
Challenges and Perspectives of Men in the Albanian Society

Mary Ward Loreto Foundation



Empowering through Justice, Freedom and Sincerity

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Introduction

Statement of the Issue

Albania's history can only be described as complicated. From its near dissolution as a nation subsequent to the events of World War I, the decades of isolation during the dictatorship of Enver Hoxha, the chaos that erupted as a result of the pyramid schemes of the late 1990s, and now its efforts to join the European Union, Albania has experienced incredible change, more often than not struggling to manage it. Now it once again finds itself at a crossroads. If Albania is to ever become a full member of the European Union, it must make great strides in several areas, including that of equal rights¹, including gender equality.

That Albania is a patriarchal society is without question. In fact, the Balkans region as a whole is populated with male-dominated societies operating under rigid behavioral expectations for males and females of all ages. As with other societies, though, there is a positive relationship between groups who are younger and/or live in urban regions and more progressive views on gender equality. Even so, Albania lags behind Western Europe in moving away from male-dominated systems of government and family leadership.

However, there has been a paradigm shift in the advancement of women in education, where women on average attain higher levels of education than men, save for the elderly². While students at the primary school levels tend to attain equally between the genders there is a marked divergence that manifests in the 10th years, where students move from the "9-year schools" (*9-vjeçare*) and into the high schools (*gjimnazi*); girls tend to receive higher marks, particularly

1. http://ec.europa.eu/enlargement/pdf/key_documents/2014/al_report_june_2014.pdf

2. https://editorialexpress.com/cgi-bin/conference/download.cgi?db_name=IAFFE2009&paper_id=1523.

in their English language courses³; these improved marks in relation to boys is often accompanied by negative and/or disruptive behavior on the part of the boys in the class. This disproportionate distribution continues into the universities, where women outnumber men by a considerable margin, with graduation rates being even more unequal.

One of the results of this is that women are beginning to be represented in the upper echelons of politics, businesses, and schools. For example, the current Minister of Education and Sport is a woman. In addition, a majority of school directors, and many directors of Regional Directorates of Education (*Drejtoria Arsimore Rajonale*) are women. However, while these positions are often politically appointed, they are not subject to the electoral process, and thus the overwhelming majority of local and federal politicians are still men⁴.

That this must change is without question. That men—the dominant group of the two—should be partners in this shift is supported by historical parallels in many countries (White “Freedom Riders” in the United States during the 1960s, who risked prison or worse in support of equal rights for Blacks and other minorities; male suffragists in many countries, including the United States and the United Kingdom; and in South Africa, the role of FW de Klerk in not only freeing Nelson Mandela, but legitimizing the ANC party which would bring Mandela to the presidency himself). Instances are rare in which equality is gained without the work of allies who are members (through an accident of birth in most cases) of the group holding power.

Interestingly, the move away from patriarchy has, in many ways, already begun to take significant strides, although not from a cause that one would consider positive. Cook and Rakaj (1995), in investigating households in a northern Albanian village (the north being, and continuing to be, the more traditional, conservative region of Albania) found that the Communist era had remarkable effects on the traditional patriarchy that had existed prior to World War II:

Only a fourth of the households contain some of the traditional family structure, e.g. unmarried brothers of the head of household being

3. While it is beyond the scope of this study, it should be noted that public schools in Albania “socially promote” students; thus a student moves to the next level of the subject regardless of whether or not they have attained mastery of the previous level. This has the effect of further widening the gap between male and female students as the subjects become more difficult.

4. <http://www.soros.al/en/legacy/women.htm#1>

part of the household. Money decisions and the number of children desired are frequently made jointly by husband and wife. At mealtime there is no longer a dining sequence [note: as a Peace Corps volunteer, one of dozens in the country, I can report that women still often eat after the men, save for special occasions or if there are honored guests present] but the entire household eats together. (p. 89)

The only exception to this shift was in the area of arranged marriages, where:

Ninety-nine percent of the women surveyed had arranged marriages, with most being arranged by male relatives. There is much confusion however, on the matter of whether their daughters should have arranged marriages. This uncertainty may indicate future change in this area also. (p. 89)

So, the momentum of change, which began many decades ago, will most likely continue. However, as I noted, there still exists a gulf in the way men and women are treated in this country, and the way they are expected to act. It is reasonable to wonder what the roadblocks are to continued progress in this area.

One possibility is that there is a final, immensely important factor: people tend to cling to more archaic modes of thought and action, tend to exert dominance wherever they can, and cause harm to themselves and others because they themselves are fighting a difficult internal battle. In addition, these obstacles arise from a variety of possible sources, both external and internal. The question is which are the ones which are the most negatively influential, from where do they come, and to what extent do they exist. This is the purpose of this study, for in discovering the factors that inhibit the social and economic success of men in Albania, that make it difficult for them to view their life as having worth and meaning, we can work to target, and hopefully lessen, them.

Thus men in Albania can become better agents of change not only for equality in Albania, but dignity within themselves.

Research Questions

This work looks at the following questions in an attempt to better understand the issues, beliefs, and obstacles that affect the ability of Albanian men to serve as active participants in not only a more egalitarian society, but in their own emancipation from roles that restrict them from attaining greater life satisfaction:

1. *What are the demographic characteristics that predict more or less progressive attitudes regarding gender relations?*
2. *How do stressors such as employment/financial issues, medical concerns, and community relations affect men's behavior towards partners/spouses, children, and neighbors?*
3. *How do men's beliefs about the role, ability, and willingness of federal and local government to improve the lives of Albanian citizens affect their actions and/or behavior?*
4. *Is there a correlation between men's self-efficacy (the belief that they have the ability to improve their lives) and their actions and/or behaviors? If so, to what degree does it have an effect?*
5. *Are members of certain demographic groups more or less inclined to unhealthy behaviors such as drinking or violence?*
6. *What are likely the most efficient and efficacious acts that policymakers can take to assist Albanian men to better their lives?*

By learning the answers to these questions, it is to be hoped that policymakers and other agencies can better target admittedly scarce resources towards government program and other forms of assistance and education, leading to a healthier society in Albania, as measured by higher levels of life satisfaction and a decrease in the social ills that arise when a significant segment of a population experiences intellectual and economic challenge.

Intended Audience

This study is the result of original research and analysis, both qualitative and quantitative. However, it is not directed solely at scholars, but rather at political leaders, policymakers, and other practitioners: Ministry officials, local and federal government leaders, political party heads and their deputies, non-

governmental organizations with a stake in Albania's future, and anyone else holding responsibility for shepherding Albania towards full compliance with EU guidelines for membership. The findings and subsequent recommendations are calls to action.

Accordingly, the data and analysis is presented in a format that best addresses these audiences. So while it is helpful to be familiar with the terms and methods of qualitative and quantitative research, it is not necessary to be a complete expert to comprehend the analysis and act on the listed recommendations.

In addition, while it was noted that Albania is a unique country in many respects, the issues that it faces in terms of gender, both in inequality and in the restrictions of patriarchy experienced by males exist in other countries. Therefore what is learned here has applicability elsewhere, and it is hoped that the region as a whole can benefit from this work.

Literature Review

One of the challenges of investigating the role of men in perpetuating or combatting the patriarchal system in Albania, and the reasons why it exists and how they too are victims, is that one runs the risk of narrowing the search to too great a degree; there is a scarcity of research on the nexus of the role of men in gender relations and Albania in general. When one expands the field (to the Balkans region, for instance), there is more to be found. For example, Kaser's (2008) work argues that the remnants of the Ottoman Empire (Turkey and the Balkans specifically) in fact can be categorized as one region in many respects, including the holdover of many patriarchal institutions.

However, the overall research is still relatively thin, and remains so even as one broadens the search into Eastern Europe. Whether this is due to Albania's history of isolation, or because of other factors is unclear.

In the case of this study there is no need for an exhaustive bibliography; as I stated before this is a work for practitioners, not scholars. There is another, more salient consideration: despite its location in Eastern Europe and the cultural characteristics and mores that Albania shares with its neighbors, Albania is very much a unique country. Citizens of every nation will be quick to point out the same, but one cannot ignore the effect that decades of enforced isolation under Hoxha's rule has had. Its very inability to interact with other countries, to participate in the global economy and thus the global community calcified a number of beliefs and traditions, having both positive and negative consequences. For one, Albania has retained a sense of national identity. On the other hand, any exposure its citizens had to cultural pluralism was obtained illegally, such as via broadcasts from Italian television stations; in the eyes of much of the rest of Europe, Albania has some catching up to do.

Therefore, it was necessary to be cognizant of the possibility that certain gender roles and expectations might be endemically Albanian (though there may be rare instances of ethnic Albanians in neighboring countries following

such practices), such as the existence of sworn virgins.⁵ All told, the dearth of research on this specific nexus (men's roles in gender and societal equality + Albania) allows this study to help fill a gap. It also means that the review of extant literature must be categorized differently.

Understanding Gender Role Conflict

"Gender Role Conflict" (GRC) is a term coined by James O'Neil, currently at the University of Connecticut, to explain how the negative beliefs and behaviors of men are socially constructed, and socially reinforced. The research on this phenomenon spans decades, and has been applied in a number of contexts in order to offer explanations for a number of personally and socially harmful behaviors: violence (towards women and others), depression, suicidal ideation, excessive drinking, drug use, sexual prejudice, and various other ills. Literally hundreds of research papers, dissertations, books, and journal articles have referenced O'Neil's work; research on how it manifests in Albania seems to be an exception.

To attempt to explain the whole of GRC is outside the scope of this study. However, O'Neil offers a concise definition: "For men, the personal experience of GRC [Gender Role Conflict] represents the negative consequences of conforming to, deviating from, or violating the gender role norms of masculine ideology" (O'Neil, 2013, p. 490). In addition, GRC exists in a number of contexts: within himself, in the way he expresses himself or behaves towards others, how he perceives others' treatment of him, and how he experiences transitions in his role (O'Neil, 2008). This last factor, considering the previously-mentioned shift that Albania is experienced in the way that power is beginning to be distributed and the channels (e.g. higher education levels among women) through which it is being done, is particularly relevant.

Other research has investigated this phenomenon, and discovered that not only are certain gender characteristics desirable in specific genders, but that the reinforcement of these veers from the suggestive and, depending on the rigidity of the society, becomes prescriptive. In addition, in one (admittedly small-scale study located at a very specific context: Princeton University), it was found that women experienced less prescriptive norms (Prentice and Carranza, 2002). In other words, it was far more acceptable for women to exhibit stereotypically masculine traits (ambition, directness, competition,

5. http://www.nytimes.com/2008/06/23/world/europe/23iht-virgins.4.13927949.html?_r=0

need for success, etc.) than for men to exhibit stereotypically feminine traits (caregiving, nurturing, patience). One wonders if this is or was due to a given society's "need" for the roles traditionally held by men, the extreme result being similar to the practice of "sworn virgins" in the north of Albania. Regardless of the reason for this difference in expectations, the societally dominant group ironically suffers from far more constraints. One may argue that men's very position of social power makes them particularly vulnerable to any disturbance of the status quo; they are prisoners of the culture in their own way.

This assertion is supported by additional research on the strong correlation between societies that emphasize manly traits as being not only desirable, but also required, and high levels of stress felt by males who either do not conform to these ideals, or are finding that they are able to do so with great difficulty. In a study conducted in 13 countries and involving over 6,000 participants, Arrindell, et al. (2013) found this correlation, and suggested further research into the effects this might have on males who suffer under this pressure. An additional study on the relationship between this pressure to conform to masculine ideals and consequent psychological problems supports this assertion (McCreary, et al., 1996).

Because of these constraints, and the need to remain "strong", "tough", and "manly", it is far less likely for men who are suffering psychologically, or who are aware on some level of the imbalance between the way they behave (towards women, peers, subordinates, friends, or their offspring) and their own inner harmony to seek help to address their issues. This, of course, only serves to worsen the problem. Dell and Mintz (1989), theorizing that Gender Role Conflict played a large role in preventing men from "help seeking behaviors" (p. 295), conducted a study seeking a correlation between adherence to expected models of male beliefs and behavior and reduced help-seeking in men. They found a statistically significant correlation between "restrictive emotionality" and "restrictive affectionate behavior between men" (p. 299) and reduced help-seeking. This study does have its limitations, however, in regards to Albania. For one, like the previous work, this study was conducted in the United States; Albania is a far more outwardly patriarchal society (which leads one to assume that the relationship between these behaviors and decreased help-seeking is likely greater). For another, though, Albanian men are quite outwardly affectionate with each other, even with adolescents (e.g. walking arm in arm down the street, male classmates with their arms around each other while attending school, etc.). This deviation—the outward affection—from

expected norms of masculine interaction is one I have personally witnessed many times over the past two years I have lived in Albania. It also leads to an important reiteration of the idea behind Gender Role Conflict, that being that behavior is socially constructed. To put this in another way (a stronger way), Basow (1992) argues from a strong base of research that gender stereotypes do not come into existence in a society because of differences between men and women, but because of the society itself. Thus she argues that restrictive gender stereotypes only exist because the societies in which they exist created them. “This is the way things are” is a phrase that comes to mind. One must argue, then, that things are the way they are because *people* made them that way, and therefore *people* can choose to change them, assuming they have the will to do so.

Finally, while it does exist, there is a limited availability of psychiatric assistance in Albania, and it is far less advertised than in the Western world. While none of these are reasons enough to dismiss the findings, which again are quite strong, at the least policymakers should be aware that there is very little existing research on this intersection in Eastern Europe.

Economic Factors in Relation to Men’s Attitudes, Mental Health, and Self-Emancipation

In a study involving thousands of participants, Artazcoz, et al. (2004) found that unemployment had a much greater deleterious effect on the mental health of men over women. The reasons postulated for this difference were connected to the different social roles that men and women are expected to play.

One of these roles is that of breadwinner. Even in more egalitarian countries, the husband has traditionally been viewed as the main provider for his family, and deviations from this expectation can lead to feelings of emasculation, which in turn can reinforce the situation, e.g. men who do not find work easily may eventually abandon the search for it altogether (Pappenheim & Graves, 2005). Eventually, this passive behavior (e.g., sitting in cafes, playing dominos with friends) may morph into actively negative behaviors, themselves manifestations of depression (Friedman, 2010).

What must be understood is that the men thus affected are more often than not unaware that their financial situation is “bringing them down”, leading to negative behaviors; because the role of the man as head-of-household and primary breadwinner is inculcated at a very young age, and thus the negative

reactions that occur from it not being attained are subconsciously motivated.

The impact of economics is much broader than in how men interact with women and each other. One of the goals of this study is to determine the best ways in which men can help free themselves from society's constraints, and while one's position on the economic ladder certainly has an effect on life satisfaction, it also has an effect on a person's level of self-efficacy, i.e. the personal belief that one has the power to positively affect his or her life, and that outside forces do not exert insurmountable control over one's destiny. Martin and Hill (2012) phrase choose to use "self-determination theory", though they did not coin the term, to seek to understand how this manifests in one's ability to understand and influence one's own behavior: "The foundations of SDT are grounded in the premise that significantly fewer options in important life situations lead to a sense of other- versus self-regulation of behaviors" (p. 1162). To phrase this differently, one's behavior changes more due to outside influences (including the opinions and actions of other people) than due to one's own choice (whether this is grounded in core values or personal worldview). In Albania, a developing nation, it can be argued that the presence of fewer employment and economic options, leads to an increase in negative behaviors among men that come about as a result of both peer pressure and a sense of apathy that arises from the belief that little can be done to improve one's station in life. One possible manifestation of this, which will be discussed in our results, is the existence of a large number of *baste sportive* (essentially betting bars) in all communities across Albania, each of them seeming to have little trouble staying in business, indicating the willingness (with often disastrous financial consequences for the gamblers and their families who must now do with less) of Albania's small population (less than 4 million) to patronize them.

Olsen, et al. (2007) researched the relationship between economic indicators and beliefs in gender equality in Central and Eastern Europe. They did so because this region was (and still is) undergoing rapid economic change, a situation mirrored in Albania. Their sample consisted of college students, a population often assumed to possess more egalitarian views towards the sexes. The strongly correlated results were two-fold, and not particularly surprising to one familiar with Albania: Beliefs in gender role equality were strongly correlated with a positive economic climate, and women tended to support equality more than men. There is a possible explanations for this: if jobs are scarce enough, such as in Albania, then the above-mentioned notion that men should be the primary breadwinners in their families could result in

a belief that women do not have the same “right” to work as men, and thus a measure of resentment when this right is usurped by someone better educated and better qualified, who just happens to be a woman.

Education and Its Effects

Here we run into the difficulty of categorization that arises when factors are linked. While education level may have an effect on men’s earning potential and overall sense of self-worth, when their spouses are taken into consideration, there is a correlation between respective education levels and incomes:

We see that the probability of having a sole breadwinners is highest if the wife’s education level is high, and the husband’s is low. The theoretical model predicted that in this case the probability of observing a female breadwinnership gets higher, as the husband may withdraw from the labour market. However, a low education still also may proxy low employment opportunities of the husband. (Bloemen & Stancanelli, 2007, p. 25)

Therefore, I had to make a choice to either combine the factors of education and employment in this review, or leave them as discrete categories. As with all decisions of this sort, there are benefits and drawbacks to both, and the decision came down to practicalities; the body of research, scarce as it is relative to Albania, does not find an *inextricable* causal link between these factors, though they are surely related.

Still, I cannot overstate the importance of taking education level into consideration; the previously noted large (and growing) discrepancy between men and women in higher education courses is a predictor that more women in Albania will begin to assume the role of main or sole earner in their families.

The Manifestation of Negative Behaviors

On their own, thoughts, beliefs, and attitudes, while internally damaging are invisible to anyone save the one experiencing them. It is only in the actions that manifest as a result of internal negativity that one becomes aware of how damaging they can be, not only to individuals and their families, but to society as a whole. Some of the more salient actions one might witness are increased

alcoholism, both public and private; gambling addiction, as mentioned above, which more often than not only worsens an individual's or family's economic situation, leading to more desperate (often illegal) acts; and violent acts, against others and themselves, which shatter families and further weaken support for spouses and children.

There is a large amount of anecdotal evidence linking excessive drinking with other negative behaviors. What is less understood is how the factors of alcoholism and stress relate in Albania itself. There is evidence to support the idea that drinking is seen as a way to cope with stress, and is an accepted method of reducing stress. Rutledge and Sher (2001) note this, and go further in finding that men are far more likely to use alcohol in this manner, a division that only becomes more stark into further adulthood.

In relation to the last (violence against self) there is a solid base of research on suicide, and the causes of suicide. What may not be that surprising is that the suicide rate among men is higher than that among women. However, the difference is far higher than one may expect, nearly double that of men over women. One possible explanation is again related to the difficulty that some men are experiencing with the changing times: "As gender roles have changed, concepts of being male and female (gender-role orientations, psychological androgyny) have gained high importance for explaining gender-related differences in behavior and attitudes...." (Möller-Leimkühler, 2003, p. 2).

Regarding violence towards others, Albania's more traditional standpoint makes it more difficult for male violence against women to be taken seriously. It has been noted that in more traditional (as opposed to egalitarian) societies, the male perpetrator of violence against women is more likely to be seen in a more favorable light (Willis, et al., 1996). Basically, if a society is more likely to excuse men's violent outbursts towards women, particularly their partners, then there is far less incentive for men to seek to change their own behaviors.

There are other possible explanations for why negative behavior on the part of Albanian men may be more extreme, including anthropological explanations. Consider the 500-year occupation of Albania by the Ottoman Empire, which at its height nearly trampled the Western world. The quarrelsome divisions that initially allowed the Empire to overrun Albania was borne from the same stubbornness that allowed the rise of its national hero, Gjergj Kastrioti (Skenderbeu) and a resistance that preserved much of Western Europe from being conquered itself, the same stubbornness that preserved their language. It is a will to take things to extremes that brought this about, and this tendency persisted through the centuries, embedding itself into the way that Albanians

interacted and continue to interact. This was particularly prevalent in the north, where Shryock (1988) conducted a study on the history of blood feuds and the reason for their persistence. In short, Albanians have a history of taking minor disagreements to new heights⁶, and while this reputation is both somewhat undeserved and shared by other countries in the region, it still exists. Having myself witnessed small arguments erupt into physical violence and threats of “I’ll kill you”, I see a disconnect between the way that many Albanians used to resolve disagreements or express displeasure and what is expected of them by a modern world.

Freeing Themselves by Freeing Others: The Point of the Study

I noted previously that marginalized populations gain emancipation, more often than not, with the cooperation and assistance of members of the dominant group. Connell (2005) makes the point without wavering, noting that:

the very gender inequalities in economic assets, political power, and cultural authority, as well as the means of coercion, that gender reforms intend to change, currently mean that men (often specific groups of men) control most of the resources required to implement women’s claims for justice. Men and boys are thus in significant ways gatekeepers for gender equality. Whether they are willing to open the gates for major reforms is an important strategic question. (p. 1802)

I further argued that this may come about when men begin to understand the root causes of their own pain and suffering, the negative effects of which spread to their spouses, families, and beyond. Things begin to change when they act to change them, and when their leaders lend their aid in raising themselves, and by extension Albania, up.

6. <http://www.theguardian.com/world/2011/jul/05/albania-kanun-blood-feuds-smolar>

Research Design, Methodology and Analysis

This is a mixed-method (qualitative and quantitative) study, designed to match data from a questionnaire with collected notes from semi-structured interviews and focus groups. Quantitative and qualitative coding was done simultaneously, and where the analysis discovered significant connection we probed further, with the goal of recommending policy actions that may improve the overall situation by targeting specific areas of need.

The Nature of the Sample

1086 men across Albania were selected to take the questionnaire. Of these 28 were selected to participate in semi-structured interviews, and 97 were selected to take part in 10 focus groups of about 10 participants each. In order to get as representative a sample of the population of Albanian men, a distribution of ages, community types, marital status, employment status, income levels, and education was sought, with the following options:

- Age: 25-35, 36-45, and 46 to 55 years old
- Community Types: Villages, Towns, Cities, and Large Cities
- Marital Status: Married, Single, or Divorced
- Employment Status: Employed or Unemployed
- Home Ownership
- Income: 0 to 50,000 lek (ca. 360 euros) per month
- Education Level: No formal education to Graduate Degree

Për të gjitha kategoritë u kërkua një masë mjaftueshmërisht e madhe e In all categories a large enough sample size (n) was sought in order to give our analysis enough power so that our recommendations had merit. This led to questions about how to break up the overall sample sized into groups; this

would be driven by the areas in which strong correlations existed (see the section on Results for specifics), in addition to the need to have a large enough number of participants (e.g. men from villages with at least a secondary level of education) for the recommendations to carry weight.

Participants were gathered through contacts established by a member of Mary Ward Loreto's staff, a native Albanian, who made site visits to the communities to distribute the questionnaire and conduct the interviews and focus groups. While the choice of communities was made in order to gain as complete a representation of Albania as a whole, the choices of participants were based more on convenience (who was willing and available at the time), and so there was a slight risk of incomplete representation for any particular community, a risk mitigated quantitatively by the large number filling out the survey and qualitatively by visits to several different sites of similar community size and/or in the same regions.

Because there is such an inherent distrust of government specifically, and institutions in general, participant anonymity was assured. As the findings of this study are to be presented to policymakers, including politicians, and because many participants, or their ancestors, have living memories of reprisals for speaking out on the failures of the Albanian government, there was little chance of gaining truly honest data if there was any question that unflattering answers or opinions could be traced back to any specific participant. Therefore, neither the questionnaire nor the notes collected from the interviews and focus groups contain identifiers that would allow participants identity to be known; each was assigned a number, which was used to track them in SPSS for the survey, and in my coding notes for the qualitative analysis.

Collection Tools

Quantitatively, 1086 questionnaires (see Appendix A) in Albanian (*Shqip*) were distributed to men in communities of various sizes across Albania. The participants were given up to an hour to complete the 30 questions, and the questionnaires were collected during the same visit. These questionnaires used a Likert-scale⁷, with "5" indicating strong agreement with a statement and "1" indicating strong disagreement. All statements were positive in nature; therefore, a higher average score for the questionnaire as a whole

7. When analyzed quantitatively, a Likert scale survey assumes that the distance between a "1" and a "2" carries the same significance as the distance between a "2" and a "3".

indicated more positive experiences and beliefs, or more progressive views on gender roles and family interactions. Certain focus areas (e.g. stress level) had multiple questions (at least three questions for each area, and most often more) addressing them, and these related questions were randomly placed throughout the survey in order to control for accurate answers, and then grouped together during the analysis to determine which factors were in most need of improvement.

An initial distribution of 20 questionnaires enabled us to check for the reliability of related questions using Cronbach's Alpha (see Appendix B). Results from this indicated that the questionnaire was very reliable overall, and also in the following specific areas: stress level, gender relations, confidence in government, and inclination towards unhealthy behavior.

The following tables state the overall distribution of the participants through the various categories. At this level of disaggregation, the numbers were enough to give us enough confidence that our analysis would yield reliable results that could be extrapolated to the general population of Albanian men.

Age

Age	Number
25-35	382
36-45	384
46-55	308
No Answer	12

Community Types

Community Size	Number
Large City	292
City	115
Town	111
Village	470
No Answer	98

Marital Status

Marital Status	Number
Married	725
Single	333
Divorced	12
No Answer	16

Employment Status

Status	Number
Employed	489
Unemployed	582
No Answer	15

Home Ownership

Status	Number
Own	767
Rent	269
No Answer	50

Income

Monthly Income	Number
0-9,000	309
10,000-29,999	338
30,000-49,999	305
50,000+	117
No Answer	17

Niveli më i Lartë Arsimor

Highest Education Level

Level	Number
None	31
Primary	301
Secondary	333
Vocational	120
Some College	57
College	184
Advanced Degree	37
No Answer	23

Analysis

Transcripts and other notes were translated, reviewed, and coded for commonalities and/or correlations between respondent demographics and answers. When these emerged, they were checked against the results of the questionnaires in order to find where the crossovers were strongest. Were this a pure research paper, areas in which there was no correlation between age, education level, community size, income, marital status, etc. would also be noted, and possible explanations offered. However, what concerns us is where there is a strong relationship; that is where policymakers and leaders should spend their efforts, and so it is where this work will spend its space. Therefore, if the null hypothesis⁸ (quantitative) could be rejected, and there was significant thematic correlation with the same population group (qualitative) we could be reasonably sure that this intersection (e.g. young men in villages having little faith in the government) should have resources targeted at it.

Thus in looking for common themes that emerged during my coding of the qualitative data, and matching these finding with what emerged from the analysis of the questionnaire, I hoped to reduce the overabundance of data that can sometimes paralyze policymakers with too much information. If the relationship was particularly strong, I knew that this would be an area where targeted action by decision makers could have a maximum impact. The fact that scarce resources are available to these policymakers to create large-scale

8. In statistics, the null hypothesis states that there is no relationship between two or more phenomena. In this study, one example of this is “there is no correlation between the age of the respondent and beliefs about the Albanian government.

change means that they must be spent strategically; this type of analysis can assist in their being able to do so.

Using SPSS (Version 23) I utilized a standard alpha-level of .05 (two-tailed) to create my quantitative analysis. This gives us a 95% chance that any relationship is not a result of random error. In cases where the null hypothesis could not be rejected, I assumed that this did not need further exploration and directed my recommendations to areas in which such links did exist.

Results

As this is a mixed-method work, our findings are organized around common themes that arose from both the quantitative (questionnaire) and qualitative (interviews and focus group) collection tools, rather than separate the two methodologies into their own categories. This is because the findings from all three tools are related, and sometimes duplicated nearly exactly, so to reproduce the same issues and findings in separate sections of this paper is not only unnecessary, but inconvenient for its target audience.

The disaggregation of the subject groups was another consideration. Because there were a large number of subjects representing a large variety of possible factors—population of their communities, age range, salary range, education level, marital status, etc.—there was a danger of classifying the subjects to too great a degree. For example, to create a particular subgroup of unmarried large city dwellers with a secondary education level, aged 36-45 would reduce the power of the analysis by creating too small a number of participants, while at the same time requiring that the same analysis is conducted on groups of equal specificity. The end result would be a cumbersome piece of research that ultimately tells us very little.

In addition, the initial analysis culled what was too large an amount of discrete categories into a much more manageable number, eliminating some areas of exploration. For example, our quantitative analysis found that the average level of confidence in the Albanian government of city dwellers and villagers was nearly identical; while this may be because many of these city dwellers were recent migrants from rural areas, our collection tool only indicates their current community, not how recently they arrived, thus energy spent trying to understand the small difference that does exist would be better utilized elsewhere, where the different results are much greater in degree. The charts and tables included give general information about the average scores, and where there is significant difference between the various groupings (e.g.

community size), as well as the degree to which this difference exists and is significant.

For more complete data see Appendix F: Means by Groups, Appendix G: Independent Samples Tests, and Appendix H: Analyses of Variance.

Finally, you will see that although the analysis resulted in our being able to create these themes, these issues do not exist in isolation from each other; their interrelatedness was a challenge when it came time to assign certain findings. In the end, I chose the themes in which our findings were represented most dramatically, making sure to note, however, where there were connections to other themes.

Theme 1:

A New Look at Education Through the Need for Infrastructure

The future of Albania is in the hands of the younger people and the most valuable thing that needs to be done by men and women is to be part of and to invest in children's education. By supporting their children, parents and community members make an investment to make Albania better.

-Focus Group

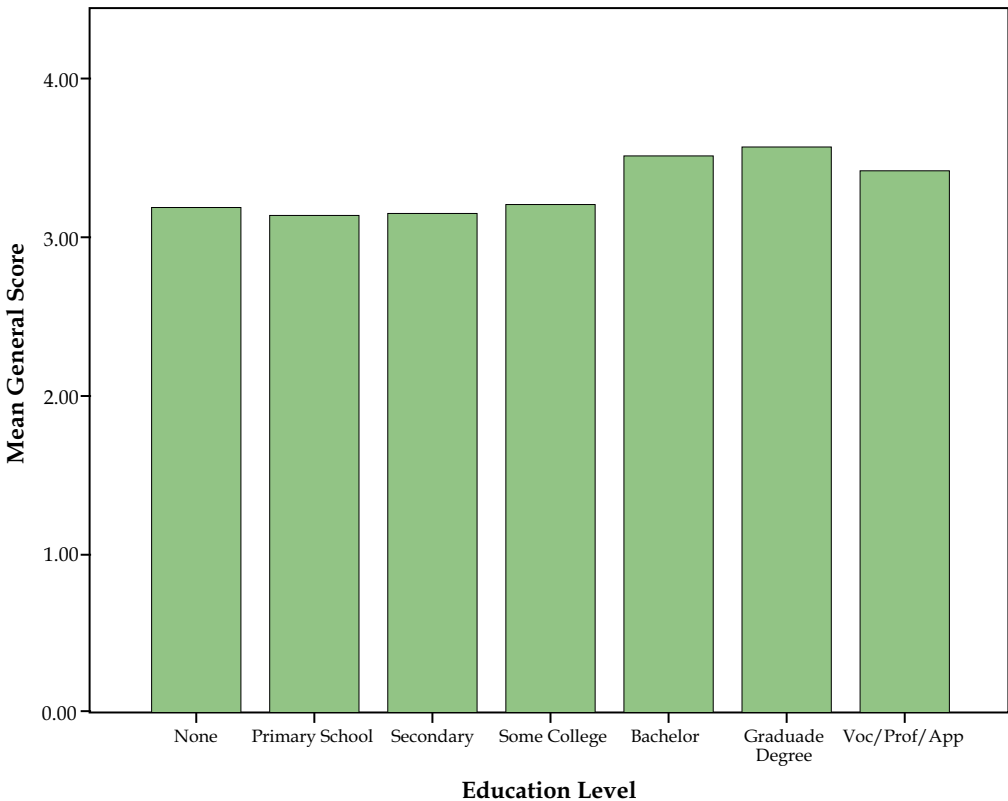
Our role is to aid the population and educate generations. We've always been a small nation, and for a small nation it is difficult to take their own destiny in hand. But it is very important that men and women educate the younger generations. At least they should not suffer the things we are suffering currently.

-Interviewee

It is not surprising that men who attained higher education levels are more likely to exhibit positive behavior and beliefs in all categories of the survey. In addition, a plurality of the focus group participants and interviewees mentioned education as not only imperative for society to grow and for men and boys to succeed, but also noted that one of the government's primary responsibilities is the education of its citizenry. The chart below lists the general scores for men from different educational backgrounds. There are some interesting things to note here.

The first is that there is a significant jump from "Some College" to "Bachelor"; it is clearly visible. However, visuals can be misleading, so I conducted two

tests to determine whether or not the differences were statistically significant.⁹ An analysis of variance (ANOVA) indicated the highest possible score for significance¹⁰. An independent t-test then grouped the education levels, with the divider being the clear jump from “Some College” (in which participants began a university education, but did not complete it) to “Bachelor”. Again, this test indicated strong difference between these two groups. With this information, we have to conclude that education level matters.



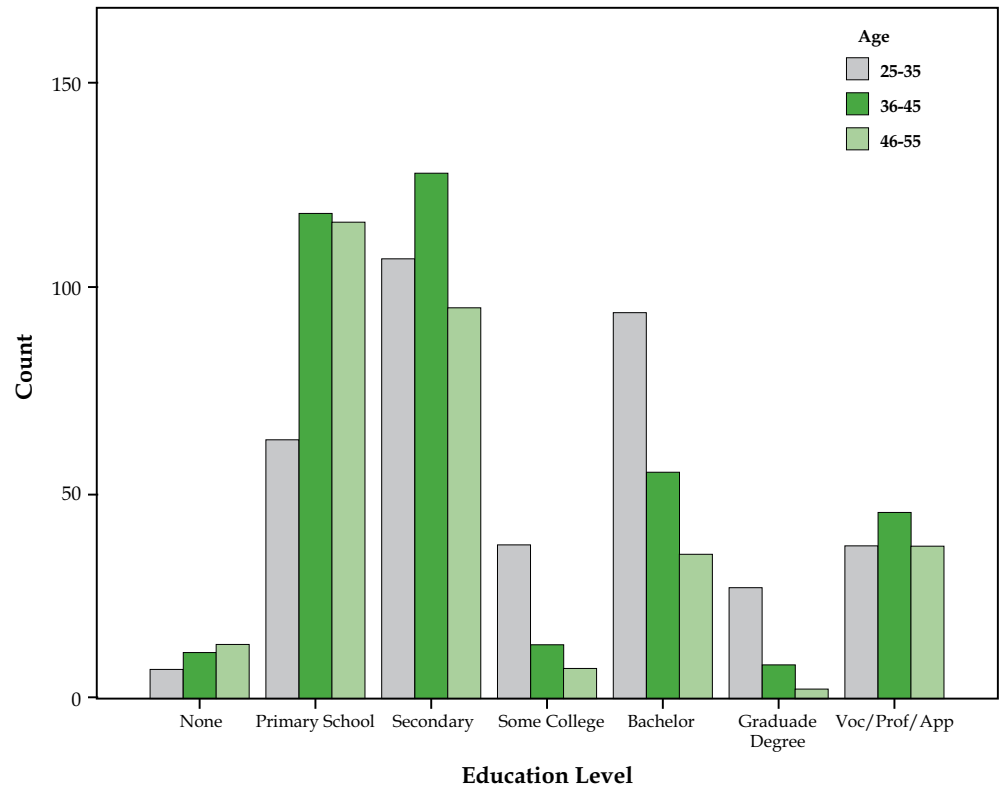
It is a belief shared by the men we interviewed individually and in focus groups. One member of a focus group put it bluntly, that the role of men and women in making Albania better is “to educate themselves and their families, mainly younger generations. Only in this way can we have hope that men and women help to raise society up.” An additional positive to note here is that

9. The results of both of these tests can be found in the Appendices under Independent Tests and ANOVA.

10. This result is a “.000”, which must be termed statistically as “less than .001”; a score of .05 or lower is statistically significant.

this participant includes women as part of the solution. Considering the highly disparate rates of college attendance and completion exhibited by women, this message has been taken to heart by them. It remains for the men of Albania to demonstrate the same commitment.

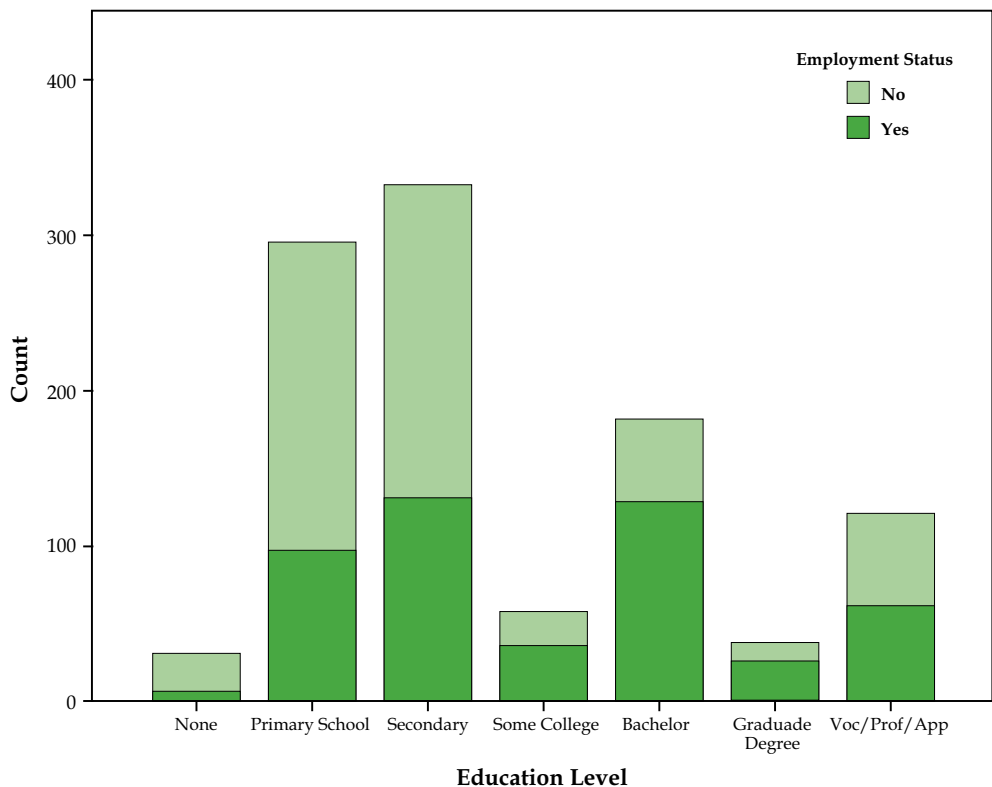
What is happening, though, as you can see from the chart below, is that young men are overwhelmingly choosing university study over vocational school when compared to older men. This despite my findings, discussed below, that vocational school is a much better option for many men who end up beginning university but never completing it; the lowest age of our participants was 25, an age by which the Bachelor degree (a three-year program) would have been obtained if it was ever going to be.



Early on in my analysis of the differences between education levels I had to change the way I coded vocational schools. I had initially ranked it between secondary school and “Some College”. However, when results for vocational school graduates came out consistently higher, in all categories, than for those who had attended college without attaining a degree, I changed its placement. Clearly, while there is a “default” attitude that students finishing secondary

school should move on to university, when they arrive their lack of earlier preparation and/or interest results in a population of dropouts with no other skills upon which to draw to make a living. While they do find work at a higher rate than vocational school graduates, this type of employment is often that of a waiter or other service industry, work more suited to students finishing school.

Still, as shown by this graph, they do find work, whereas vocational graduates have a lower employment rate.



Yet, as noted earlier, vocational graduates still score much higher in all categories, so there is something being offered in this work that makes up for a lack of jobs. How much more positive would things be if increased employment also happened for this population of men? Considering the much higher scores given by men who are employed versus those who are unemployed, one must accept that finding employment for vocational school graduates would have the effect of pushing their already high results even higher. One consideration is that many of the vocational school graduates may have achieved their certification decades ago, and thus should be afforded opportunities to update their training.

Report

Employment Status	General Score	Confidence Govt	Healthy Behav	Gender Equity	Low Stress
No Mean	3.1916	2.5986	3.9532	4.0731	2.4472
N	463	539	561	536	522
Std. Deviation	.57937	.92093	.80770	.68926	.83425
Yes Mean	3.3254	2.7082	4.0163	4.0700	2.8024
N	418	469	475	467	451
Std. Deviation	.59102	.88587	.76402	.64178	.83942
Total Mean	3.2551	2.6496	3.9821	4.0716	2.6119
N	881	1008	1036	1003	973
Std. Deviation	.58840	.90599	.78823	.66724	.85479

We feel the presence of the government very little; they only care about us in the electoral campaign. We think that the government supports the rich more than the people in need. We have more need for government support in infrastructure, roads, irrigation channels, social environments, and better conditions in hospitals.

-Focus Group

Nearly every interviewee and member of the focus groups indicated that infrastructure needs were of primary importance for improving their country and their own fortunes in life. Most of the time this involved restoring or removing falling buildings, fixing ruined roads, addressing an inadequate sewage systems, and making agricultural improvements. One interviewee put it most directly: "We do not have enough water for drinking. The agricultural infrastructure is very bad, and the roads in the villages are in a very bad conditions." These sentiments were echoed by his fellow men, in villages and cities and in different geographical regions. This is a country-wide issue. The work exists. The need exists. This is a problem to be tackled from many directions.

First, many of those who already have this training do not have work. There are different reasons given for this, which we will address in the next section. Second, a large population of men forgo vocational training in favor of a university education they do not complete, leading to lost years of productivity and lower scores in all areas this study researched ("...for the young men, it would be good to have continued the practice of vocational education. They are currently all trying to finish college, but few of them manage to get to work with their certificate" -Interviewee). Therefore, ways to attract Albanians to the technical fields need to be explored, including early identification of students whose interests lie in those areas rather than purely academic ones. Not only will this save years of frustration for these boys and

men, but increase the number of workers qualified to do the work that Albania needs to move forward.

As noted in a focus group in Tirana, “the foremost responsibility in our community is the education of children, the functionality of hospitals, and other public services.” Not only would an increased focus on such efforts lead to higher levels of public satisfaction and job attainment, but it would carry with it concomitant benefits to Albania as a whole, as transportation is sped up by improved roads, productivity is increased by the improvement in sanitation leading to less sickness, and living conditions are improved for all. A final note on this, before moving on to the next major finding, is that this work, like all work of substance in Albania, will need to be the product of coordination and cooperation between multiple ministries, not merely that of Education and Sport.

Theme 2:

Belief in Government is Weak, but Willingness to Change and Help is There

They say to us that the reason [for slow improvement] is lack of funds but we think it is corruption.

-Interviewee

In discussing the need for infrastructure in the previous section, I quoted a respondent who also noted that the government was not meeting these obligations, and that its presence is not felt in the lives of the common Albanian. Nor are they able to make their presence felt in the halls of power, for as one respondent stated, “To meet the mayor is tough, and unprofessional people are not welcome.” To this statement let me add my personal experience working with an NGO seeking to bring fire equipment to a community in need; despite the fact that the organization was donating equipment and training worth hundreds of thousands of euros, the mayor gave the impression that any time it took to meet was an imposition on him. We were foreigners offering aid, with all the prestige that accompanies it; imagine the plight of the average Albanian who wants to get his or her voice heard at the *bashkia*.

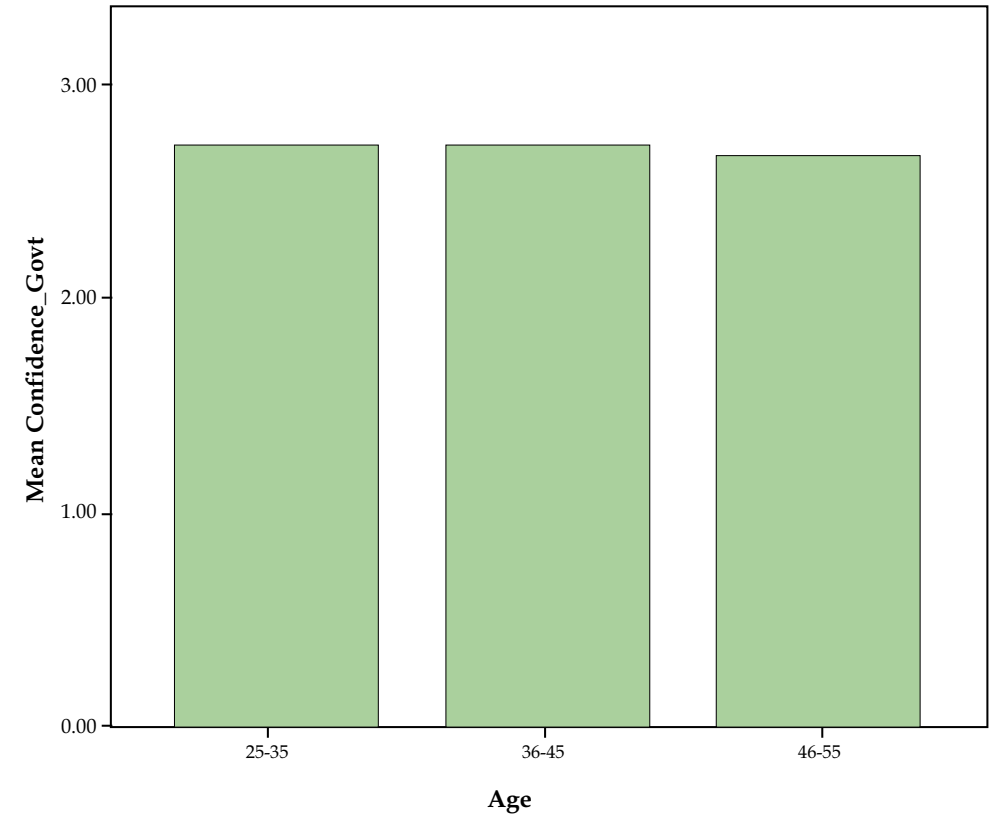
This is a common feeling amongst many of our respondents; on a Likert scale of 1 to 5, with 3 being neutral, the average level of confidence in the government was a 2.65, a low score, and the second-lowest overall score. The

fact that it and the category indicating stress levels are both well below average may indicate a linkage; if one feels powerless to improve, or even maintain, their livelihood, this could be exacerbated by a feeling that one’s government is unable or unwilling to provide any assistance.

	N	Minimum	Maximum	Mean	Std. Deviation
Confidence_Govt	1019	1.00	5.00	2.6510	.90743
General_Score	891	1.47	5.00	3.2579	.59022
Healthy_Behav	1049	1.00	5.00	3.9769	.79523
Gender_Equity	1017	1.33	5.00	4.0682	.67542
Low_Stress	985	1.00	5.00	2.6159	.85846
Valid N (listwise)	891				

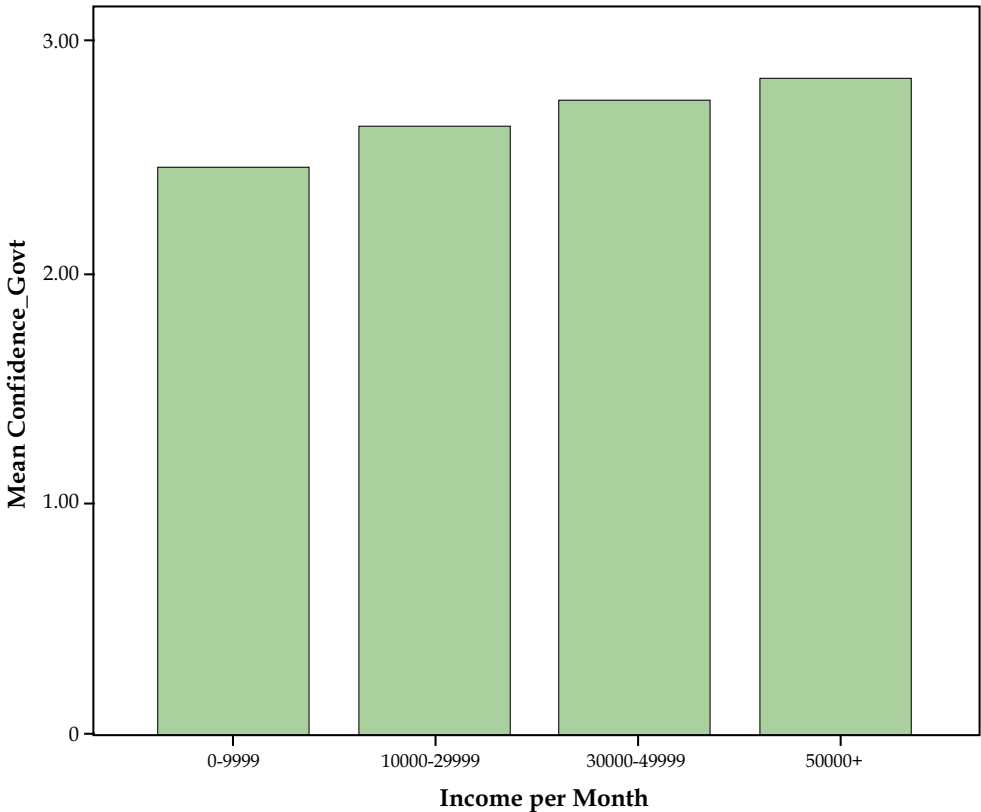
The following charts provide a better understanding of just how problematic this issue is.

This first is disaggregated by age, and what is important to see here is that because we are unable to differentiate by age, thus making targeted reforms (e.g. creating programs to better engage young men in the political process)



difficult, any work in this area needs to meet the needs of the male population as a whole.

The next, showing income levels, is interesting and problematic for two reasons. The first is that it is clear that those in the most need of assistance – lower earners – are the ones that feel the most left behind by their government. As noted in a focus group, “We are a poor nation. As a start those who govern us only enrich themselves, so there is a lot of corruption, and the situation seems hopeless.”

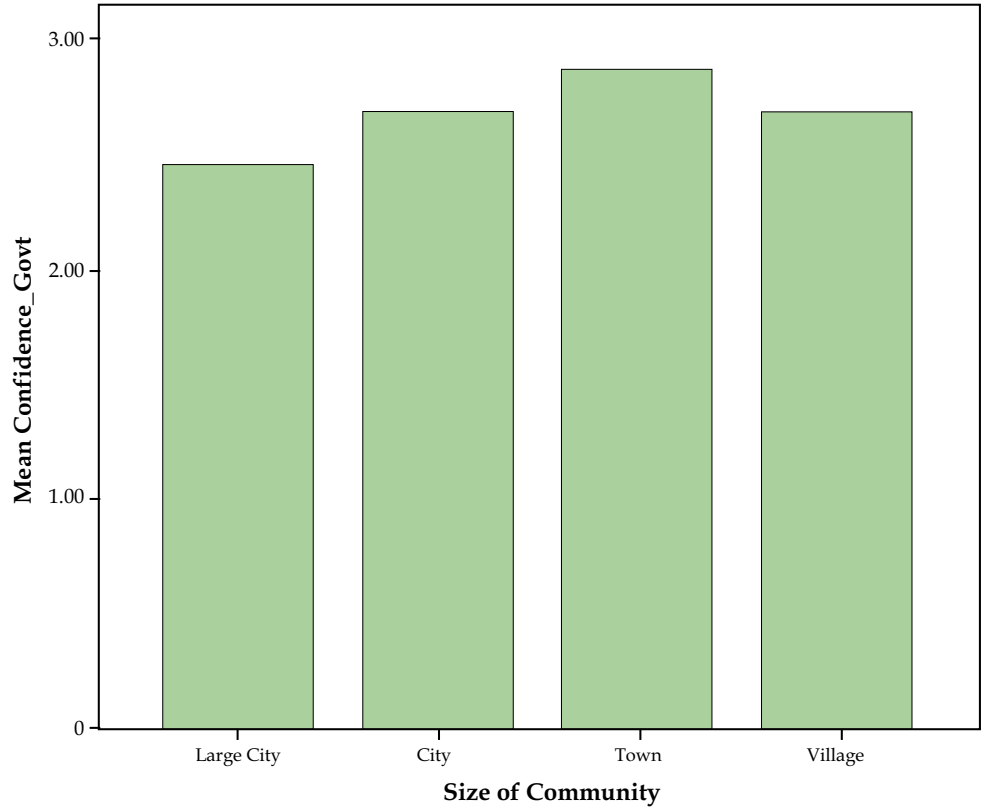


Something else needs to be noted here, though: even those earning over 50,000 lek per month exhibit lower than average levels of belief in the government; the situation is truly a dire one when the wealthiest segment of society still doesn't believe in those who are governing it.

One piece of data I found curious, but one impossible to explore in the scope of this study, is that while far fewer unemployed men had incomes in the upper levels, some did. It leads one to wonder how they are making their money, and what they consider “employment”. For instance, if they are

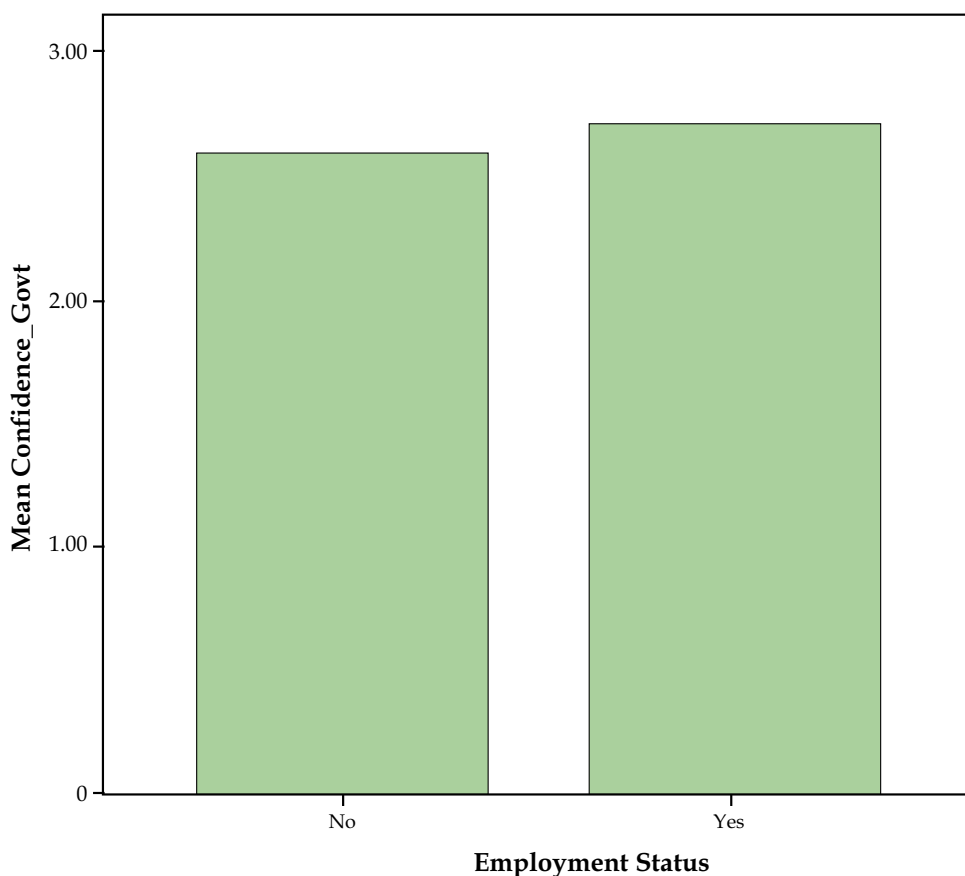
self-employed, what would they consider that to be? It is an area for possible future exploration as the government seeks to identify interventions to assist its struggling constituents. One thought is that our survey participants were self-reporting for our study, and might have not formally declared their unemployment to the government, whose official record of the unemployment rate is 17%, far lower than our total of 50%. Of course, our participants were often chosen based on availability, in that they had the free time to participate.

Moving on to community size, we see that large city dwellers exhibit lower scores than in other communities. Reasons to be concerned about this are more fully addressed in a later section.



Employment status was another category in which I expected to see widely varied results. However, even employed men, who should, by virtue of their having a job, be more confident in the government, had low beliefs.

Home ownership does give us some interesting data, and cause for hope. For while the scores for both homeowners and renters is still below average, the distances between the two is statistically significant, meaning that the



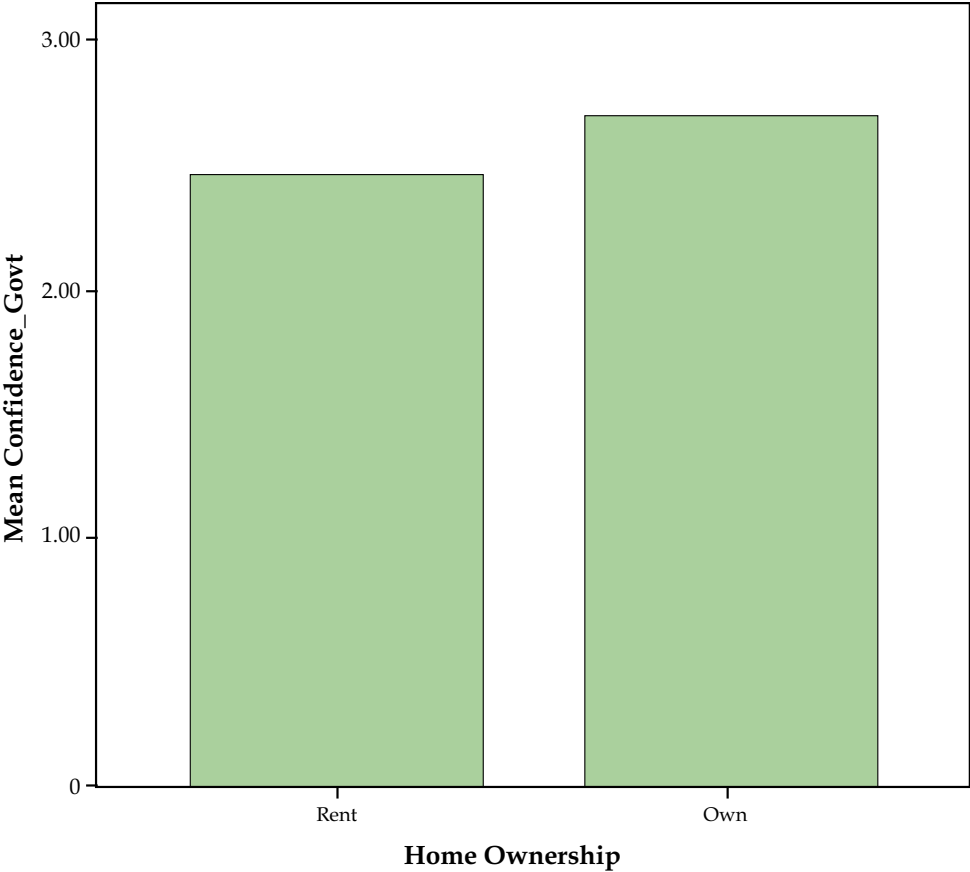
difference in the scores, with home owners scoring much higher, can be attributed to the variable of home ownership. Thus efforts to increase home ownership in Albania may lead to positive change.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.610	1	10.610	13.264	.000 ¹¹
Within Groups	779.092	974	.800		
Total	789.702	975			

In relation to this, focus group respondents noted that “the legalization of property and land is a problem, because the whole area is informal and we are not safe about the future.” Considering that many of our respondents, though owning their homes, did not have paperwork proving their ownership, this fear is not surprising.

11. A number below .005 is statistically significant.

Education level is also problematic, with only those with graduate degrees, a small group, having more than an average score, and that just barely. Still, because those with higher education have results that trend higher, more effort should be paid to make sure men are receiving what they need in this area, particularly since those who did not complete college have the lowest scores by far; it would seem that many of our respondents believed that college was the only choice for them, when quite clearly it was not, and certainly not the right one.



Every interviewee and every focus group member mentioned corruption as one of the two or three largest problems in Albania, with it often being named as the largest problem. While politicians in Albania are seemingly working on improving the situation, the citizenry does not see these efforts, and does not believe this improvement is taking place; in fact they believe the opposite, and believe it as a truth: “There are many things that can be done

easily, and would be very effective, but as *is widely known* [my emphasis] our politicians are all corrupted and criminals.” It does not matter what the reality is; if the people do not see it, then it does not really exist. To illustrate, the lowest scoring answer under this category was for “My local politicians keep their promises.” The result, with “3” being average:

Question 18

N	Valid	1069
	Missing	17
Mean		2.3639
Median		2.0000

This may be because they have yet to see a difference in their daily lives. In fact, the most basic act of finding work reminds them of the corruption that exists in the system, corruption which actively works against their efforts to improve their lives. For example, as noted by one interviewee, “in order to find a job you must pay some money.” A focus group answer expanded on what this actually means: “Lack of work, lack of meritocracy, lack of fair competition, the lack of support. These and many other elements are the challenges that we face in trying to move forward and develop.”

Still, there is still a will on the part of men to better their country, and therefore better their situation. Nor are all attitudes about the role of the government completely pessimistic: “I think that there are some positive results and continuing efforts by the political class to solve problems, although more needs to be done” –Interviewee. Even many of those who hold more negative beliefs believe things can improve, as noted by one interviewee, who stated “Corruption and unemployment are the biggest problems that the community has had and will have for a long time, and nothing is being done to solve them. However, our community in general is very collaborative and is willing to do everything necessary to change the current situation.” A simple calculation of the average scores for questions relating to community relations (how the respondents relate to their neighbors, and how neighbors relate to each other) supports this:

Community_Relations

N	Valid	1066
	Missing	20
Mean		4.0797

Young people are leaving Albania for a better life abroad, corruption is increasing, and the hope for a better life is extinguished day by day.

-Interviewee

One last thought, given bluntly by one of our interviewees, sums up not only the pessimistic attitude we found common in our quantitative and qualitative data, but also connects to the next theme which presented itself, the desire for Albania to integrate fully into Europe, aligning itself, as with its admission to NATO, firmly with the West: "Corruption, the improvement of infrastructure and the entrance into the EU takes the attention of the Albanian government. Tirana as a government has done nothing in regard to these." If the process does move ahead, however, Albania may find itself with a new problem: thousands of disaffected young men who now have a less restricted route to immigration to EU countries, and away from Albania, perhaps for all time. With more Albanians, many of them the best and brightest the country has ever produced, currently living outside of Albania than in it, this would only make it harder for Albania to develop itself.

Theme 3:

The European Union Remains a Target, and a Motivator

In my opinion, Albania has only one obligation to fulfill, which is the entrance into the European Union as soon as possible.

-Interviewee

In analyzing the interviews and the focus group answers, I found that the European Union was mentioned most of the time when the respondents were asked what Albania needs to do to improve its future prospects. **Without exception, every respondent who mentioned the EU stated that Albania should work to join it.** While representatives of other countries have given their opinions, ranging from approval to disagreement, all parties involved agree that Albania must make a number of improvements to be considered for membership¹². Some of these fall under the scope of this study, including the recently enacted, and necessary, judicial reforms ("We want Albania as part of

12. http://ec.europa.eu/enlargement/policy/conditions-membership/chapters-of-the-acquis/index_en.htm

the European Union . But in order to be part of the European Union Albania must change the laws and be aware that only in this way Albania can walk further” -Interviewee). Throughout the interviews and focus groups, the need for judicial reform and the desire for Albania to join the European Union are linked. As mentioned before, however, much remains to be done in terms of helping Albanians believe that their government will actually follow through.

The following table indicates the very low level of belief that justice exists in Albania, demonstrating just how far this country has to go:

q11: “The justice system in Albania is fair, and criminals are punished properly for their crimes.”

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	340	31.3	31.7	31.7
	Disagree	312	28.7	29.1	60.8
	Neutral	160	14.7	14.9	75.7
	Agree	160	14.7	14.9	90.6
	Strongly Agree	101	9.3	9.4	100.0
	Total	1073	98.8	100.0	
Missing	99.00	13	1.2		
Total		1086	100.0		

There are a number of potential areas to address this lack of belief. Pertinent areas to explore are, as before, education; respondents with a higher education level answered this question much more positively, with a high level of significance between higher and lower-educated respondents.

See Appendix I for Independent Sample T-Tests and Analyses of Variance for statistical significance regarding this and other individual questions.

q11

Education Level	Mean	N	Std. Deviation
None	2.8333	30	1.44039
Primary School	2.4582	299	1.28521
Secondary	2.2226	328	1.22256
Some College	1.9643	56	1.04384
Bachelor	2.5464	183	1.43610
Graduate Degree	2.4865	37	1.59202
Voc/Prof/App	2.7203	118	1.35801
Total	2.4148	1051	1.31914

Other statistically significant areas to explore include differentiation by income, with higher earners exhibiting higher levels of belief;

q11

Income Per Month	Mean	N	Std. Deviation
0-9999	2.2796	304	1.26808
10000-29999	2.3313	335	1.25519
30000-49999	2.5298	302	1.32599
50000+	2.5948	116	1.48018
Total	2.4021	1057	1.30925

community size, where respondents in mid-sized communities (towns and cities) had higher results than those in large cities and villages;

q11

Size of Community	Mean	N	Std. Deviation
Large City	2.1884	292	1.24994
City	2.6306	111	1.50712
Town	2.6909	110	1.34605
Village	2.4233	463	1.27329
Total	2.4068	976	1.31247

and home ownership, where home owners tended to have higher results than renters.

q11

Home Ownership	Mean	N	Std. Deviation
Rent	2.1767	266	1.30123
Own	2.4703	757	1.31061
Total	2.3939	1023	1.31387

Oddly, there was no significant relationship to employment status.

All this being said, there is hope, particularly since the pressure to join the EU is such an internal motivator to change. As one interviewee stated: "Justice reform is waiting to be done and I hope that it will bring some changes in Albanians life. Thanks to the international community Albania will have a better future."

Finally, it should be noted that there is an understanding on the part of some of our respondents that it is not only the government that needs to

change its ways; some of the changes must come from the citizens themselves, particularly the way they have been used to seeing the world. As one respondent put it, “We hope one day to be part of the EU, but to achieve this more changes should be made, the *old mentality* [emphasis mine] that exists in Albania needs to change.”

Theme 4:

Address Potential Negatives of Large City Living

Like many other countries, Albania is undergoing an intense pattern of internal migration from rural to urban areas, in Albania’s case mostly in the direction of Tirana and its outlying suburbs.¹³ This has had the effect of concentrating the population in a few urban areas, while leaving the countryside, formerly populated with agricultural workers, abandoned. For example, in Puka, our participants noted that 80% of the population has left the area over the past 20 years.

This also means that government services are lacking in the villages, further driving people away from the areas. For example, one interviewee stated that “there is no bridge to the village and people risk their lives, especially when children go to school. The health center is in very bad condition, the whole area has no pharmacies, and we have to travel 50 km to buy drugs.” In addition to government services, other organizations tend to concentrate their efforts where the most people are, as another interviewee noted that “even NGOs are concentrated more in urban areas than in suburban areas, and their services do not reach us.”

Understanding that reversing this flow is not only impractical, but may not be in the interests of the country, policymakers do need to recognize that there are drawbacks to living in large cities versus smaller communities. We already know from the previous section that large city dwellers have less confidence in the government than those in other communities. However, this is not the only area in which the problem exists. Three areas exist in which community size possesses a statistically significant effect on results: The General Score (all questions), Confidence in Government, and Stress Level.

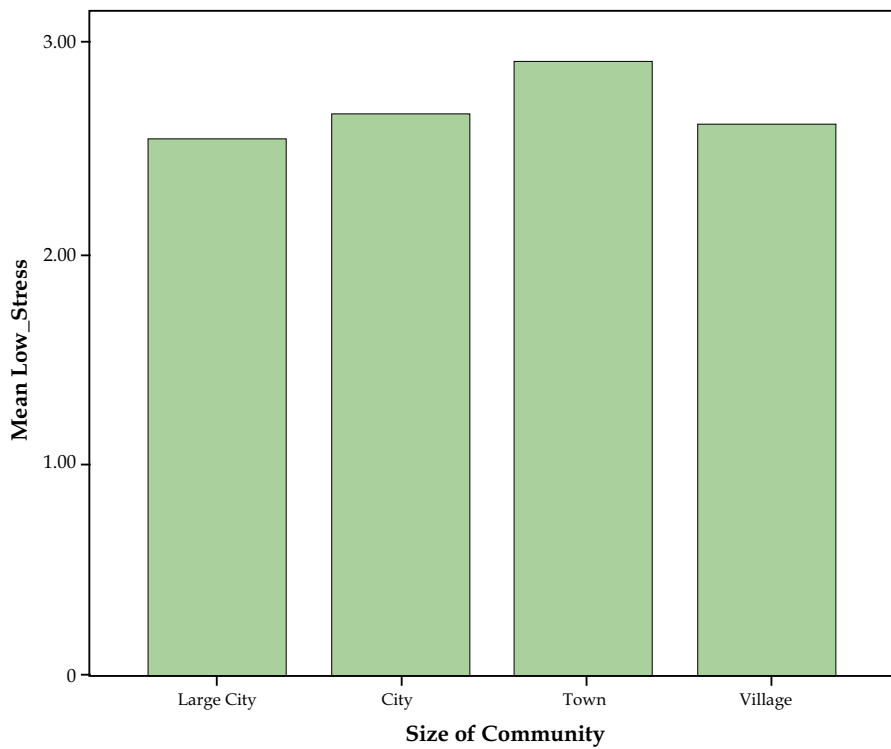
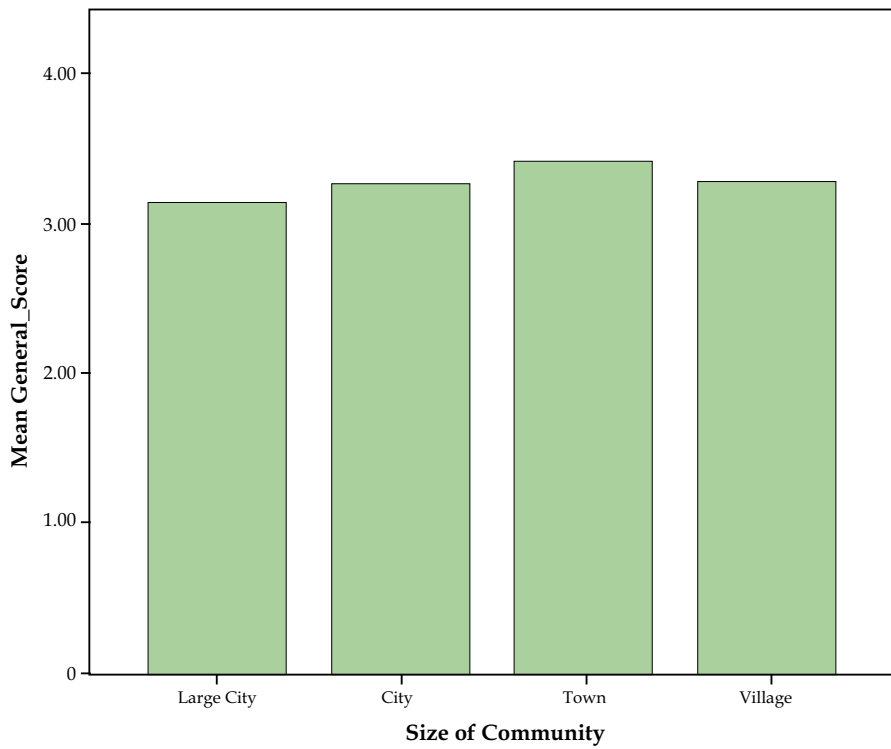
13. www.instat.gov.al/media/242045/migration_in_albania.pdf

ANOVA: Size of Community

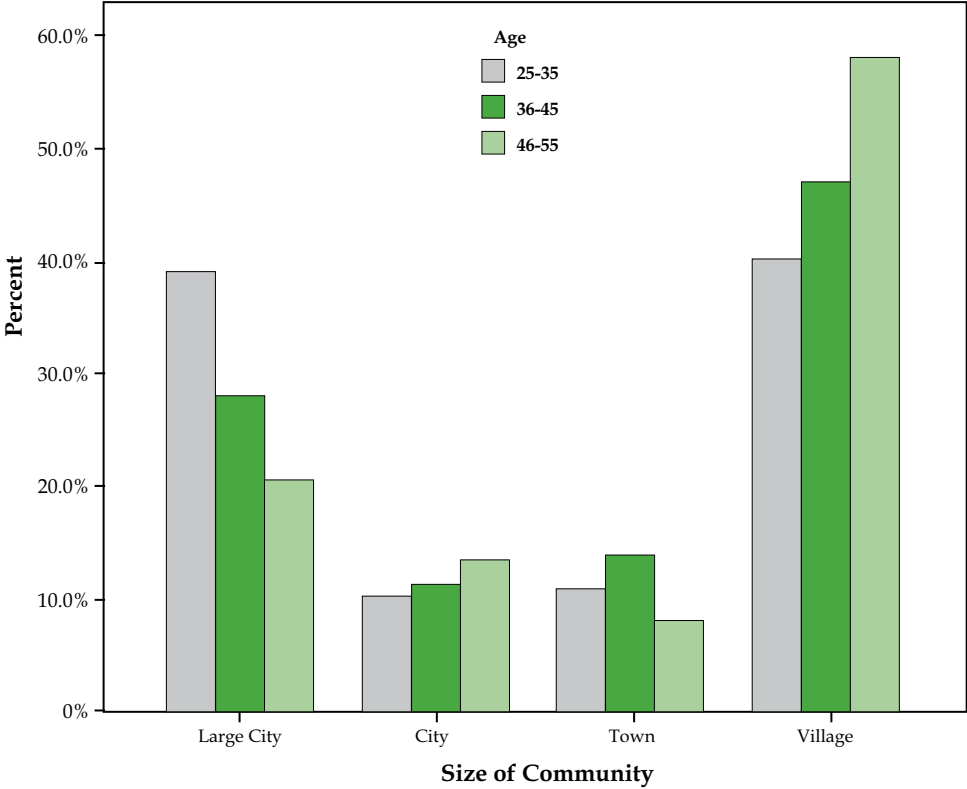
		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	6.140	3	2.047	6.147	.000
	Within Groups	271.028	814	.333		
	Total	277.168	817			
Confidence_Govt	Between Groups	16.635	3	5.545	6.948	.000
	Within Groups	738.254	925	.798		
	Total	754.889	928			
Healthy_Behav	Between Groups	4.808	3	1.603	2.496	.059 ¹⁴
	Within Groups	609.929	950	.642		
	Total	614.736	953			
Gender_Equity	Between Groups	2.924	3	.975	2.121	.096
	Within Groups	424.622	924	.460		
	Total	427.546	927			
Low_Stress	Between Groups	10.338	3	3.446	4.894	.002
	Within Groups	631.627	897	.704		
	Total	641.965	900			

We already showed the chart on Confidence in Government. The following two charts indicate General Score and Stress Level. As you can see, in both categories, inhabitants of large cities have the lowest scores. This is more remarkable when you consider that employment has such a strong effect on stress level, and that villagers (as shown in a later chart) have far lower rates of employment than their large city counterparts (see Appendix G for specific results).

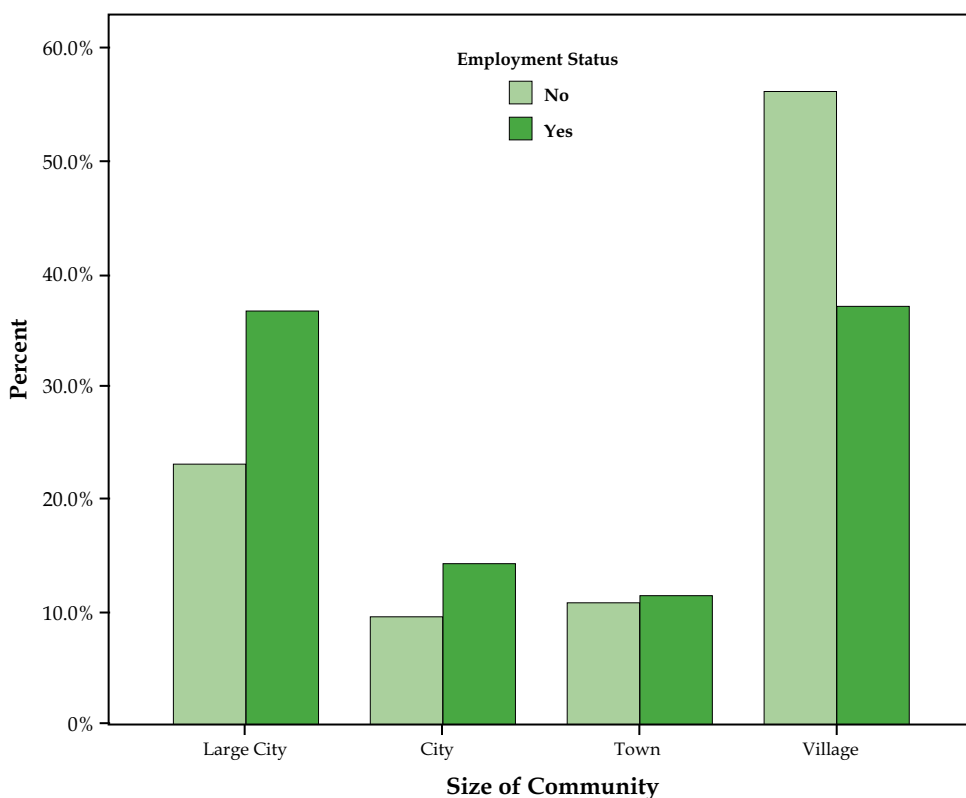
14. A score of .05 indicates a significant relationship. The score of .059, while not enough to prove a connection between large city living and healthy choices, should at least be taken into consideration.



A quick look at the chart below highlights the danger of not addressing the fact that large cities tend to be less conducive to low stress and positive attitudes than towns and cities; the younger men overwhelmingly inhabit them, which indicates a risky future; not only is there an overall trend of moving from the country to the city, but because it is primarily younger Albanians who already live in cities, this disparity will only increase as time passes, and older generations die out.



Obviously, seeking to reduce the numbers of men living in large cities is not only impossible, but could have other negative consequences; Albanians move to cities because that is where much of the work exists, as indicated in the chart below. Yet even with this much higher employment rate, men in large cities consistently scored lower on all aspects of the survey than those in smaller communities. Were the employment rate the same, these numbers would be drastically lower.



So it is incumbent upon the government to address the ills noted by our interviewees and focus group participants that exist in large cities, so that as the population moves from the country to the cities they are not adversely affected by the move.

One of the possibilities involves wages: “employment opportunities are a bit better than in the countryside, but wages are very low and are not sufficient income to meet family needs” –Interviewee (Tirana). This could lead to higher stress levels, because the employment one does have is actually taking up valuable hours of the day that men might better use to improve their lives. In addition, this hardship may lead to a focus on finding work in the city, leading to lack of consideration on what recourse for improvement does exist in the countryside, such as pressuring the government to assist in opening new markets for the goods produced in rural areas.

According to another citizen of Tirana, another source of stress is the “lack of safety. Unfortunately there are many crimes, and the police have difficulty addressing them. There is no qualified service due to a lack of professionalism.” Whether this lack of professionalism is the reality or if it is

what Albanians perceive does not matter; the police are not trusted, either to protect the citizenry from the ravages of crime or, in some cases, to not act as criminals themselves. This may partly be because of the widespread practice of using bribes to obtain jobs; how can one be expected to uphold the law when the very first thing one must do to get the job is an illegal act.

No Results

What is likely of little surprise is the strong connection between employment status and generally negative beliefs and behaviors; such findings barely merit being mentioned in a research study, so no time will be spent here on this connection. Do note, however, that there is little to no difference in employment status having an effect on beliefs in gender equity. This should be noted, as it challenges the notion mentioned in the Literature Review that a man’s lack of employment and inability to provide for his family might lead to a concomitant drop in their beliefs in gender roles. I find it interesting that such an intersection does not exist, and it may be that the reasons for this lack of difference should be a topic for further discussion, to help determine if this is a reality that is endemic to Albania.

Group Statistics					
	Employment Status	N	Mean	Std. Deviation	Std. Error Mean
General_Score	No	463	3.1916	.57937	.02693
	Yes	418	3.3254	.59102	.02891
Confidence_Govt	No	539	2.5986	.92093	.03967
	Yes	469	2.7082	.88587	.04091
Healthy_Behav	No	561	3.9532	.80770	.03410
	Yes	475	4.0163	.76402	.03506
Gender_Equity	No	536	4.0731	.68926	.02977
	Yes	467	4.0700	.64178	.02970
Low_Stress	No	522	2.4472	.83425	.03651
	Yes	451	2.8024	.83942	.03953

What the interviews have helped us understand is the possible reason for this equality of results. One respondent, who is unemployed, stated that “the duty of the man is not washing the dishes, but I am obligated to do it. My

parents didn't give this kind of education; even they can't accept that the man does the housework, but the difficulty in life obligates us to do things that we usually have not done." It may be that the inability of many men to find work has opened their eyes to how hard their wives and partners have worked in keeping the home, thus making them more likely to see them as equal partners.

Unexpected Results

There is no distinction between men and women regarding the role that they should be playing in order to make Albania better.

-Focus Group Participant (Village)

Given the ongoing trend towards urbanization and migration from rural to urban centers (Gedeshi & Jorgoni, 2012), a phenomenon that is not exclusive to Albania, understanding the relationship of community size to positive results on the questionnaire was important. The table below illustrates these levels for the four types of communities, with the scores being tabulated for all questions (General Score), as well as by different categories. I have highlighted the highest scores for each category. You will note that the highest results are obtained by those who are either townspeople or villagers. While it was to be expected that, depending on the type of questions being asked, certain communities were more likely than others to have citizens who trended in

		Size of Community				
Size of Community		General_ Score	Confidence_ Govt	Healthy_ Behav	Gender_ Equity	Low_ Stress
Large City	Mean	3.1427	2.4595	3.8702	3.9988	2.5340
	N	248	276	287	276	273
	Std. Deviation	.56792	.89266	.76666	.65981	.82382
City	Mean	3.2733	2.6997	4.0138	4.0436	2.6581
	N	95	106	109	107	104
	Std. Deviation	.74907	1.06170	.78457	.66008	1.06289
Town	Mean	3.4179	2.8769	4.0252	4.0324	2.9021
	N	93	107	109	103	101
	Std. Deviation	.54773	.84282	.75457	.65015	.80925
Village	Mean	3.2921	2.6943	4.0273	4.1244	2.6023
	N	382	440	449	442	423
	Std. Deviation	.53980	.86104	.83700	.69921	.79270
Total	Mean	3.2590	2.6462	3.9782	4.0675	2.6217
	N	818	929	954	928	901
	Std. Deviation	.58245	.90192	.80315	.67913	.84457

a more positive direction, I am surprised that in every single category, the smaller communities were better. In only four individual questions did larger communities score higher, and none of these were large cities.¹⁵ What's more, only two questions, involving relations with neighbors and family, could be proven to be statistically significant via an analysis of variance.

The largest surprise for me is that men in villages exhibit higher gender equity scores than those in cities and large cities; I had assumed, incorrectly, that villagers would be hampered by tradition, although this does not appear to be the case. However, in reviewing Appendix H the difference, while fairly large, is not enough to reject the null hypothesis, and demonstrate that there is statistically significant variance between community size in regards to gender relations.

Men have to do every kind of work they find, including housework. When I say housework I mean urban farming or taking care of the backyard.

-Interviewee

Still, there is a difference, and looking at the interview and focus group questions could help us understand the difference that does exist, particularly in the villages where agriculture is the main source of work. There are many possible explanations for this, but because this is not an area to explore, I will confine myself to one interviewee's answer, variations of which were repeated in many other interviews: "The responsibility of the man in home is to provide food for their family, to fix the garden, and feed the livestock." Rural living has always been difficult, and both partners are needed to make it successfully. Because men who work the land are in close proximity to their wives or partners, rather than leaving for hours at a time to an office or cafe, they see with their own eyes the work the women are doing, and thus respect is increased.

15. See Appendix J: Individual Questions by Community Size (City and Large City High Scorers), and ANOVA

Conflicts Between the Data Types

Nowadays the younger men do not respect their parents and are not polite.

-Interviewee

A great deal of time and money goes into addressing problems that certain population groups are assumed to have. There are also instances when anecdotal data or personally held beliefs, such as might be found in interviews, does not match up with a researcher's findings. In these instances it is wise to take space to address them, again in the service of allowing policymakers to spend their resources wisely.

One of the disconnects that seems to be prevalent is that the responses from interviewees regarding the negative habits of younger men in their communities is not supported by the quantitative data. For example, respondents noted that young men acquire bad habits at an early age: smoking, drinking, gambling, spending time on the Internet, or being at coffee all day.

Anyone who knows Albania knows that these societal ills exist. Smoking is a problem, along with alcoholism, gambling, fighting, and the harassment of women. In addition, it is obvious that young men are some of the worst offenders, particularly when it comes to harassing women.

However, the data do show that in terms of unhealthy behavior, younger men actually had the most positive results, along with higher results for beliefs in gender equity. Also, the fact that many of the interviewees who are unemployed stated that they spend their days at coffees with friends causes me

Age		General_ Score	Confidence_ Govt	Healthy_ Behav	Gender_ Equity	Low_ Stress
25-35	Mean	3.2821	2.6638	4.0560	4.1581 ¹⁶	2.6315
	N	305	354	366	351	351
	Std. Deviation	.56105	.91502	.75394	.60403	.79770
36-45	Mean	3.2579	2.6740	3.9284	4.0245	2.6466
	N	331	363	377	367	349
	Std. Deviation	.60972	.91208	.81796	.68309	.90545
46-55	Mean	3.2501	2.6346	3.9492	4.0304	2.5871
	N	247	291	295	291	275
	Std. Deviation	.58381	.88459	.80096	.72062	.85788
Total	Mean	3.2641	2.6591	3.9793	4.0727	2.6244
	N	883	1008	1038	1009	975
	Std. Deviation	.58552	.90452	.79235	.67038	.85393

16. Note in Appendix H that the differences in terms of Gender Equity are statistically significant.

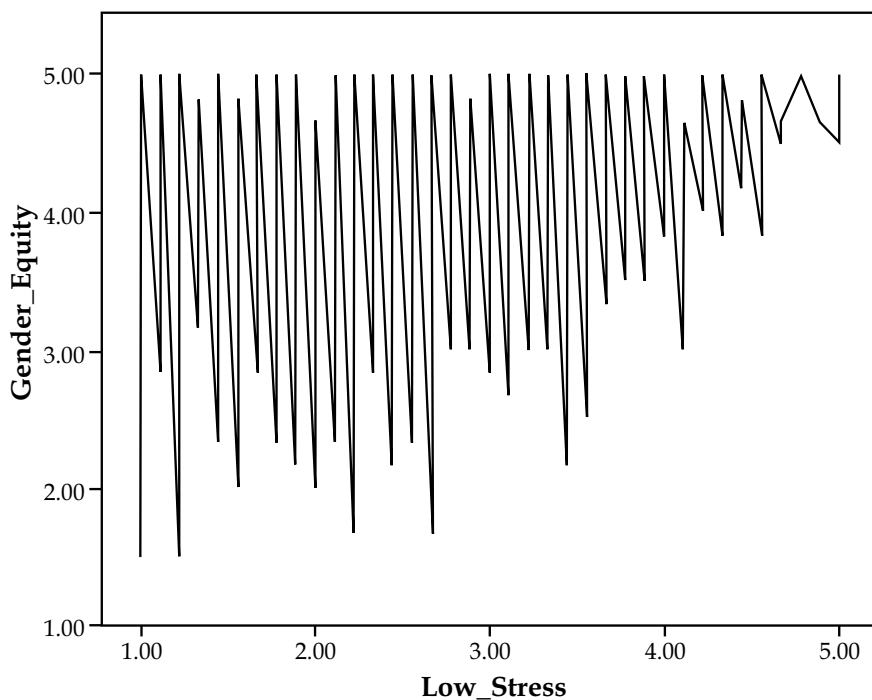
to doubt the objectivity of the older generation. Of course, this may be because all of the respondents were at least 25 years old, and were asked to give their opinion on the actions of those 15-25; there is a time-honored tradition, shared by nations the world over, of older generations speaking negatively of the younger ones, and this may just be an indication of that.

Some of the respondents did understand that the older generation might have too harsh an opinion regarding teens, as one pointed out although “teens have some bad habits, I would call them bad habits, not vices, because most of them do not act immorally. Most of them spend long hours smoking, abusing alcohol and navigating on the Internet, and for these bad habits we should put the blame on them. However, this is the only way to relax since they do not have a job. We should blame the government, which is not fulfilling its responsibilities.” Another noted the citizens’ own responsibility to help the youth see a better way: “Treatment is the best way to get them out of the streets and to educate them to love life, to be better citizens, better men and women. We have the possibility, but we are busy complaining.” Considering that these vices are exhibited by the older generations as well, there is blame to share.

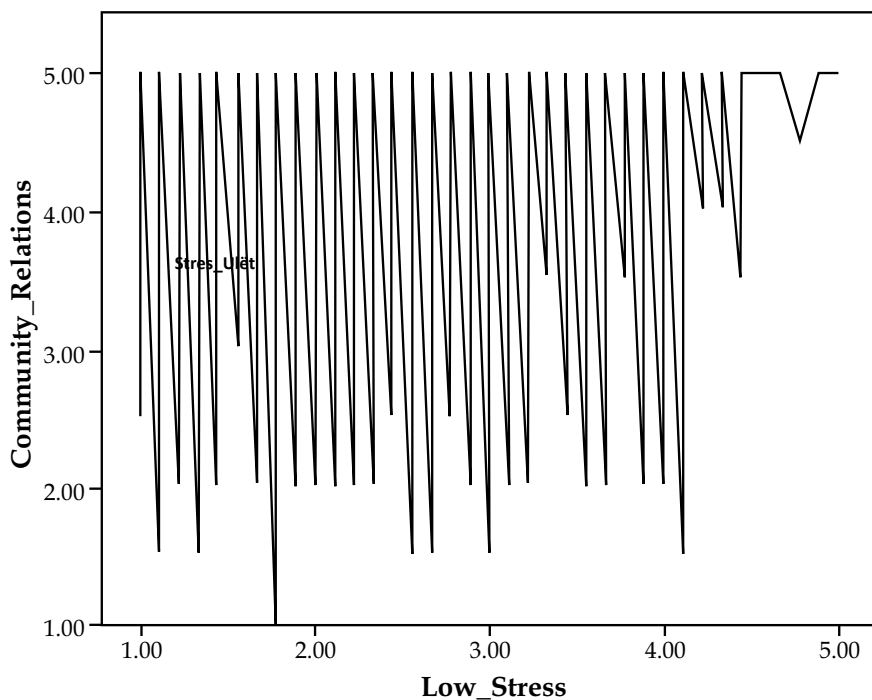
Implications

To better understand the implications of the findings it is best to revisit our research questions, and see how they have been answered through our analysis.

1. *What are the demographic characteristics that predict more or less progressive attitudes regarding gender relations?* While younger men, higher earners, villagers, married men, men with graduate degrees, and homeowners exhibited the highest scores, only age, income, and education level have statistically significant differences. Younger men who earn more and are more highly educated (included vocational education versus only having some college) tend to be more progressive in their opinions. Assuming that the current youth can find the education that leads to employment and to higher earnings, this has the potential to be good news, and leads to our first recommendation in the following section.
2. *How do stressors such as employment/financial issues, medical concerns, and community relations affect men's behavior towards partners/spouses, children, and neighbors?* In many of the themes above, the qualitative data show that men experienced high levels of stress, particularly around unemployment and the lack of adequate infrastructure. Interestingly, it is through quantitative means that we can understand the effect this has had. In the following charts one can see that the lower a man's stress, the more their responses regarding gender equity, including violence against women and shared decisionmaking, were positive,



as well as their relationships with their neighbors, although this upward trend is less extreme:



What is clear is that the issues raised in the interviews and focus groups have actual, measurable effects on how men in Albania act towards their families and within their community.

3. *How do men's beliefs about the role, ability, and willingness of federal and local government to improve the lives of Albanian citizens affect their actions and/or behavior?* In relation to this question, one thing I found quite alarming was the large percentage of interviewees and focus group participants who claimed that "30 years ago, things were better." Higher levels of security and employment were often the main reasons given for this belief, but we cannot forget that the period they are speaking of was one in which Albania was governed under totalitarian communism, in which dissent was brutally punished, travel outside of the country (and even to the *Blloku* area of Tirana) severely curtailed, and upward mobility all but impossible save for a few chosen elite. That many men would view this time favorably compared to now is not good news for the current government. When asked what they could do to improve their lives, quite often the answer given was "nothing." There is a real sense on the part of the participants that their voices do not matter, that they are not part of the process. Because they do not believe the government is helping, they continue the same habits: looking for work the same way, even if it means paying bribes; spending hours at coffees as opposed to more productive activities; and following the same paths to education that they were told mattered, eschewing vocational options that might lead to more success.
4. *Is there a correlation between men's self-efficacy (the belief that they have the ability to improve their lives) and their actions and/or behaviors? If so, to what degree does it have an effect?* The answer to this question relates to the previous one. There is a mildly upward trend, in that those with higher levels of self-efficacy are slightly more likely to not engage in unhealthy behavior. However, although the correlation is provable (less than .05) the correlation of .171¹⁷ is not enough to warrant full exploration.

17. A correlation approaching 1.0 is most desirable.

Correlations

		Self_Efficacy	Healthy_Behav
Self_Efficacy	Pearson Correlation	1	.171**
	Sig. (2-tailed)		.000
	N	1018	999
Healthy_Behav	Pearson Correlation	.171**	1
	Sig. (2-tailed)	.000	
	N	999	1049

** . Correlation is significant at the 0.01 level (2-tailed).

5. *Are members of certain demographic groups more or less inclined to unhealthy behaviors such as drinking or violence?* Income does have a significant effect; higher earners have better results. The same holds true for education level. These are the only two areas in which this holds true.

6. *What are likely the most efficient and efficacious acts that policymakers can take to assist Albanian men to better their lives?* As will be seen in the next section on recommendations, policy changes should be implemented that not only address one issue, but that lead to simultaneous improvement in other areas. In addition, it is important to differentiate between what is actionable and what is merely informational. For example, while community size is a predictor for certain behaviors, efforts should be made to improve certain communities, not attempt the impossible of migrating citizens from one community to another.

Recommendations

- Increase the implementation of vocational training schools, and introduce early identification programs to offer opportunities for students who demonstrate an interest and inclination in the technical fields to begin preparation for these careers, as opposed to following the default pathway to university, where they are not likely to complete their programs of study. As of this moment, the larger cities have vocational schools; they need to be marketed.
 - o At the same time, create opportunities for older men with vocational training to update their skills in order to meet the needs of a modern Albania. This can either be done in current vocational schools after the school day ends, or through a mentorship program, where established tradespeople are located to train.
 - The danger here is that competitive feelings may make finding these trainers difficult. Albania needs to step up its infrastructural improvement activity in order to make good use of all these workers.
 - o A longer term issue is the lack of schools in rural areas. Placing vocational schools in larger “hub” communities, and providing transportation to villagers who wish to attend these schools is much more cost effective than building more and more vocational schools that may only see light attendance due to the small size of many communities.
- Create forums for citizens to meet with politicians and policymakers. This can be done immediately, with little to no capital investment. One of the common complaints given by interview and focus group participants is that they are shut out of the process; their leaders are not available to them, except during election times, and even then only rarely. Given no sense that they have a role to play in the improvement of their country, or even their town or village, they turn to what they can control—their

families and homes – and do so in ways that are often extreme; themselves marginalized, they in turn marginalize their spouses, partners, and children.

- Frame policy decisions and application of resources within the goal of accession into the European Union. Communicate explicitly the ways that these decisions tie into the improvement of Albania's chances to enter the EU, but also to the improvement of the prospects of men in Albania who are hoping to see EU accession result in better opportunities, and ultimately better lives for them and their families.
 - o Immediately add a link to the government's webpage that allows Albanians to access a timeline of progress, including actions taken and future forums for their thoughts to be taken into consideration. The current page devoted to EU integration lacks this feature¹⁸.
- Activate the older generation in mentoring the younger ones. When a young boy sits with his father and older brothers at a cafe, he is not merely spending time with his family. He is learning. If a girl or woman walks by and is harassed, he is learning that it is acceptable to treat women in a horrible manner. If he sees his father drinking alcohol rather than looking for work, he learns that if you cannot succeed initially, then you should give up and fall into unhealthy habits. In reviewing the qualitative data, I noted that many of the participants expressed an eagerness to guide the youth to a better path. What is needed are concrete ways that this can be done, rather than the ad hoc, and thus haphazard nature of their current efforts, on those rare occasions when an effort is made.
- Many of the men interviewed, and many of those surveyed, noted that the ownership of their homes, many of them in the family for generations, was in question due to a lack of documentation. This is a great contributor to stress. Streamline the process to get these homes legally registered, doing so in a way that does not financially cripple the citizens; it is due to the need to avoid burdensome costs that many men choose to keep their residences off the official records, which ultimately costs the government more money.

18. <http://www.kryeministria.al/en/program/european-union-integration>

- Much of the information we received indicated that most Albanians in general are looking to be active participants in their own improvement. Many of them are proud of their communities (the benefits of smaller communities in particular were noted by the positive survey results) and want to see the goods they produce or offer, whether it be food or tourist opportunities, spread to the larger world. They tend to collaborate well within their community, and are looking for government assistance in helping them identify and enter new markets. The federal government, with its increased range of influence in comparison to local communities, is ideally positioned to locate these markets and assist in connecting them to the smaller communities in Albania. Many of the participants pointed out that Tirana seems to receive the bulk of the attention, and that they feel forgotten.
- Redistribute government assistance efforts, including creating more regional government offices in this area, to more fairly meet the needs of rural communities. While this is slowly improving, the reality for much of the country's citizens is that transportation issues make it difficult, if not impossible, to obtain help when they need it, including medical help. NGOs are also primarily based in Tirana, and while this is because it has the greatest number of people, and access to the government offices these organizations often work with, the end result is that their efforts quickly dilute the farther away from the capitol they travel. Incentives must be offered to establish themselves elsewhere, including ease of communication with policymakers; if staff at an NGO must constantly meet policymakers and submit forms in person, they will set up their operations in Tirana, even if they can do more good elsewhere.

Conclusion

This work was in essence a pilot study, meant to identify areas of further exploration, not only for policymakers in the country, but also for researchers interested in expanding this into more formal studies. I certainly hope this ends up being the case.

With that said, it was a difficult undertaking, and was accomplished with scarce resources by a small team of dedicated collaborators. I would like to thank Alfred Matoshi for his great work in locating the many participants and gathering all data for this study, including translating the many interview and focus group responses. Thanks also goes to Imelda Poole, who had faith that we would see this through, providing not only support but a critical eye to the writing.

In fact, my thanks also go to the entire team at Mary Ward Loreto, with whom I have collaborated on a number of efforts, which has been a very great pleasure indeed. They do important work. They do it tirelessly, and often thanklessly. And they do it so well.

It was a privilege.

-Stephen Coryelle, PhD

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Appendices

Appendix A: Questionnaire

Section 1: Demographic Information

Age: ☐ 25-35 ☐ 36-45 ☐ 46-55 ☐ 56+

Residency: ☐ Large City (50,000+ citizens) ☐ City (20,000-49,999 citizens)
☐ Town (7,500,000-19,999 citizens) ☐ Village (1-7,499 citizens)

Educational Background:

☐ No formal education ☐ Completed Primary School
☐ Completed Secondary School ☐ Vocational/Professional/Apprenticeship
☐ Some University ☐ Completed University ☐ Graduate Degree

Are you currently attending school: Yes No

Are you employed? Yes No
If yes, in what field (for example: agriculture) _____

What is the monthly income of your family:
☐ 0-9,999 ☐ 10,000-29,999 ☐ 30,000-49,999 ☐ Mbi 50,000

Expenses are decided by:
☐ Myself ☐ My spouse or partner ☐ Jointly ☐ I live alone

Are you married? Yes No Divorced

How many children do you have? If none, write "0" _____

Do you have members of your immediate family living abroad? Yes No
If yes, who are they? _____

Are you the primary caregiver for any disabled family members? Yes No
If yes, who? _____

Are any members of your immediate family deceased? Yes No
If yes, who? _____

Do you own a motor vehicle? Yes No

Do you own or rent your home? Own Rent

If you own your home, do you have documents? Yes No Currently obtaining

Have you had legal trouble in relation to your property? Yes No

Have your neighbors had trouble in relation to their property? Yes No

Section 2: Questions

Do you agree with the statements below?	For each statement, please circle only one of the numbers below				
1. My neighbors get along well with each other.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
2. I rarely argue with my family.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
3. I do not feel it is necessary to be physically violent in order to prove I am a man.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
4. I would receive good medical care at the hospital.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
5. If I wanted to begin a project or start a small business, I would have little trouble in obtaining assistance from the government.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
6. I rarely drink alcohol.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
7. My decisions are not influenced by what my neighbors might think about me.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
8. I get along well with my neighbors.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
9. People should not be treated differently because of their gender.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
10. I am not worried about the cost of weddings for me or any children I have.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
11. The justice system in Albania is fair, and criminals are punished properly for their crimes.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)

12. A man should never hit a woman, regardless of the reason.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
13. I would like to stay in Albania for all of my life.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
14. It is easy to rent or buy a home in Albania.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
15. My vote is counted fairly.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
16. I have a financial plan for my retirement.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
17. I have easy access to medical services.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
18. My local politicians keep their promises.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
19. I believe that the government wants its citizens to succeed financially.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
20. Parents should not have power over whom their children marry.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
21. I believe that Albania's future will be better than its past.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
22. Education for myself and for my family is extremely important	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
23. My wife or partner is an equal partner in family decisions.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
24. I always have enough money to meet my needs.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
25. If I needed medical treatment it would not be a financial burden to obtain it.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
26. I am actively contributing to my financial future, through pensions or savings.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
27. If I wanted to find work, or new work, I would not have difficulty doing so.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
28. My tax dollars are used for purposes that benefit all citizens of Albania.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
29. Crime is not a problem in my community.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
30. Housework should be shared equally between husbands and wives.	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)

Appendix B: Cronbach’s Alpha for Overall Questionnaire and Related Questions¹⁹

Gender Relations

Reliability Statistics			Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.811	.796	30	.801	.814	6

Stress Level (Financial, Medical, etc.)

Inclination to Unhealthy Behavior

Reliability Statistics			Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.861	.859	9	.793	.813	4

Confidence in Government

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.813	.819	6

19. A Cronbach’s Alpha level of .70 and above is considered acceptable to determine question reliability. A level of .80 and above indicates high reliability.

Appendix C: Focus Group Questions

1. What are the positive characteristics of your community?
2. If you could change one thing about how you interact with your neighbors, what would it be?
3. What are the main responsibilities of a government toward its citizens?
4. What are the obstacles to the government in Albania fulfilling its obligations to its citizens?
5. For older men, what do you miss most about the way of life from 20-30 years ago? For younger men, what is the most valuable characteristic Albania should carry forward from its past ways?
6. What role should men and women play in making Albania a better country overall?
7. If you were looking to better yourself financially, what are the challenges you face? How would you overcome them.
8. Finally, what does “being a man” mean to you?

Appendix D: Semi-Structured Interview Protocols

1. Describe a typical day.
 - a. If it involves housework, what do you feel is the responsibility of the men in the house or the yard?
 - i. How did you acquire these beliefs? For example, did you see your parents acting similarly?
 - ii. If you have children, what are you teaching them about these roles?
 - b. If you are employed:
 - i. Probe: What do you do? Why did you choose this profession?
 - ii. How did you acquire your job?
 - iii. Is your work valuable to Albania? Why or why not?
 1. If you could choose your job, what would it be, and why?
 - c. If you are unemployed:
 - i. How do you look for work?
 - ii. How much time is spent each day looking for work?
 1. Is there work you would not consider doing?
 - iii. How is your other time spent, and with whom?
 - d. How do you spend your evenings?
 - e. Before you end each day, what do you think about?
2. Describe your travels outside of your village/town/city:
 - a. How many times a year do you leave your community?
 - i. For what purpose?
 - ii. How? For example, furgon, automobile, etc.
 - b. If you do not leave your community often, why is this?
 - i. For example, cost of petrol, responsibilities at home, etc.
3. What are the biggest challenges that your community faces?
 - a. How has the bashkia worked to address them? Possible answers include:
 - i. Infrastructure? Probe for specifics.
 - ii. Corruption? Probe for specifics.
 - iii. Environment? Probe for specifics.

- b. What are you able to do, as an individual, to address them?
4. What are the biggest challenges that Albania faces?
 - a. How has Tirana worked to address them? Same examples as above.
5. What are the major differences between your generation and the one that came before?
 - a. How men and women interact
 - i. Privately
 - ii. Publically
 - iii. When should a couple be engaged?
 1. For example, after the first date, the first year, before living together, etc.
 - iv. The expectations of husbands and wives
 1. Housework
 2. Working and providing for the family
 3. Age of marriage
 - b. How they view the future of Albania
 - i. As part of the European Union
 1. Is this a possible goal?
 2. What needs to change in order for Albania to be accepted?
 3. What should Albania keep to maintain its national identity?
 - ii. Will the future be better or worse than the past 20 years?
 - 1.How?
 - 2.Why?
 - iii. What role will the government play in making it a better or worse future?
 - iv. What role will you play in making it a better future?
6. What are the worst habits of young men (aged 15-25) that you see every day or almost every day?
 - a. Drinking?
 - b. Smoking?
 - c. Street harassment of girls and women?
 - d. Fighting?
 - e. Skipping school?
 - f. Gambling?

Sub Questions: When do you think they start these habits? Why do they start these habits?

Sub Questions: Why does it continue to happen? Does anyone say anything to these young men? Do you? Why or why not?

Sub Question: For them to change these behaviors, what needs to change in Albania as a whole?

Appendix E: Means and Medians for Survey

Question 1

N	Valid	1078
	Missing	8
Mean		3.9545
Median		4.0000

Question 2

N	Valid	1071
	Missing	15
Mean		3.8590
Median		4.0000

Question 3

N	Valid	1076
	Missing	10
Mean		4.1050
Median		4.0000

Question 4

N	Valid	1074
	Missing	12
Mean		2.8734
Median		3.0000

Question 5

N	Valid	1070
	Missing	16
Mean		3.0131
Median		3.0000

Question 6

N	Valid	1078
	Missing	8
Mean		3.8367
Median		4.0000

Question 7

N	Valid	1074
	Missing	12
Mean		3.9022
Median		4.0000

Question 8

N	Valid	1071
	Missing	15
Mean		4.2054
Median		4.0000

Question 9

N	Valid	1068
	Missing	18
Mean		4.2772
Median		5.0000

Question 10

N	Valid	1068
	Missing	18
Mean		2.7884
Median		3.0000

Question 11

N	Valid	1073
	Missing	13
Mean		2.4129
Median		2.0000

Question 12

N	Valid	1067
	Missing	19
Mean		4.0797
Median		4.0000

Question 13

N	Valid	1064
	Missing	22
Mean		2.8083
Median		3.0000

Question 14

N	Valid	1065
	Missing	21
Mean		2.3174
Median		2.0000

Question 15

N	Valid	1066
	Missing	20
Mean		2.7054
Median		3.0000

Question 16

N	Valid	1066
	Missing	20
Mean		2.7242
Median		2.0000

Question 17

N	Valid	1061
	Missing	25
Mean		2.8238
Median		3.0000

Question 18

N	Valid	1069
	Missing	17
Mean		2.3639
Median		2.0000

Question 19

N	Valid	1069
	Missing	17
Mean		2.7914
Median		3.0000

Question 20

N	Valid	1072
	Missing	14
Mean		4.0056
Median		4.0000

Question 21

N	Valid	1069
	Missing	17
Mean		3.7175
Median		4.0000

Question 22

N	Valid	1061
	Missing	25
Mean		4.5467
Median		5.0000

Question 23

N	Valid	1049
	Missing	37
Mean		4.1058
Median		4.0000

Question 24

N	Valid	1064
	Missing	22
Mean		2.5038
Median		2.0000

Question 25

N	Valid	1063
	Missing	23
Mean		2.3293
Median		2.0000

Question 26

N	Valid	1062
	Missing	24
Mean		2.8757
Median		3.0000

Question 27

N	Valid	1065
	Missing	21
Mean		2.1746
Median		2.0000

Question 28

N	Valid	1062
	Missing	24
Mean		2.5772
Median		2.0000

Question 29

N	Valid	1066
	Missing	20
Mean		2.8133
Median		3.0000

Question 30

N	Valid	1069
	Missing	17
Mean		3.7774
Median		4.0000

Appendix F: Means (Average Scores) by Groups

Income Per Month						
Income Per Month		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
0-9999	Mean	3.0618	2.4613	3.8596	3.9685	2.2685
	N	240	280	292	286	276
	Std. Deviation	.58516	.90970	.88101	.75418	.84128
10000-29999	Mean	3.2043	2.6363	3.9461	4.0353	2.5352
	N	278	318	334	321	306
	Std. Deviation	.56263	.88199	.76921	.66128	.79839
30000-49999	Mean	3.3771	2.7525	4.0302	4.1063	2.8343
	N	264	295	298	287	283
	Std. Deviation	.57141	.84346	.75429	.62223	.80027
50000+	Mean	3.5394	2.8363	4.1824	4.2748	3.1605
	N	99	112	111	111	108
	Std. Deviation	.53415	1.00399	.68502	.58372	.76262
Total	Mean	3.2549	2.6439	3.9713	4.0630	2.6160
	N	881	1005	1035	1005	973
	Std. Deviation	.58869	.90125	.79489	.67582	.85629

Age						
Age		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
25-35	Mean	3.2821	2.6638	4.0560	4.1581	2.6315
	N	305	354	366	351	351
	Std. Deviation	.56105	.91502	.75394	.60403	.79770
36-45	Mean	3.2579	2.6740	3.9284	4.0245	2.6466
	N	331	363	377	367	349
	Std. Deviation	.60972	.91208	.81796	.68309	.90545
46-55	Mean	3.2501	2.6346	3.9492	4.0304	2.5871
	N	247	291	295	291	275
	Std. Deviation	.58381	.88459	.80096	.72062	.85788
Total	Mean	3.2641	2.6591	3.9793	4.0727	2.6244
	N	883	1008	1038	1009	975
	Std. Deviation	.58552	.90452	.79235	.67038	.85393

Size of Community						
Size of Community		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
Large City	Mean	3.1427	2.4595	3.8702	3.9988	2.5340
	N	248	276	287	276	273
	Std. Deviation	.56792	.89266	.76666	.65981	.82382
City	Mean	3.2733	2.6997	4.0138	4.0436	2.6581
	N	95	106	109	107	104
	Std. Deviation	.74907	1.06170	.78457	.66008	1.06289
Town	Mean	3.4179	2.8769	4.0252	4.0324	2.9021
	N	93	107	109	103	101
	Std. Deviation	.54773	.84282	.75457	.65015	.80925
Village	Mean	3.2921	2.6943	4.0273	4.1244	2.6023
	N	382	440	449	442	423
	Std. Deviation	.53980	.86104	.83700	.69921	.79270
Total	Mean	3.2590	2.6462	3.9782	4.0675	2.6217
	N	818	929	954	928	901
	Std. Deviation	.58245	.90192	.80315	.67913	.84457

Marital Status

Marital Status		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
Divorced	Mean	3.4361	3.2222	3.7500	3.9028	3.1852
	N	12	12	12	12	12
	Std. Deviation	.50402	.67918	.81184	.57935	.65019
Single	Mean	3.2281	2.6238	3.9055	4.0258	2.6030
	N	259	315	320	297	300
	Std. Deviation	.62884	.92968	.82135	.68506	.83305
Married	Mean	3.2690	2.6559	4.0135	4.0886	2.6169
	N	607	678	702	694	658
	Std. Deviation	.57475	.90041	.78206	.67274	.87311
Total	Mean	3.2592	2.6526	3.9770	4.0678	2.6196
	N	878	1005	1034	1003	970
	Std. Deviation	.59039	.90895	.79592	.67563	.86015

Education Level

Education Level		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
None	Mean	3.1833	2.7778	3.6518	3.6481	2.5079
	N	16	27	28	27	21
	Std. Deviation	.67043	.98926	.73390	.84648	.82070
Primary School	Mean	3.1283	2.6071	3.8164	3.8879	2.4682
	N	239	277	290	284	267
	Std. Deviation	.56584	.87283	.84793	.73811	.82461
Secondary	Mean	3.1446	2.4861	3.9768	4.0909	2.3979
	N	275	312	323	308	303
	Std. Deviation	.55251	.85819	.78851	.61590	.77561
Some College	Mean	3.1924	2.4383	4.0179	4.0385	2.6541
	N	48	54	56	52	53
	Std. Deviation	.43288	.70510	.75957	.62936	.69753
Bachelor	Mean	3.5105	2.8886	4.1559	4.3041	2.9543
	N	158	178	178	177	175
	Std. Deviation	.59838	.95022	.69191	.52608	.88635
Graduate Degree	Mean	3.5618	3.0231	4.2838	4.3472	3.0294
	N	34	36	37	36	34
	Std. Deviation	.63528	.98734	.85830	.66949	.79904
Voc/Prof/App	Mean	3.4125	2.7971	4.0598	4.1445	2.8889
	N	107	115	117	113	115
	Std. Deviation	.60621	.98596	.76116	.69988	.94602
Total	Mean	3.2583	2.6518	3.9764	4.0715	2.6148
	N	877	999	1029	997	968
	Std. Deviation	.59248	.90934	.79715	.67680	.86054

Home Ownership

Home Ownership		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
Rent	Mean	3.1219	2.4698	3.9753	4.0473	2.4117
	N	219	248	263	250	241
	Std. Deviation	.57903	.87467	.80986	.71267	.83024
Own	Mean	3.3076	2.7092	4.0003	4.0922	2.6849
	N	644	728	739	723	706
	Std. Deviation	.57617	.90096	.78114	.65669	.85009
Total	Mean	3.2604	2.6484	3.9938	4.0807	2.6154
	N	863	976	1002	973	947
	Std. Deviation	.58220	.89997	.78845	.67143	.85300

Employment Status

Employment Status		General_Score	Confidence_Govt	Healthy_Behav	Gender_Equity	Low_Stress
No	Mean	3.1916	2.5986	3.9532	4.0731	2.4472
	N	463	539	561	536	522
	Std. Deviation	.57937	.92093	.80770	.68926	.83425
Yes	Mean	3.3254	2.7082	4.0163	4.0700	2.8024
	N	418	469	475	467	451
	Std. Deviation	.59102	.88587	.76402	.64178	.83942
Total	Mean	3.2551	2.6496	3.9821	4.0716	2.6119
	N	881	1008	1036	1003	973
	Std. Deviation	.58840	.90599	.78823	.66724	.85479

Appendix G: Independent Samples Tests

When viewing the underlying tables, pay attention to the “Sig. (two-tailed)” column. A number less than .05 indicates that we can be confident differences between sample groups are not accidental. To illustrate, the table below relating to community size indicates numbers below this threshold in all categories except for Low Stress, meaning that we can be reasonably certain that community size does relate to (and possibly affect) the others. The design of SPSS obliges the researcher to create two (and only two) separate groupings, so it is in looking at the initial differences in means that I placed the difference groups into one of two larger ones.

Independent Samples Test (Income: 0-29999 Leke Monthly vs. 30000+ Leke Monthly)										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
General_Score	Equal variances assumed	.150	.699	7.227	879	.000	.28311	.03917	.20623	.35999
	Equal variances not assumed			7.253	788.970	.000	.28311	.03903	.20649	.35973
Confidence_Govt	Equal variances assumed	.310	.578	3.846	1003	.000	.22125	.05752	.10837	.33412
	Equal variances not assumed			3.853	877.503	.000	.22125	.05742	.10856	.33393
Healthy_Behav	Equal variances assumed	7.621	.006	3.296	1033	.001	.16577	.05030	.06706	.26447
	Equal variances not assumed			3.372	936.849	.001	.16577	.04916	.06928	.26225
Gender_Equity	Equal variances assumed	10.940	.001	3.446	1003	.001	.14942	.04336	.06435	.23450
	Equal variances not assumed			3.546	926.374	.000	.14942	.04213	.06673	.23211
Low_Stress	Equal variances assumed	.314	.576	9.635	971	.000	.51567	.05352	.41064	.62070
	Equal variances not assumed			9.697	854.824	.000	.51567	.05318	.41129	.62004

Independent Samples Test (Age: 25-35 vs. 35 and older)

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
General_Score	Equal variances assumed	2.319	.128	-.664	881	.507	-.02752	.04145	-.10888	.05384
	Equal variances not assumed			-.677	654.188	.498	-.02752	.04064	-.10731	.05227
Confidence - Govt	Equal variances assumed	.117	.732	-.123	1006	.902	-.00737	.05971	-.12455	.10981
	Equal variances not assumed			-.123	713.353	.902	-.00737	.06002	-.12520	.11047
Healthy_Behav	Equal variances assumed	.735	.391	-2.307	1036	.021	-.11851	.05137	-.21931	-.01771
	Equal variances not assumed			-2.356	796.861	.019	-.11851	.05029	-.21723	-.01979
Gender_Equity	Equal variances assumed	9.755	.002	-2.968	1007	.003	-.13102	.04414	-.21763	-.04440
	Equal variances not assumed			-3.103	809.168	.002	-.13102	.04222	-.21390	-.04814
Low_Stress	Equal variances assumed	6.729	.010	-.196	973	.845	-.01116	.05700	-.12302	.10070
	Equal variances not assumed			-.201	789.458	.840	-.01116	.05538	-.11987	.09755

Independent Samples Test (Community Size: Villages/Towns versus Cities/Large Cities)

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
General_Score	Equal variances assumed	8.080	.005	3.361	816	.001	.13786	.04101	.05736	.21836
	Equal variances not assumed			3.286	672.41	.001	.13786	.04195	.05549	.22023
Confidence - Govt	Equal variances assumed	4.770	.029	3.409	927	.001	.20386	.05980	.08651	.32122
	Equal variances not assumed			3.351	768.08	.001	.20386	.06083	.08445	.32328

Healthy_ Behav	Equal variances assumed	.299	.585	2.225	952	.026	.11716	.05266	.01381	.22051
	Equal variances not assumed			2.247	880.19	.025	.11716	.05213	.01484	.21948
Gender_ Equity	Equal variances assumed	.338	.561	2.118	926	.034	.09572	.04520	.00702	.18442
	Equal variances not assumed			2.135	845.25	.033	.09572	.04483	.00772	.18372
Low_ Stress	Equal variances assumed	8.137	.004	1.612	899	.107	.09186	.05699	-.01998	.20371
	Equal variances not assumed			1.584	755.23	.114	.09186	.05801	-.02201	.20574

Independent Samples Test (Single vs. Married)²⁰

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2- tailed)	Mean Diffe- rence	Std. Error Diffe- rence	95% Confidence Interval of the Difference	
									Lower	Upper
General_ Score	Equal variances assumed	.542	.462	-.933	864	.351	-.04097	.04389	-.12712	.04518
	Equal variances not assumed			-.900	450.343	.368	-.04097	.04551	-.13041	.04846
Confidence – Govt	Equal variances assumed	.484	.487	-.516	991	.606	-.03204	.06204	-.15378	.08970
	Equal variances not assumed			-.510	594.914	.610	-.03204	.06277	-.15531	.09123
Healthy_ Behav	Equal variances assumed	3.492	.062	-2.016	1020	.044	-.10806	.05359	-.21323	-.00290
	Equal variances not assumed			-1.980	591.202	.048	-.10806	.05458	-.21527	-.00086
Gender_ Equity	Equal variances assumed	.065	.799	-1.339	989	.181	-.06280	.04690	-.15485	.02924
	Equal variances not assumed			-1.329	550.672	.184	-.06280	.04725	-.15561	.03000
Low_ Stress	Equal variances assumed	1.944	.164	-.232	956	.817	-.01389	.05997	-.13157	.10379
	Equal variances not assumed			-.236	604.492	.814	-.01389	.05892	-.12961	.10183

20. The number of respondents who indicated “Divorced” was only 12.

Independent Samples Test (Education Level: None/Primary/Secondary/Some College vs. Vocational School/Bachelors/Graduate Degree)

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
General_Score	Equal variances assumed	5.993	.015	8.324	875	.000	.33836	.04065	.25858	.41815
	Equal variances not assumed			8.080	555.712	.000	.33836	.04188	.25611	.42062
Confidence_Govt	Equal variances assumed	9.833	.002	5.422	997	.000	.32730	.06036	.20884	.44575
	Equal variances not assumed			5.212	589.346	.000	.32730	.06280	.20397	.45063
Healthy_Behav	Equal variances assumed	6.044	.014	4.481	1027	.000	.23601	.05267	.13265	.33936
	Equal variances not assumed			4.639	712.186	.000	.23601	.05087	.13613	.33588
Gender_Equity	Equal variances assumed	5.816	.016	6.023	995	.000	.27047	.04490	.18235	.35859
	Equal variances not assumed			6.280	718.383	.000	.27047	.04307	.18592	.35502
Low_Stress	Equal variances assumed	9.000	.003	8.623	966	.000	.48727	.05651	.37637	.59816
	Equal variances not assumed			8.278	581.385	.000	.48727	.05886	.37165	.60288

Independent Samples Test (Employment Status: Employed vs. Unemployed)

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
General_Score	Equal variances assumed	.052	.820	-3.390	879	.001	-.13379	.03946	-.21125	-.05633
	Equal variances not assumed			-3.387	866.052	.001	-.13379	.03951	-.21133	-.05625
Confidence_Govt	Equal variances assumed	2.515	.113	-1.918	1006	.055	-.10961	.05713	-.22172	.00251

	Equal variances not assumed			-1.924	995.928	.055	-.10961	.05698	-.22142	.00221
Healthy_ Behav	Equal variances assumed	3.955	.047	-1.284	1034	.199	-.06311	.04913	-.15952	.03330
	Equal variances not assumed			-1.290	1021.381	.197	-.06311	.04891	-.15907	.03286
Gender_ Equity	Equal variances assumed	.649	.421	.074	1001	.941	.00312	.04226	-.07980	.08605
	Equal variances not assumed			.074	996.577	.941	.00312	.04205	-.07940	.08564
Low_ Stress	Equal variances assumed	.219	.640	-6.604	971	.000	-.35520	.05379	-.46075	-.24965
	Equal variances not assumed			-6.601	948.890	.000	-.35520	.05381	-.46081	-.24960

Independent Samples Test (Home Ownership: Renting vs. Owning)

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
General_ Score	Equal variances assumed	.889	.346	-4.114	861	.000	-.18564	.04513	-.27421	-.09707
	Equal variances not assumed			-4.104	375.104	.000	-.18564	.04524	-.27459	-.09669
Confidence _Govt	Equal variances assumed	1.724	.190	-3.642	974	.000	-.23949	.06576	-.36853	-.11045
	Equal variances not assumed			-3.695	438.364	.000	-.23949	.06481	-.36686	-.11212
Healthy_ Behav	Equal variances assumed	.858	.354	-.442	1000	.658	-.02505	.05663	-.13619	.08608
	Equal variances not assumed			-.435	446.823	.664	-.02505	.05762	-.13828	.08818
Gender_ Equity	Equal variances assumed	2.294	.130	-.911	971	.363	-.04488	.04927	-.14156	.05181
	Equal variances not assumed			-.875	404.640	.382	-.04488	.05126	-.14565	.05590
Low_ Stress	Equal variances assumed	1.201	.273	-4.333	945	.000	-.27321	.06305	-.39694	-.14948
	Equal variances not assumed			-4.384	424.029	.000	-.27321	.06232	-.39571	-.15072

Appendix H: Analyses of Variance²¹

ANOVA: Income

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	21.618	3	7.206	22.303	.000
	Within Groups	283.354	877	.323		
	Total	304.972	880			
Confidence_Govt	Between Groups	16.982	3	5.661	7.096	.000
	Within Groups	798.527	1001	.798		
	Total	815.509	1004			
Healthy_Behav	Between Groups	9.838	3	3.279	5.254	.001
	Within Groups	643.495	1031	.624		
	Total	653.332	1034			
Gender_Equity	Between Groups	8.314	3	2.771	6.161	.000
	Within Groups	450.250	1001	.450		
	Total	458.564	1004			
Low_Stress	Between Groups	80.829	3	26.943	41.318	.000
	Within Groups	631.879	969	.652		
	Total	712.709	972			

ANOVA: Age

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	.160	2	.080	.233	.792
	Within Groups	302.215	880	.343		
	Total	302.375	882			
Confidence_Govt	Between Groups	.263	2	.132	.161	.852
	Within Groups	823.623	1005	.820		
	Total	823.886	1007			
Healthy_Behav	Between Groups	3.399	2	1.700	2.716	.067
	Within Groups	647.655	1035	.626		
	Total	651.055	1037			
Gender_Equity	Between Groups	3.935	2	1.967	4.407	.012
	Within Groups	449.069	1006	.446		
	Total	453.004	1008			
Low_Stress	Between Groups	.573	2	.287	.393	.675
	Within Groups	709.672	972	.730		
	Total	710.245	974			

21. In Analysis of Variance (ANOVA), we are looking for a figure in the “Sig.” column to be less than .05, which would indicate that there is a significant difference between groups, leading to a “Post-hoc” test to determine which of the groupings contains the greatest difference.

ANOVA: Size of Community

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	6.140	3	2.047	6.147	.000
	Within Groups	271.028	814	.333		
	Total	277.168	817			
Confidence_Govt	Between Groups	16.635	3	5.545	6.948	.000
	Within Groups	738.254	925	.798		
	Total	754.889	928			
Healthy_Behav	Between Groups	4.808	3	1.603	2.496	.059
	Within Groups	609.929	950	.642		
	Total	614.736	953			
Gender_Equity	Between Groups	2.924	3	.975	2.121	.096
	Within Groups	424.622	924	.460		
	Total	427.546	927			
Low_Stress	Between Groups	10.338	3	3.446	4.894	.002
	Within Groups	631.627	897	.704		
	Total	641.965	900			

ANOVA: Marital Status

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	.685	2	.343	.983	.375
	Within Groups	305.006	875	.349		
	Total	305.691	877			
Confidence_Govt	Between Groups	4.162	2	2.081	2.526	.080
	Within Groups	825.333	1002	.824		
	Total	829.495	1004			
Healthy_Behav	Between Groups	3.193	2	1.596	2.527	.080
	Within Groups	651.199	1031	.632		
	Total	654.392	1033			
Gender_Equity	Between Groups	1.151	2	.576	1.261	.284
	Within Groups	456.239	1000	.456		
	Total	457.390	1002			
Low_Stress	Between Groups	3.927	2	1.963	2.663	.070
	Within Groups	712.997	967	.737		
	Total	716.924	969			

ANOVA: Education Level

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	23.619	6	3.937	12.064	.000
	Within Groups	283.885	870	.326		
	Total	307.504	876			
Confidence_Govt	Between Groups	29.381	6	4.897	6.104	.000
	Within Groups	795.871	992	.802		
	Total	825.252	998			
Healthy_Behav	Between Groups	20.518	6	3.420	5.524	.000
	Within Groups	632.723	1022	.619		
	Total	653.241	1028			
Gender_Equity	Between Groups	27.504	6	4.584	10.585	.000
	Within Groups	428.726	990	.433		
	Total	456.230	996			
Low_Stress	Between Groups	54.974	6	9.162	13.318	.000
	Within Groups	661.112	961	.688		
	Total	716.086	967			

ANOVA: Home Ownership

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	5.632	1	5.632	16.922	.000
	Within Groups	286.549	861	.333		
	Total	292.181	862			
Confidence_Govt	Between Groups	10.610	1	10.610	13.264	.000
	Within Groups	779.092	974	.800		
	Total	789.702	975			
Healthy_Behav	Between Groups	.122	1	.122	.196	.658
	Within Groups	622.152	1000	.622		
	Total	622.274	1001			
Gender_Equity	Between Groups	.374	1	.374	.830	.363
	Within Groups	437.820	971	.451		
	Total	438.195	972			
Low_Stress	Between Groups	13.411	1	13.411	18.779	.000
	Within Groups	674.902	945	.714		
	Total	688.313	946			

ANOVA: Employment Status

		Sum of Squares	df	Mean Square	F	Sig.
General_Score	Between Groups	3.932	1	3.932	11.493	.001
	Within Groups	300.741	879	.342		
	Total	304.673	880			
Confidence_Govt	Between Groups	3.013	1	3.013	3.680	.055
	Within Groups	823.556	1006	.819		
	Total	826.569	1007			
Healthy_Behav	Between Groups	1.024	1	1.024	1.650	.199
	Within Groups	642.020	1034	.621		
	Total	643.045	1035			
Gender_Equity	Between Groups	.002	1	.002	.005	.941
	Within Groups	446.103	1001	.446		
	Total	446.105	1002			
Low_Stress	Between Groups	30.527	1	30.527	43.611	.000
	Within Groups	679.685	971	.700		
	Total	710.212	972			

Appendix I: Independent Sample T-tests and Analyses of Variance for Individual Questions

Independent Samples Test: Education Level									
	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
q11 Equal variances assumed	21.029	.000	3.156	1049	.002	.27380	.08674	.10359	.44402
Equal variances not assumed			3.018	592.957	.003	.27380	.09072	.09563	.45198

ANOVA: Income

q11

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	15.472	3	5.157	3.026	.029
Within Groups	1794.643	1053	1.704		
Total	1810.115	1056			

ANOVA: Community Size

q11

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	28.500	3	9.500	5.593	.001
Within Groups	1651.015	972	1.699		
Total	1679.515	975			

ANOVA: Home Ownership

q11

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	16.966	1	16.966	9.914	.002
Within Groups	1747.277	1021	1.711		
Total	1764.242	1022			

Appendix J: Individual Questions by Community Size (City and Large City High Scorers), and ANOVA

Report					
Size of Community		q1	q2	q9	q15
Large City	Mean	3.7500	3.7414	4.1753	2.5882
	N	292	290	291	289
	Std. Deviation	1.11957	1.05162	.93599	1.22474
City	Mean	4.1667	4.1161	4.4054	2.8649
	N	114	112	111	111
	Std. Deviation	.84053	.86728	.85683	1.37832
Town	Mean	4.0991	3.8455	4.3182	2.8273
	N	111	110	110	110
	Std. Deviation	.85232	1.21298	.83426	1.21050
Village	Mean	4.0194	3.8571	4.3102	2.7065
	N	464	462	461	460
	Std. Deviation	.98676	1.14518	.94483	1.23791
Total	Mean	3.9653	3.8511	4.2816	2.7031
	N	981	974	973	970
	Std. Deviation	1.00855	1.10097	.92231	1.24935

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
q1	Between Groups	21.503	3	7.168	7.180	.000
	Within Groups	975.319	977	.998		
	Total	996.822	980			
q2	Between Groups	11.375	3	3.792	3.149	.024
	Within Groups	1168.039	970	1.204		
	Total	1179.414	973			
q9	Between Groups	5.516	3	1.839	2.169	.090
	Within Groups	821.324	969	.848		
	Total	826.841	972			
q15	Between Groups	8.419	3	2.806	1.802	.145
	Within Groups	1504.072	966	1.557		
	Total	1512.491	969			

