

## **GENDER PAY GAP – ALBANIAN CASE**

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### **Abstract**

Gender pay gap means the difference between male and female earnings expressed as a percentage of male earnings on the labor market and it is a very important element of gender equality in labor market as a whole. Gender equality on the labor market it is also quite important because it is closely linked to women's fundamental rights such as the right to work, career, income, etc. This equality does not mean just equal pay, but also equal participation by women and men in the labor market. This paper analyzes only the level of gender pay gap on the labor market and not the level of participation between men and women. The analyze includes Europe but has a special focus in Albania, aiming to answer the question “ In which level stand the gender pay gap in Albania, regarding the same indicator in European level?” The methodology used to conclude it is the comparative one, based on secondary data from various national and international reports and studies of the field. Data analyzed belong to the public labor market, as well as to the private one.

Comparing the data analyzed, this paper concludes that gender pay gap still remain a very challenge issue not only for post communist countries but for the European Union countries as well. In Albania gender pay gap depends on the type of enterprise ownership. The gross average monthly wage per employee in foreigner enterprises is more than two times higher for men compared to women. This gap is much smaller in the Albanian private enterprises, while almost non existent in the public sector. Referring to the declared salary, gender pay gap in Albania seems out to be lower than the same figure in the European Union, but this figure can not be taken as accurate for comparison effect due to the high level of informality regarding the declared salary, especially in the private sector.

***Key words:*** *gender equality, gender pay gap, Albania, European Union, labor market*