



Raising the awareness of companies about combating gender stereotypes (VC/2007/0350)

## BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

### ROMANIA

#### NATIONAL INSTITUTION IN CHARGE OF IMPLEMENTATION OF THE INITIATIVE AT NATIONAL LEVEL:

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**No. of SMEs associated:** About 48,500

**Sectors:** Commerce, industry, services, agriculture, crafts

**Organisational network:** Network of 42 regional chambers of commerce and industry

#### Institutional partnerships:

- [Eurochambres](#) -Association of European Chambers of Commerce
- [ICC](#) - International Chamber of Commerce
- [ABC](#)- Association of Balkans Chambers of Commerce

<b>National Focal Point:</b>	<b>Expert on Gender Issues and SMEs in the country:</b>
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**DATE AND VENUE OF THE WORKSHOP "Break Gender Stereotypes, Give Talent a Chance":**

7-9 October 2008

The Chamber of Commerce and Industry of Romania  
2 Octavian Goga Boulevard,  
030982 Bucharest, Romania

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**NATIONAL AND LOCAL STAKEHOLDERS INVITED/INVOLVED IN THE INITIATIVE:****Macro level:**

- Ministries
- Cooperatives
- Equal Opportunities agencies

**Meso level:**

- Women national associations
- Women entrepreneurs associations
- Anti-discrimination institutions
- Chamber of Commerce and Industry of Romania + regional Chambers
- SMEs associations
- Equal opportunities institutions
- Equal opportunities associations
- SMEs institutions
- Associations of Cooperatives
- Trade Unions

**Meso level:**

- Sectors of textile, construction, transportation, Information Technology and Communications (ITC), hotel and restaurants ('female' and 'male' economic sectors)

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**SMEs IN THE COUNTRY:**

The number of SMEs is growing in all sectors, the most dynamic sectors being construction and services. The fact that the number of SMEs in the industry sector is growing indicates that the development of this sector has multiple implications. Industrial SMEs tend to have higher dimensions implying complex organizational and



production processes likely to generate efficient infrastructures, qualified employees and market stability. The number of SMEs by 1000 inhabitants varies from 41 in the Bucharest region to 12 the less industrialized region in the Northeast.

Under the current gender patterns of the labour market in Romania, women are segregated at two levels: horizontally, as they are more concentrated than men in selected sectors of the economy and vertically, as they occupy fewer positions of responsibility than men. The lack of workers in growing sectors where men predominate, such as the construction industry (only 1.2% women) combined with increased numbers of women graduates from study fields perceived as being "masculine", are factors that might bring about changes in the future gender patterns of the labour force in SMEs.

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### **GENDER SEGREGATION IN THE LABOUR MARKET (\*):**

- Gender segregation in economics sectors      15.0%
  
- Gender segregation in occupation                      22.3%

These indexes measure gender segregation in the Romanian labour market in 2005; the higher the value of both indexes, the higher the segregation biased against women.

Following a European wide trend, Romanian women are employed in fewer sectors than men. Three sectors of activity employed just over 50% of Romanian women in 2007. These sectors were various manufacturing activities followed by sectors in the wholesale and retail trade with almost 15% and health care and education with almost 14%. A particularity of Romania is that over 33% of the female workforce is concentrated in agriculture, the highest proportion by far in the EU27. The same is true for Romanian men for whom the agriculture sector also represents the main sector of employment (31%). For men, the degree of concentration is not as high as for women, with the six most important sectors at the NACE 2 digit level employing 58.5% of men, which is 17 percentage points higher than the EU average for men. Agriculture, various manufacturing sectors, public administration, construction are the sectors that concentrate most men. This lower concentration of men points to the fact that women have jobs that spread much less evenly across sectors and that the sectors in which women predominantly work are different from those in which men are concentrated.

It is interesting to note that the sectors - and occupations - where women are predominant tend to be less well paid than those where men are the majority of workers. Half of female workers occupy low-status, low-paid jobs. Women's participation in occupations related to engineering, manufacturing and construction (32.5%) was much lower than that of men.

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### **GENDER ISSUES AND STEREOTYPES (\*):**

The idea that "Leadership is a male innate quality" is a typical stereotype in Romania. The idea of a woman leader is unacceptable since leading is a natural right for men



(which maintains and legitimises the inequality between men and women), as revealed by the Gender Barometer, a survey organized in Romania by the Open Society Foundation in 2000. This could be one of the reasons of the weak participation of Romanian women in politics. The survey further suggested that Romanian democracy seems to be "one of the electoral type", which guarantees the right to vote for women but not to participate in decision-making at political levels. It must be said that despite its modest results, the participation rate of women in politics improved over the last year.

The horizontal (sectors and occupations) and vertical (few decision-making positions) segregation of women determine a limited economic independence of women and lower pay (although the gap is clearly decreasing). Opinion polls indicate inequalities in the household division of work, as household work remains mostly the domain of women.

*(\*) From the review of the national situation for the purpose of the workshop in Romania produced in the framework of the Contract "Raising the awareness of companies about combating gender stereotypes", commissioned by the European Commission to the International Training Centre of the ILO in partnership with EUROCHAMBRES.*



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*[http://ec.europa.eu/employment\\_social/progress/index\\_en.html](http://ec.europa.eu/employment_social/progress/index_en.html).*

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