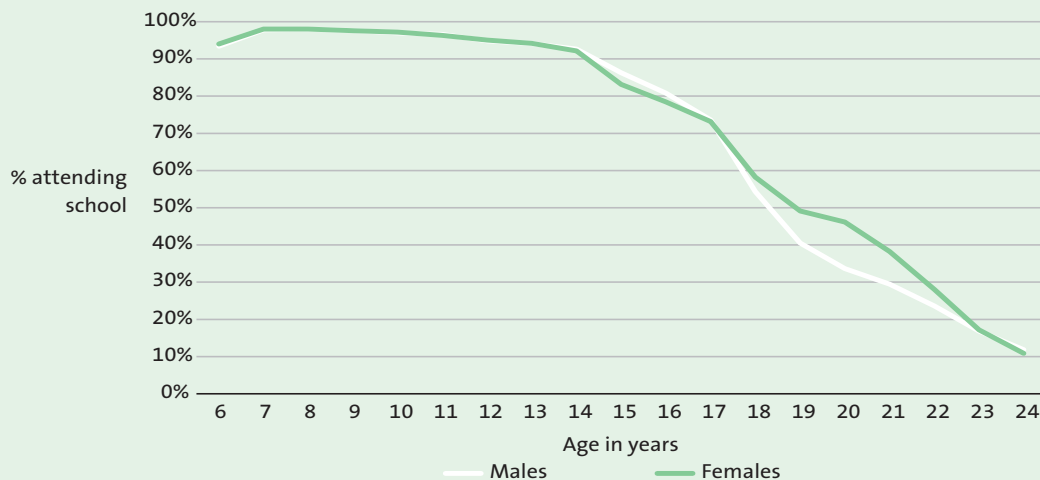
The education system in Albania comprises five general levels:

- Preschool education** (kindergarten), not compulsory, age 3-5
- Primary school**, compulsory, age 6-10 (Grade 1-5)
- Lower secondary school**, compulsory, age 11-14 (Grade 6-9)
- Upper secondary school**, not compulsory, age 15-17 (Grade 10-12)
- Tertiary**, not compulsory, age 18 – 22 (five years following secondary)

Source: UNESCO World Data on Education, 7th edition, 2010/11.

**Figure 12**

**RESIDENT POPULATION AGED 6-24 CURRENTLY ATTENDING SCHOOL, BY SEX AND AGE (%) (AGE SPECIFIC ATTENDANCE RATE), ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania

8 MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.

**BOX 4****What is the difference between net and gross attendance and enrolment rates?**

Attendance and enrolment are similar measures of participation in the education system. However, as it is possible to enroll but not attend school, and vice versa, they measure different things, and are both important for understanding the situation. The population census measures attendance in education, whereas enrolment is measured based on school records maintained through the national education system.

Net and gross attendance/enrolment rates are standard measures of participation in education. **Net rates** are calculated by dividing the number of children of official school age (e.g. 6-10 years old for primary school) who are attending primary school, by the total number of children in that age range. As children might be attending lower or higher levels of schooling (e.g. a 6 year old may still be in preschool), these rates are not necessarily a reflection of whether all children are in school, but rather whether they are in the right level of schooling appropriate for their age.

**Gross rates** are calculated in a similar way, except it the total population attending that level of schooling, regardless of their age, divided by the total number of children of official age for that level. Gross rates are usually higher than net rates, especially where there are a large number of people over age or under age for that level of schooling.

Data published by INSTAT show a downward trend in gross primary school enrolment for both boys and girls. In 2008/09 the rates were around 94 per cent for boys and 92 per cent for girls. The following year (2009/10), gross enrolment had fallen slightly to 92 per cent for boys and 90 per cent for girls. However, these figures were based on population estimates from the 2001 census, which may hamper their accuracy.<sup>9</sup>

It is possible to produce net and gross attendance rates for different levels of schooling from census data (see the box above on difference between attendance and enrolment). The results show that attendance is lower than enrolment, and, for primary school, there is little difference between boys and girl, or between urban and rural areas (Table 3). Gaps start to emerge in secondary school, where a higher proportion of boys are attending, and urban areas have higher attendance rates than rural.

---

9 MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.



**Table 3****NET AND GROSS ATTENDANCE RATES, BY LEVEL OF SCHOOLING, ALBANIA, 2011**

	Total (%)	Male (%)	Female (%)	Urban (%)	Rural (%)
Primary net attendance rate (NAR)	79.8	80.1	79.4	79.6	79.9
Primary gross attendance rate (GAR)	83.9	84.0	83.8	83.2	84.6
Lower secondary NAR	69.1	69.5	68.6	71.0	67.2
Lower secondary GAR	91.5	92.3	90.6	93.9	89.1
Upper secondary NAR	64.2	64.5	63.8	69.6	58.8
Upper secondary GAR	101.9	104.6	99.2	107.5	96.4
Tertiary NAR	33.4	28.3	38.8		
Tertiary GAR	50.8	45.7	56.1		

*Source: 2011 Population and Housing Census of Albania*

The gender parity index (Figure 13) shows that the same proportion of boys and girls are attending primary school. For lower, and particularly upper secondary school, boys have a slight advantage over girls. This suggests that policies and programs are needed to retain young women in upper secondary school, particularly in rural areas. At tertiary level, the situation is reversed, with attendance being much higher among girls than boys. This imbalance may signify a lack of opportunities for women in the labour market, rather than discrimination against men in the tertiary education system.

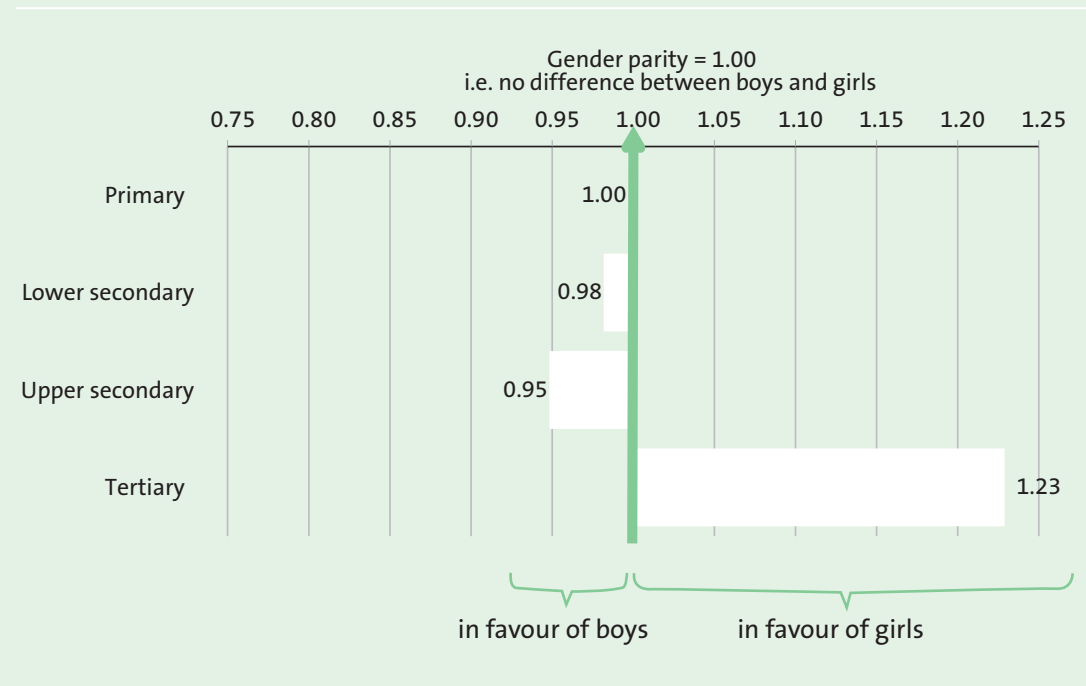
The census does not gather information on participation in vocational training outside that offered through lower secondary vocational schools. Other sources indicate that this is a male dominated area, with two thirds (69%) of students being male, and the majority of courses focusing on traditionally male trades, such as mechanics and construction.<sup>10</sup> The tendency for young men to seek a vocational education may explain their relative absence from tertiary institutions. Including a more specific question on participation in vocational-related studies in the next census could provide comparable statistics for more meaningful gender analysis.

10 MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.

### Gender parity achieved in primary school attendance

**Figure 13**

#### **GENDER PARITY INDEX (GPI) BY LEVEL OF SCHOOL ATTENDANCE, ALBANIA, 2011**



*Source: 2011 Population and Housing Census of Albania*

#### **BOX 5**

##### **What is the Gender Parity Index (GPI)?**

The gender parity index (GPI) compares males and females based on the gross attendance ratio (e.g. number of children of any age attending primary school over the total number of 6-10 year olds (i.e. official primary school age)). A GPI of 1.0 indicates gender parity - the outcome policymakers are typically aiming for. Less than 1.0 indicates disparity in favour of males (proportionately more males than females attending school), and greater than 1.0 indicates disparity in favour of females.

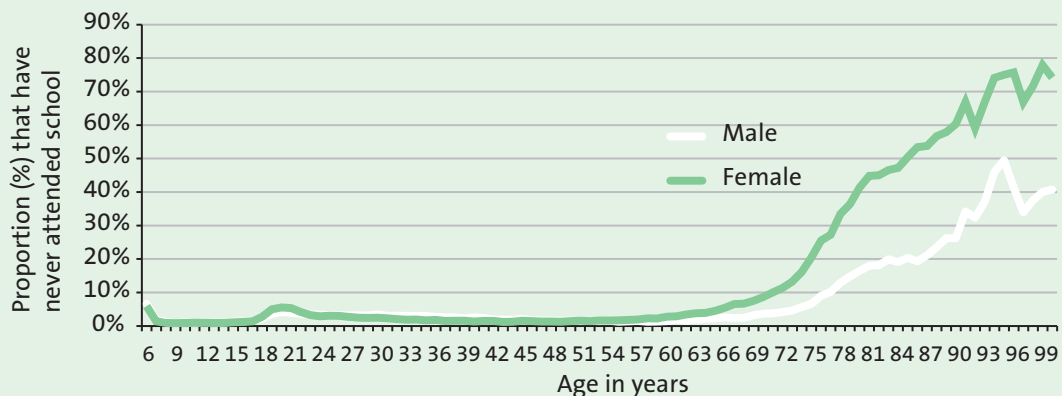
There has been a vast improvement in access to education compared to fifty years ago, particularly for girls. The census shows that while the gap has closed for young generations, the proportion of the population that

has never been to school is high amongst the elderly. This reflects the fact that, during their youth, opportunities for women to gain a formal education were limited. Opportunities were also limited for men, but to a lesser degree. The average number of years that Albanian residents complete of schooling has increased to 10, with no difference between men and women.<sup>11</sup> This is an improvement on the 8.6 years of schooling reported in 2010.<sup>12</sup>

### Older women have missed out on an education

**Figure 14**

**RESIDENT POPULATION THAT HAS NEVER ATTENDED SCHOOL, BY SEX AND AGE (%), ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania

## Education attainment

Most women and men who have finished their studies have completed at least lower secondary school. As Figure 15 shows, the average level of education attained by men and women reveal that men are maintaining a slight education advantage. The higher proportion of women with only primary and lower secondary education, and the greater share of men among those with upper secondary, illustrate that, overall, men are getting more education than women.

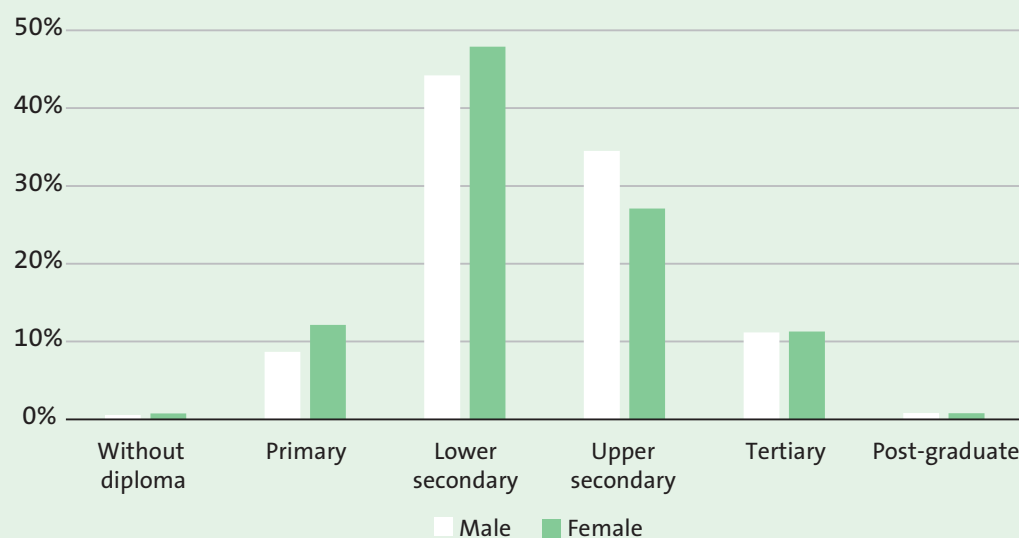
11 INSTAT. 2012. Population and Housing Census 2011: Main Results.

12 MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.

### Men have a slight education advantage

**Figure 15**

**HIGHEST LEVEL OF EDUCATION COMPLETED BY PEOPLE WHO HAVE ATTENDED SCHOOL IN THE PAST, BY SEX, ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania

Primary school completion rates are a telling statistic on the state of education. The vast majority of Albanian men and women have, at least, completed primary school: 83% of the total population aged 15 or above. There is a small difference between the sexes, with relatively more men finishing primary school (85%) than women (80%).

Data from the World Bank published in the national report on gender equality suggest that primary completion rates were closer to 100 per cent in 2004 (99% for men and 98% for women) and had fallen to around 88 and 89 per cent respectively in 2010. The census results suggest a further decline in 2011 to the levels reported above. This might be explained by differences in how the completion rates were calculated, rather than a real decrease in levels of education. However, this trend is a concern that warrants further investigation.

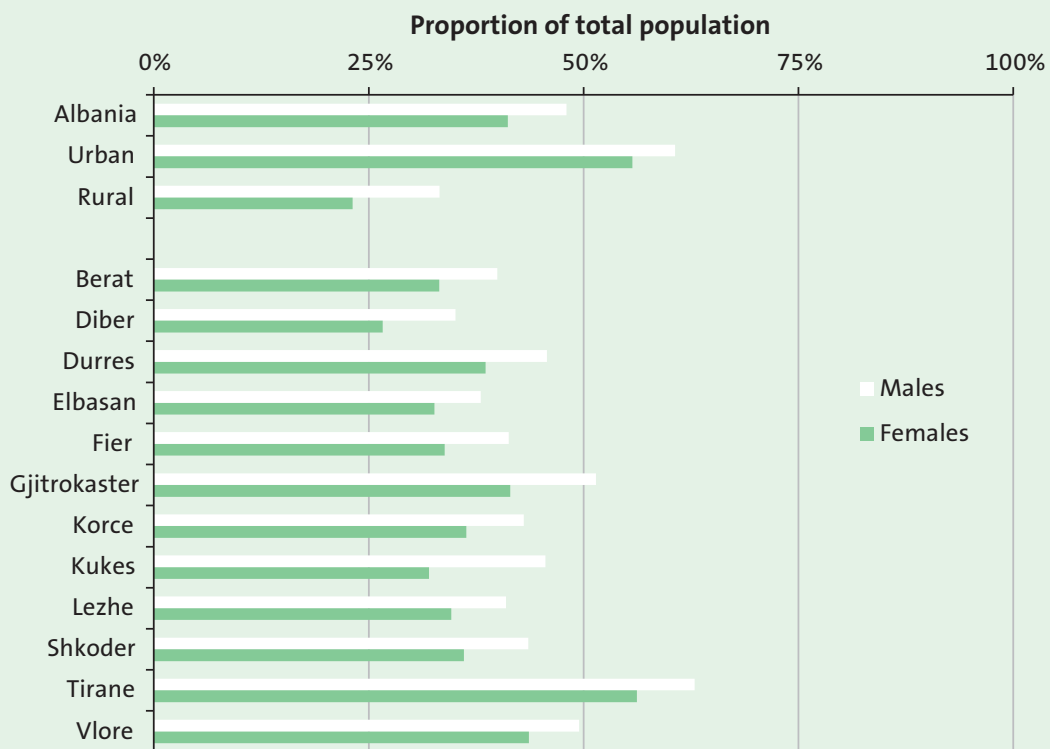
When it comes to completing secondary school, less than half of the

population aged 18 and above has done so: around 41% of women and 48% of men (Figure 16). The disadvantage for women is most significant in rural areas, with less than one quarter of rural women (23%) having finished secondary school, compared to more than half of urban women (56%). This is not necessarily a reflection of poor education in rural areas, but more indicative of the tendency for better-educated people to move to urban centres where greater employment opportunities exist. However, traditional families in rural areas tend to keep young women at home, away from school, especially when reaching puberty. Most of traditional families arrange early marriages for young women therefore they drop out of the school.

**Almost half of Albanian residents have completed secondary school**

**Figure 16**

**SECONDARY SCHOOL COMPLETION RATE FOR POPULATION AGED 18 AND ABOVE, BY SEX AND PREFECTURE, ALBANIA. 2011**



Source: 2011 Population and Housing Census of Albania

The greatest gender gap in secondary school completion occurs in Kukes (14% gap between men and women) and Gjitrokaster (10% gap). Secondary school completion is lowest among adults living in Diber (31% completed secondary school) and Elbasan (35%).

According to the 2008 Labour Force Survey, 12.4 per cent of the population has completed a tertiary education.<sup>13</sup> The 2011 census reveals the same finding, with 12.3 per cent of Albanian residents holding tertiary qualifications. The rate is slightly higher among women - 12.6 per cent of women hold a university degree or doctorate, compared to 12.1 per cent of men.

Although women are well represented among those getting a higher education, going on to complete tertiary studies is not the reality for most people. Overall, men are still more likely than women to complete primary and secondary school. The lower level of education among women, particularly those in rural areas, suggests their functional literacy and numeracy skills may be poor, and, therefore, their opportunities for employment and entrepreneurship are likely to be more limited than for men.

## Literacy

### Important to know

There is no actual test of reading and writing ability via the census, but instead literacy is measured by asking “Do you know how to read and write?” Literacy could be in any language, although a separate question to find out each person’s mother tongue is also asked. Literacy rates from census data should therefore be treated with caution and do not reveal the degree of functional literacy, that is whether language skills are adequate to function in everyday society.

Literacy – the ability to read and write in any language – remains high in Albania at close to 100 per cent for the total population (Table 4). There is no significant difference between the youth literacy rates of men and women, both are about 99 per cent, illustrating that the gender gap in basic education has closed.

There are, however, significant gender differences among the more elderly of Albania’s residents. Most men aged 70 and above are literate

<sup>13</sup> MoLSAEO and UN Women. 2012. National Report on the Status of Women and Gender Equality.

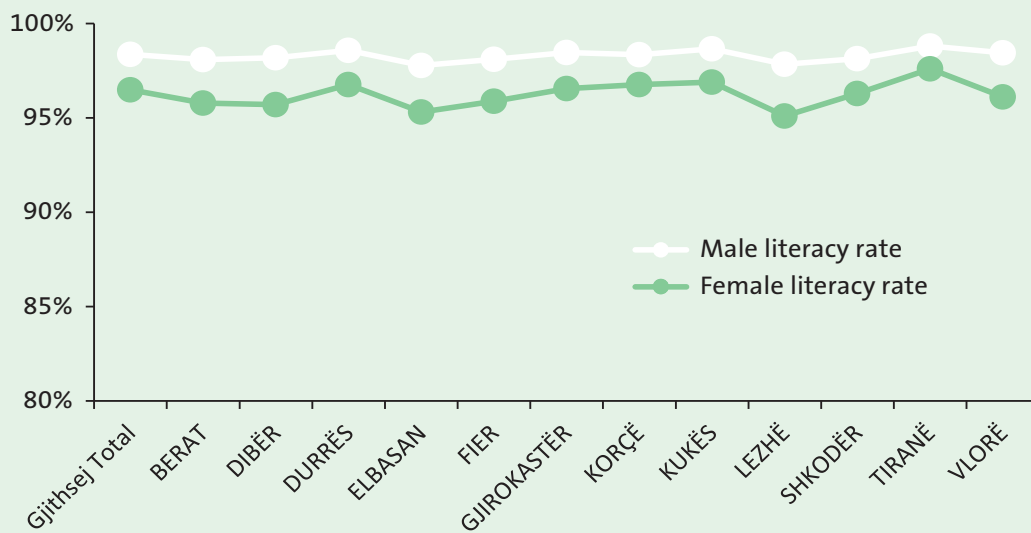
**Table 4**  
**YOUTH AND ADULT LITERACY RATES BY SEX, ALBANIA 2011**

	Youth Literacy (aged 15-24)			Adult Literacy (aged 15+)		
	Total	Male	Female	Total	Male	Female
Albania	<b>99.0</b>	<b>98.9</b>	<b>99.0</b>	<b>97.2</b>	<b>98.3</b>	<b>96.2</b>
Urban	<b>98.9</b>	98.9	98.9	<b>97.9</b>	98.6	97.1
Rural	<b>99.0</b>	98.9	99.1	<b>96.4</b>	97.8	99.1

Source: 2011 Population and Housing Census of Albania

(89%), considerably higher than literacy rates seen among elderly women (66%). As might be anticipated, adult literacy is highest amongst residents of the capital, Tirana, where the gender gap is also lowest (Figure 17). A possible area of concern is the lower literacy rates in the prefectures of Lezhe and Elbasan. It is also in those prefectures, as well as in Diber, that the gender gap is widest.

**Figure 17**  
**ADULT LITERACY RATE (AGE 15 AND ABOVE) BY SEX AND PREFECTURE, ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania

Comparing labour market participation by education level demonstrates the close relationship between work and study.<sup>14</sup> The more educated men and women are, the more likely they are to be in employment. This is illustrated by the narrowing gender gap in the employment rate of men and women as their education level increases.

The gender gap is finest for those holding a tertiary qualification: around 69 per cent of tertiary qualified men are employed, and around 62 per cent of women. Conversely, few people with a low level of education (no diploma) are employed: around 12 per cent of men and less than 10 per cent of women.

Employment rates among the poorly educated have reduced significantly from the 2001 census when more than 40 per cent of men with no diploma were employed, and around a quarter (25%) of women. This is a sign of both an increasing level of education across the population, as well as labour market demands for better-educated employees.<sup>15</sup>

The relationship between study and work is also demonstrated in unemployment rates, which are extremely high for both men and women who have little education (no diploma). Around 62 per cent of poorly educated men are unemployed and 67 per cent of women. Unemployment among those with an upper secondary school education is closer to 30 per cent for both men and women.<sup>16</sup> The next chapter explores what the 2011 census results show about gender issues in work and employment.

---

14 INSTAT. 2014. Albania Labour Market Dynamics 2001-2011.

15 INSTAT. 2014. Albania Labour Market Dynamics 2001-2011.

16 Refer to footnote above.





**Migration**



# Migration

## Main messages:

- Migration trends have changed, increasing the importance of regular analysis of related statistics.
- Migration needs to be studied through a gender lens to provide a better understanding of the gender dimension and its impact.
- International migration was predominately male in the past, but this is no longer the case. Female emigration has increased as a result of family reunifications and better opportunities abroad.
- More than 20 years ago, there was massive out-migration; now migrants are returning to Albania.
- Women are more likely to migrate internally than men, with the main driver being for family reasons.

High levels of internal and international migration in Albania, especially in the early 1990s, make this an important factor for the country and one that impacts on gender relations. Emigration and internal migration has provided a key source of income through remittances, significantly contributing to the country's economy. The impacts, however, are not confined to provision of income, rather they are multifaceted and multidimensional.

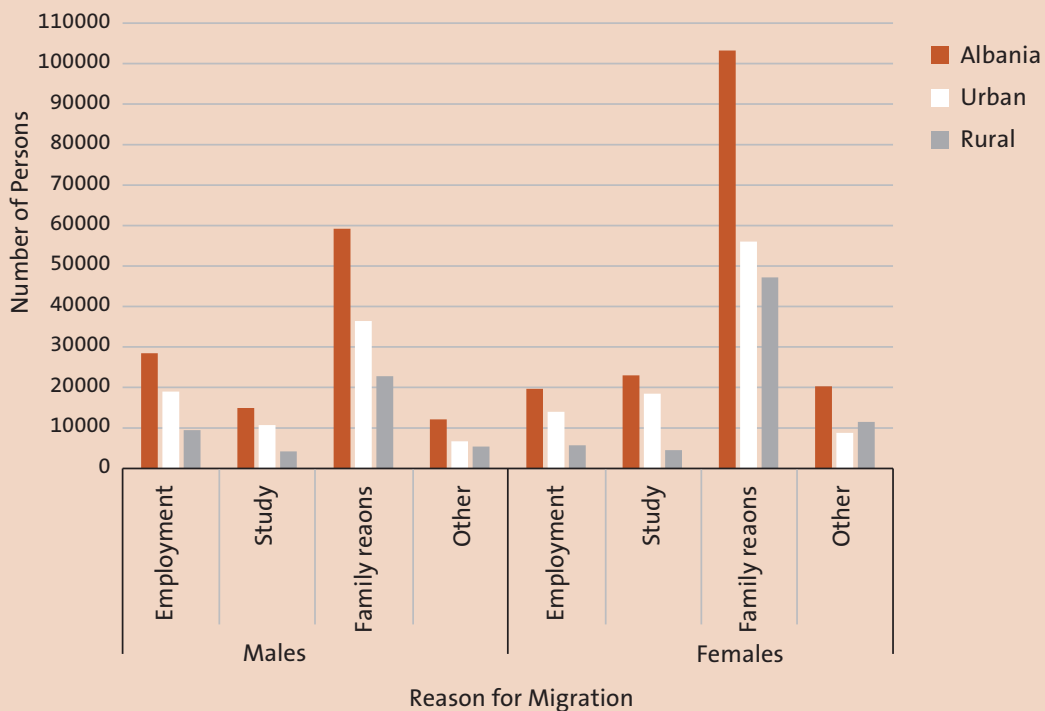
## Key findings

- Family reasons are the main driver for both men and women to migrate within the country
- Reasons for returning from abroad differ between men and women. Men mainly return after finishing their job abroad; among women it is mainly for family reasons.
- More Albanian men have lived abroad for one year or more than Albanian women.

- Greece and Italy continue to remain the two main destinations of residence abroad for both men and women.
- The trend of emigrants returning to Albania has been increasing for both sexes, although males comprise the majority of return migrants since January 2001.
- A small proportion of Albanian residents have immigrated to Albania from other countries, mainly Greece and Italy.
- With the exception of those born in Turkey, foreign-born men and women who come to live in Albania do so for family reasons. In the case of Turkey there is some gender difference, with men coming to Albania for employment opportunities, and women for family reasons.

According to the 2011 census, the main driver for internal migration for both men and women is family reasons. The number of females (103,260) internally migrating for family reasons is almost double that of males (59,189). For men, the second most common reason for internal migration is employment, whereas for women, it is for study. This may indicate different levels of opportunities in the labour market for males and females and it is an important finding for policymakers. For example, it may be possible that women go into further studies as a result of the fewer opportunities offered in the labour market.

Men in urban and rural areas both reported family reasons and employment as the two main reasons for internal migration, followed by studying. However, the reasons for internal migration differ between urban and rural females. The majority of urban females migrated internally for family reasons and study, followed by employment. Rural females migrated internally for family reasons, then employment, followed by study.

**Figure 18****REASONS FOR INTERNAL MIGRATION, BY AREA AND SEX, ALBANIA, 2011**

Source: 2011 Population and Housing Census of Albania

Reasons for returning from abroad differ between men and women in Albania. Men returned to Albania primarily after having finished their job abroad, followed by family reasons and employment opportunities. Women returned primarily for family reasons, followed by finished job abroad, and employment opportunities.

Males returning for employment opportunities in Albania are almost three times more than females. Finished studies abroad and study opportunities in Albania come in last for both sexes.

The same pattern of reasons for returning from abroad is found for urban and rural males and females. The ratio of rural females to urban females (0.4) returning from abroad for employment opportunities in Albania is smaller than rural male to urban male ratio (0.70). This finding sounds

a warning for future investigation of the labour market conditions in terms of accommodating returning migrants and the opportunities that it offers for males and females.

**Figure 19**

**REASONS FOR MIGRATING TO ALBANIA FROM ABROAD, BY AREA AND SEX**



Source: 2011 Population and Housing Census of Albania

The main reason Albanians return to live in Albania is they have finished a job abroad. The number of females returning for family reasons is larger than that of men, which may point to the caregiver role of females within

the Albanian household. The number of men returning for employment opportunities is greater than that of females.

Once again, differences in the reasons coming to live in Albania point to differences in the labour market either perceived, or real. With the exception of Turkey, for all other men and women being born in other countries and coming to live in Albania, the main reason is family. In the case of Turkey, men come to live in Albania for employment opportunities, whereas women mainly come for family reasons.

**Table 5**

**REASONS FOR COMING TO LIVE IN ALBANIA, BY PLACE OF BIRTH AND SEX, 2011**

<b>Males</b>						
Place of birth	Employment opportunities	Finished job abroad	Study opportunities in Albania	Finished study abroad	Family reasons	Other reasons
Albania	12,411	28,918	1,737	2,384	12,038	32,467
Italy	76	16	21	-	1,157	213
Greece	72	56	117	7	3,429	911
USA	33	23	4	-	192	58
Canada	37	12	2	-	34	22
Turkey	210	32	13	3	75	82
Other	258	24	246	11	513	275
<b>Females</b>						
Place of birth	Employment opportunities	Finished job abroad	Study opportunities in Albania	Finished study abroad	Family reasons	Other reasons
Albania	4,210	6,672	1,026	1,598	6,313	18,138
Italy	26	10	15	2	1,173	222
Greece	43	43	122	4	3,309	863
USA	25	1	2	-	142	37
Canada	5	-	-	-	26	12
Turkey	57	3	10	1	79	89
Other	110	23	141	7	553	545

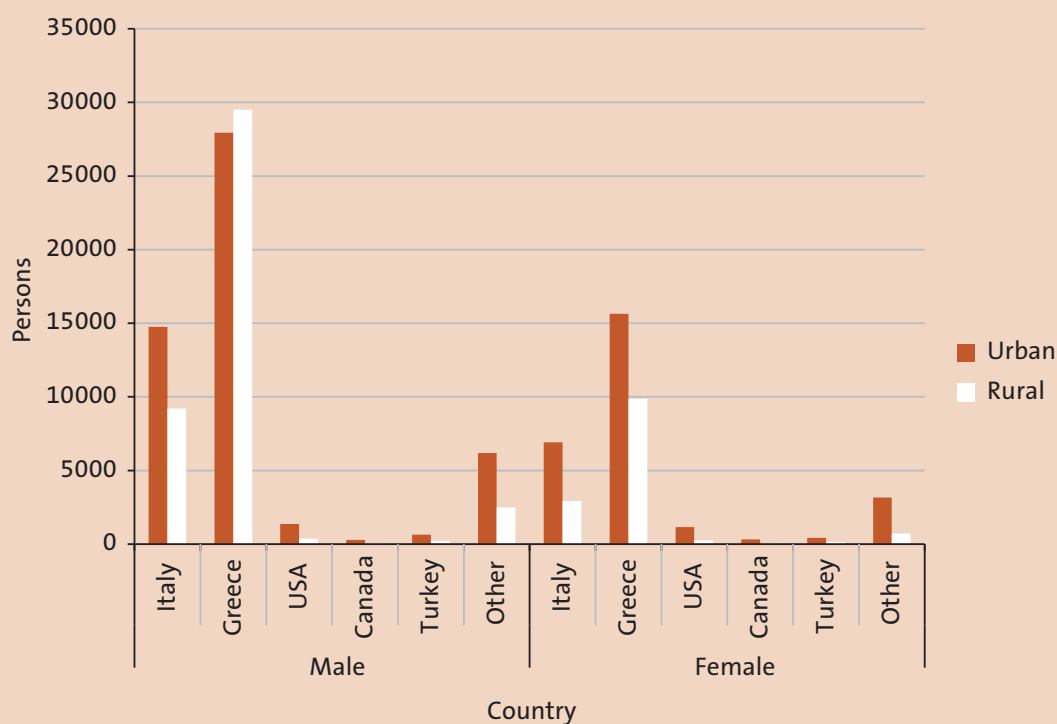
*Source: 2011 Population and Housing Census of Albania*

More Albanian men have lived abroad for one year or more than Albanian women. Greece and Italy continue to remain the two main destinations of residence abroad. The close vicinity, similarities in culture and way of living, as well as the formation of migrant networks, continues to keep Greece and Italy as the two main countries of choice for residing abroad.

The number of men residing in Greece and Italy is about twice that of women. Differences between male and female almost vanish for USA and Canada (more females than males). The number of people residing in these two countries is extremely low compared to Greece and Italy. Besides the low number of people having lived abroad for one or more years in the United States and Canada, the small difference may be as a result of skill selection in these two countries, where higher skill/

**Figure 20**

**RESIDING ABROAD, BY CITIZENSHIP, SEX AND PLACE OF USUAL RESIDENCE (NUMBER THAT HAVE LIVED ABROAD FOR ONE YEAR OR MORE), ALBANIA, 2011**



Source: 2011 Population and Housing Census of Albania



more educated people tend to go. Also, the American or Canadian lottery system for migration may help to maintain a gender or family balance.

The number of people having lived abroad for one or more years is larger among those living in urban than rural areas. This is true for both sexes. In the case of Greece, rural males outnumber urban males.

Males comprise the majority of return migrants since January 2001. Trend of returns have been increasing for both sexes, with the peak of return in 2011 for men, and 2010 for women. Starting from 2008, the last three years mark the highest numbers of return migrant for both sexes. The group age of highest return migrants for both groups is the ages between 30 and 34 years.

Whereas there has been evidence of female out-migration in the later years, 2011 census data show a male return migration in the later years. Return migration is important in skill formation, since return migrants have formed different skills through their experience in the host countries. These skills may be beneficial when they return home in

**Table 6**

**RESIDENT ALBANIAN CITIZENS EVER RESIDING ABROAD WHO RETURNED AFTER 1 JANUARY 2001 BY SEX, AGE GROUP, AND YEAR OF RETURNING, ALBANIA, 2011**

Gjinia dhe grupmosha Sex and age group		Viti i kthimit Year of returning											
		Gjithsej Total	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Gjithsej Total		43 815	1 605	2 378	2 781	2 720	3 004	2 612	2 544	3 251	5 372	8 351	9 197
Nën 10 vjeç Under 10 years		4 849	-	43	118	194	247	220	262	394	773	1 360	1 238
10-14		2 913	169	284	312	247	271	202	154	186	238	395	455
15-19		2 278	130	166	190	154	158	125	119	140	237	355	504
20-24		3 436	75	96	137	130	133	112	154	264	476	924	935
25-29		5 209	83	133	186	214	235	318	348	470	789	1 172	1 261
30-34		5 455	211	320	434	425	455	414	353	398	688	837	920
35-39		4 045	255	343	385	330	357	291	258	275	395	589	567
40-44		2 855	198	262	263	233	250	180	167	178	262	384	478
45-49		2 178	108	157	166	155	157	127	108	144	221	401	434
50-54		2 278	80	131	131	133	141	124	113	176	276	462	511
55-59		2 251	88	117	120	117	149	125	130	157	293	417	538
60-64		2 293	80	109	112	161	172	141	121	157	290	425	525
65+		3 775	128	217	227	227	279	233	257	312	434	630	831

Source: 2011 Population and Housing Census of Albania

terms labour as well as entrepreneurial initiatives. Return migrants may also bring financial resources, such as their savings, which contributes to the Albanian economy. On the other hand, increased rates of return migrants need to be effectively integrated into the labour market in order to avoid increased levels of under or unemployment.

Table 7

**RESIDENT ALBANIAN CITIZENS EVER RESIDING ABROAD WHO RETURNED AFTER 1 JANUARY 2001 BY SEX, AGE GROUP, AND YEAR OF RETURNING, ALBANIA, 2011**

Gjinia dhe grupmosha Sex and age group		Viti i kthimit Year of returning											
		Gjithsej Total	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Gjithsej Total	Gjithsej Total	139 827	5 058	7 267	8 161	8 228	9 376	8 350	8 584	11 572	18 775	27 150	27 306
	Nen 10 vjeç Under 10 years	9 902	-	101	261	377	481	471	567	772	1 557	2 709	2 606
	10-14	6 070	326	560	649	524	567	443	329	357	554	804	957
	15-19	5 384	255	359	381	326	358	265	240	322	570	982	1 326
	20-24	12 282	191	226	328	300	362	377	546	1 081	2 197	3 488	3 186
	25-29	19 690	278	450	606	703	926	1 108	1 354	2 061	3 409	4 595	4 200
	30-34	20 989	692	1 043	1 248	1 402	1 621	1 473	1 517	1 836	2 907	3 752	3 498
	35-39	17 744	950	1 265	1 430	1 412	1 491	1 189	1 167	1 464	2 007	2 759	2 610
	40-44	12 973	813	1 063	1 058	993	1 089	854	803	993	1 428	1 894	1 985
	45-49	8 995	499	677	665	622	655	582	500	696	992	1 538	1 569
	50-54	7 455	355	481	479	462	525	451	430	591	899	1 385	1 397
	55-59	5 689	238	334	346	320	383	339	348	435	714	1 032	1 200
	60-64	4 702	201	246	239	309	337	294	263	330	608	866	1 009
65+	7 952	260	462	471	478	581	504	520	634	933	1 346	1 763	
Meshkuj Male	Gjithsej Total	96 012	3 453	4 889	5 380	5 508	6 372	5 738	6 040	8 321	13 403	18 799	18 109
	Nen 10 vjeç Under 10 years	5 053	-	58	143	183	234	251	305	378	784	1 349	1 368
	10-14	3 157	157	276	337	277	296	241	175	171	316	409	502
	15-19	3 106	125	193	191	172	200	140	121	182	333	627	822
	20-24	8 846	116	130	191	170	229	265	392	817	1 721	2 564	2 251
	25-29	14 481	195	317	420	489	691	790	1 006	1 591	2 620	3 423	2 939
	30-34	15 534	481	723	814	977	1 166	1 059	1 164	1 438	2 219	2 915	2 578
	35-39	13 699	695	922	1 045	1 082	1 134	898	909	1 189	1 612	2 170	2 043
	40-44	10 118	615	801	795	760	839	674	636	815	1 166	1 510	1 507
	45-49	6 817	391	520	499	467	498	455	392	552	771	1 137	1 135
	50-54	5 177	275	350	348	329	384	327	317	415	623	923	886
	55-59	3 438	150	217	226	203	234	214	218	278	421	615	662
	60-64	2 409	121	137	127	148	165	153	142	173	318	441	484
65+	4 177	132	245	244	251	302	271	263	322	499	716	932	

Source: 2011 Population and Housing Census of Albania



Work and employment



## Work and employment

### Main messages:

- Women comprise half of a country's population but only one third of the employed.
- Although Albania has seen economic growth over recent years, women's position in the labor market continues to lag behind women in European Union (EU) countries.
- Women are concentrated in sectors and occupations that offer lower wages compared with sectors dominated by men.
- Economic dependence on others can increase women's vulnerability, which in turn can have impacts on the economic well being of their children.
- Women are underrepresented among legislators, senior officials and managers, and are therefore have limited opportunities to be directly involved in decision-making.
- Labour force surveys are conducted regularly in Albania and provide a more accurate measure of economic activity than the population census.

Labour market statistics provide an insight into men and women's position in the labor market. This is important for the livelihood of individuals and their families as well as economic growth and productivity of a country's economy.

There has been detailed analysis of labour force data from the census, which includes comparison to labour force survey results. These valuable publications released by INSTAT in early 2014 should be referred to for more information on labour force dynamics and the economic characteristics of the population.<sup>17</sup> This gender monograph aims to present the information most pertinent to understanding the impacts of gender on work and employment.

17 INSTAT. 2014. Population and Housing Census 2011: Economic characteristics; INSTAT. 2014. Albanian Labour Force Dynamics 2001-2011.

### Key findings:

- Fewer women participate in the labour force; 60.8% of women compared to 76.4% for men (2011 Labour Force Survey).
- Participation in the labour force has increased slightly since 2007 when 56.2% of women and 74.4% of men were in the labour force (2007 Labour Force Survey).
- The 2011 population census shows much lower levels of economic activity with 37.1% of women and 62.4% of men in the labour force. However, different methodologies used in the census compared to labour force surveys meant that some types of work were undercounted.
- Women tend to be concentrated in certain types of work. Men are more likely to be employers or self-employed and women are more likely to be employees or perform unpaid work in a family business.
- Reasons given for not being in the labour force (i.e. employed or unemployed) differ widely between women and men. For women it is mainly because they are full-time homemakers (49%), but for men, it is due to being a student (32%) or believing no work is available (28%).
- Women with no children have higher economic activity rates. As the number of children increases, economic activity generally drops, especially for women with four or more children.
- 'Professionals' is the only major occupational grouping that is female-dominated (61% are women).
- Highly male-dominated occupations are craft and related trade workers, plant and machine operators and assemblers, and the armed forces
- Employed women are mainly concentrated in the services sector (as opposed to agriculture and industry) where they hold a 42% share of these jobs.
- Men work longer hours in employment than women, with almost half (45%) working 40 hours or more per week. Women report similar working hours, but are more likely to keep their working time to 36-40 hours per week.

**Important to know**

There are many types of work, both paid and unpaid. Employment does not only refer to salary and wage paying jobs, but also self-employment in the informal economy, unpaid work on a family farm or business, and work to produce goods, such as food, for self-consumption.

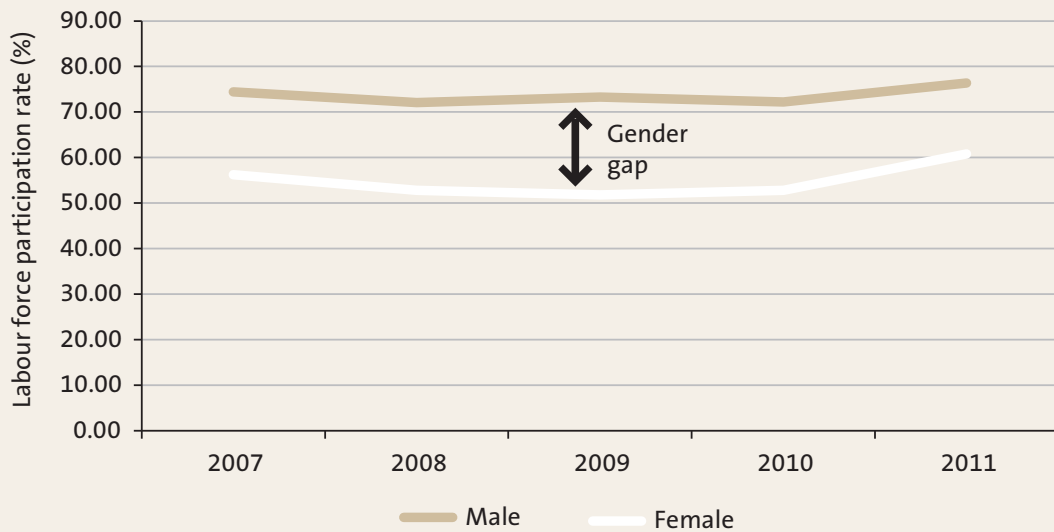
The population census gathers information from everyone aged 15 and above about whether they work and, if so, what type of work they do. With this information the population can be classified into three mutually exclusive categories: employed, unemployed or those outside the labour force (economically inactive). The potential labour force is all those aged 15 and above, with the actual labour force being the all those people who are either employed or unemployed.

The census provides useful information on work for comparison by various individual and household characteristics, but in Albania, as in other European countries, data derived from the population census is not used as official data for employment and unemployment rates. Labour force surveys, which are conducted regularly in Albania, provide a more realistic picture of participation in various forms of employment. Furthermore, due to the methodologies used, own use production in agriculture and informal employment was undercounted during the 2011 census, and the resulting rates of labour force participation are vastly different from the most recent labour force survey. For this reason, information on labour force based on other data published by INSTAT is also presented.

**Labour force participation**

Women are less likely than men to participate in the labour force. Results from Albania's labour force surveys show steady rates of participation for both men and women over the last five years (Figure 21). There was a noticeable increase in 2011, particularly for women, with the labour force participation rate jumping to 60.8% compared to 76.4% for men.

Given women's role as caregivers, many are outside the labour force due to household or family responsibilities. Economic dependence on others can increase women's vulnerability, which in turn can have impacts on the economic well being of their children. Low participation of women in the labour force also inhibits the overall economic growth and productivity of the country's economy.

**Figure 21****LABOUR FORCE PARTICIPATION RATES, BY SEX, ALBANIA, 2007-2011**

Source: 2011 Population and Housing Census of Albania

The census shows that differences in participation in employment are largest between men and women in rural areas compared to urban areas. Of those employed in urban areas women hold only a 40 per cent share. In rural areas the gender gap is larger with women comprising 30 per cent of those employed. These differences may be due to varying gender roles between urban and rural areas, and a lack of opportunities for rural women. However, as mentioned above, the census undercounted participation in subsistence and informal agriculture employment, which may go some way to explain this difference.

Those who do not participate in the labour force, may do because they are studying, retired or a full-time homemaker. Reasons given for not being in employment or unemployed differ widely between women and men. Most women (49%) outside the labour force are occupied as housekeepers, confirming the role of the woman as full-time caregiver remains relevant for many families. The most common reason given by men for not participating in the labour force was being a student (32% of inactive men), followed closely by believing there is no work available (28%).



**Figure 22****REASON FOR ECONOMIC INACTIVITY, BY SEX, ALBANIA 2011**

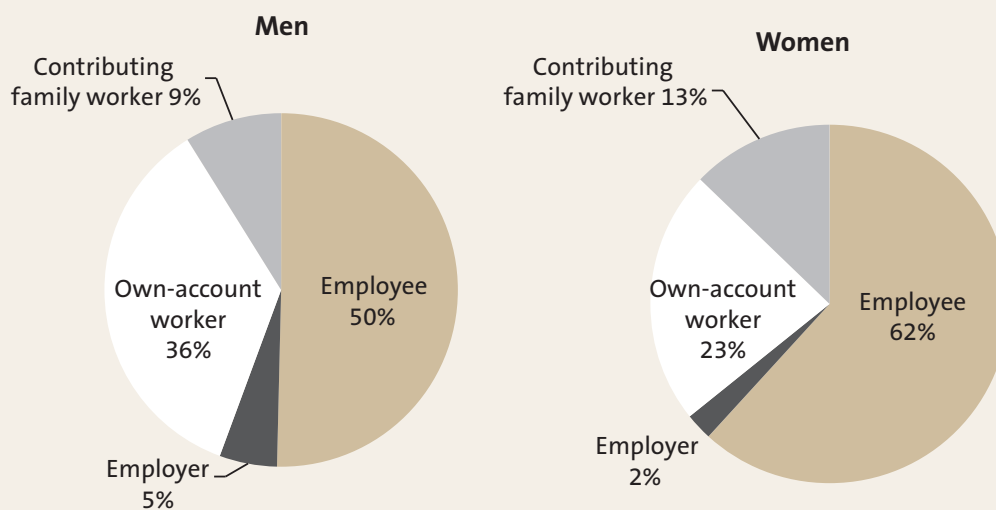
Source: 2011 Population and Housing Census of Albania

### Type of employment

Most women in employment (61%) are employees, that is, they undertake paid employment for a private or public employer and receive some form of remuneration, such as a salary, or payment in-kind. Women are much less likely than men to be employers or own-account workers (self-employed). The large differences by employment type in terms of employer and own-account workers (self-employed) is indicative of women's lower entrepreneurial roles and activities; another aspect that limits women's position in the labor market. Women are also better represented among contributing family workers.

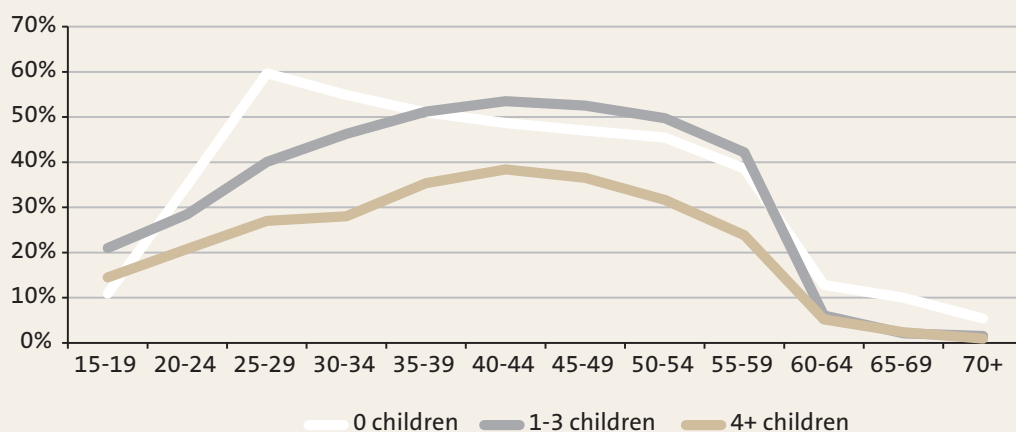
### Constraints on labour force participation

Motherhood appears to play a role in women's economic activity rates. Overall, women with no children have higher economic activity rates compared to all women (Figure 23). As the number of children increases, economic activity generally drops, especially for women with four or more children. This shows that women's role as mothers and primary caregivers may take them away from the labour market, especially in situations where there is a lack of child-care and social support.

**Figure 23****TYPES OF EMPLOYMENT, BY SEX, ALBANIA, 2011 CENSUS**

Source: 2011 Population and Housing Census of Albania

**Women with large families are much less likely to participate in the labour force**

**Figure 24<sup>18</sup>****WOMEN'S LABOUR FORCE PARTICIPATION RATE, BY NUMBER OF CHILDREN AND AGE**

Source: 2011 Population and Housing Census of Albania

18 Number of children is based out of born alive children.

As highlighted in the education chapter, education is an important determinant of labor market outcomes for individuals. Level of education is strongly associated with labor force participation, employment, occupational choice and wages. Education is even more important for women, who face additional constraints in the labor market. Consequently, for low levels of education, women have a much lower rate of labor force participation than men.

According to the census, labor force participation rates for those who never attended school is 32 per cent for men and 18 per cent for women. Similarly, of those without a diploma, labor force participation is 47 per cent for men and 25 per cent among women. As education increases, women's labor force participation increases at a higher rate than the increase for men. At the highest level of education, women with Doctorates have over 93 per cent labor force participation. The role of education, while unlikely to be sufficient to overcome all barriers for women to get decent work, is clearly important.

**Table 8****ECONOMICALLY ACTIVE POPULATION, BY EDUCATION LEVEL ATTAINED AND SEX**

Education Level	Participation Rate		
	Male	Female	Total
Without diploma	47.0%	24.7%	35.5%
Primary	45.9%	15.7%	28.8%
Lower secondary	57.2%	27.4%	41.6%
Lower secondary vocational	68.7%	37.0%	59.3%
Upper secondary	64.8%	38.7%	52.6%
Upper secondary technical	73.5%	50.6%	64.0%
Tertiary (BA)	62.0%	57.4%	59.4%
Tertiary (BAMA)	74.8%	71.9%	73.1%
Tertiary (old system)	84.5%	80.9%	82.7%
Post-graduate / Master	84.7%	83.2%	83.9%
Doctorate / PhD	95.3%	93.8%	94.7%
Never attended school	31.9%	17.5%	24.8%

*Source: 2011 Population and Housing Census of Albania*

### Occupational and industry segregation

There are distinct differences between the types of occupations women are employed in, and the situation differs significantly between urban and rural areas (Table 9). Women are underrepresented among legislators, senior officials and managers, and are therefore have limited opportunities to be directly involved in decision-making. In urban areas, differences by occupation show women hold a 25 per cent share of legislators, senior officials and manager positions; in rural areas it is far less (15% women). The majority of professionals in urban areas are women (62%) as well as in rural areas (57%). Male dominated occupations include the armed forces (90% men), plant and machine operators and assemblers (79% men), and craft and related trade workers (78% men).

Compared to urban areas, differences between men and women in occupations like technicians and associate professionals are much larger. In rural areas, 37 per cent of all technicians and associate professionals are women, whereas in urban areas, they hold a 50 per cent share.

**Table 9**

#### SHARE OF MEN/WOMEN IN EACH OCCUPATION (In %), ALBANIA, 2011

	Urban area		Rural area	
	Men	Women	Men	Women
Albania				
Legislators, senior officials and managers	75.5	24.5	85.0	15.0
Professionals	38.2	61.8	42.6	57.4
Technicians and associate professionals	50.4	49.6	63.0	37.0
Clerical support workers	50.7	49.3	65.0	35.0
Service and sales workers	59.1	40.9	71.9	28.1
Skilled agricultural, forestry and fishery workers	68.6	31.4	66.0	34.0
Craft and related trades workers	78.3	21.7	91.2	8.8
Plant and machine operators and assemblers	78.5	21.5	87.7	12.3
Elementary occupations	48.9	51.1	69.5	30.5
Armed forces	89.1	10.9	95.7	4.3
Not stated	61.8	38.2	54.8	45.2

Source: 2011 Population and Housing Census of Albania

Likewise there are large differences in rural area in other occupations like clerical support workers, and service and sales workers. In rural areas women are almost invisible in the traditionally male-dominated occupations such as craft and related trade workers, plant and machine operators and assemblers, and the armed forces.

Employment by sector shows that women are mainly concentrated in the service sector and hold a 42% share of these jobs. The largest gender gap is in the industry sector where women hold only one quarter of the jobs. There are significant numbers of women working as unpaid labor in agriculture. The unpaid labor of women in agricultural employment, and their large participation in the service industry compared to industry, is an indicator of lower wages for women. Women are concentrated in sectors and occupations that offer lower wages compared with sectors dominated by men.

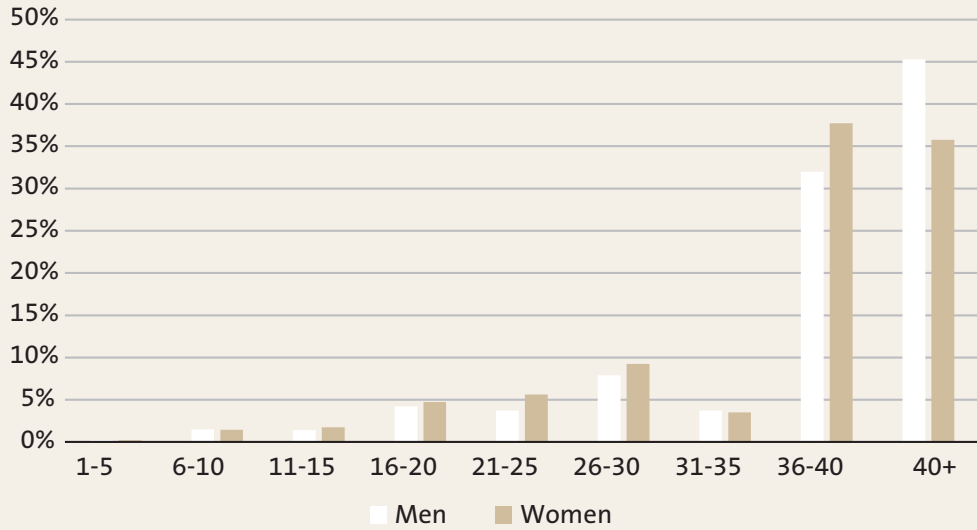
**Table 10**  
**SHARE OF EMPLOYMENT BY SECTOR, ALBANIA, 2011**

	Employed men aged 15+	% share	Employed women aged 15+	% share	Total
Agriculture	118,570	67.1%	58,175	32.9%	176,745
Non-agricultural sector:	314,208	62.7%	186,997	37.3%	501,205
(Industry)	103,267	74.7%	35,000	25.3%	138,267
(Services)	210,941	58.1%	151,997	41.9%	362,938
Total	432,778	63.8%	245,172	36.2%	677,950

*Source: 2011 Population and Housing Census of Albania*

Men in employment reported working longer hours than women. Differences between men and women in full-time work are larger in rural areas, which may be due mainly to women's large involvement in unpaid agricultural work. Tirana has the largest number of women working full-time. The socio-economic conditions of Tirana as the capital make it to be a more favorable place for women in terms of working opportunities. It also offers more services that may reduce women's burden as primary caregivers.

**Figure 25**  
**HOURS WORKED, BY SEX, ALBANIA 2011**



Source: 2011 Population and Housing Census of Albania