

OVEREDUCATION AMONG GRADUATES IN ALBANIA

Migen Elmazaj¹, Mimoza Kasimati²

¹Embassy of Switzerland in Albania, Email: megielmazi@gmail.com

²University of Tirana, Albania, Email: moza_kasimati@yahoo.com

Abstract

In the last 30 years has been a lot of research on the overeducation subject, motivated by the perception that it does not represent any more a possible deviation of the labor market, but a phenomenon in itself for its dimension and the possible implications. According to the definition, the extent to which an individual possesses a level of education, in excess of that which is required for their particular job is described as overeducation. There exists the possibility, that the expansion of education has reached a threshold beyond which, new dysfunctions become significant. From 1994 until 2014 has been a constant increase of the graduates supply in the Albanian labour market. Has it been absorbed, or has overeducation phenomenon emerged? Main theories and models used to explain this phenomenon have been examined by this paper. And by doing so, the bases for formulating the procedures to test these theories and explaining causes of overeducation in Albania have been established, providing so additional dimensions to the existing analysis. Questions like if overeducation is a temporary disequilibrium or a permanent feature of economy; if the subject of degree affects the likelihood of being overeducated etc. are raised. The objectives of the survey required the use of a standardized questionnaire as the core research instrument in order to collect the data. On this regards to test the questionnaire a pilot study was conducted. The questionnaire addressed the socio-biographic profile of the graduates, their study experiences, their employment, work and careers since graduation and the links they perceive between education and work. Special emphasis in the data analysis was put on procedures of multivariate analysis in order to identify the most influential elements on the relationships between higher education and employment. The findings indicate that the phenomenon exists in Tirana and that the temporary overeducation is associated with an early stage in the occupational career.

Keywords: *over education, theory, graduates, study experiences.*