Abstract

Political Economy Of Gender Inequality In The Workplace In The Western Balkan Countries

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In this paper, I will discuss how every society needs both women and men. However, over the centuries, the mentality surrounding the theme "Which place belongs to a woman" has been shaped as a destiny, where a woman's role is defined by her workplace, such as in society, politics, or academia. Additionally, the importance of women's status in society is directly reflected in the workplace.

We have learned about a World in which man dominated for centuries, also Academia is a new science in society that started in the last century.

The women in Economics and political economy for the Balkan region is a new approach because of culture and traditions, as women should be placed only at home or in vulnerable workplaces like health, agriculture, handmade products, etc.

The theoretical and empirical research has shown that social norms and economic and legal factors are correlated to the barriers impacting women's careers in Academia and politics, too, so systematic barriers require Institutional reforms in a modern society.

This paper is based on critical theoretical research of related strands of literature:

According to UN Women, "*Around the Western Balkan region, women to men's, decent work opportunities are limited, and significant gender pay gaps in the labour market remain*"; and

"*Economists have traditionally explained this pattern as the outcome of a coordination game where a more or less complete division of labor is the efficient solution due to increasing returns to human capital: people get better and better at the tasks they undertake, so a division of labor makes sense.*[1] *Although the biological advantages of women specializing in household skills are slim in a modern economy (T.Iversen & F.Rosenbloth, 2010)*

In summary, this paper will address: The importance of gender equality in the topics of Economics, and especially in Political Economy; women can change the debate about gender in political economy.

Key Words: Women's rights; Gender Inequality; Political Economy; Workplace;

1. Introduction

Political economy makes explicit linkages between political, economic, and social factors. It is concerned with how politics can influence the economy

2. Literature & Methodology of Research

The Methodology research is: Literature review

3. Analysis & Empirical strategy

Screening women's status in Western Balkan countries in the Economy.

(Source: UN)

Although women make up 49% of the public administration, they are concentrated in traditionally female labor force sectors.

Women account for only 14.2% of top managers in companies.

The activity rate for women in the labor market is only 53% while for men the figure is as high as 73%.

Over 40% of women did less paid work during the pandemic.

4. Results

Women of the Western Balkans earn less than EU women for the same amount of time they work.

Women in the Western Balkans have less free time available than women in the EU.

So the results are:

More work, less money, and less free time are directly related to the development of the economy and the position of women in the economy.

5. Recommendations

- Reforms in laws according to women in the academic workplace

6. References & Bibliography of Research

- UN (2023 Report) "Women in Western Balkan economies in a nutshell".
- Frances Rosenbluth & Torben Iversen (2010) "Women, Work, and Politics: The Political Economy of Gender Inequality" Yale University Press.