

## GENDER POLICY AND DISCOURSES

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### **Abstract**

In the case of Albania, where we are constantly working towards becoming one with the European Union and where economic development is sought after more and more, gender policies play a key role. Their perfection appears to be a key factor in the Albanian evolution and the achievement of its goals. Given the aforementioned ideology, I decided to write this paper, which starts with a general analysis of what gender policies are and what they hope to achieve. It focuses on how realistic it is for them to be implemented as well as how effective they are. In closing, this paper refers to a national and international analysis of the Albanian trend and its relation to the extending of these increasingly multidisciplinary policies. One of the main goals of gender policies is to create equal opportunity for both genders according to their social, economic and political involvement. Even though in most cases these policies end up protecting the female gender the prejudice that these policies are solely for the female gender is incorrect. Gender policies should not be looked at as special policies which, in a transitioning society, are treated with low importance. They are and should be an integral part of every kind of policy, be it social, economic, political, etc. because they, directly and indirectly, have an effect in the development of almost half of our nation's population. But how easy is the transformation of a world-wide thousand year old mentality? Especially in the Albanian culture where, the mentality is traditionally patriarchal and not only does it consider the genders to be unequal but even discriminates against the female gender?! Using statistics from INSTAT, recommendations from the studies of the European Union, European Council, United Nations, etc. as well as the Albanian legislature, this paper is able to analyze the hardships that gender policies have according to their implementation and perfection. Furthermore, it is able to compare and contrast these policies with those of the past decade and see what kind of an effect negligence of these policies has had on the Albanian people. This paper aims to give an overview of the status of gender policies in our nation. It aims to achieve this starting with an analysis of the social spectrum and continuing with an analysis of the legal aspects of gender policies.

**Keywords:** *gender policy, development, equality, human potential, equal opportunity, effective policy*