

GENDER EQUALITY IN THE WORKPLACE: THE ROLE OF NATIONAL AND REGIONAL JURISPRUDENCE

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Abstract

For many scholars the gender relationships are product of contemporary and historical factors (religion, cultural, economical development, socio-political factors) some emphasise the role of the national, regional and global legislation. To what extent the inequality in the workplace is a result of the changes that occur in the legislation? By using the comparative approach, this study analyses the dynamics of countries member of EU and Albania in order to identify which are the dynamics, tendencies, roles, the degree of influence, the contribution of national, regional and global legislation, in which way the various kinds of legislations have contributed in the changes of gender equality in the workplace, which problems are related to the role of legislations. Taking into consideration the influence of the global legislation, this study has found out that the dynamics of gender relationships in both cases indicate different trends; the role and influence of regional legislation of EU is various, it is greater and more positive in countries member of EU, while in Albania, its influence is positive over the formal equality, but it appears more problematic in the real equality: the role and the influence of national legislation varies, it displays a positive influence over the formal equality in both cases, but shows a different influence on the real equality being positive in Europe and problematic in Albania. What explanation is given about the difference on the influence of national and regional legislation? This study sets the conclusion that even though national and regional legislation are a necessary must, their role and influence remains an impossible condition. Despite designing clear laws, a better education and information, that the influence of national and regional legislation to be efficient, that the gender inequality to be low, those who deal with politics should take into consideration the role and negative effect of other factors such as cultures, values, and religions. The real equality is a result of not only the changes in legislation but even the changes in the value and and trust in the socio-political factors.

Key Words : *gender equality, real gender equality ; national, regional ,global legeslation*