

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

Review of the national situation for the purpose of
the workshop in ROMANIA

2008



Document 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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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

The programme has six general objectives:

- (1) to improve the knowledge and understanding of the situation prevailing in the Member States (and in other participating countries) through the analysis, evaluation and close monitoring of policies;*
- (2) to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the programme;*
- (3) to support and monitor the implementation of Community law, where applicable, and policy objectives in the Member States, and assess their effectiveness and impact;*
- (4) to promote networking, mutual learning, identification and dissemination of good practices and innovative approaches at EU level;*
- (5) to enhance the awareness of the stakeholders and the general public about the EU's policies and objectives pursued under each of the policy sections;*
- (6) to boost the capacity of key EU networks to promote, support and further develop EU policies and objectives, where applicable.*

For further information, see: http://ec.europa.eu/employment_social/progress/index_fr.html.

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FOREWORD

Does the European economy manage to make full use of its human capital?

This document intends to contribute to this discussion, from the perspective of gender equality.

This document has been prepared in the framework of the contract “Raising the awareness of companies about combating gender stereotypes” commissioned by the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities to the International Training Centre of the ILO in partnership with the association of European Chambers of Commerce and Industry (EUROCHAMBRES).

The initiative, which involves Chambers of Commerce and SME organizations in 15 EU Countries¹, aims to help SMEs discover how overcoming gender stereotypes can have a positive impact on productivity and competitiveness. On this purpose, 15 workshops on “Break Gender Stereotypes, Give Talent a Chance” are organized for business relays and SME managers in the selected countries.

The Country Reviews do not have the ambition to give an exhaustive picture of gender issues in the labour markets of the 15 countries. They rather aim to enrich the workshops and the tools presented therein with country-specific information. They collect up-to-date statistical data and qualitative information on the different ways in which women and men enter and progress into employment and occupations in the various countries. In addition, information on existing legislative provisions, public and private initiatives and good practices is provided. Suggestions on the impact of gender stereotypes are also offered, to initiate dialogue and action at enterprise level.

The final aim is to offer concrete suggestions on how SMEs in the selected countries can overcome gender stereotypes and tap the business potential of gender equality.

¹ Bulgaria, the Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Poland, Portugal, Romania, Slovenia, Spain

1. STATISTICS

Table 1: Statistical data

Demography and Employment	Romania			EU27		
	Men	Women	Total	Men	Women	Total
1. Total population 2007 (figure in 1000)	10,511	11,054	21,565	241,671	253,457	495,128
(Figure in %)	48.7	51.3	100	48.8	51.2	100
2. Life expectancy 2005 (%)	68.2	75.4	71.9	75.4	81.5	:
3. Fertility rates 2005 (%)	1.32			1.51 ^b		
4. Employment rate 2007 (%)	64.8	52.8	58.8	72.5	58.3	65.4
5. Unemployment Rate 2007 (%)	7.2	5.4	6.4	6.5	7.8	7.1
6. Activity rate 2007 (%)	70.1	56.0	63.0	77.6	63.3	70.5
7. Youth unemployment rate 2007 (%)	21.1	18.7	20.1	15.2	15.8	15.5
8. Long term unemployment rate 2007 (%)	3.6	2.7	3.2	5.6	6.6	6.0
9. Part-time work 2006 (%)	9.2 ^d	10.4 ^d	9.7 ^d	4.4	25.8	14.4
10. Employees 2007q04 ('000)	3,393	2,804	6,198	97,388	86,042	183,430
11. Self-employment 2007q04 ('000)	1,250	525	1,776	15,491	7,417	22,908
12. Entrepreneurs 2007q04 ('000)	96	26	123	7,574	2,375	9,949
13. Average hourly pay 2002 (in euro)	1.13	0.90	1.04	13.79 ^c	10.40 ^c	12.56 ^c
14. Gender Pay gap in unadjusted form 2006 ^g	10			15		
15. Participation in decision-making 2007						
National Parliaments (%)	91	9	100	76	24	100
President in largest publicly quoted companies (%)	100	0	100	97	3	100
Member of highest decision-making body in largest publicly quoted companies (%)	82	18	100	90	10	100
GEM Value 2007	0.497			:		
GEM Rank 2007	68			:		
16. Graduations of women and men in tertiary education 2004						
ISCED 5 (%)	42.6	57.4	100	40.8 ^c	59.2 ^c	100
(Ratio Women/Men)	1.3			1.4 ^c		
ISCED 6 (%)	50.7	49.3	100	56.8 ^c	43.2 ^c	100
(Ratio Women/Men)	1.0			0.8 ^c		
17. Single-headed households, 2005 (%)	5	6.2	:	14 ^c	14 ^c	:
18. Children in childcare aged 0-2 years, 1-29hrs/30+hrs 2006 (%)	:			14/12		
19. Children in childcare aged 3 to mandatory school ages, 1-29hrs/30+hrs 2006 (%)	:			44/40		

NOTES: a - 2004, b - 2005, c - EU25, d - Eurostat 2007, e - Estimation, g - The Pay Gap is the difference between men's and women's average gross hourly earnings as percentage of men's average gross hourly earnings (for paid employees), p - Provisional, : - No data

Source: European Commission, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2008 compendium*. Except:

1, 10, 11, 12: Eurostat Database

2, 3: Eurostat News Release, "A statistical illustration of the situation of women and men in the EU27", 32/2007, March 2007 and UNDP, Human Development Report 2007/08, Table 1

13: Eurostat, «Salaires bruts en Europe, Principaux résultats de l'enquête sur la structure des salaires 2002», *Statistiques en bref, population et conditions sociales*, 12/2005, Communautés européennes, 2005

15: European Commission, DG EMPL, Database on women and men in decision-making and the Human Development Report 2007/2008 (for the GEM rank and value)

16, 17: European Commission, *The life of women and men in Europe – A statistical portrait*, Luxembourg, Office for Official Publications of the European Communities, 2008

18, 19 (EU27 data): Commission of the European Communities, *Commission staff working document accompanying document to the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children*, Brussels, 2008. {COM (2008) 598}

2. SITUATION AND STEREOTYPES

2.1. WOMEN IN THE LABOUR MARKET

The Romanian labour market went through many changes during the economic transition process, mainly through the reduction of the active and employed population. Both employment and activity rates have been decreasing over the past years as a result of massive economic restructuring, implying that hidden employment may be high, particularly in the agricultural sector. The unemployment rate registered in 2007 is lower than in most other transition countries, which may be due in part to hidden employment and in part to high emigration (increased employment abroad). A specific problem in Romania, and in other European countries, is the low level of integration and education of the Roma population, a minority with high levels of unemployment, especially for women, whose unemployment rates are calculated to be from 50 to 90%.

By 2007 the total employment rate in Romania went up to 58.8%, with a male employment rate of 64.8% and a female employment rate of 52.8%. In the Romanian National Development Plan the government foresees a further increase of this rate to reach 61% by 2013.

The total unemployment rate in 2007 was 6.4%. Disaggregated by sex, it corresponded to a 7.2% unemployment rate for men and 5.4% for women. This pattern of higher unemployment rates for men than for women is unusual in the EU.

Despite the fact that the indicators do not reveal massive disparities between sexes, several critical aspects regarding the place of women in the Romanian society should be outlined, including the high percentage of women working in the informal economy; the relative low quality of health services, especially maternity and family planning services; the high number of women victims of trafficking and the sex industry; the high risk of sexual harassment (apparently increasing over the last years); family violence; and low numbers of organizations active in the field of women rights and reduced means of existing ones.

2.2. OCCUPATIONAL SEGREGATION

Occupational gender segregation refers to differences between genders in the labour market. Despite the reduction of the gender employment gap in most EU countries in recent years, employment in the EU remains highly segregated. Women are over represented in some occupations and economic sectors, such as services and care professions, and under-represented in others, such as scientists and engineering. As a consequence of segregated labour markets there is an under-representation of women in sectors crucial for economic development.

Romania's rates of gender segregation are 15.0 in economic sectors and 22.3 in occupations, standing in both cases below the EU averages. These indexes measure gender segregation in the labour market; the higher the value of both indexes, the higher segregation is biased against women. However, as with all indicators, the index should be interpreted within a specific context as well as its individual components and care should be taken in cross-country comparisons.

Table 2: Country Segregation Index 2005²

	Gender segregation in occupations	Gender segregation in economic sectors
Romania	22.3	15.0
EU27	24.9	17.8

Source: Source: *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis 2008 compendium*, pp. 52-53.

Following a European wide trend, Romanian women are employed in fewer sectors than men. Three sectors of activity, defined at the NACE 1 digit level, employed just over 50% of Romanian women in 2007. These sectors were various manufacturing activities with a very high 21% (also unusual in the EU setting at only 12.5%), followed by sectors in the wholesale and retail trade with almost 15% and health care and education with almost 14% (around 7% each). 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%). In addition, women represent 71.4% of the unpaid family workers in agricultural related activities. At the NACE 2 digit level, including agriculture, the six top sectors in Romania where women are employed represent 68.3%, one of the highest concentrations in the EU, but with a very different pattern.

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.

In Romania, there is a lack of specialized workers, particularly in some sectors such as construction, the clothing industry, furs and leather, transportation, wholesale and retail trade, food industry and beverages, metal industry, hotels and restaurants. Romanian salaries are considerably lower than in most other European countries, a situation that seems to encourage Romanians to seek employment abroad.

² The concentration of men and women in different occupations and economic sectors is measured with an occupational segregation index. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment. Gender segregation in economic sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment.

Table 3: Concentration of men and women in sectors of activities 2005 (NACE two digit)³

% of women employed	RO	EU25	% of men employed	RO	EU25
Agriculture	33.6	3.8	Agriculture	30.9	5.2
Retail trade	9.6	12.5	Construction	9.0	13
Education	7.1	11.4	Public administration	6.2	7.2
Health & Social work	6.7	17.2	Land transport	5.2	4.2
Public administration	4.1	7.3	Retail trade	4.7	6.3
Manufacture food & beverages	2.5	2.2	Manufacture food & beverages	2.6	2.5
Hotels & restaurants	2.4	5.1	Machinery	2.4	2.7
Wholesale trade	1.8	2.6	Wholesale trade	2.3	4.1
Business activities	1.5	7.3	Education	2.3	3.8
Construction	1.2	1.5	Business activities	1.9	6.1
Other service activities	1.1	2.6	Vehicle sale & repair	1.8	3.2
Financial intermediation	1.1	2.2	Metal products	1.8	3.1
Cultural & sporting activities	0.8	2.1	Health & Social work	1.6	4.0
Private households	0.4	2.3	Hotels & restaurants	1.0	3.4
Top 6	68.3	60.8	Top 6	58.5	41.9

Notes: Persons aged 15 years and over. No distinction is made between private and public sectors. The top six are according to the EU average which may not coincide with the top six in each country. In the adaptation we have made we have ordered the sectors according to the country importance, but some important sectors might not appear.

Source: Adapted from *Statistics in Focus* publication (*Population and Social Conditions 53/2007*) (NACE 2 digit – see Eurostat *Statistics in Focus, Population and Social Conditions 53/2007* and for a comparison with EU aggregated data see “*European Business: Facts and figures 2008* (*European Business: Facts and figures* ISBN 978-92-79-07024-2 available from the Eurostat web page)

Over the period 2000-2005 the concentration of women’s employment in specific occupations was in general increasing in most EU member states while it fell in a few ones, including Romania. There was a bigger difference between the occupations, or jobs, which men and women did than between the sectors in which they were employed. The degree of employment concentration in a limited number of occupations was much higher among women than it was among men. In 2005 almost 51% of the women were employed in just six of the 130 standard occupational categories as opposed to 44% for men.

The occupations concerned were different for women and men. 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. A very large 33% of women in Romania are concentrated in agriculture. The following table shows how women and men in Romania concentrate in different occupations compared to the EU averages.⁴

³ NACE is an international classification of economic activities. The digits indicate the level of disaggregation: the higher the value the more level of disaggregation.

⁴ Given the very strong differences of the sectorial structure in Romania compared to the EU it is not surprising that the occupational structure also differs tremendously and that the top six sectors and occupations for both men and women are mostly excluded from the tables shown here.

Indicators on occupational and sectorial segregation by sex therefore show no sign of a significant decline.

Table 4: Occupational patterns of women's and men's employment 2005 (ISCO three digit)⁵

% of women employed	RO	EU25	% of men employed	RO	EU25
Shop salespersons & demonstrators	7.8	8.0	Motor vehicle drivers	6.6	5.2
Administrative associate professionals	3.3	4.4	Building frame & related trades workers	3.1	4.7
Domestic & related helpers, cleaners & launderers	3.0	7.6	Machinery mechanics & fitters professionals	3.1	3.5
Housekeeping & restaurant services workers	2.4	3.9	Architects, engineers & related professionals	2.8	3.1
Personal care & related workers	2.2	6.6	Managers of small enterprises	2.2	4.4
Secretaries & keyboard-operating clerks	1.6	3.7	Physical & engineering science technicians	2.0	3.6
Managers of small enterprises	0.9	2.9	Building finishers & related trades workers	1.9	4.0
Other office clerks	0.6	5.2	Shop salespersons & demonstrators	1.9	2.6
Finance & sales associate professionals	0.3	2.9	Production & operations department managers	0.6	2.6
Nursing & midwifery associate professionals	0.2	2.6	Finance & sales associate professionals	0.2	3.3
Top 6 in each country	50.6	35.6	Top 6 in each country	43.7	25.5

Note: The top six occupations are listed according to the EU average, and may not coincide with the top six in each country. In the adaptation the occupations are ordered according to the country importance, but some important occupations might not appear.

Source: Adapted from *Statistics in Focus publication (Population and Social Conditions 53/2007)*

There is also a persistent imbalance between women and men in decision-making positions in Romania. Despite the fact that women are becoming more qualified (representing almost 60% of new university graduates in the EU) they are not obtaining responsibility positions in political and economical areas, in particular in the highest positions. As shown in Table 5 below, Romanian women managers constitute 31.1% of all managers in the private sector, slightly less than in EU-27 (32.6%).

Table 5: Distribution of managers by sex in EU Member States – 2001 and 2006 (%)

	Women	Men	Women	Men
	2001		2006	
Romania	:	:	31.1	68.9
EU27	30.1	69.9	32.6	67.4

Note: (1) EU aggregate for 2001 is the value for EU-25 and not EU-27.

(2) : - No data

Source: Adapted from *Equality between women and men, p.32. (Eurostat ISCO 12 and 13)*

⁵ ISCO is an international classification of occupations. The digits also indicate the level of disaggregation: the higher the value the more level of disaggregation.

2.3. THE ROLE OF SMES

In recent years the recognition of the importance of the SME sector and the place that women entrepreneurs play alongside men has contributed to raising awareness on the need to reform the legal and regulatory environment in Romania. Several measures have been taken to create an enabling environment for SMEs.

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 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.

2.4 GENDER STEREOTYPES

Gender stereotyping is the generalisation of what it means to be male or female, what roles, occupations and work is appropriate to women and men, often justified by tradition, and inaccurate generalisations arising from the limitations in choices for men and women.

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.

3. SUCCESS STORIES

Partnership Centre for Equality

A European funded project helped the Romanian Government set up and build institutional capacity with the contribution of Instituto de la Mujer, Spain. This project financed the establishment of the Partnership Centre for Equality. As from 2006 the latter has published numerous documents aiming to explain gender equality in the world of work at its various dimensions: hiring, promotions, access to training, reconciling work and private life. It is likely that some of these measures have been implemented, perhaps mostly by large companies and especially by local subsidiaries of international large companies that have experience in this domain from their home practices. However it was not possible to come across good practices to present in this report. It is hoped that before the end of the current project such practices will be identified and if not that at least selected SMEs participating at the country seminar will agree to undertake measures that aim to combat gender stereotypes and communicate their outcomes.

Eurochambers Women Network

Amongst successful initiatives in the area of combating gender stereotypes in SMEs, it is worth mentioning the Eurochambers Women Network (EWN) initiative consisting of three projects starting in 2003 with the following themes: “Women in Business and Decision-making”, “Chambers against stereotypes in Employment” and “Women on Board of Local Development”. Their aims were to encourage women’s leadership in business and local politics.

Organizations such as the Chamber of Commerce and Industry offer opportunities to exchange best practices through their network at regional and national level. Romanian businesswomen and female business owners are accessing the Romanian Chamber of Commerce and Industry and other mainstream business associations as members.

4. SUPPORT

The Romanian legislation guarantees equal rights for all citizens to participate at the social and economic life. Starting with the principle of equal opportunities between women and men, Law 202/2002, which ensures that women have equal opportunities regarding access to education, training, jobs, starting a family and participating in public and political decision-making.

The National Development Plan 2007-2013 allows Romania to follow EU policies and objectives, in conformity to the EU Cohesion policy. Started in 2004, the plan complements Romania's national strategic development, including the one referring to gender policies. Romania also follows the EU Cohesion priorities and the Lisbon Agenda towards which it makes its own contributions. In order to comply with EU regulations, the National Agency for Equal Opportunities between Women and Men was created on January 1, 2005 to bring the necessary institutional framework up to European standards. Its objective is to promote equal opportunities in all spheres of economic and social life.

The National Strategy for the Equality of Opportunities between women and men is implemented through a General Action Plan. The domains designed as priorities include:

- The legislative framework: harmonizing Romanian with European legislation.
- Economic life: women's access to labour in conditions of equality with men)
- Social life: actions geared towards women as victims of violence and marginalisation
- Women's participation in decision-making, promoting equal participation between women and men in all spheres of economical, political, social life;
- Eliminating stereotypes and sex roles, social sensitisation of equal opportunities for women and men through the elimination of cultural prejudices and the stereotypes referring to roles played by men and women
- Integrating a gender perspective at the level of public policy (mainstreaming), elaborating and evaluating public policies.

ACRONYMS

BG	Bulgaria
EC	European Commission
EU	European Union
EU25	The 25 Member Countries of the European Union (from May 2004 to December 2006)
EU27	The 27 Member Countries of the European Union (as from January 2007)
GEM	Gender Empowerment Measure
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
NACE	Classification of Economic Activities in the European Community
NGO	Non-Governmental Organization
NSI	National Statistics Institute, Bulgaria
RO	Romania
SME(s)	Small and Medium Enterprise(s)
UNDP	United Nations Development Program