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LEGISLATIVE REGULATION OF THE EDUCATION IN DISABLED CHILDREN

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Abstract

This study will present areas of the legal regulation of education in disabled children as persons with intellectual and physical handicap, with emphasis to existent legal regulation in the international and the national system levels.

The purpose of this study is to provide for analysis of studied international and national legal regulation in the area of education in disabled children through the application of the method existent as "analysis of content". The study should answer the question whether and to what extent the national legislation is in line with or harmonized to the international regulation in the field of achievability on the right to education in disabled children.

The study will furthermore provide concluding findings from the research conducted on the international and the Macedonian legislation, and it will provide recommendations for improvements at the national level in the direction of implementation of the international standards through educational policy over disabled children.

Key words: Children with special educational programs, Inclusive education, Convention on the Rights of the Child, Convention on the Rights of Persons with Disabilities, Principle "best interest of the child" in the educational process.

SOCIAL NETWORKS IMPACT ON STRATEGIC HUMAN RESOURCES MANAGEMENT: CASE OF RECRUITMENT PROCESS IN THE REPUBLIC OF KOSOVO

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Abstract

In the modern world information technology especially internet is rapidly changing the way individuals interact in the real world in the labor force market. Social networks like Facebook, LinkedIn, Twitter etc. has invaded our daily lives. Human resources management has also taken its share of these changes. Information networks have become increasingly important for getting to information easier and faster. Employers have begun using social networks for getting information about job candidates. Information provided by social networks about personal and professional life of potential job candidates made social networks as an important tool for recruiters. In the Republic of Kosovo even in some other countries social networks are not an official part of the selection but their influence on the recruitment process is very evident. The paper will be organized in the theoretical part, and in the part based on empirical research on the use of the social networks in recruitment process in the Republic of Kosovo. This study aims to give more light to the use of social networks in recruitment practices. Social networks can provide a readily available recruitment source for future employers and can be used as a source of recommendation for applicants. This study is focused on how social networks affects on strategic human resource management in the recruitment field in the global aspect but also in the Republic of Kosovo.

Keywords: Human Resource Management, Social Networks, Strategic Management, eRecruitment, Employment, eBusiness, Labor market.

COMMUNITY PARTICIPATION IN DECISION-MAKING IN MUNICIPALITIES OF THE PRISHTINË / PRIŠTINA REGION - COMPARATIVE STUDY OF MUNICIPALITIES OF THE PRISHTINË / PRIŠTINA REGION (MUNICIPALITIES: PRISHTINA, FUSHË KOSOVË, OBILIQ, GLLOGOC AND GRACANICA)

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Abstract

In the last decade the community has become one of the most studied issues in sociology. It is considered as a social construct where members within the group have several common goals and values, share a common way of life that impacts on empowering social cohesion. On the other hand, local governance is an important segment which has the legitimacy to exercise authority in a territorial area, it enables local communities to be part of decision making and responds to their needs. In Kosovo, community participation in local government is developed through local decision-making mechanisms that derive from the law on local self-governance, such as public meetings, petitions, civic initiatives, local referendums, and so on. This paper provides a holistic approach to the community and its participation in political decision-making at the local level, focusing on comparing the five municipalities in the Prishtinë / Priština region: Pristina, Fushë Kosovë, Obiliq, Gllogoc and Gracanica, their participation in the meetings as well as public communication, communication with municipal bodies and the impact of factors on (non) participation of the community in decision-making.

The methodology used in this paper focuses on the quantitative research conducted in these municipalities with a representative sample of 550 respondents. Overall research findings suggest that the community in these municipalities has low participation in public meetings and decision-making, where 56.7% of them stated that they never participated in public meetings organized by the municipality, 36% in some of them, 5.5% in approximately half and 1.8% attend most of the public meetings. This has also come as a result of disregarding community proposals and that the profile of participants in these meetings is more dominated by members of ruling political parties than the community in question.

Keywords: Community, local governance, decision-making, active citizenship, region, Pristina.

A COMPARATIVE REVIEW OF IMMIGRATION GOALS OF THE STUDENTS FROM PUBLIC AND PRIVATE UNIVERSITIES

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Abstract

International migration as a movement of the population from one state to another has become a frequent topic in the Western media, especially after the wars in the Middle East, but also a frequent discussion in Kosovo. Immigration of Kosovars towards European Union member countries is among the most publicly discussed subjects, as well as debate within the Assembly of Kosovo. The huge illegal immigration of Kosovars to European countries, especially in 2014-2015, as well as the migration through work visas to considerable numbers in 2018 and this year, has again ignited national debates on what are the projections of this trend in the future and what kind of social layers have higher chances within emigrant predispositions. This article aims to show the extent of student migration goals, measuring their projections about emigration in the near future after completing studies or a 5-year period from the completion of the questionnaire. The sample of this article includes public and private university students to measure differences in aspirations for migration in the near future. 500 students from the Public University and 500 students from the Private University College in Kosovo participated in the answers to the questionnaire with 10 combined type of questions, with open and closed questions. The findings from this study show that the potential and aspirations for migration have largely expressed more by the students of the Public University than by the Private University College. The results are that public university students are mainly students from lower-income families who pay cheaper for public university semesters compared with private university students who pay much more expensive for the semesters during an academic year and with predispositions the highest for monthly economic incomes, concluding that international migrant aspirations of Kosovo students are conditioned due to low-income level.

Keywords: International migration, students, public university, private university college, monthly income.

ALTERNATIVE METHODS OF SOLVING THE LABOR DISPUTES AND INTRODUCING MANDATORY MEDIATION IN THE REGION

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Abstract

This paper aims to analyze the existing legal solutions for resolving labor disputes in the Republic of North Macedonia and the countries in the region, with special reference to the alternative methods of peaceful resolution of disputes and to consider the possibilities of introducing mandatory mediation. According to the latest research the workers rarely use the judicial mechanisms for the protection of workers rights and there are many reasons for this. One of the possible ways of increasing the trust in the legal system and protection of human rights is using the mediation in labor disputes, as well as consideration of the possibility of introducing mandatory mediation following the example of some of the countries in the region. Turkey has recently adopted new legal solutions introducing mandatory mediation in labor disputes. The reasons for this solution are long and expensive court procedures, mistrust in the judicial system, as well as poor utilization of alternative methods of resolving labor disputes. In this paper, the author will first analyze the existing legal solutions, the labor law court procedure regulated and peaceful resolution of the labor disputes and then through the comparative analysis the author will give his opinion on the possibilities from introducing mandatory mediation in Republic of North Macedonia and the benefits of this legal regulation.

Keywords: labor disputes, alternative methods of peaceful resolution, mandatory mediation, new legislation

SOCIAL REPERCUSSIONS OF ETHNICALLY-BASED ‘CORRECTION OF BORDERS’ BETWEEN KOSOVO AND SERBIA: IS IT THE RIGHT PATH FORWARD?

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Abstract

The paper discusses the necessity of finding a stable solution for a Kosovo-Serbia rapprochement and an internationally facilitated normalization of their relations. Such a solution would lead to reduced political tensions and volatility between the two countries and would contribute significantly to the enhanced stability in the region, ethnic reconciliation and further steps towards the EU integrations and the framework of the Berlin Process. This is particularly important after the successful internationally mediated resolution of Greek-North Macedonian decade-long stalemate of the name-corrected country. Namely the non-recognition of Kosovo by Serbia and lack of normalization of their relations has thus remained one of the key stumbling blocks challenging the stability in the region, with potential adverse effects on Bosnia-Herzegovina and North Macedonia. Tensions between Kosovo and Serbia have continued to this day with various but clearly increasing intensities. They have thus reached the point of the international community demanding ‘legally binding normalization of relations’ between the two countries in order to break the status quo and as key condition to proceed with their aspired integration processes.

Within this framework, last year the negotiations between the two sides, have discreetly ‘slipped’ to considering ethnically-based territorial exchanges i.e. ‘border corrections’ for resolving the issue. Furthermore, they were elevated to the presidential level of the two countries and were granted non-negligible support from some key international decision-making actors. How far these ‘border corrections’ negotiations have actually gone is not yet fully certain due to their ‘closed-door level of discretion’. However, it is clear that the concept of border corrections could trigger potentially dangerous ‘contemplations’ about other potential border changes in the region with considerable social repercussions. The critical question persists whether this is the right path towards stability in the region or perhaps the potentially much more dangerous path in search of its stability.

Keywords: *Kosovo, Serbia, Reconciliation, Normalization, Border Changes, Land Swaps, Reconciliation*

THE COMPETENCY - BASED MANAGEMENT IN THE PUBLIC ADMINISTRATION

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Abstract

The difference between the public administration and management of the private enterprises is the fact that the first serve within the country constitutional framework and focuses on public interest. Public administration regulates and formulates the public policies, it is implementing the laws, provides services and works for the higher purpose. In this set, it is not acceptable putting the personal or partisan interests above the interests of citizens and society as a whole. There are many attempts to limit the power of the ones that are exercising it and one of them is introducing a competency system into a public administration. As a model that comes from the private sector, the idea is to ensure efficiency and effectiveness in the civil service by recruiting and promoting the employees (civil servants) based on required or advanced skills necessary for performing of the duties. In that line, the competency framework limits the excessive use of power by clearly setting the frame and necessary abilities required for the performance of public tasks. Nonetheless, firm definitions and coherent legal frameworks are not sufficient for full functionality of the system. The identified shortcomings such as an administrative change that is not supported by the change of the administrative behavior and lack of understandings of the administrative roles can be overcome with greater efforts for more professional public service. The article analyses the process of introducing of the competency framework into the public administration of the Republic of Macedonia – as a part of the bigger administrative reform towards EU related requirements, and through impact analysis based on the EU progress reports, indicates the challenges in the implementation and possible ways forward.

Key words: *public administration reforms; public management, competency framework, civil servants*

ЗНАЧЕЊЕ НА РАРИТЕТНИТЕ ЗБИРКИ

Проф. д-р Виолета Мартиновска
Наталија Јошева, Дипл.проф. по одделенска настава, предучилишно воспитание

Апстракт

Раритетните збирки секаде во светот се национална категорија од прв степен со особено значење. Таков е случајот со Археографската збирка во НУБ „Св. Климент Охридски“-Скопје. Археографската збирка започнува да се оформува со доаѓањето на академик Владимир Мошин во Македонија. Ракописите се од различни векови, со различна содржина, различни редакции, писма, различни водени знаци, различна орнаментика, различни записи. Ракописите можат да се истражуваат според повеќе критериуми. Најстарите зачувани ракописи се пишувани на пергамент (XIII-XIV век). Најстариот зачуван ракопис е фрагмент од посен Триод, еден лист, потекнува од XIII век. Содржината се однесува на старозаветната личност Соломон. Орнаментиката е присутна во ракописите како: минијатури, флорални, геометриски елементи, иницијали. Најраскошно е Бенчевското четвороевангелие со целосна претстава на четирите новозаветни евангелисти со нивните симболи. Свежината на боите го потврдува нивното растително потекло. Има присуство на водени знаци како: иницијали, филиграни. Потекнуваат од различни векови, но најчесто се присутни во ракописи од XIX век. Тие се одраз на карактеристиките на книжевниот центар, потеклото на материјалот или специјална нарачка од одредено лице (најчесто црковен достоинственик). Честопати водените знаци не се јасно препознатливи. Присутни се во форма на: месечина, полумесечина, иницијали, лав (слободна претстава), ножици, детелина, котва, своно, сонце и др. Записите на маргините на ракописите можат да бидат од различни векови. Пример: пергаменот како подготвен материјал за пишување може да биде од постар период, текстот да биде од подоцнежен период, а записот да биде неколку века подоцна. Тоа ја прави историската колоритност на ракописите уште поинтересна за проучување.

Клучни зборови: раритетна збирка, ракописи

МЕТОДОЛОГИИ ЗА МЕРЕЊЕ НА УСПЕШНОСТА НА ИМПЛЕМЕНТАЦИЈАТА НА ЦИРКУЛАРНАТА ЕКОНОМИЈА

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Апстракт

Циркуларната (кружна) економија (СЕ) во моментов е една од најчесто дискутираните пристапи помеѓу научниците и практичарите во областа на економскиот развој, заштитата на животните средини и новите технологии. СЕ е и во фокусот на Стратегија за општествено-економски развој на Европската унија. Основната премиса на оваа филозофија е „повторливата употреба“ на ресурсите, односно суровините кои се употребуваат не треба да станат отпад. Се очекува овој концепт да промовира економскиот раст преку создавање на нови бизниси и можности за работа, заштеда на трошоците за материјали и енергија, намалување на нестабилноста на цените, подобрување на сигурноста на снабдувањето, а истовремено намалување на притисоците и влијанијата врз животната средина. Се проценува дека околу 600 милијарди евра ќе заштедат бизнисите во ЕУ како резултат на имплементацијата на СЕ-методите (еко-дизајн, спречување на отпадот и повторна употреба и тн.), истовремено намалувајќи ги емисиите на штетни гасови. Бидејќи концептот на СЕ е се уште релативно нов, често се јавува конфузија во однос на дефинираноста на СЕ, основните принципи, методи, бизнис модели, индикатори и начини на успешност на имплементацијата на СЕ.

Поради ова, *обезбедувањето на методи и алатки за евалуација* во областа на циркуларната економија - станува значајна, но сепак се уште не доволно истражувана тема. Се појавуваат бројни прашања: Како да се измери напредокот на транзицијата кон СЕ? Како се мери циркуларноста кај бизнисите и економиите? Дали да се користат различни индикатори на различни нивоа (макро, мезо и микро ниво)?

Постојат различни методологии и критериуми за евалуација на нивото на циркуларност во рамки на една компанија, како и на регионално ниво. Тие се индивидуално креирани за целите на компанијата и/или регионот и не се на никој начин унифицирани. Овој труд ќе ги *анализира досегашните пристапи кон мерењето на циркуларноста на микро ниво (компанијата) и мезо (регионално) ниво* со цел да се најдат сличности кои би можеле да се искористат при креирање на една унифицирана методологија за анализа на циркуларната економија.

Клучни зборови: циркуларна економија, одржливост, клучни индикатори, мерење, имплементација, методологии, евалуација

ВЗАЕМНО ВЛИЈАНИЕ НА ЕЛЕКТРОМАГНЕТНИТЕ ПОЛИЊА И ЛУЃЕТО

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Апстракт

Човекот во секојдневието е изложен на различни видови електромагнетни полиња. Засега научниците немаат единствено мислење околу тоа колку секојдневните изложености на човекот од користењето на електронските уреди, мобилните телефони, компјутерите, надворешното влијание на водовите, трансформаторите итн, влијаат врз човековото здравје. Сепак, нивниот заклучок е дека влијанијата не смеат да се игнорираат, што остава простор да се истражува на ова поле. Во овој труд ќе бидат прикажани одредени научни сознанија, докажани влијанија од електромагнетните полиња, како и резултати од извршени мерења за електромагнетни полиња во околина на далноводи во околината на Битола, по што ќе бидат споредени со дозволените и пропишаните стандарди.

Клучни зборови: Електромагнетни полиња, влијание, човек, далноводи, индуцирани струи, зрачење

ARCHITECTURAL EDUCATION FOR SUSTAINABLE URBAN DEVELOPMENT

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Abstract

Cities are hubs for culture, science, ideas, commerce, social, human and economic development. Architectural education for sustainable urban development should focus on various relevant themes, such as: urban planning, transport systems, water and waste management, disaster risk reduction, education and capacity-building, green urban areas development.

The main topic of this scientific paper is with architectural education for sustainable urban development to make cities and human settlements inclusive, safe, resilient and sustainable. The methodology approach in this scientific paper focuses on defining the measures for architectural education for sustainable human settlements development analyzed in the following aspects: providing adequate sustainable building solutions; improving human settlements management; promoting sustainable land-use planning and management; providing integrated provision of environmental infrastructure: water, sanitation, drainage and solid waste management; sustainable energy and transport systems in human settlements; sustainable construction activities; and human resource development and capacity-building for human settlements development.

Architectural education for sustainable development is currently very important theme for researching in context of architectural and urban environment. This scientific paper presents the aim and scope of architectural studios and projects developed from undergraduate students of Department of Architecture, Faculty of Engineering of International Balkan University. Conceptualizing urban areas as sets of intersecting systems provides the basis of architectural study of the structure and organization of sustainable urban systems.

Keywords: *sustainability, sustainable urban development, architectural education*

Themes: *Architecture, Urbanism, Sustainable Development, Sustainable Cities*

ANALYSIS OF THE CIVIL LAW CODIFICATION PROCESS IN THE REPUBLIC OF NORTH MACEDONIA

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Abstract:

The process of collecting and arranging the laws of a country that regulate social relations with property effect into a code, scientifically ordered, and promulgated by legislative authority is called civil law codification. The most significant civil law codification is the Corpus Iuris Civilis, issued by the Roman Emperor Iustinianus Primus and the first modern civil law codification is the French Civil Code, enacted in 1804, and still in use today in France. In the Republic of North Macedonia since its independence, the legal gaps, inconsistencies and contradictions that existed in the laws governing private matters has imposed the need of codification in the field of civil law. In 2011, the Government has established a Civil Law Codification Commission, which was supposed to prepare the Civil Code in 5 years. But after 8 years the process is not yet completed. This paper will evaluate whether the selected model of codification is the correct one - pandect system which divides the civil law into five parts: general part, law of obligation, property law, family law and law of inheritance; or maybe the Commission should have decided to use the Institutional system. The paper will also examine the possibility to include the family law and commercial law into the Civil Code and analyze the development of the civil law codification processes in the countries in the region. The objective of these analysis is to help the process of adopting a Civil Code that will integrate the norms that regulate civil law relations in one legal text in a comprehensive and systematic manner, thus obtaining a new quality in the regulation of civil law, in the direction of greater internal harmonization, compliance of the law and creating legal security.

Keywords: civil code, Codification Commission, contracts, trade, inheritance, family law.

STUDENT'S PERCEPTION OF ENGLISHISATION ON THE LEVEL OF HIGHER EDUCATION THROUGH INSTRUCTION AND CURRICULA IN NON-ANGLOPHONE EUROPEAN UNIVERSITIES

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Abstract

The tendency of most non-Anglophone European Universities has been to internationalise through English Medium Instruction (EMI) to achieve a greater level of fluidity amongst universities, raise international profile of universities, allow for benefits from international partnerships and cater to non-domestic students and staff.

EMI is the use of English as an educational system where content is taught through English in contexts where English is not used as a primary, first or official language. It is a question of whether this trend is an opportunity or a threat. The positive effects of having a lingua franca are exposed, but also whether there is social justice for stakeholders. Students may not have been exposed to the language enough, and academic staff may not be prepared to teach using English. Such research has been present, though without enough empirical evidence. This paper will provide empirical evidence using an elaborate questionnaire with multiple choice answers for easy interpretation and will argue that the perceived negative aspects become beneficial and can be seen as opportunities. Staff will feel mildly pressured to internationalise their work, thus making it more available to colleagues worldwide, and more importantly, students will benefit from educators that are constantly upgrading, both in their field of study and their use of English as a tool. Students will also experience an upgrade (ESP – English for Specific Purposes) and will also get an insight into their domain from various aspects due to the internationalisation. Finally, students are the destination of the teaching profession and the improvements educators go through is to ensure success in learning outcomes. This research takes into account the perceptions students hold of Englishisation in non-Anglophone universities in Europe.

Keywords: internationalisation, Englishisation, EMI, ESP, opportunities, threats, social justice.

THE INSURANCE QUOTA AND ITS OPTIMIZATION UNDER VARIATIONS OF THE RISK AND LOADING FACTORS AND THE TOTAL AVAILABLE FUND: A FLUCTUATION THEORY PERSPECTIVE

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Abstract:

In this research, we explore optimization of insurance quota under variations of the risk factor, loading factor and the total available fund of a company. First of all, in the light of insurance theories, we offer an overview of the defining terms pertaining to the insurance, reinsurance, co-reinsurance, policy, effects of risk and loading factors, and advertisement policy. Consequently, we perform the analysis concerning the determination of the optimal insurance quota in the light of probability distributions and statistical theories. The economic aspects of insurance is also discussed in various limiting cases in the realm of the optimization and randomization theories. Furthermore, we have described the stability properties of the insurance quota around its critical points. Our analysis is also numerically verified for special cases of the risk factor, loading factor and the total available fund of a company. Finally, we discussed observations towards daily-life applications.

Key words: Insurance quota; Optimization theory; Randomization theory; Applications of information theory; Importance and flaws of insurance and coinsurance; Numerical simulations

INFORMALITY IN THE FRESH MEAT SECTOR IN THE DISTRICT OF TIRANA

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Abstract

Slaughterhouses are an important element in the management of meat product in Albania, such as the study on the functioning of their form is very necessary, we decided to analyze the steps pose passing meat product in Albania. As meat is a very important component of the Albanians diet, this study is based on data of customers for the product meat. We will treat terms of product quality meat that is, the standards applied in the marketing of this product. To reach these objectives, this study designed a conjoint choice experiment survey and collected primary data in the most populated cities of Albania. The meat industry and its marketers may benefit from this information by using it to strategically market their meat to different groups.

This study refers to the informality that occurs mainly in meat products in Albania, especially for the district of Tirana, specifically the Tirana-Kavaja area.

The study will encourage meat shops or slaughterhouses not to be part of the informality that we slaughter until the sale to the consumer. The relevance of the research lies in the way the meat product is trade.

