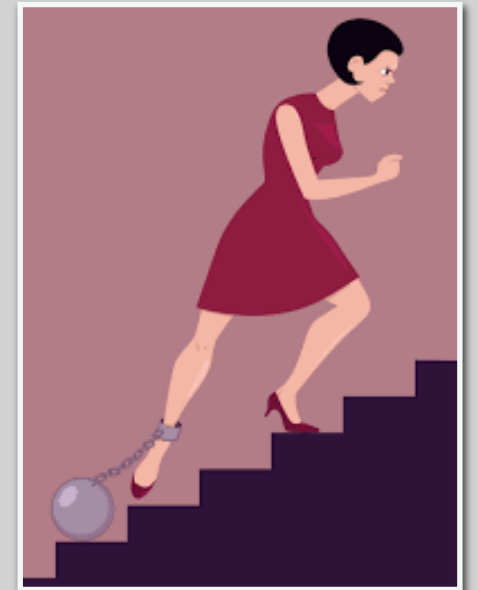




GENDER IN EQUALITY

Women's rights in Romania

COLEGIUL NATIONAL MIHAI VITEAZUL
Ventspils, Latvia





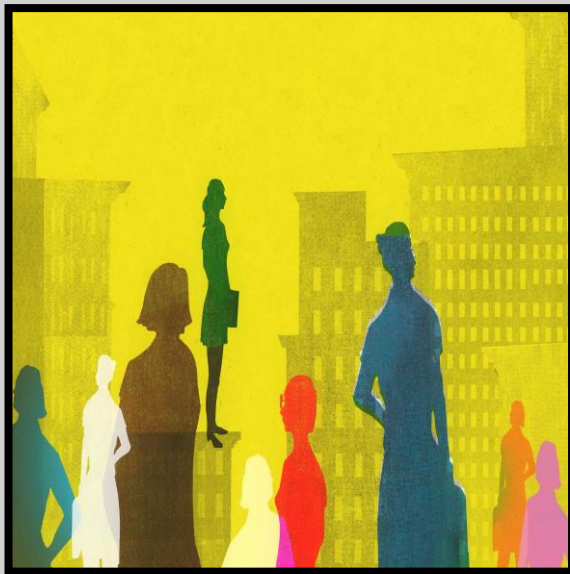
Introduction



- ***Around the world, millions of women and girls are discriminated against because of their gender. Many are marginalised, face double discrimination, for example when they belong to an indigenous group, have a disability or are refugees. Many have also been subjected to various types of violence.***
- ***To begin with, equality between women and men is a fundamental value of the European Union and one that has been enshrined in the Treaty from the very beginning. Over the last 60 years, social changes and persistent policy efforts have established a trend towards gender equality.***



- *Women have made great strides in the workplace, but inequality persists. Taking into consideration factors such as age, ethnicity, nationality, the type of job and the different age, women are not treated equally to men.*



History of the women's rights movement(1848-1920)



- ***“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it’s the only thing that ever has.”*** - Margaret Mead’s conclusion after a lifetime of observing very diverse cultures around the world;

***MARGARET MEAD
(1901-1978)***





1848

The first women's rights convention is held in Seneca Falls, New York. After 2 days of discussion and debate, 68 women and 32 men sign a Declaration of Sentiments, which outlines grievances and sets the agenda for the women's rights movement. A set of 12 resolutions is adopted calling for equal treatment of women and men under the law and voting rights for women.

1920

The Women's Bureau of the Department of Labor is formed to collect information about women in the workforce and safeguard good working conditions for women.

Aug. 26

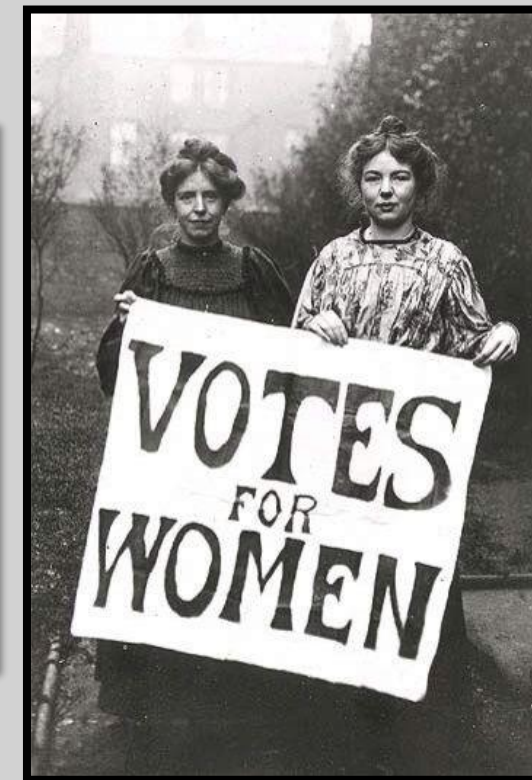
The 19th Amendment to the Constitution, granting women the right to vote, is signed into law by Secretary of State Bainbridge Colby.



Introduction- women's rights



- *feminism in Romania started in 1815, but only 20% of the pop. (mainly educated people) had the opportunity to participate in it;*
- *1923-1946: movements established in Europe aimed to stop discrimination between sexes and gave women the right to vote;*
- *Romanian women only got the opportunity to vote in 1990's first free election (after the communist era ended).*



Communism- an unconventional path to gender equality



- ***Even though communism limited human rights & freedom, it was extremely important for empowering women.***
- ***1946- communism starts, with the goal of pushing all people to become productive members of the Romanian society;***
- ***1948- the Constitution assures equal pay between sexes and laws punish people who don't work;***



- *nursing, one of the most popular occupations for women;*
- *girl 'Pioneers' doing mandatory community work during the communist era of Romania*





- *female scientists & engineers featured in newspapers;*
- *mothers are considered the main factor for national economic growth;*
- *1970: employment of women peaks;*
- *dictator N. Ceausescu calls for more women in politics and economics;*



- *There are just over 11 million women living in Romania, according to the United Nations. 42% of Romanian women live in severe poverty, according to the worrying conclusions of a 2013 European Union Report on Gender Equality.*
- *Less women apply for managerial positions and at a later stage in their career than men, a survey by Adecco Romania shows.*



Working women in last few decades...



- ***In Romania, communist doctrine emphasized equality between the sexes and productive work for wages.***
- ***Today, privatization has resulted in high unemployment and a lower rate of reemployment for women. For instance, the wider gender employment gap, for the age group 20-64 years was 17.6% in Romania, versus an EU average of 11.6%.***

- ***It's estimated that women earn 80 percent of men are paid.***
- ***Women perform better than men in the education system and come out of university with better qualifications, men are better paid than women.***





- ***According to a recent study, published with the occasion of European day of salary equality(November 3) , the gross salary gap per hour between women and men in Romania is 4.45 percent in the favour of men. It is four times lower than the European average (16.7 percent) which favours men.***



Women in politics



At ministerial level in 2009 only 14 percent were women. The proportion represented by the presence of women in county and local councils was 12.6%, and only 4.7% of prefect jobs were not occupied by men. Also, out of a total of 3,184 mayors, only 114 were women, representing 3.5 percent (in Romania).

Almost one in five (19%) members of the Romanian Parliament are now (2018) women and a third of the ministers in the current government, including the prime minister, are women





The women at work, but also at home



Balancing work and family life-the biggest challenge

- *flexible work hours;*
- *access to childcare;*
- *maternity leave;*
- *society should not penalize women financially for taking time out to have children;*





Time's up legal defense fund



- *The Romanian regulation is patched, incomplete references for parts of the sphere of the workplace harassment being present in several official documents.*
- *For the managers and HR departments, the lack of explicit details about the acts and the situations related to workplace harassment, in the regulation, makes it difficult to frame and to classify the situation for correct diagnosis and effective corrective measures.*

Equality now



- **Thanks to their activism, women in Kuwait have voting rights. Half of the female workforce in Romania has low paid jobs such as administrative assistants, sellers, poorly skilled workers, or unskilled workers. According to 2013 data from the National Statistics Institute, women continue to make 8% less money than men.**





Global fund for women



- *In Romania more than 50% of workers complain that their working conditions involve potential hazards to their health and safety. Thus, for 2004, 31% of the employed population had to work in excessive heat; approximately 20% were affected by pollution; 11.4% complain dirty working conditions .*

Famous Romanian women



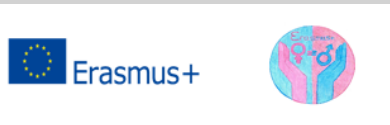
- *Queen Maria – Queen of Romania*
- *Elisa Leonida Zamfirescu - the first European engineer woman*
- *Nadia Comaneci – gymnast*
- *Ana Aslan - pioneer of gerontology and geriatrics in the world*
- *Sofia Ionescu-Ogrezeanu - one of the world's first neurosurgeon women*



Gender equality in the future



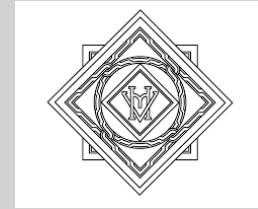
- *expand education, since 44% of Romania still lives in rural areas: women have limited education and still follow traditional gender roles;*
- *adapt to digital transformations;*
- *create new career paths;*



FEMALE WORKFORCE PARTICIPATION

Benefits:

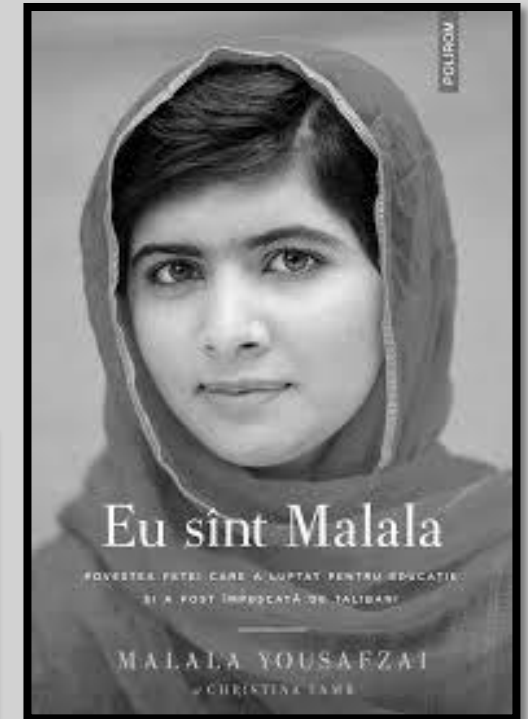
- ***increases efficiency;***
- ***productivity;***
- ***innovation,;***
- ***creativity ;***
- ***improve employee engagement;***
- ***access to a larger talent pool;***
- ***a different perspective on the diverse matters than that of men's;***





- *The term “feminism” has different meanings to different people across the world; but for Malala Yousafzai, she sees it as another expression for equality – a matter that the Nobel Peace Prize laureate takes very seriously.*
- *“When we talk about feminism and women’s rights, we’re actually addressing men and we want them to recognize that women should be accepted.*

Malala Yousafzai





Conclusions



The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not necessarily outcomes that are exactly the same for all.

To achieve this requires:

- workplaces to provide equal pay for work of equal or comparable value;***
- removal of barriers to the full and equal participation of women in the workforce ;***
- access to all occupations and industries, including leadership roles, regardless of gender;***
- elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities;***





THANK YOU !



... remember to never give up

