

RESEARCH STUDY

WOMAN IS POWER

Women's contributory role, according to profession, in the earthquake and COVID-19 pandemic period.

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ABSTRACT

The realization of a qualitative research study, with the participation of eight well known personalities in some very important areas of the society, so they can introduce their service to the country, was a very valid professional engagement for researchers itself. This study serves as a source of inspiration for every Albanian woman that seeks an inner power to make major changes in her life. This study holds all life confessions from every woman participant, thus sharing with us experiences, private moments, feelings, and many events from their life, because woman is power. The research is oriented by a very specific aim that stimulated the organization of all research activities. The purpose is referred to displaying the real woman's role and offering her contribute in the professional plan addressing problems through these two major crisis, such as The Earthquake of November 26th and COVID-19 Global Pandemic. Research into their personal life, career building and knocking down prejudgements thanks to their inner power, has been the core of all the research.

Key words: Woman, profession, contributes, pandemic, earthquake.

INTRODUCTION

I. Adduction of viewpoints for women's figure

Feminist chants are for woman's freedom to promote her oppressed rights, generally by strong masculine systems that try to embody woman just as a life reproductive being. History has proved that women are more than that, thus reconsidering in decades and centuries woman's position in society. In the past, a woman referred to an exemplary mother, a good housewife, a respected bride for the mother and father in law, from which she had economic dependency. In the meantime, a woman today dominates with her intellect, professional achievements, goes after her passions, and even in areas there were held only by men in the past. The most challenging of all is political power.

Women's determination to be in a higher level of performance than men, even in leading, has proven them with a variety of challenges, helping them developing the determination factor, that often has transformed them into a motivational source for political decisions held by men in the position of decisionmakers, as has turned out to be true in the case of Xhorxh E. Bush. He was criticized for a long time for its "lack of character" (not to underestimate for a man), and he took a turn just in time when he declared war to Saddam Husein's regime in Irak. He was pushed by a woman, former British Prime Minister Margaret Thatcher, who said exactly these words: *"Don't come to us winded from one side to another Xhorxh."* (Goldstein, 2001).

War is a notion always associated with men's nature. Feminist mindset finds more reasons to support the idea that war is a masculine objective. Anthropologists have found that in all hunting cultures, males are the main warriors in war. Women's position varies from a society to another. Although they occasionally participate in wars, women sometimes help with logistics for men warriors and sometimes help in stimulating war ecstasy to men through dance, humiliating those who don't go to war and other manifestations in order to help

the fighting spirit of men. In other cultures, are women those who tend to take away men from wars, or they play key roles to end wars. (Goldstein, 2001, fq.135-136).

The idea that women are peacemakers has long roots through history. According to Henderson (1987, citation from Goldstein, 2001) in Ancient Athens, Aristophanes the dramatist, was trying to guess how women could end the war between Peloponnesia and Sparta, which was expanding further more. In the play with the same title as the main character, a young woman named Lisistrata organized athinian and spartan women to not make love with their husbands until they end the war. In the end, men put their mind together and they declared the end of war. According to history, Goldstein (2001) joins the feminist logic in the try to create a feminist conduct in international relations that could offer new and very different paths from masculine realization conduct. The motivational words from United Nations Educational, Scientific and Cultural Organization, (UNESCO) are: *“Since war starts inside men’s mind, the foundations of peace also should be found inside men’s mind”*. **For feminist thinkers, the true war begins indeed in men’s mind, but the foundations of peace should be considered to be searched in women’s mind.**

Studies over women have been developed with research purposes to change the very sexist perspectives toward women, such as the definition as an unable group for some specific mental and physical activities, or even the existence of a mindset in which women are beings that adapt to violence. The work that has been put to correct this phenomenon that comes mostly from the misinformation it is not easy because the concept of being a woman and all the sub meanings that carriers with it, are founded and controlled by men. A lot of effort has been put in different areas such as: biology, sociology, anthropology and history to find out the truth about women’s lives (Miller, 1985). The lack of positive role models makes it difficult for women to express rebellion or their independence. In the past women didn’t have a past, but the past has been told to them and they had trust in it. (Ajdini, 2011).

This research study comes in the same framework and it is based on in the interviewing of some well-known Albanian women personalities that have a background in various professional areas, who share their personal experience, challenging every prejudice

kept in millennials that a woman can't succeed through life's journey, only based in their lives and their works. In this research activity, they were uncensored speakers, telling their perspective as it is, unfiltered from challenges and barriers that are familiar to them because they have faced those difficulties in family and profession, especially in these two periods that are some of the most difficult periods of time in national and international level, such as: November 26th Earthquake and COVID-19 Global Pandemic. One year after the natural disaster, where in the meanwhile the pandemic has strangled the world, these eight women tell how they reacted and in which way they have individually contributed in people's aid that have been stricken by earthquake, and also how they have managed to survive from the impact that the pandemic has brought to their personal life. Seeing these major transformations in Albanian society through the eyes and the mindset of these eight women, is a way of touching the everyday life of every woman that doesn't give up and finds the energy to fight in the name of her beliefs and values: protecting life and the people mostly in need.

1.1. Aim of study and research questions.

The study is oriented from a specific aim that stimulated the whole organization of the research activity. The purpose is referred to the real display of a woman's roles and expertise offering in the professional plan, thus addressing two major crisis and their problematics during these two historic crises. Research in their personal life, career development, and also the falling of gender prejudices through their energy and power, all these has been the center of the research study. The main purpose is led by three research questions:

- ▶ What are the challenges that they as women professionals have faced through Covid-19 Pandemic and post-earthquake period?
- ▶ In which ways have they helped, themselves and others, in confronting the consequences from these two major crisis?
- ▶ What is the perception that they have for the importance or not of partner support, in coming through these difficulties?

Research questions have been the main foundations in the process of making the guidelines for half structured interviews for eight participants that came with various professional background, such as: investigative journalism, construction engineering, state police

department service, private sector, filmmaker, health sector, development therapy for disabled children, teaching. Thus is mostly aimed at profound research to understand how professional overload has influenced their personal life and how they have done it to manage these two combined, having also the pressure in being distributors of professional aid in a difficult time for Albanian society.

1.2. Research method for the realization of the study.

The methodology applied from researchers part is the qualitative method with the narrative typology. The purpose of this method is to portrait people's lives, to tell how experiences change during life and to link these experiences with the social, culture or historic context in which they appear. Profound interviewing is generally used to collect data from life stories and experiences. As it is stated: "Which individual is chosen from millions of people around the world for such an intensive study?", well of course that will be people that "are well geared up with much information" – people with the right experience, with an extraordinary inner being and which have stories to share [Plummer (2001); citation from Rama & Tahiri & Sota, (2013)]. This way, they are chosen from a selective sampling method, in which was applied to all of the well-known individuals in various areas, that from researchers' perspective, are evaluated as the right persons to fit in the study. Information is an absolute power for the research, and the narratives shared by these women have made the study more powerful from the information and results generated point of view.

Making half structured interviews has been a very important process for the preparation of the right questions inside study's theme. The process of convincing to be interviewed by the researchers has taken a considerable amount of time, because each of them in a difficult and intense period of time such as the present time, have tried to find the right moment to be fully focused in the online interviewing platform, which in our case is Zoom. Their willingness to be cooperative in the study is to be underlined, because this is an indicator which tells that a woman makes time to express herself, even in a "Covidian" period as this in which we are living in.

The main research instrument is the half structured interview, especially for the fact that the participants came from various professional backgrounds, and questions are formed in accordance to their personal and professional profile. The interpretation of their narratives in the fase of transcription throughout recorded interviews, has been a decisive element in the final number of participants. The number of participants in a qualitative study is a subjective element which depends directly from data fullness. In this context, it is good to mention that the women participants have not once been held back to express a personal feeling, a personal approach or a past action from them, because they have felt very relaxed throughout online meetings. This has had a positive effect for the study, providing qualitative information in content.

1.3. Ethical principles and confidentiality regard in women's research.

Leading study by ethical principles has been a priority for researchers. The study's authenticity is dictated from the fact that there aren't studies published with similar theme, so this fact protects the study from any hypothetical concern about plagiarism. Anonymity and confidentiality preservation have been key objectives for the research's ethic. Preservation of the confidentiality principle has been a referral point for the researchers, and instead of names of participants there have used numbers to code every compromising data to participants itself and for names mentioned from them in the interviews. The authorization format for the interviewing process has been very meaningful for the realizations of the study. The authorization file for the interview was pre-signed from participants, since that the participant were already familiar with the details of the study.

1.4. Demographic characteristics of women participants in the study.

Population targeting in the study is based to the selective sampling technique in a lower scale of participants. Research subjects have been chosen in accordance to three main criteria:

- ▶ Firstly, the participant in the study must be a woman, regardless of age, color, race, religion and political beliefs.
- ▶ Secondly, women participants must be well known personalities and contributors to our country in these two strong crisis.
- ▶ Thirdly, to have a background in challenging occupations that are well known as men's domain.

Nr.	Occupation	Experience (year)
1.	Engineer	55
2.	Medic	6
3.	Teacher	21
4.	Reporter	21
5.	Director of film	25
6.	Police officer	5
7.	Therapist	7
8.	Social worker	20

Researchers have been careful in preserving privacy for all the interviewed women, showing only two elements from their demographic display. Professional experience in years is a key characteristic which shows a considerable professional timeline, with back to back episodes in which these women have gained experience and have evolved in role models for the younger generation who are in beginner steps. Years are just numbers, but beyond that, researchers have highlighted a massive passion in these professionals that is yet to be abolished.

II. DATA ANALYSIS

This chapter presents important patterns that are generated from the data analysis phase. After data transcription and interpretation, researchers have built a logic diagram in which are presented all key topics. Logic correlation among concepts is the source of all main findings of the study. In the second part of the chapter, researchers have designed two pyramids. One of them represents the five chances that a woman offers toward institutions, corporations, parents, friends, children or husbands. The other offers five priority problems that affect a woman’s figure in Albanian mentality.

II.1. Logic diagram of topics.

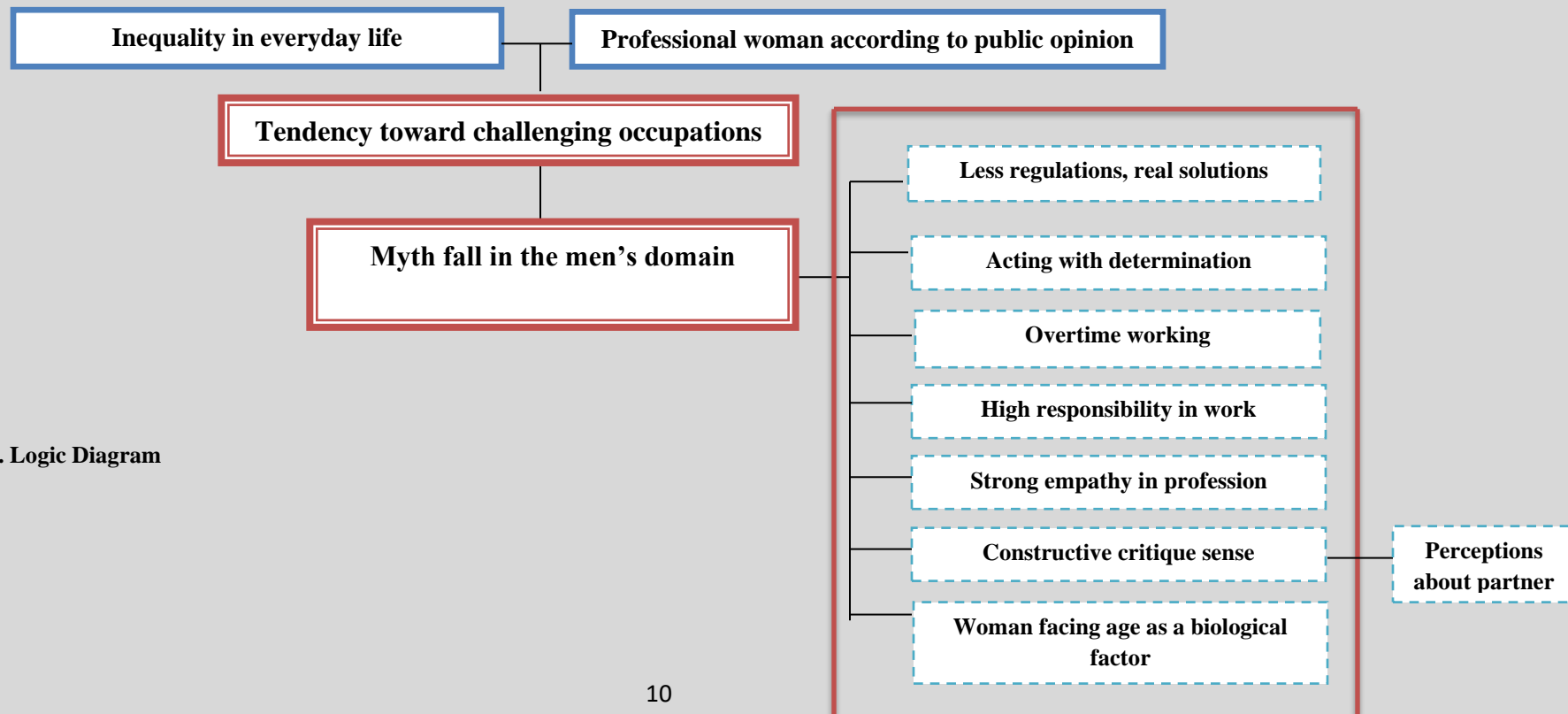
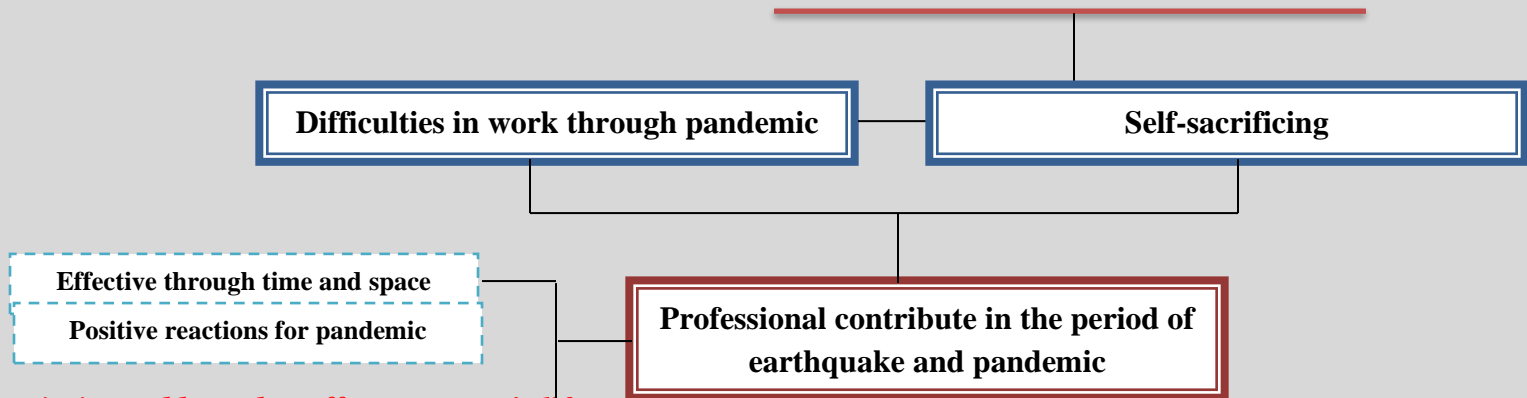
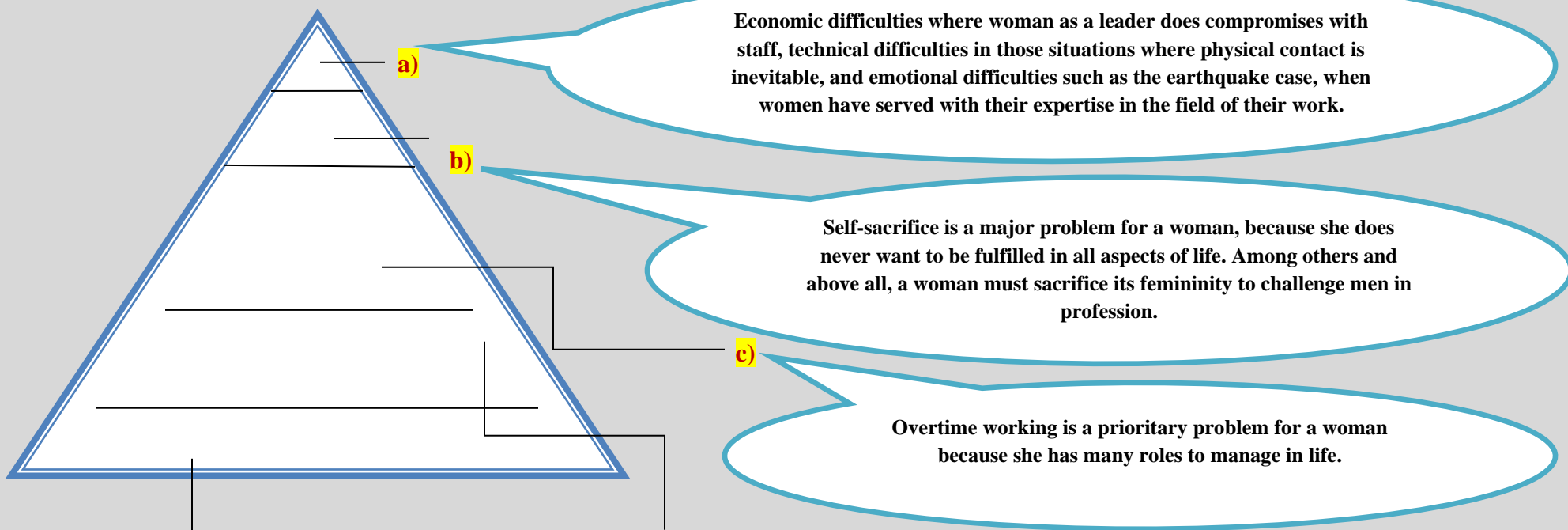


Figura 1.2. Logic Diagram



II.2. Hierarchy of five priority problems that affect a woman's life.



e)

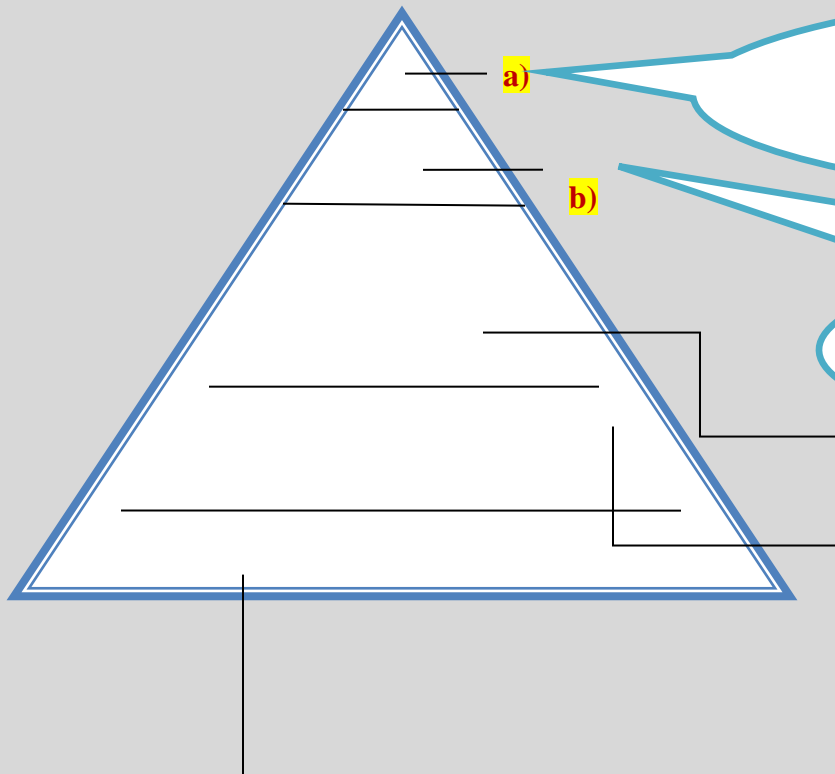
Public opinion is a tough challenge to be won by a woman. Wrong perceptions of society are another barrier for a woman so she can live life the way she wants to.

d)

Partner's lack of support makes the women's sacrifices even harder, when happens that she doesn't have the husbands help and support in direct managing of chores, education of kids and their wellbeing.

Figura 1.3.Pyramid of problems.

II.3. Pyramid of five chansenes of woman being.



a)

No regulations, but offering real and practical solutions in work, are assets that serve to institutions and various companies in managing crisis. The woman's work characterized by an innovatory style in leadership as well as team working, reduces companies costs.

b)

Empathy is a strong point for a woman who knows how to approach everyone in a business relationship. She knows how to be a balance in conflict situations, making it through having the best result possible in every situation.

c)

High responsibility contributor is an asset by itself for what a woman offers to her society and country.

Positive approach in a woman's perception is a strong aspect in doing things the right way. Women can do it because they are guided by optimism. They have seen pandemic as a possibility to be closer to family, as well as being productive working online.

d)

Good time managing makes her more effective toward family members, her children, or toward academic and professional duties in the work context. Regardless of many roles that a woman has, she doesn't lose her effectiveness in accomplishing goals.

III. RESEARCH RESULTS

Results from the qualitative data analysis are presented in this chapter. The researchers have delivered professional reporting of the results with all necessary precaution, so there cannot be any foreign interference with the purpose of deforming them. Study's results are translated into significant scientific contributions that could help future research studies related to the protection of women's rights and the promotion of their role in society. Research results format of presentation are accompanied with the descriptions from participants, securing their anonymity according to the ethical code of research methodology. Research findings are organized by the topics generated in the data analysis phase.

III.1. Women's tendency toward challenging professions.

It has been found that women have tendencies to dominate those professions, where the presence of men is mostly inevitable. In professions like geotechnical engineering, crime reports in journalism, cinematography directors, reanimator doctors or state police

department officers, we can assume that the male-female ratio has been inverted. Women wanted to dominate with professionalism, passion and desire for work, with responsibility toward their duties. This aspect can be found in the statements below:

- *“When I was introduced with the job description, that I had to work with children with special needs, I don’t know, I had a feeling. I mean, I had so much desire to work with them. It was something new for me, and because of the fact that they were children with special needs, they needed me the most. It was a coincidence, very meaningful I must say, and I loved these children with special needs from the very beginning.” (Participant no.2).*
- *“At the time, in the Construction Department, we achieved the goal in having a 50/50 ratio of men and women. Maybe the geotechnical specialists came up with the most number of women in these recent years. There are more women that prefer to work...maybe they like working with me, I don’t know what the deal is (laugh) but in my profession, which is a very tough one, one of the toughest I can say, there are more women than men” (Participant no.8)*
- *“The tendency is that the field of medicine has more women. The tendency is that the field of anesthetics has more women, I mean even in our generation there was a 2:1 or 3:1 ratio compared with men. I don’t know why men started to attend classes that were less difficult, rheumatology or something like allergology, and in the meantime there were women that took the toughest professions.” (Participant no.4).*
- *“It is very hard in itself. You are born a policeman, because you should have the ability to address every situation you are in.” (Participant no.6).*

III.2. Diverse job related challenges through the COVID-19 pandemic period.

From data analysis, it has been found that a woman in the entrepreneurial role, as the chairwoman of a non-profit organization or of an institution, in the therapeutic function or in that of a field journalist reporter, they all have had economic, technical, psycho-emotional difficulties in handling hazards on the working environment. Compromising quality is a word that a woman tries to avoid in every path of her life, because she looks after her integrity and keeps it at all costs. In crisis situations, such as the pandemic crisis, a woman is standing in front of a very difficult set of ethical dilemmas, trying to choose the lesser evil to avoid compromising the quality in results of her everyday work. This is how the participants express their opinion in some of the aspects that the pandemic has brought into their work:

- *“They have seen my face all of these years. It is not happening that they see me all covered up except from my eyes, because it is very important to them to be able to read my lips as I am talking to them. They read it. I mean, even if I wear a transparent mask, it is impossible for me to wear it because they can’t see me. I would be like an absolute unknown person. I will not be the same person that they are used to all these years.” (Participant no.2).*
- *“In fact, the pandemic had definitely an impact. Even in funds, in the funds that were set for non-profit organizations, which they don’t allocate it anymore. Pre-Pandemic, there were two call for proposal possibilities, but we were working to share ideas that would come up in March or April, but they never came to surface. Another call for proposal was scheduled in summer and also that was cancelled, so of course it has changed some aspects, for example things related to fund distributions, expected fund distributions, and on the other hand it has impacted even the way of working with those funds that are available, those who are in your possession, in their application, because work itself has become harder. You don’t do face to face meetings anymore, working outside is more dangerous now then it was before, this from the risk of infection, thus becoming an added stress for all of the staff members.” (Participant no.7).*

- *“We as an industry, haven’t met yet with each-other to reflect on this situation. Our basic institutions receive a piece of written letter, as I have received from the Health Ministry, even the Ministry receives written letters also, but we do not see the will to take this matter seriously. How we are going to make it through? If Germany is the first who is helping performers, directors and all the people in the art business, because they know the importance of it, we in the contrary...I haven’t heard any measures of help toward the Albanian artists. So, I return once again to the fact that explains the reasons why ottomans stayed here for five centuries. We do not have the will to realize that something big has happened and life will no longer be the same. We still are in denial, and I don’t know what this is but if you enter a recording scene, how many infected staff members would come out, how conscious are we to react differently, and I don’t know when it will be over.” (Participant no.5).*
- *“There is a commitment, because you must be prepared for what you will do in the classroom through your voice, or through the black board, and in the meanwhile you need to prepare the PowerPoint presentation, to distinguish that knowledge that is the most important for the students, so I think that the commitment is very big. You should think different home works, not as you are in class, but you must adapt them so the students can write it in their computers. Even the test that you shall create must be adapted to a new format.” (Participant no.1).*
- *“It is hard, because your profession has unlimited guarding, and I am referring to the profession that is in QSUT. You have a number of reanimations in neurosurgery, in cardio surgery, there are unlimited urgencies. Every profession has its urgencies, but we are constantly in urgency mode. There is a difference between a guard-doctor that serves in the hospital pavilion with a medic-guard in what we do. The maximum number of times that a guard-doctor is paged through all the night shift is one or two. In the other hand we spend the most of our time in surgical and medicinal urgencies” (Participant no.4)*

- *“Students wear masks. It was very difficult in the first couple of weeks. At least for me it was, because teaching with a mask on...I felt heat entering in my lungs.” (Participant no.1).*
- *“Not only we were hit in the social interoperability, because we couldn’t chat, stay, shake hands, also we should keep social distancing, but in my working conditions, working with children with special needs is literally impossible to keep social distancing, to not have physical contact, that because they hug you in an unexpected way, and when it happens you have to tell them “stay away because its Covid” (Participant no.2).*

III.3. Women’s power in knocking out prejudices in professions with male characteristics.

From the data analysis it has been found that women participants in this research study have strong attitudes toward society’s perceptions, such as “she can’t do it because she is a woman”. Participants have surpassed their personal limitations and they have shared their experiences from their professional life:

- *“The Police State Department has at least 25% of women in their staff, and they have been received very well from other male collaborators. That’s because I think that because the one who tends to calm things down in the first contact is a woman, let I say, she keeps things in balance when it comes to every communication that she establishes with citizens or with the community in which she patrols. (Participant no.6).*
- *“Prejudice may exist, either way, the engineer girls that wanted to work have gone to work offices. They have worked in some massive constructions. They have worked in the construction of Kombinat Metallurgic, which was huge. They have worked in*

the construction of civil buildings, in industrial works, everywhere. Except from projection institutes that were already 50/50 in the women/men ratio, we can say that there were more women workers than men. I mean, more female gender than male gender. They worked very well. Girls and women work very good. They take the job very seriously. In these 30 past years that we had some changes in our political systems, as we are today in a free market based system, again I can state that women are more responsible. Very much responsible. I mean, they don't fool around with their job. (Participant no.8).

- *“Because the crime report journalism was a male domain, it was in male's possession, and when you say crime report, the immediate reaction was “she can't do it, she will sit and talk for hours, can she talk to the police officers, etc.”... Female journalist, as I was in this case, does not necessarily have to follow these patterns, u know? It was looked over as a male domain, because it had to do with the lowest and toughest part of society. You had to deal with a masculine society as police was also. In the meanwhile you had to deal with people that had problems with law. Even today, if you need to enter a prison environment, you must portrait yourself as a male in order to avoid being a subject of discussion and to avoid being seen as a female reporter. I can say by today's standards, there are more women than men in the crime report journalism.” (Participant no. 3).*

III.4. Professional expertise contribution from women during the post-earthquake and pandemic times.

Through the data analyzing process collected by the conducted interviews, it is seen that women have achieved a contributory role, beyond their family life, in addressing the needs of individuals affected by the earthquake. The same has happened also in the isolation period that was dictated by the COVID-19 pandemic. All eight participants have expressed an individual, professional and personal approach also, trying to reach out everyone that needed help. This is mostly evident in the answers given below:

- *“There has been families throughout the quarantine that begged me to have therapy in strict confidence, because that was treated as if we were committing crime. These parents are parents of kids with special abilities and they are forced to go out, to release*

their tension, their energy. I mean, they came stealthy. They came to my house, attended the therapy sessions, and in fact, the parents are those who continued the therapy sessions throughout the pandemic period.” (Participant no.2).

- *“That day we did nothing. The next day we began to mix in and to do stuff and then the calls started. They needed wheelchairs, they needed the care that we offer, and so things started to move a bit. This happened throughout the November holidays and we were engaged to the areas that needed the most attention. There was a rising demand for caretaking services to disable people, some of them in damaged villages, maybe were temporarily damaged I don’t know. There were at least 60 people in those 2-3 days.” (Participant no. 7).*
- *“I have been offered the chance to conduct a speech in the Congress of Television Archives, and I want to fundraise to save the music of Albanian movies, that is one of the best moments of our movie history, and I prepared a three minutes presentation because it will be online basically. The Congress will be online. I was focused only in the 2020 activities, and to think that what we have accomplish this year, and I am talking about the work aspect not “pressing play and watch a movie” type of thing, but in real goals that we have achieved this year, you cannot imagine, so even this time I relate to work. If you truly want something, even if it was too damn hard from the earthquake and from “corona”, in a place that lacks professionalism, that lacks funds, even in these difficult times for everyone, those who wanted it so bad, those who wanted to work, those people have achieved something and they have worked it through. I am destroying myself physically, I am making life difficult to my parents, but the true is that we have done a great job. So, here I can say it again, you should see through every excuses where the real things are” (Participant no. 5).*
- *“There were a ton of phone calls. There were a lot of cracks in buildings, in houses. They were afraid, in a state of anxiety. We went to every call and took contact with locals. We are not engineers to take measures. Although, we took some extra duties, because today the police forces are doing also the job of the engineer, the plumber... We didn’t know what to do. They were*

looking into our eyes for hope. They told us “Film it here, there, take a picture”, so we could send them to the local municipal, but we had nothing to do with it.” (Participant no.6).

- *“So, in the earthquake case, also because I am a professional of the field, I mean of the construction and geotechnical sciences that relates closely with earthquakes, I tried as a professional, and also I don’t like being on TV, but they invited me on so I tried to explain it as simple as I could, even though the earthquake is a very complex phenomenon, so people could realize and not panic because panic attacks are horrible, When you have panic attacks, in both cases, your immunity system is compromised and tends to low your resistance. In the case of an earthquake, you are not able to do anything. Anything at all! Not for you, not for your family, not for work, for nothing! (Participant no.8).*
- *“I am homeless right now thanks to that earthquake. The earthquake is a part of me, personally and emotionally, but no, I haven’t went to work because my mother had a terrible experience with the situation. It is understandable for a divorced mother, who raised two girls by herself, to have a terrible experience from earthquake. All of her savings were in that house, so I have stayed with my mom in those first couple of days. I have contributed for my mother, for my family, for my kin.” (Participant no. 4).*
- *“Only one principle, public interest of every citizen. When the earthquake occurred, I began to question myself “What interests the most to that citizen that is affected by the situation in Durrës? His house. Where is he going to stay tonight? What do people interests the most in these pandemic crisis? Healthy information, without panic, very confirmed, non-toxic”. Public information, in public’s interest. This is what I have though every time that I have discussed a case, a story, I have said “Okay, what about that citizen in Saranda, what could interest him in case of the pandemic or earthquake, why he should see this too?” (Participant no. 3).*
- *“The teacher cannot be indifferent even in pandemic times, for example, it would be a lot easier for me to keep my camera off when I was teaching through Zoom and to display them only one video. In the meanwhile I could have done something else,*

because I had a lot of teaching lesson videos thanks to RTSH School, but I have never done such a thing because every hour is lost if I am missing in the screen, if I am missing through my voice, through my help, through my tips...(Participant no.1).

- *“All December, a whole month, even a part of January, I haven’t took a rest from who wanted me. I didn’t know anyone. I saw it as a human and as a citizen duty. If I have tranquilized people as much as they said “If she does not come, we will not enter the house”. So, I have been everywhere. I mean, in Tirana, inch by inch. In Durrës of course, in Golem, in Lezhë, in Fushë Krujë also, in Bubq, I have been all over the country! I was also in Thumanë, everywhere!”(Participant no.8).*

III.5. Woman facing age as a biological factor.

Another aspect that has come to light throughout the data analyzing process is putting women in a lifetime struggle with age and with the mentality in how a woman’s age is perceived, in different contexts, which often transforms into non-realistic hurdles for a woman’s achievements. Even though age is a two sided coin, because years pass by and they interfere in an indirect way in the loss of capability for a job that requires working for a long period of time, as some of the participants confirm:

- *“Since five to six years ago, I cannot stay working for 20 hours anymore, maybe from aging. I experienced a loss of energy. It was impossible to continue because I started to fell asleep in chairs.” (Participant no.7).*
- *“I have had easier communication and cooperation bridges with men and I felt really good working and talking to men, more than I do with women. I don’t know. I see a lot more harming tendencies from women. I see a lack of confidence or is just the aging effect. They always have put me in check from my age, and I have felt almost obligated to raise my years of age everytime I presented myself. I mean, with women you suffer from age pressure. They don’t accept the fact that a young professional can create something of her own business.” (Participant no.2).*

- *“For as long as I am healthy and my brain works, I will continue to work regardless of my age. I will continue to work in a different pace that I was used to, because aging has some effect on you, but I will continue to work with things that gives me a lot of satisfaction. Working with students, researching, writing books, articles, different scientific articles that I could expose in various conferences in all of the world. So, I will continue to work, to help anyone who seeks my opinion or my expertise.” (Participant no.8)*
- *“Being young is a real problem. In the moment that they see an older person, they are absolutely convinced that that person has more experience, has much more knowledge.” (Participant no.4).*

III.6. Bureaucracy refusal and actual solution orientation.

The difference between the sexist prejudice held on for years that men are more practical than women and women tend to complicate situations more than men, is that in reality women accept that they never wanted bureaucracy, this being told in the position of a state employee. The data analysis shows that the participants have been for quite a while searching for possibilities that could derive in an actual solution and not to continue stretching it in the name of bureaucracy. This is how the participants describe their work in the public sector:

- *“I worked in a public sector that was mostly concentrated in the drug and alcohol prevention policy, but it was a Ministry job, an official job, very much bureaucracies, and I was at the time a very young professional and often I said to myself “Oh my, what kind of job is this? How can the day pass just by drinking coffee?” So, in the moment that I was offered this opportunity, I tried it and I moved on” (Participant no.7).*
- *“That’s why I told you that if I was not a simple citizen, a simple salaried, a film director, if I was not graduated where I was, if I haven’t done the things that I have done, maybe even I would accept that this institution has some flaws, it has nothing, it has*

no funds, and thus I can take my payment, I am pretending as if I am doing something I am not, as it is done before me. In fact, I know better. I know that our film is dying at this very moment, and if we will not take actions in these 10 years, even if we receive payments from Rio de Janeiro, our legacy will disappear forever. I come from a different cloth, I have a different responsibility thanks to the knowledge I possess.” (Participant no.5).

- *“Absolutely yes! Everything can be done online. The school itself can have access in a digital platform of its own, in which can save all of its documents. I have been trained many times for the electronic class book, in which teachers can have access to upload every student’s degrees. Parents from the other hand can also see all of their child’s results from home. This is not the first time in history that it is been done. The world has done it years before us. Every communication today is online. For example: I have been in a training in Milano, Italy, and the school which I visited had one secretariat with 3-4 secretaries so the teacher doesn’t need to do any of the money of document bureaucracy, because what was important for the teacher was that he should focus on the students preparation” (Participant no.1).*
- *“In our police station comes the commanded police chief for the community, another police chief. I was driving him home and by occasion we find ourselves in a situation in which saw a party for a wedding, but in the meantime there were no gatherings allowed. This party was happening near his house...It had music, there were people dancing, having a good time. He says to me: “Get off and write them a ticket!”. He continued: “Are u deaf? There is music”. I told him: “Yes chief there is music but it’s no big deal, they will turn it off soon”. He laughed at me, then gave me a direct order: “Give them a ticket!”. I told him: “How can I give them a ticket? They aren’t even in my jurisdiction.” What I am trying to say is that you should not respect every given order. I repeated: “I am not in my jurisdiction. I don’t count any responsibility because the responsibility is to who has the jurisdiction in this area and not mine. (Participant no.6).*

III.7. Self-devotion as a matching characteristic for woman.

From the affirmations analysis of the interviewed women you can understand the great sacrifices that they have done to be able to achieve professional goals but also to respond to challenges provoked by the earthquake and the pandemic. Every one of them seems conscious for these sacrifices without hiding their human feelings when they came across tough decisions, often with a self-destructive character that maybe only a woman would have had the strength to do it.

- *“I say this with a broken heart, this could not be independence. I can say it is need. I am not here in the name of independence and to be an independent woman, to be equal to men. It is the need that takes us out every day, to work every day, because when you become a mom, it is very different. You see yourself differently, you see everything that surrounds you with a different perspective. I am here having a conversation with you but my mind is with my daughter.” (Participant no.2).*
- *“In my case, for example, is that I don’t think with the level of the responsibility that I have, that I could have done better and that I could have raised a child. I mean, knowing my nature and knowing how responsible I become, knowing also what it takes when you know to do things the right way, I am not sure if I could manage all of it to have a bit of freedom...” (Participant no. 4).*
- *“I think that the greatest compromise that a woman does is related to her self sacrificing nature. What compromise have I done to keep my freedom? If you see the personal status...(pause). Now, I have made a compromise. I gave more time that was needed, even from my personal life. For example: let's suppose for a second, the most part of people who do journalism, are these people understood when they are in a relationship with a partner of different profession? Even today I am misunderstood by my family members.” (Participant no.3).*
- *“It seemed very painful to me when my colleagues didn’t saw their kids for a month. I had many girls as infectious disease, as reanimation doctors, who decided to leave their kids with their parents. They lived only with their husbands just to prevent possible infections, because of fear of what could happen. I have been in the surgery room with my older colleagues, but it is*

hard for you to assist a phone call when your kid cries over the phone and begs you to come home tonight, and you don't have the possibility to go..." (Participant no.4).

- *"I mean, if I would want to do something different I would love to be more with my daughter. I understand that nothing has more value. The last thing that my daughter would miss the most is spending time together. It hurts me to when I think back in time and realize that days are passing, hours, moments, all of this is gone now. The moment I give her the morning kiss and she says: "Mom, we will see each other tonight because I know that I can see you only then", the very thing that I would change is this. Spending more time with my daughter. I don't know how to express it better." (Participant no.2).*
- *"Yes, my mom had a terrible experience. With tachycardia, with a 170 frequency, and she was afraid from every vibration. All the time I've calm my mom with sedatives. She is okay for now, but u know...I didn't travel with my husband, because he is in France for a specialization, and I couldn't leave her alone on that period here in Durrës" (Participant no.4).*
- *"The idea is that when you initiate something, there are a ton of things awaiting. I was vice director, then I had to attend a Master degree. I mean, these were the problems that won't let us have another baby. So, we decided to leave it that way. But it is totally wrong. Even today I say to my colleagues that you have to have two or three kids for sure. (Participant no.1).*
- *"Our problem was that we didn't had younger age staff, and I was more calm when I was working then it was when one of my bosses was, a cardiopath, with two infarcts, three heart surgeries, so even when his name came up in the night shift I would always do it. I have always been for the idea to be able to help each other." (Participant no.2).*

III.8. Higher level of empathy displayed in profession as a fitting element for woman in the environment.

From data analysis it has been noticed that the empathy is very present in the professional life of a woman, but this should not be considered a weakness, in the contrary this should be treated as an advantage because the woman uses it to be able to adapt with the

working environment to achieve her goals. There are cases in which empathy has been more harmful than helpful. Women express it as below:

- *“The empathy that I had, often has harmed me. This empathy toward others is too much, and it has harmed me.” (Participant no.2).*
- *“When we were at the coalminer protest, that was more recent because it happened just a month ago, I mean...I tried...I let go the police row. I was gone, and the ladies passed through. I was gone and my colleagues continued pushing them back. I couldn't. They were seeking their rights, they were seeking a chance to eat. (Participant no.6).*
- *"I have met women that may have crossed the professional boundaries, which means that, for example: one of them was beaten and violated publicly in a shopping mall and I saw it that she was referring to herself in the third person mentioning suicide for a couple of times. The journalist in me was gone in that case and I called a psychiatrist to immediately help her because I realized that she was in a very dramatic state of mind. I have had a case of a girl that was abused sexually from her father and was also abandoned from her mother and brothers, and they said to her: “You embarrassed us, drop your charges!”. Even for this girl I crossed the professional boundaries of the journalist and we found shelter for her so she could continue her life.” (Participant no.3).*
- *“How can we be silent when you see students?! We have colleagues that have their kids in college. I know how hard is to pay college bills, or to deny their right to study in a good university from the lack of economic possibilities. Our colleagues that have their children in universities...they had a difficult experience I can say that. They cheered for them. Very often we let go the police row for them.” (Participant no.6).*

- *“I have the impression that women are the most, especially when we have pregnant women with other diseases, those were after birth, and I experience it a lot. I experience it a lot for those girls whom may have happened something during their pregnancy. (Participant no.4).*
- *“We have an audition for the main roles, and we were a team so we decided who will be in the play. When we finish the audition and we discuss the last details, we go out and we see this boy that was crying, and I was thinking that he was crying from the fear that he didn’t win the audition...Now, you are in between two situations, because it is now that easy. You, it's true that from one hand you have the sympathy of a mother, you are a teacher also, and seeing a child that is crying makes you think that he wants it so bad and you say to him: “Yes, you can win this thing.” But in the other hand, how can you give this role? How can you teach him that if he does how he is doing right now, he will win the role? We discuss it with the colleagues and we decide to give him another chance.” (Participant no.1).*
- *“I have done an exclusive report for the life sentenced inmates in the Peqin’s prison in the A sector, which is a high level of security sector. With me there were the male sociologists, male psychiatrists, and we entered the facility with me, the only woman. One of the inmates that was from the X gang, came toward us and he tries to give me a cigar (life inmate) and I was thinking for a moment...he was welcoming us according to his prison rules, according to inmate tradition, and I have reacted with “Thanks brother”. I mean, throughout all shooting I was calling all the inmates of life sentence “brothers”, “hey brother”, “what's up brother”, and in fact I didn’t know anyone. I said “brother” just to create a friendly environment u know.” (Participant no.3).*

III.9. Overtime job realization as a psycho-physic overload for woman.

Another challenge for women is overtime working. From the qualitative data analyzing process is derived that the woman is affected from the staying in the job site in a long period of time, making it difficult to balance her everyday responsibilities because of the fact

that many roles count of her. Especially in their early working days, their working time with 16 hours straight was well known standard in each and every profession of the interviewed women.

- *“He supported me, in the first couple of years he supported me a lot, because it was really hard. In the first years of profession you went to work at 08.00 AM and you came home at 09.00 PM.” (Participant no. 8).*
- *“We deal with the ones which are called “detention rooms”, where we accompany the arrested persons that are arrested for more than three days. We refer to actions such as driving under the influence of alcohol, documents fabrication, I mean these sort of penal actions, and we question how we are going to make it because you need to stay there together with them for eight hours, and we are only three girls, and we will be more often in service in that directory. Field work is very hard. Especially the third shift.” (Participant no.6).*
- *“There are colleagues of mine who do 15-night shifts a month, to spend 15-night shifts in hospital is insane, but this is the way it works and unfortunately there aren't as much anesthetic medics out there.” (Participant no.4).*
- *“At the end of the day, I will always have some unfinished business, even though I work overtime, for example: the day starts at 07.00 AM and it could be over at midnight or more so. Still, there are some unfinished business.” (Participant no.1).*

III.10. Unequal chances for women.

Inequality has a lot of weight over women and this is well shown in the qualitative data analysis process, in which the participants who stand out the most in this study mention refusals, strong declarations from their family members, questions from their employers about their abilities. Even though they are well achieved professionals, they had to work two times more than a man to achieve what they are already achieved, this just from the fact that in the Albanian society, a woman is seen always in the need of someone of something and was ever seen in the need of herself.

- *“My sister was married before me, much younger than me. Was married at least six or seven years before me, and when she was married, I heard for the very first time the expression: “She went to her bread”. I mean, we are this generation that was educated with the mindset that the girl is a guest in the house of her mother and father, and her bread is her husband and bread I can say that is something very meaningful. I mean, to mention “she went to her bread”...and you think that he is your bread, that he is everything, that he is God, he is your master, I mean, its 2010-2011 when my sister was married, in 2009 properly I think, and you hear this expression: “She went to her bread”, I think that from this mentality comes other things because the husband is everything, she needs to listen, the man is the foundation of a house, no one could argue his decisions” (Participant no.2).*
- *“I feel very sad now that I have tried to watch the work of female directors in Albania. I refer to the Communist era. There was a film for a well-known film director in Albania and it was made from a male director of course, and I was literally disgusted for myself in those moments that I was watching because less than seven minutes of a 60 minutes play wasn't dedicated to her work process, but there were all sort of things from the people who worked with her, how good of a mother she was, how good of a woman she was, how dedicated. What intrigued me the most was the fact that the archive room was full of people, family members, old timers, technicians from new and old generation, and this was an event prepared from me, and still people were mentioning her as a mother, how good she was, how good of a person she was. It frustrates me because it was like an excuse that “Okay, okay, she was a good film director, but she never forgot how good of a woman she was”. Wait a minute! I can't remember a time where we have mentioned a great film director and have mentioned also how good of a father he was. Oh, what a great man!” (Participant no.5).*
- *“I never found myself in it and this was a problem for me. Not that I pretended to find myself in all of them, but at least to see an individual who can take responsibility for himself. This is what I truly want to see but I can't see it in our filmography. The*

female is always in the need of someone. In the need of her lover, of her parent, of her job, and she isn't a separated unit that can make things happen.” (Participant no.5).

III.11. Woman according to perceptions by public opinion.

From the data analysis there is some evidence of a diverse perception for the family's circle, kin's circle, friends and society's circle, and even for the colleagues circle about the professional development of a woman. They haven't refused to share some strong feelings throughout the interviews, unfiltered toward the public opinion that exists over their professional figure. They have also chosen to strongly oppose these opinions, or in some other cases to talk through their work, in silence, challenging every sexist perception over them.

- *“Studies from '95 till today, shows that we are in the middle of nowhere. These studies are not comparable. If the world in the '90s started to review the role of women in cinematography, we in Albania still didn't knew where we were. In 2013 when we started this restoration, everybody thought we were crazy. I don't wish anyone countless nights awake, watching every work and every film of the well known director, starting from the time that she was an editor, when she was working with documentaries and till the moment she did it, when she produced and worked with movies. I can personally say that when the work of the famous Albanian female director and of her husband, that was also director at the time but not as famous as her, was promoted, her son was still talking for his father instead of his mother. So, these studies are not comparable. At all! Because the role of the female director in Albania isn't studied, it isn't seen, it isn't understood enough. We see her accomplishments as just accidents.” (Participant no.5).*
- *“Even now when it comes to the job itself, there are many job sites that needs geotechnical engineers in field. No! They want boys, because they say “How do you know how the girls do it”. I mean, they tend to have a hesitation. Maybe these private construction firms have some hesitation about business women, because back in the day, before the 90s, there wasn't anything*

private. There were only state property, and it was all settled that X was going to work at the construction site and that's all it was. There was no questions like "Do you like it or not?" Then, if you refused to work you was going to deal with other stuff so...meanwhile today nothing happens if the entrepreneur doesn't like it. If the firm owner doesn't like ti. These last couple of years we have a new tendency...I mean...there is this saying "Come on man! That's a woman!" This is recent because it doesn't existed before." (Participant no.8).

- *"If you see this from an administrative angle, I see this form of discrimination. Which means that in a level of trust in directing the news edition, in a level of television managing, we have only one woman that is well known. There are no female names for the general director position, and there are males for all other executive positions. This is noticeable for me because women also have shown their determination, maybe more than men, and this should be seen as a positive element for women, but for me is more the trusting of the TV station management. That is a proper achievement" (Participant no.3).*
- *"There is a saying in Albania that where you have in front of you two doctors, a male and a female one, you tend to trust more to the male doctor. But, it doesn't bother me. We generally work as a team. I have done night shifts and guarding shifts with a male colleague of mine, which actually is in Korçë, and for example: even though we have said the same thing, they trusted him more than they trusted me, and to be honest it doesn't bother me, but it is an Albanian mentality. (Participant no.4).*
- *"They have warned me from the beginning that how I will work, that I am a woman, overtimes, why you chose this profession...I mean, it's not that we finish our consults by 12.00 PM and we carry on. I mean, I am in the surgery room, and I also stay there until the patient is carried out of the room. We have an expression: "Where you have put your hands put your head." That said, he is my patient and I am responsible for him even after 2-3 days that he is out of the surgery. I have the responsibility to put him in surgery, take him out, so he can continue with his life. Or in the case of a patient that you take under responsibility in the reanimation room and it is the first contact that you establish with the family member. Even though that we all do guarding with rotation shifts. So, in my case I have felt judged since my beginnings, then when they see that you have created a personality,*

there are women that work a lot more than men. There are females that do a lot more guarding shifts than men. (Participant no.4).

- *“He always said that “you will never work with these kids” and I said to myself that “who are you to decide that I can or can’t, you are no one. You never knew who I was. You never gave me the chance to know what I was capable of, how could I work with these kids” (Participant no.2).*
- *“There were these questions: “Bring me an old doctor, don’t come to me with a little girl”. There has been such things, but they are patients, they have all sort of problems and you need to respect that” (Participant no.4).*
- *“My heart was beating so hard, and all sort of questions came through my mind, as: “Can I pull it off? Can I make it? I can’t do it? Will they support me?” This is a situation by itself, because in the beginning I’ve had to deal with people who didn’t know who I was, what I was capable of, what strengths do I possess, that didn’t have trust in my desire, in my abilities, and I don’t know how to say it. (Participant no.2).*
- *“It is present in every moment, even in the moment that you can’t go out of your house because you do not have access. From the moment when you go out of the house you cross paths with prejudices such as “Oh, poor guy, how awful it is to be disable”, from the lack of services, or from the fact that there are services that parents don’t have the right money for. In fact, to be a disabled woman is a tough spot because many of our recipients have told us that they are violated systematically. They say that: “We are violated from our fathers face when he expresses hate in taking us to school or in a meeting, and that he is tired of doing that for us. I mean, we are judged in every moment of our life, and we are seen as a burden for our family”. (Participant no.7).*
- *“I feel sorry for one moment as I was trying to remember, when my photo was made public in work. That was a photo that I posted for myself. There were many comments such as “who does she think she is?” that for me were obviously for political reasons toward me. I mean, everybody seemed to be very preoccupied from the messages on the Facebook of the Minister. It*

seemed to me that everybody wanted to swear toward her, but to be honest I didn't give too much attention to it" (Participant no. 4).

III.12. Mind reflections about their partners.

From the qualitative data analyzing process we have discovered the personal viewpoints of women toward their husbands and toward the role that they have played in their family. Women tend to evaluate the help from their husbands but in the other hand they don't see that as a must for their self-realization:

- *"We gathered around dinner time at home. Even he has been in managerial roles his entire life, with lots of responsibility in a business in which he was from 08.00 AM and returned home in 08.00 PM. We have had a corner here that was the corner of my daughter, and my parents feed her, and she sat down there watching TV. Two years ago, the company where my husband worked went out of business and he started a job with not the same position as he was before, and he had a fixed shift, so he returned home at 05.00 PM. So, he started to take our spot at the corner, he took the remote control, which he has never done it before because he had no time. Even problems, as today, that corner is taken by my husband because he works from home with headset and it is very disturbing for my daughter. The corner is not available! (Participant no. 7).*
- *"I have done it even when I had my partner's support even when I had no partner at all. I mean, it is me that is important. Having a partner that supports me is a bonus, so that is why we say that the most important thing is me. Everything else is a bonus. (Participant no.5).*
- *"Even though he was in a job with lots of services. So, I mean, in a way he was a guest in our house (laughter). Beside that...a love of this magnitude, I mean of these proportions, so big, and a support for everything, that gives me so much positive energy...that compensated all the rest" (Participant no.8).*

- *“At the time, when I was introduced with the real life and what it means to be a mother, a woman, a housewife and a woman in career, it was too hard. An extraordinary pressure. A decent lack of support, lack of being with me, everything, everything, everything. I expected a different reality and it turned out to be way different that I had imagined” (Participant no.2).*

IV. CONCLUSIONS AND RECOMMENDATIONS.

In this final chapter we discuss all the main conclusions and recommendations, being neutral and objective in accordance to the validity of the authentic data generated from the research. The study highlights the fact that even though various prejudices, women that are educated and that have worked hard to grow professionally and to stand out from the crowd in their respective disciplines, have earned

a superior position in their career without being victims even though with countless disadvantages that they need to face from the mentality of the society in which they are part of. These women have been active in giving their professional help in the post-earthquake situation and through the global pandemic, displaying once more the courage that characterizes them, facing every challenge, and why not, offering another original approach toward the consequences that natural disaster brings.

IV.1. Conclusions.

1. Expertise mixed with the characterizing empathy of women, has made them the center of attention for the solution of problems that were caused by the global pandemic and the earthquake.

- Women as mothers, daughters and wives, have been emotionally affected by the earthquake and the global pandemic, but this hasn't forbidden them to be dedicated as professionals toward those who are most in need, outside of the family's orbit.
- Women have chosen to be in the front of crisis, even though for the public opinion they should have been home taking care of their family.
- Women don't like being perceived as weaker human being, especially when they confront difficult moments such as the global pandemic of the post-earthquake situation.

2. Husbands/partners are important to not compromise all the work done from women for their professional career.

- Women see their husbands as an important part of their family, giving them their respective role in taking care of the children and other family commitments.

- Women don't think of their husbands as their source of self-motivation and self-realizing, but they are cautious that without their understanding they could not move forward their passions and to preserve the family at the same time.
 - Women are ready to be tolerant in a relationship with the purpose that this could be a source of motivation in the family life for their husbands/partners.
- 3. Women feel defied in their everyday life from the general perception of age, from expectations that others have (colleagues, companions, managers, etc.), and in the meantime they don't have equal opportunities for the double of work they are required to do.**
- If women are younger, they are underappreciated for their capability, and if they are in a later age, in this case they are defied for the energy and the willingness to move on and to work overtime. Age is like an anchor that a woman holds since the moment she is brought to life, because that is the instrument that public opinion tends to hit her occasionally.
 - Women try to avoid bureaucracy in the public administration because they are more predisposed toward effective results.
 - Given the fact that they dispute bureaucracy and are strict to exercising their duties, this harms them in the recruitment procedures, even in the private sector. This because a woman is non flexible toward legal issues and to everything off the record.
- 4. *Women are actually dominating the most of work sectors, that mostly were a male domain.***
- It's a fact that women have succeed in engineering, medicine, journalism etc.

- Even though they are more than men in the mentioned sectors, they are underappreciated in the public opinion, in the eyes of their employer, of their superior.
 - The cause of these gender stereotypes that raise skepticism for women's abilities or the opposite is the very meticulous nature of women "who do things more rigorously than it's needed".
5. *Women tendency to self – sacrifice their motherhood*
- To be self-realized a professionals, women had to give up from their natural destiny of being mothers, or in the best scenario to reduce the number of children, mostly in just one child.

IV.2. Recommendations.

- Women need to give more attention to themselves, because this helps reducing the level of self-victimization.
- It is recommended a review of the Labor Code to prevent the abuse with working hours toward women given the fact that they have many roles in society.
- To identify the positive case studies of cooperative husbands, so these could be referred as role models in trainings about men and their role in the family.
- The number of male participants in the women rights and Say No to Violence toward women campaigns must be raised in all of the months and not only in 16 days of activism, because this is not enough to bring the expected results.
- Public institutions and private companies must review their gender politics. It is time for a women approach not only in employment rates, but also with an explicit focus in their involvement in supervisory roles.

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RESEARCH STUDY

WOMAN IS POWER



VIGÀN
State of giants.