

## Economic and Political Strengthening of Women and Their Position of Decision Making: Case of Kosovo

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### Abstract

After 1999, Kosovo has undergone not only politically major changes but also social and economic development. This paper has to focus, researching on all information pertaining to women, seen from the perspective of increasing her role in society and the economy of Kosovo. Is analyzed the participation of Kosovos's women in the labor process, leadership and decision making positions and their leadership in public organizations and private economic power with women in the world. Women confront many challenges in front of men on their way to career, because they are affected by the patriarchal tradition that is still present in Kosovo. Also, through analysis, public policy on gender equality programs in support of women's entrepreneurship we are trying to understand themselves and the perception of women in this process and their commitment. Obviously, in this paper as a starting point contributed a number of authors, books, reports and articles of international organizations, which in their essence prove that a developed country has economically empowered women. As well research provides an overview of the results and interpretation of the data provides the quantitative research conducted through questionnaire and interviews.

**Keywords:** decision making, education, leadership, political strengthening and economy.

### 1. Introduction

A quiet economic and social revolution is taking place. Worldwide, 1 billion women work. More than half of university students world-wide are women. Women control half the wealth in the United States. The female economy will have a global economic impact greater than the BRIC countries (Brazil, Russia, India, and China). (Michael J. Silverstein and Kate Sayre, 2009) This Economy represents the most important commercial opportunity in our lifetime. There may not be violence in the workplace, turmoil in the home, radical change in the marketplace, and struggle for influence in government and society as a whole. It is a revolution of, by, and for women – driven by a desire for more: for ongoing education, better ways to nurture themselves and their families, increased success as executives and entrepreneurs, higher earnings, and better ways to manage and leverage their accumulated wealth. It is a revolution of dissatisfaction in which women are using their check- books to vote no on large sectors of the economy, including labour process, leadership and decision making positions.

The developed economies have serious problems with population replacement, poverty, and domestic violence. The Women's World Index ranks countries in terms of economic opportunity for females. Providing paid parental leave and healthcare for women holds the potential for substantial changes in GDP.

In the world also in Kosovo, the socio-economic development and it's overall progress is dependent and under-utilization of women who in figures are 860.274 of total population is a major obstacle to rapid socio-economic development of the country. The Government of Kosovo has taken measures to address gender concerns in the Constitution of the Republic of Kosovo, by drafting and approving specific legislation that address Kosovo women representation and participation status as well- being and by mainstreaming gender perspective through various macro and micro policies, strategies and programmes. (Kosovo Analysis, Government of Kosovo, 2011- 2013).

Women have become the dominant engine of the economy worldwide, as well in Kosova and are the primary drivers of changing spending patterns and accelerating social change across the globe. The "movement" has only just begun: women will demand more, better goods, will grow economically, and will take more leadership jobs.

## **2. Materials and methodology**

The low status of women in much of the world is not only a critical human rights issue, but also a pressing economic issue. Women's disempowerment causes staggering losses in human capital, productivity, and economic activity. Indeed, entrenched gender discrimination remains a defining characteristic of life for the majority of the world's bottom two billion—a key factor widening the gulf that exists between the chronically destitute and the other nearly five billion people who share this planet. Conversely, when women are educated and can earn and control income, the benefits are large: infant mortality declines, child health and nutrition improve, agricultural productivity rises, population growth slows, economies expand and cycles of poverty are broken. (Government of Republic of Kosovo, 2011 2013). As multinational companies increasingly search for growth in the developing world, they should explicitly focus on breaking down barriers and creating opportunities for women—not simply out of the goodness of their hearts, but because it makes strong business sense. Just as corporations have found that “going green” can improve their bottom lines, companies that recognize women's empowerment as critical for increasing labor-force productivity, improving the quality of their global supply chains and expanding their customer base and distribution networks will enjoy a competitive advantage. With their influential brands and promises of investment and employment, the private sector can be a powerful partner to governments and non-governmental organizations in a transformative twenty-first century push for improvements for women.

The methodology used for preparation of this paper is based on research and analyses conducted by the Government of Kosovo, as well as civil society and international reports. Research also provides an overview of the results and interpretation of the data provides the quantitative research conducted through questionnaire and interviews.

### *2.1 Economic - and political strengthening of women*

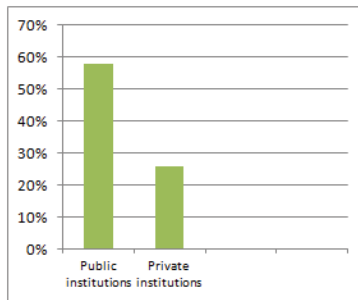
Kosovo, Europe's youngest democracy, is striving to become a regional leader in women's empowerment. The country's legal framework ensures gender equality in both the constitution and in labor laws.

While having strong female role models is a significant step towards female economic and political empowerment, the success of a few individuals in Kosovo does not necessarily translate into a culture of gender equality. Kosovo's progress towards women's empowerment remains miles behind the aspirations of its legal framework. Economically, women own only 6.5% of businesses, and on average these businesses are twice as small as their male-owned counterparts. Women also have an average of two years less education than men, and, perhaps most staggering, the unemployment rate for women is over 60% (Kosovo's overall unemployment rate is at 45%). (Government of Republic of Kosovo, 2011). True democratic governance entails an enabling environment for all citizens, including women, to participate and have equal representation in the decision-making process. Despite Kosovo's political representation quota for women, parties continue to be dominated by men, and women in decision-making positions remain an exception to the rule.

## **3. Results and discussion**

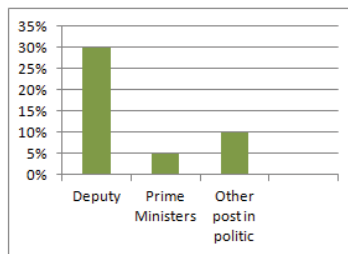
It is evident that countries with less gender equality are confronted with lower economic development and have more obstacles in alleviating poverty than those countries where gender equality is at a satisfactory level. To understand the real situation of those four areas, this paper will present the results of research conducted with 275 respondents. Structure of the respondents is composed of the 52 employees in economy, political and decision making position, and extends over the entire territory of Kosovo.

**Figure 1:** Women employed



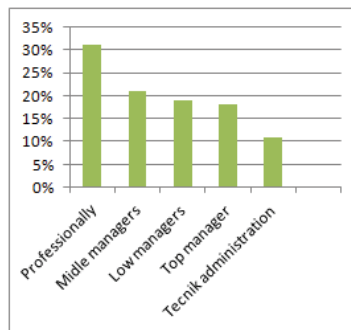
Research shows that over 58% of women surveyed, have experience in public institutions, followed with 26% of women working in private institutions.

**Figure 2:** Women in politic



Kosovo boasts a female president, two female Deputy Prime Ministers, and a quota for female representation in the parliament (30%).

**Figure 3:** Labor positions that women constitute



However, women holding positions in other institutions where they work are mainly professional positions with 31% in managerial positions, middle managers 21%, 19% lower management, while 19% have top managerial positions and 11% have technical administrative positions .

The results presented that the advancement, despite the low number of women involved in the political and business way is still small compared with other countries in the world, but also is growing every day because women have the potential to change their own Economic status, are economically empowered, they raise healthier, better educated families. Their countries are more economically prosperous because of it, too.

#### 4. Conclusion

1. Strengthening of women in economic, politically and decision making is closely linked to many policies and development programs that are needed many interventions, strategies and "pro gender" policies to ensure positive changes in women life. This requires the establishment of a system of indicators to evaluate periodically the extent of women empowerment and assess the efficiency of policies and programs.
2. Increase of participation of women in decision- making structures and political life is already recognized and accepted as a tool for empowerment of women. There are three reasons why women in decision making present a strategies objectives for empowerment of women:
  - i. It has been proven that countries where women participate in political life with the ratio of less than 30% have less equality and are less inclusive and democratic.
  - ii. It is well- known fact that women represents different interests from men. Their direct participation in decision- making structures affects prioritizing of issues that are not specified by men. And last the participation of women in political life and decision – making improves significantly level of governance.
3. Improvement of labour indicators, participation in the labour force, reduction of level of unemployment for women, improvement of employment structure. In Kosovo's society should to encourage employment through increase of vocational institutions and it's expanding in rural areas.
4. Participation of women in politics - low representation in politics remains one of the unfulfilled obligations that society has towards democracy. Therefore, active civil movements of women, their participation in politics and their engagement in high management levels of public administration remain one of priorities worth to be promoted any time.

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