NATIONAL REPORT
Romania

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Contents

PROJECT NUMBER – 2021-1-RO01-KA220-ADU-000026741

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1. Executive Summary

This report aims at providing insight on the challenges women face in their professional lives as provided by women from Romania who would like to change their career are facing or unplowed women's. In order to collect all the necessary information, the questionnaire is addressed also to single or divorced women from Romania.

The questionnaire for women aimed at collecting the experiences, problems, and obstacles that women face in their efforts to (re-)integrate the labour market as well as their skill levels in various domains. The data collected were then analyzed in order to create a state-of-the-art report, at a national (Romania) level, presenting the challenges that women face when changing career paths. The questionnaire for women aimed at collecting the experiences, problems, and obstacles that women face in their efforts to (re-)integrate the labour market as well as their skill levels in various domains.

In order to collect all the necessary information, two questionnaires were distributed.

The additional information collected from the short questionnaire for stakeholders focused on the existing limitations they face when asked to facilitate women to access employment.

PROJECT NUMBER – 2021-1-RO01-KA220-ADU-000026741

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2. Introduction

The EMPOWERED project aims towards empowering women regarding 1) their digital upskilling and 2) their psychological state. The partners plan on achieving this via the development of a training course. The desired end result is the empowerment of women in these two areas as well as the fact that their positions in the labor market will be reinforced. The project was structured in such way that each partner focuses on a specific target group. In particular. This document will focus on analysing the responses received from the questionnaire disseminated to the target group of interest.

3. Part A: Challenges for women in their professional life

3.1. Methodological framework and objective

With our main aim being to identify the obstacles and challenges women face whether when making a career change or during their work endeavors, a questionnaire was created to be distributed in different groups of women. The main objective was to contact directly with the project specific target group, thus collecting and registering them experiences on the challenges they face in their professional lives

In order to gain as much insight as possible in the challenges faced by women in their professional life, we distributed this questionnaire. 24 responses were collected, and an inclusive conclusion was formed.

3.2. Reaching out to the target group and collection of responses

ARTEC reached out to the target group via several different means in order to collect the necessary number of responses. We scouted and contacted organizations and institutions that seemed relevant to our analysis. In particular, we contacted some relevant organizations/institutions. In addition, we distributed the questionnaires to our network of collaborators as well as in our platforms and social media channels.
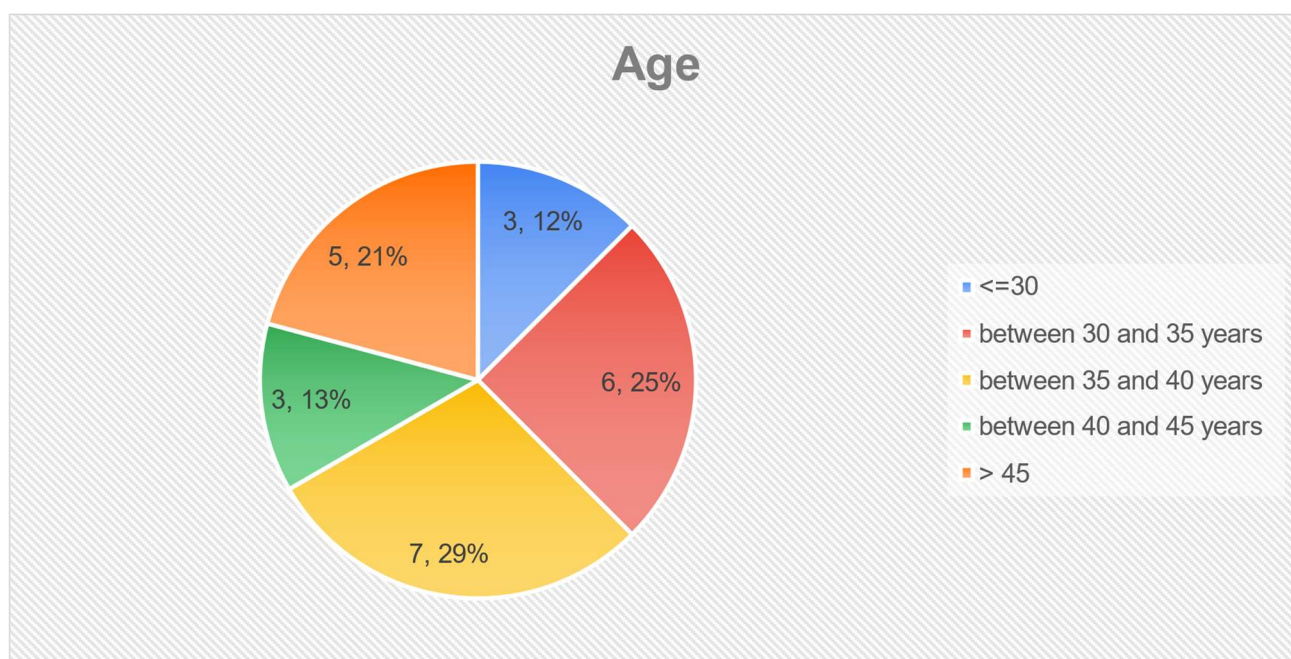
3.3. Analysis of responses collected

Once we have received the necessary number of responses and due to the structure of the questionnaire (and its different sections: 1. Focusing on collecting information about the women's professional experience, 2. Their work experience and 3. Their skills and competencies), the corresponding three sections of analysis were formed.

3.3.1. Demographics

3.3.1.1 Age

Twenty- four long-term women from Romania face whether when making a career change responded to our questionnaire. The majority of the respondents have between 35 and 40 years old, followed by respondents in the 40 -45 age group, 45+ age group (6,25%), under 30 age group (3,12%).

PROJECT NUMBER – 2021-1-RO01-KA220-ADU-000026741
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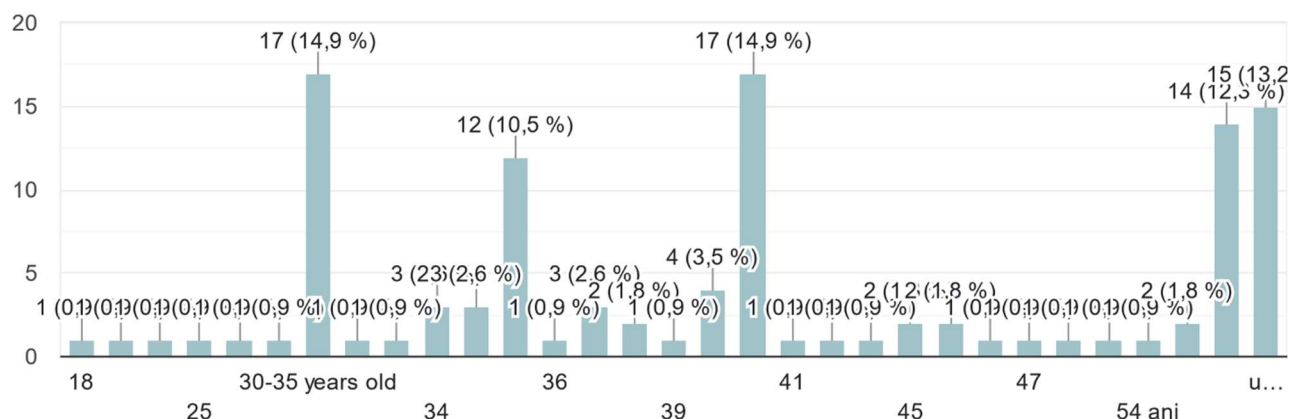
How old are you?

114 răspunsuri

Figure 2- Age

3.3.1.2 Foreign Languages

The responses from the questionnaire, that English is the most common foreign language spoken by the women in our target group.

Language	Knowledge level		
	Sufficient	Good	Very good
English	6/24	5/24	8/24
French	1/24	4/24	-
Spanish	-	2/24	1/24
Bulgarian	-	-	-
Portuguese	-	-	-
Italian	-	-	1/24
Dutch	-	-	-

3.3.1.3 Education

From the 24 women who responded to the questionnaire, two have completed their compulsory education/high school (5,21% shown in light blue in the figure below), undergraduate studies (Bachelor's degree or similar) accounting for 39% of the women who responded (shown in orange), 10 women (44%) have completed a Master's degree or similar (shown in grey) 16,67%, 2 woman has a doctorate degree (1,4% shown in yellow) and 1 woman has vocational training and education (4% shown in dark blue).

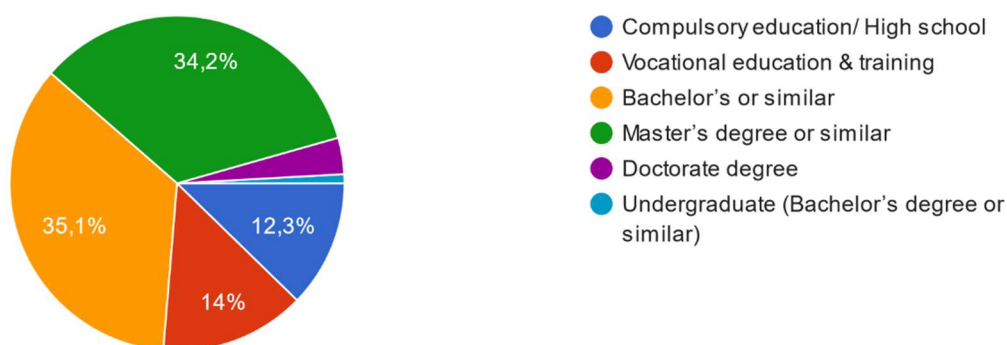## What is the highest level of education you have achieved?
114 răspunsuri

Legend:
- Compulsory education/ High school
- Vocational education & training
- Bachelor's or similar
- Master's degree or similar
- Doctorate degree
- Undergraduate (Bachelor's degree or similar)

Pie chart values: 34,2% · 35,1% · 14% · 12,3%
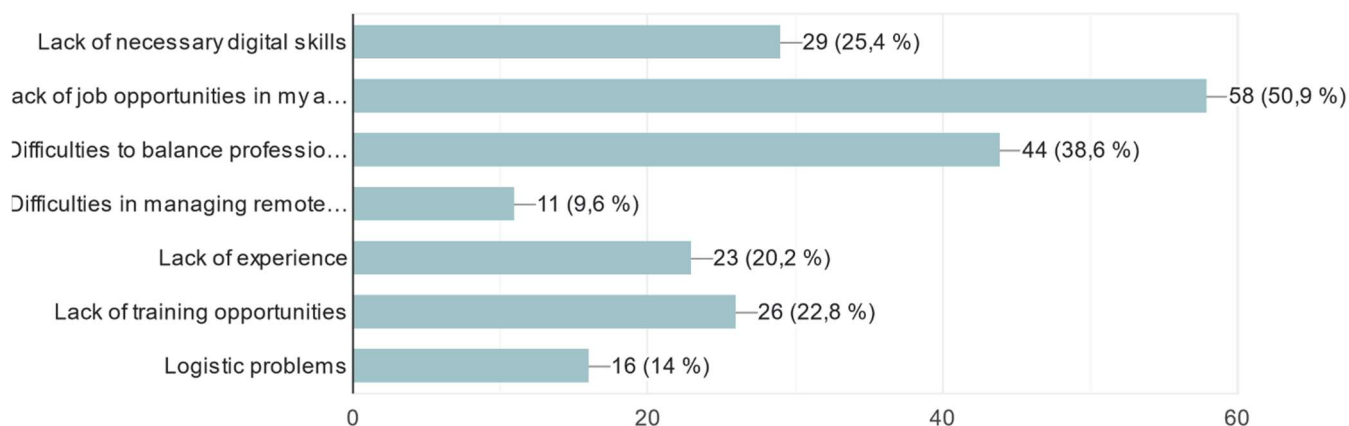
Figure 1

3.3.1.4 Difficulties faced

Regarding the difficulties the women who responded to the questionnaire face in terms of their professional lives, the majority of women (30%) focused on the lack of opportunities (shown in the figure below in grey). 19% stated that they faced difficulties in regard to balancing professional and personal life (shown in yellow).

Lack of job opportunities in the area and difficulties to balance professional with personal life are the most chosen difficulties encountered by the targeted women.

- 1 - 12 women on 30 expressed as main problem the lack of job opportunities in their area, 40 %
- 2 - The second obstacle encountered is the difficulties to balance professional with personal life, 11 women in 30 chose it, 36,6%.
- 3 - 8 women on 30 have problem concerning the lack of necessary digital skills, 26,6%
- 4 - 6 women on 30 selected the lack of training opportunities and difficulties in managing remote work, that combined are the 20%.
- 5 - 5 women on 30 also selected logistic problems, 16,6%.

In terms of your professional life, which are the difficulties you need to face? (select all that are valid)

114 răspunsuri

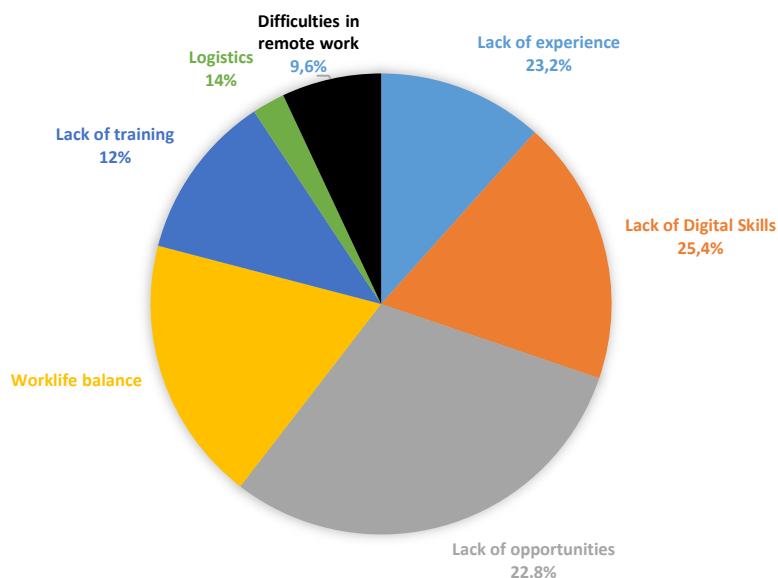

DIFFICULTIES FACED

Figure 2. Difficulties faced from the 24 women from our target group

3.3.2. Professional experience

3.3.2.1 Current Employment

From the 24 women who responded, 13 (56.5%) have been long-term unemployed in the past but are currently working, whereas 10 (43.5%) women have been long-term unemployed, and they still don't hold a

position. 67% of the 13 women who are currently employed are working full time and 20% are working part-time. Their past professional experience based on the data collected can be broadly categorized in the following main sectors: 1. Digital sector, 2.Educational system, 3. Marketing and 4. Other basic/ low entry jobs. These sectors become more constrained in the framework of the women who currently hold a job..

According to Eurostat data from 2021, the rate of young females (aged 15-34 years old) in Romania who have formal education and are employed is 4.6% and in the EU is 9.6%[1].

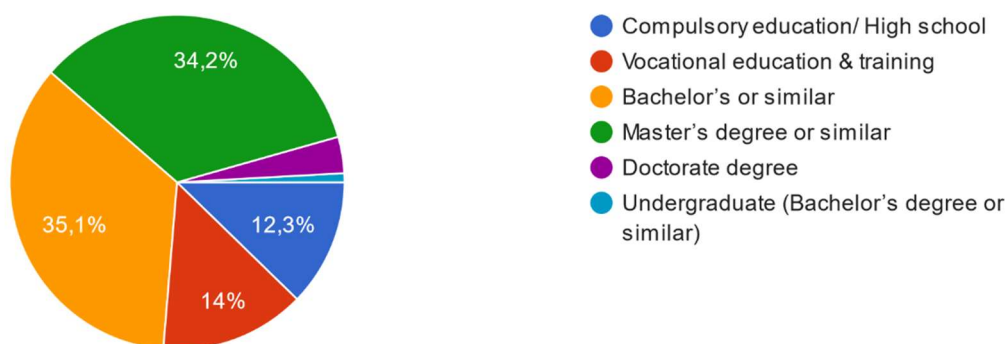## What is the highest level of education you have achieved?
114 răspunsuri

Figure 3. Employment rate and education level.

3.3.2.2 Changes in employment due to COVID-19

From the 13 women (56.5% of our reached target group) who are currently employed, 46.2% stated that their positions were indeed affected by the COVID-19 pandemic (shown in blue in the figure below), whereas 53.9% stated that they faced no significant changes. According to the responses, the most common change is the fact that people lost their jobs. The second most common change was the fact that remote work become available. However, the small sample size of the reached target group may also provide for somewhat biased data seeing as the effect that the COVID-19 pandemic had in Romania for women's employment between the fourth quarter of 2019 and the fourth quarter of 2020 reduced employment rate by 1.9% (shown in figure below in orange). The same affect for women in EU lead to a reduction of 0.9% (shown in grey).

Did your job/ position change following the COVID-19 outbreak?
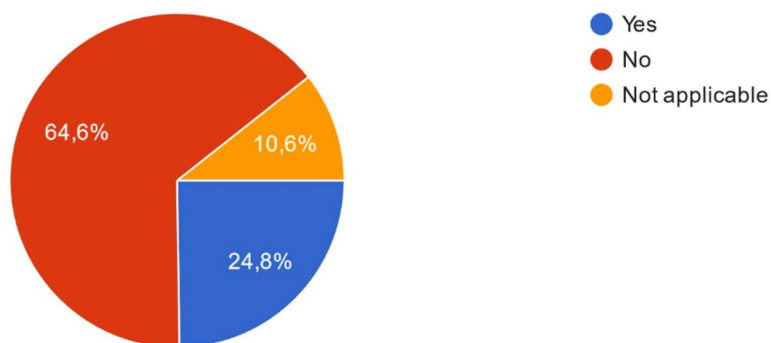113 răspunsuri

Figure 4. Changes in employment due to COVID-19

3.3.2.3 Career changes

As can be seen in the figure below, 31.6% of the women who responded to the questionnaire were definite in their desire to start a new job and 18,4% would like to change their position and/or sector. 50% of women stated that they don't want to start a new job and 43.5% that they are satisfied with their position/sector and wouldn't want to change it.

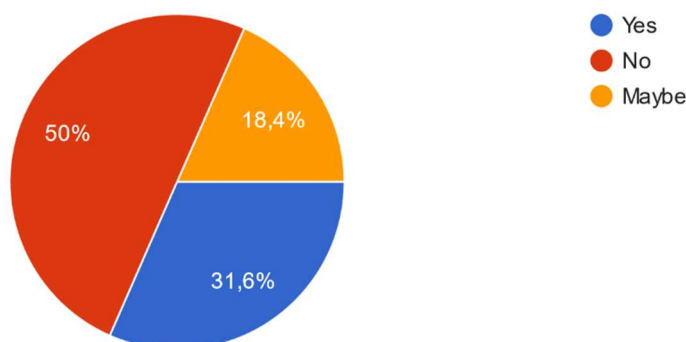Would you like to change your position/ sector?
114 răspunsuri

Figure 5. Percentage of women who want to make certain changes in their professional setting.

3.3.2.4 Educational courses

48% of the women who completed the questionnaire, stated that they have attended an education course in the past three years, whereas the other 52% stated they haven't. 72% of these courses were on digital related

topics, such as IT skills, digital skills, web development or regarding digital tools in general. According to the responses we received, the most common barrier faced by the target group is the cost of the courses (32.6%) followed by the lack of time they have to invest in such endeavour (17%). As can be seen from the figure below, the third most common barrier is the lack of presence of women role models and success stories (15%).

Which of the following do you consider as barriers for participating in trainings/ education programmes? (select all that apply)
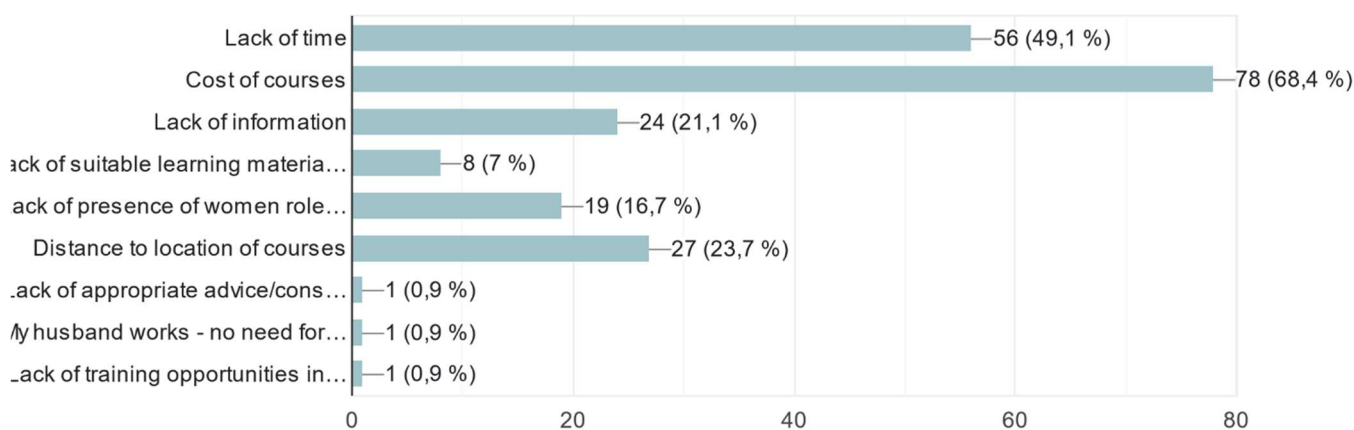
114 răspunsuri

Figure 6. Barriers faced by our target group regarding the participation to educational courses.

68.4% of the women who completed the questionnaire stated that they face more than one barrier in their pursuit to attend or take part in educational courses/ programmes or training. The most common combinations, as can be seen in the figure below, are the cost of the courses and the lack of information (21.1%), followed by the cost of the courses and the lack of presence of women role models and success stories (23.7%) and the cost of the courses and lack of suitable learning material available online (23,7%). Other common combinations include the lack of time and the lack of presence of women role models and success stories (16, 7%) and the cost of the courses and the distance to location of courses (21.4%).

3.3.3. Skills and competencies

In order to identify the areas that the target group lacks knowledge as well as to estimate their skill level in said fields, certain key areas of expertise were identified and the women from our target group were asked to state their skill level ranging from sufficient to very good. In particular, these areas can be seen in the table below. The table lists the skills of women from our target group in a descending order based on the 'not sufficient' classification. First on the list are the skills in which women appear to be lacking the most training/knowledge.

The ones that we identified as key areas that the target group has low skill level, listed by priority are:

1. **The use of Software for programming and creation of Applications** 43.5% of the women who responded stated that their skill level in regard to this area is not sufficient, 30.4% stated that it is sufficient, 39.1% that it is good and 13% that it is very good.

2. **Use of Software for data analysis.** 43.5% of the women who responded stated that their skill level in regard to this area is not sufficient, 21.7% stated that it is sufficient, 26.1% that it is good and 8.7% that it is very good.

3. **Best practices of remote working.** 34.8% of the women who responded stated that their skill level in regard to this area is not sufficient, 21.7% stated that it is sufficient, 17.4% that it is good and 26.1% that it is very good.

4. **Use of digital tools for financial management.** 30.4% of the women who responded stated that their skill level in regard to this area is not sufficient, 30.4% stated that it is sufficient, 26.1% that it is good and 13% that it is very good.

5. **Design thinking.** 30.4% of the women who responded stated that their skill level in regard to this area is not sufficient, 21.7% stated that it is sufficient, 30.4% that it is good and 17.4% that it is very good.

6. **Marketing strategies.** 30.4% of the women who responded stated that their skill level in regard to this area is not sufficient, 30.4% stated that it is sufficient, 17.4% that it is good and 21.7% that it is very good.

Table 1. Skill level of the target group in certain fields. The table lists the skills of women from our target group in a descending order based on the 'not sufficient' classification.

	1- not sufficient	2-sufficient	3- good	4- very good
Use of Software for programming and creation of Applications	43,50%	30,40%	39,10%	13%
Use of Software for data analysis	43,50%	21,70%	26,10%	8,70%
Best practices of remote working	34,80%	21,70%	17,40%	26,10%
Use of digital tools for financial management	30,40%	30,40%	26,10%	13%
Design thinking	30,40%	21,70%	30,40%	17,40%
Marketing strategies	30,40%	30,40%	17,40%	21,70%
Use of digital tools for time management	21,70%	26,10%	21,70%	30,40%

Use of LinkedIn/social media for job search	17,40%	30,40%	17,40%	34,80%
Principles of effective communication	8,70%	34,80%	21,70%	34,80%
Use of PC, laptop, Pad, mobile device for completing tasks/ requests relatated to Public Administration	4,40%	30,40%	30,40%	34,80%
Use of digital tools for remote working	4,40%	21,70%	34,80%	13%
Social media for business (Facebook - Instagram)	4,40%	34,80%	30,40%	30,40%
Use of PC, laptop, Pad, mobile device for searching information	0%	26,10%	21,70%	52,20%

Therefore, it is concluded that key training areas in which women from our target lack knowledge and require more training include digital skill (data analysis, digital tools) as well as other hard skills such as management and design thinking. These results gave us an idea regarding the areas where the biggest gaps are present and therefore where our training programme should focus. This was further solidified, and a more holistic view was formed by the data collected from the next question regarding the preferences of the target group.

Additionally, we identified the skills that women from our target consider important. As can be seen from the table below, these skills are:

1) **Problem solving.** 56.5% of the women who responded consider this to be a very important topic.
2) **Motivation** and **CV building and job search**. 52.2% consider these two topics very important.
3) **Making presentation, Entrepreneurship and creativity** and **Self confidence/ personal empowerment.** 47.8% of the women who responded stated that these three topics are very important.
4) **Social media for business, e-commerce, Design thinking** and **Setting and achieving goals.** 43.5% of the women who responded stated that these four topics are very important.

On a scale from 1 to 4 (where 1: not sufficient and 4: very good) please indicate your skill level in the following fields
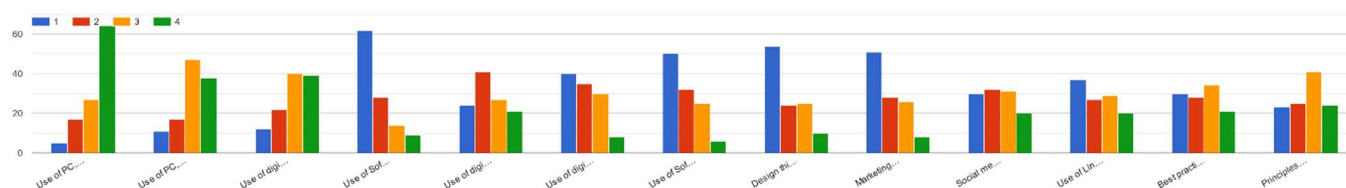

Table 2. Training topics that the target group considers important. The table lists the topics in a descending order based on the 'very important classification. First on the list are the topics which women consider to be very important.

	1- not relevant	2-relevant	3- important	4- very important
Problem solving	8,70%	13%	21,70%	56,50%
Motivation	8,70%	8,70%	30,40%	52,20%
CV building and job search	8,70%	13%	26,10%	52,20%
Making presentations	0,00%	21,70%	30,40%	47,80%
Entrepreneurship and creativity	4,40%	8,70%	39,10%	47,80%
Self confidence/ personal empowerment	8,70%	17,40%	26,10%	47,80%
Social media for business	4,40%	17,40%	34,80%	43,50%
e-commerce	17,40%	26,10%	13,00%	43,50%
Design thinking	8,70%	21,70%	26,10%	43,50%
Setting and achieving goals	4,40%	26,10%	26,10%	43,50%
Time management	8,70%	8,70%	43,50%	39,10%
Active listening, empathy and providing feedback	8,70%	21,70%	30,40%	39,10%
Marketing techniques	8,70%	17,40%	39,10%	34,80%
Digital tools for managing and completing tasks related to Public Administration	26,10%	13%	26,10%	34,80%
Balancing professional and personal life	4,40%	13%	52,20%	30,40%
Applications development	21,70%	47,80%	4,40%	26,10%
Website development	21,70%	17,40%	39,10%	21,70%
Financial management	26,10%	17,40%	34,80%	21,70%
Understand and interpret data	17,40%	21,70%	39,10%	21,70%

Remote working	13%	26,10%	43,50%	17,40%

Therefore, we have now better insights at the areas that women lack training and should enhance their knowledge as well as the topics that are considered important, thus they need to acquire the relevant skills. These will be our steppingstone for the next steps of the EMPOWERED project, when designing the training programme.

4. Part B: the point of view of the stakeholders

4.1. Methodological framework and objective

In order to collect insights and information from the relevant stakeholders also regarding the perceived limitations women face in regard to their work as well as their access to employment, a similar approach as above was followed. A questionnaire was developed and distributed to identified relevant stakeholders. Discussions between the stakeholders, the responses we collected from the questionnaires as well as desk research perform regarding the actions at policy level and programme level (national and EU) allowed us to collect the corresponding data in order to form an overview of the situation. In particular, first we contact and engage the relevant stakeholders in order to establish a focus group and subsequently we distributed the survey and collected the corresponding feedback.

4.2. Reaching out and engaging the stakeholders

In a similar manner we contacted the target, we also reached out and engaged the relevant stakeholders. Some of which we had previous collaborations with and therefore knew the work they carry out as well as their reach. We also identified some additional stakeholders, part of a broader network in order to gain a solid and comprehensive insight on women employment. As it will become evident from the feedback collected, the majority of the stakeholders were quite consistent of their insights. The majority of the stakeholders provided insight regarding women who were looking for a new job as well as relevant coaching/training.

4.3. Proceedings of the focus group and feedback collected

4.3.1. Understanding the low participation of women in the labour market.

As it will also be shown below, there are several interventions at policy and institutional level and overall support provided by the government as well as civil society organizations (CSOs) and also provided at programmes level to women in Romania. However, the insight provided by the stakeholders and the extensive desk research performed from our side show that there are major steps to be done in terms of gender equality in employment. The key areas, identified from the focus group as well as from the responses collected from the stakeholders' survey that appear lacking in terms of policies and laws established to support women employment and gender gap, are: 1. Parental leave policies and related issues such as childcare, 2. Gender pay gap.

4.3.1.1 Maternal leave policies and childcare.

Regarding the parental leave policies, the overall impression is multifaceted. In particular, the conclusion drawn is that better parental policies have to be reinforced that will also incorporate solutions for issues such as better childcare infrastructures. This particular issue is of great significance particularly for our target group (long-term unemployed and divorced women) seeing as on many occasions they face difficulties in getting a new job due to childcare issues. Many women don't have a relative to take care of their child(ren) or

they have a weak socioeconomic background that allows them to hire a caregiver for their child, therefore they can't start a new job (especially full-time) seeing as they are required to spend their days at home taking care of the child(ren) (especially if they are at a young age). Thus, better childcare infrastructures at the workplace would provide an anchor of necessary help for women to get back to work after having a baby or start a new position while also taking care of their child(ren).

These insights collected from the focus group as well as the survey responses are also aligned by the laws/policies currently implement in Romania regarding this topic but also from relevant statistics from previous years. In this framework,

5. Part C: Analysis of interventions at policy and institutional level

5.1. Statistical data on women employment
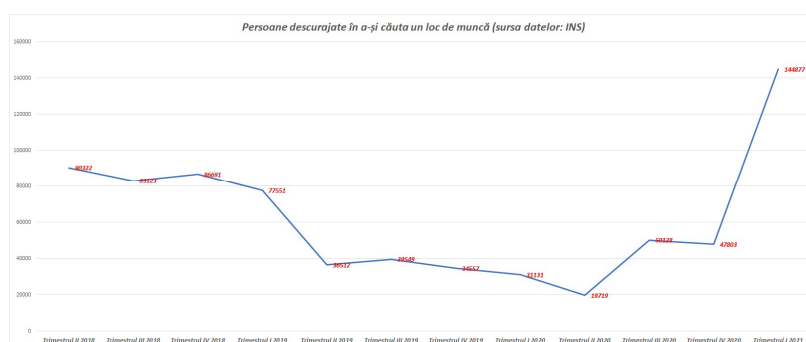
5.1.1. (Un)employment rate

Employment rates are lower for women than for men in all years and in all countries, with two exceptions: in Latvia and Lithuania in 2010, after a sharp decline in male rates and a much lower more modest rate among women.

A greater number of women work in fields or departments where interpersonal skills, empathy and caring for others are essential, such as the medical field (nursing positions, doctors, pharmacists), Human Resources and Education (especially teaching jobs and positions). in primary education), BestJobs data shows.

The long-term unemployment rate for women aged 18 to 65 years old for the same year was 2% (2.6% for EU)[2]. Interestingly, as can be seen in the figure below, statistics show a surge in the long-term unemployment rate of women aged 18-65 from 2012 which started to decline after 2014.

5.1.2. (Un)employment rate

Statistics from 2021 show that in Romania, the unemployment rate for women (aged 15 to 74 years old) was 10%, which was also the same for men

Persoane descurajate în a-și căuta un loc de muncă (sursa datelor: INS)

INNS

Figure 7. Long-term unemployment rate, data from 2009-2021).[3]

5.1.3. Gender pay gap

As it will be shown below, Romania has a variety of legislative measures in place to protect against gender discrimination in regard to access to the labour market.

The gender overall earnings gap is a synthetic indicator that measures the impact of:

- the average hourly earnings,
- the monthly average of the number of hours paid (before any adjustment for part-time work) and
- the employment rate, on the average earnings of all women of working age - whether employed or not employed - compared to men.

Romania is in the penultimate place in the European statistics (the last being occupied by Luxembourg) in terms of the gender pay gap, with 3.3%, compared to an EU average of 14.1%.

The gap is calculated as the ratio between the average salary of men and women.

That is why the perception has already formed that Romania and, in general, the countries in the ex-communist space do not have problems of salary equity and inclusion, because, historically, women have been employed in the field of work side by side with men of several tens. years. However, there are several reasons why we look at these statistics with skepticism:

- The participation rate of Romanian women in the labor market is also among the lowest in the EU (~ 55%), there is a proven correlation between the share of employed women and the wage gap. Where the percentage of women active in the labor market is low, participation is usually due to educated categories, with the potential for higher earnings, which influences the media.
- The public sector (which represents about a quarter of Romania's employed population) is dominated by women, both numerically and in terms of wages, being one of the few sectors with a negative gap (women earn, on average, more than men).
- The very high share of employees paid with the minimum wage in the economy, which "equalizes", at least on paper, the salaries, not knowing the real earnings

Using the same calculation methodology, the result is radically different, respectively we have an average gap of 23.3% in favor of men, in terms of basic salary, and a gap of over 30% in terms of bonuses. The explanation lies in the distribution of salaries on statistical intervals. Our study includes about 60% women and 40% men, but in the lower quartile (the quarter with the lowest wages) are over 70% women, which means that they tend to occupy the lowest paid positions in our sample.

Analyzing further segments of the study, we notice that the biggest difference is at the operator level (16.4%), the explanation being also related to the type of positions held by women. For example, at the worker

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/ operator level, women play rather unskilled and therefore lower paid roles. The smallest difference is at the level of supervisors / team leaders, where there are no significant differences in job requirements.

From a sectoral point of view, the banking sector registers the biggest difference in terms of basic salary (29.4%), followed closely by Technology (29.1%). The pharmaceutical and industrial sectors are the most balanced.

Last but not least, the analysis by age categories reflects an accentuation of the discrepancies in the senior generations. If in the 15-25 age group (where we have the level of beginners in all industries), the differences are imperceptible (3.5%), with the accumulation of experience in the field of work, the step is significant and the progression is clear, from one generation to another, from 25.7% in the 26-43 age group, to 37.8% in the 44-54 age group and 38.2% over the age of 55.

If we analyze job by job, on average, the differences are very small, but they increase as we look at the top of the range, reaching 7-8% of the highest salaries in the same job.

Beyond the picture resulting from this first report of salary differences between women and men on the Romanian market, we can extract some hypotheses regarding the causes of these discrepancies and potential areas of intervention, as follows:

In general, the problem is not direct discrimination, but rather a difference in opportunities to access well-paid professions and jobs.

Also, the high share of unpaid work among women (domestic and care activities) limits education and career opportunities. A similar impact has the "penalty" of maternity, which creates a significant disadvantage (see the jump in the pay gap in the age group with the highest incidence of maternity).

Sectoral and professional segregation, in general, based on deep-rooted cultural elements from childhood, even if the initial reasons for this segregation (eg physical exertion of certain activities) have disappeared, directs women to lower paid fields.

Last but not least, it is possible that differences in attitudes and behavior, also derived from cultural elements, will benefit men, who are more assertive in negotiating their rights, so they are better represented at the top of the statistical range.

The domain of power measures gender equality in decision-making positions across the political, economic and social spheres. With a score of 54.5 out of 100, Romania ranks 25th in the EU in terms of the index

gender equality. Its score is 12.9 lower than that of the European Union. In period 2005-2020, Romania's score increased by 4.6 points (+2.1 points compared to 2015). Romania is advancing towards gender equality at a slower pace than other EU Member States.

5.1.4 Support provided at government level

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The Romanian Statute, through competence, elaborates and implements policies and programs in order to achieve and guarantee equal opportunities and treatment between women and men and the elimination of all forms of discrimination based on sex.

(on 10-10-2015, Paragraph (1 ^ 1) of art. 1 was introduced by point 1 of art. I of LAW no. 229 of October 6, 2015, published in the OFFICIAL GAZETTE no. 749 of October 7 2015 2015.)

(2) For the purposes of this Act, equal opportunities and equal treatment of women and men shall mean taking into account the different abilities, needs and aspirations of men and women, respectively, and their equal treatment.

Additionally, a number of National Action Plans have been developed over the years to address gender inequality. Romania developed its National Action Plan on which was adopted by the Council of Ministers on on the period of 2007-2015. This plan was formulated on the basis of international conventions and recommendations from the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Concluding Comments to the, the Beijing Platform for Action (1995), as well as EU policy frameworks such as the Roadmap for Equality between Men and Women and several EU Directives which are mentioned above. According to this plan, there are a variety of action in support of gender equality specifically in the workplace and in employment areas.

5.1.5 Ordinary laws and regulations

Laws that protect women's rights in Romania

- The most important Law no. 217/2003 for the prevention and combating of domestic violence, republished, with subsequent amendments and completions, protection and support of the family, development and consolidation of family solidarity, is an objective of national interest and prevention and combating domestic violence are part of the integrated protection policy and family support and is a major public health issue.

For the last 5 years, Romania has been constantly working to ratify and prepare for the implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), a programmatic document unanimously recognized as the most complex instrument of international legal cooperation in preventing and combating domestic violence, protecting victims, prosecuting perpetrators and taking a wide range of measures to stop this scourge.

In order to fulfill the commitments assumed by the Romanian state in ensuring the implementation of the provisions of the Istanbul Convention, ANES has developed a complex set of normative acts that amend and supplement the normative acts in force in the field, in accordance with the Istanbul Convention.

Thus, on 13.07.2018, the Romanian Parliament adopted Law no. 174/2018 amending and supplementing Law no. 217/2003 on preventing and combating domestic violence, published in the Official Gazette no. 618 of July 18, 2018

Law no. Regulation (EC) No 202/2002 on equal opportunities and equal treatment for women and men, as subsequently amended and supplemented, regulates measures to promote equal opportunities and equal treatment for women and men, with a view to all spheres of public life in Romania.

Law no. 62/2009 for the approval of the Government Emergency Ordinance no. 61/2008 on the implementation of the principle of equal treatment between women and men in terms of access to goods and services and the provision of goods and services;

O.U.G. no. 67 of 27 June 2007 on the application of the principle of equal treatment between men and women in occupational social security schemes;

Law no. 23/2015 for declaring May 8 the Day of Equal Opportunities between Women and Men;

Law 22/2016 for the declaration of March 8 - Women's Day and November 19 - Men's Day;

Emergency Ordinance no. 111/2010 on leave and monthly allowance for raising children, with subsequent amendments and completions;

Law 66/2016 amending and supplementing the Government Emergency Ordinance no. 111/2010 on leave and monthly allowance for raising children

-The right to work and social protection in the Romanian Constitution

https://www.constitutiaromaniei.ro/art-41-munca-si-protectia-sociala-a-muncii/

- LAW no. 319 of July 14, 2006 on occupational safety and health/ Maternity protection.

- Law no. 178/2018 amending and supplementing Law 202/2002 on equal opportunities and treatment between women and men

 Women's right to work

- LAW No. 53/2003 of January 24, 2003 *** Republished

Labor Code

Text

- National Strategy for the Promotion of Equal Opportunities for Women and Men and the Prevention and Combating of Domestic Violence for 2018-2021 and the Operational Plan for the Implementation of the National Strategy for the Promotion of Equal Opportunities for Women and Men and the Prevention and Combating of Domestic Violence 2018-2021

5.2 Support provided by CSOs

The insight gained from the focus group as well as from the stakeholders' survey was that civil society organisations don't have enough budget to support women employment. According to the stakeholders, CSOs are ready and willing to help women in the process of employment through active efforts. Therefore, certain actions are being implemented in this regard.

Public authorities with a role in ensuring the principle of equal opportunities and treatment:

The Ministry of Labor and Social Protection is the public authority responsible for the application and control of compliance with the regulations of this law in the field of social protection, through coordinated or subordinate institutions;

The Ministry of Education and Research, through the territorial school inspectorates, is responsible for controlling and taking the necessary measures to ensure the principle of equal opportunities and treatment between women and men in the field of education and culture;

The People's Advocate, through his county directorates, ex officio or at the request of persons who feel injured due to discrimination to which they have been or are subjected, will notify the competent bodies with the resolution of the necessary measures;

The Economic and Social Council, through the Commission for equal opportunities and treatment, supports equal opportunities between women and men in all normative acts, with implications on economic and social life;

The Trade Union Confederations designate, within the trade union organizations in the units, representatives with duties to ensure respect for equality at the workplace;

The courts, through the sections and specialized panels for labor disputes or, as the case may be, the administrative litigation courts, are charged with resolving the complaints of employed persons, who are considered victims of discrimination of any nature.

6. Conclusions

The desk research performed in the framework of this report shows that even though Romania is far ahead from other EU countries in regard to gender equality in women employment, there are still many issues to resolve and a plethora of actions to implement. The data we received from the questionnaire distributed helped us concluded that the training programme to be designed in the framework of the EMPOWERED project should include material regarding digital tools and data analysis as well as broad hard skills such as financial management and design thinking.

The focus group in addition to the data from the stakeholders' survey provided helpful insights in understanding the low participation of women in the labour market with the two most significant ones being: 1. the impact of caring responsibilities and 2. financial disincentives. Overall, there are some policies currently implemented *in Romania* hat support women employment but not many that actively strive for achieving equal representation, treatment and pay. These actions/policies/laws are summarised in the table below.

The report results tell us that the women interviewed are all facing different problems in their professional life, such as missing job opportunities, missing training opportunities, difficulties to balance professional and personal life.

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-National Mechanism for Women's Rights. This mechanism he National Mechanism for Women's Rights was set up by the Council of Ministers as a continuation of the Permanent Central Office for Rights of Women (founded in 1988). It deals with all issues related to women's rights, focusing on the elimination of legal discrimination against women and the promotion of effective equality between men and women

Legislation of Romania Governmental Decision No. 1025/2006 to Approve Methodological Norms for the Implementation of Ordinance of the Government No. 148/2005 on Support for Families to Raise Children (republished with subsequent amendments)

Law No. 202/2002 on Equal Opportunities between Women and Men

Law No. 188/1999 on the Statute of Civil Servants (republished with subsequent amendments)

Law No. 217/2003 on Prevention and Sanctioning Domestic Violence

Law No. 277/2010 on the Allowance for the Support of Families

Law No. 215 of 23 April 2001 on Public Local Administration

Law No. 393 of 28 September 2004 on Local Elected Officials

Law No. 67/2004 on the Election of Local Public Administration

Ordinance of the Government No. 111/2010 on Leave and Allowance to Raise Children

Ordinance of the Government No. 137/2000 on Prevention and Sanctioning Discrimination

Ordinance of the Government No. 105/2003 on Complementary Family Allowance and Allowance for Single-parent Family (republished with subsequent amendments)

Ordinance of the Government No. 148/2005 on Support for Families to Raise Children (republished with subsequent amendments)

Ordinance of the Government No. 68 of 30 June 2010 on Reorganization of Ministry of Labour, Family and Social Protection and of the Activity of Subordinated instit

The EMPOWERED consortium: