

## GENDER PERSPECTIVE IN THE NATIONAL REFORM PROGRAMME FOR EMPLOYMENT<sup>1</sup>

ELENA ZAMFIR

*This paper explores the recent changes in Romanian employment policy, with particular regard to the situation of women. During 2008, we observed some changes in Romania employment policy, but no clearly visible gender equality. It was immediately noticeable that many produced changes in different social domains were not oriented explicitly towards increasing equal opportunities between men and women.*

*The economic crisis, doubled by the financial and social crises, has brought many additional threats to women in Romanian Society. These relate to them losing their jobs, being victims of poverty and social exclusion, increasing their economic and financial dependence on men and their gradual loss of autonomy, dramatically decreasing their participation at the highest level of political and professional decision making. Moreover, the improvements for women in the field of flexicurity which had appeared over time in Romania under the general Lisbon strategy developments, despite the many barriers and difficulties to overcome, are now in danger of being lost due to a new incoherent crisis policy of jobs protection and new legislation set up quickly, under pressure, as the crisis deepened.*

*Keywords: Employment policy, gender, unemployment, equal opportunities.*

### EXECUTIVE SUMMARY

In Romania, the recent financial and economic crisis has induced, profound difficulties in all spheres of social and human activities, with a visible impact on daily life both for women and men.

The Lisbon strategy for Growth and Jobs set an important target for the members states to develop a coherent structure for the related priorities between the economic policies and social domain, in order to make main recommendations and standards for an integrated policy for employment and economic growth. On this basis, Romania started to look for its specific measures, including the instruments of actions through the innovative modern mechanisms to ensure that all policies are integrated.

---

**Adresa de contact a autorului: Elena Zamfir**, Institutul de Cercetare a Calității Vieții, Calea 13 Septembrie nr. 13, sector 5, 050711, București, România, e-mail: ezamfir1@gmail.com.

<sup>1</sup>National Expert Assessment of the Gender Perspective in the NRP for Employment commissioned by and presented to the EU Directorate General Employment and Social affairs, Unit G1 “Equality between women and men”.

Under the coordination of the Department for European Affairs and the internal contributions and debates between Ministries following the renewed Lisbon Strategy recommendations, Romania revised its NRP in October 2008. Additional measures were introduced for a new Action Plan for 2008–2009. This revised NRP deals with the Country Specific Recommendations (CSR) and the Points to Watch for Romania, as stipulated in the Strategic Report on the renewed Lisbon Strategy for growth and jobs, adopted by the Spring European Council, in March 2008. The report took into account the one-year period between October 15, 2007 – October 15, 2008, and refers to the main four policy areas priority: administrative capacity, macro economy, micro economy and the labour market. These policy areas are focused on The Action Plan – which includes measures taken by Romania in 2008–2009 related with the pre-existent framework Plan of Measures 2007–2008.

During 2008, we observed some changes in Romania employment policy, but no clearly visible gender equality. It was immediately noticeable that many produced changes in different social domains were not oriented explicitly towards increasing equal opportunities between men and women. In addition, there were undesirable effects on the normal balance between work/ professional life and family/ private life due to the underdeveloped social support for women in raising children and working time at home.

The economic crisis, doubled by the financial and social crises, has brought many additional threats to women in Romanian Society. These relate to them losing their jobs and, of particular note, over time, their skills and knowledge for a qualified professional life, being victims of poverty and social exclusion, increasing their economic and financial dependence on men and their gradual loss of autonomy, dramatically decreasing their participation at the highest level of political and professional decision making. At the same time, within the new context of the crisis, there have been noticeably fewer part-time work possibilities for women, with fewer solutions and visibility for flexible time arrangements and the gender dimension in designing the flexicurity policy. Those improvements for women in the field of flexicurity which had appeared over time in Romania under the general Lisbon strategy developments, despite the many barriers and difficulties to overcome, are now in danger of being lost due to a new incoherent crisis policy of jobs protection and new legislation set up quickly under pressure, as the crisis deepened.

## **Changes in Employment, the Economic Crisis and the Context for Gender Equality**

### ***Evolution of key indicators and gender equality***

According to the Council of the European Union Recommendations (19–20 March 2009), Romania did not record the clear achievements required by the Action Plan implementation process for the additional measures proposed in 2008–2009. As mentioned in this document's Recommendation, „the employment rate is

expected to remain below 60% in 2009 and unemployment is anticipated to increase slightly. Youth unemployment, at over 20%, is among the highest in the EU. The global downturn is expected to result in higher unemployment, in particular in some economic sectors, including those that have faced labour shortages (automotive, textile, petrochemical industries and construction). It will affect the low skilled and young people in particular<sup>2</sup>. Employment rates and labour market integration are set to become much more problematic, in the context of the economic crisis, for some risk categories in Romania: young people, women with a medium level of qualification and low qualification, old people, particularly women and people with disabilities.

Table 1

## Activity rate by age groups and gender (%)

	2002	2003	2004	2005	2006	2007	2008	Q1 2009
<b>Working age population (15–64 years)</b>	<b>64.2</b>	<b>63.4</b>	<b>63.9</b>	<b>62.3</b>	<b>63.6</b>	<b>63.0</b>	<b>62.9</b>	<b>61.8</b>
<i>Young (15–24 years)</i>	37.4	33.9	36.1	31.2	30.6	30.5	30.4	30.5
<i>Adults (25–54 years)</i>	79.7	79.2	79.5	78.2	79.9	79.0	78.3	77.2
<i>Elders (55–64 years)</i>	39.1	40.2	38.3	40.4	42.8	42.4	44.2	41.9
<b>Working age women (15–64 years)</b>	<b>57.6</b>	<b>56.7</b>	<b>57.2</b>	<b>55.3</b>	<b>56.6</b>	<b>56.0</b>	<b>55.2</b>	<b>53.8</b>
<i>Young (15–24 years)</i>	33.1	29.0	31.7	26.5	25.9	24.9	24.7	25.6
<i>Adults (25–54 years)</i>	72.4	71.9	72.1	70.7	72.6	72.0	70.7	68.7
<i>Elders (55–64 years)</i>	34.2	34.8	32.6	33.5	34.8	33.9	34.7	32.9
<b>Working age men (15–64 years)</b>	<b>71.0</b>	<b>70.2</b>	<b>70.8</b>	<b>69.4</b>	<b>70.7</b>	<b>70.1</b>	<b>70.6</b>	<b>69.8</b>
<i>Young (15–24 years)</i>	41.7	38.8	40.4	35.9	35.1	35.9	35.9	35.2
<i>Adults (25–54 years)</i>	87.1	86.6	87.0	85.8	87.1	85.9	85.8	85.5
<i>Elders (55–64 years)</i>	44.7	46.4	44.8	48.4	52.0	52.1	55.1	52.1

Data source: 2002–2008: European Commission, DG Employment, Social Affairs and Equal Opportunities; Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis; 2009 Compendium; 2009: National Institute of Statistics, Labor Force Survey, first quarter bulletin.

In spite of the economic grow of 7.1% of GDP in 2008 from 2007, the crisis started to affected women's activity rate, reducing it from 56.0%, in 2007 to 55.2%, in 2008. The decreasing trend continued in first quarter of 2009, when the women's activity rate decreased to 53.8%. The sharpening of the crisis affected almost all age groups of the population, but especially women between 25 and 54 years old. The activity rate for this group decreased from 72.0%, in 2007 to 70.6%, in 2008 and 68.7%, in first quarter of 2009 (see Table 1).

A similar effect was recorded for the female employment rate, going down from 52.8%, in 2002 to 52.5%, in 2008 and to 50.7%, in the first quarter of 2009 (Table 2).

<sup>2</sup> Council of the European Union Recommendations (19–20 March 2009), pag. 61.

Table 2

## Employment rate by age groups and gender (%)

	2002	2003	2004	2005	2006	2007	2008	Q1 2009
<b>Working age population (15–64 years)</b>	<b>58.6</b>	<b>58.7</b>	<b>58.7</b>	<b>57.6</b>	<b>58.8</b>	<b>58.8</b>	<b>59.0</b>	<b>57.4</b>
Young (15–24 years)	29.1	27.3	28.0	24.9	24.0	24.4	24.8	24.0
Adults (25–54 years)	73.9	74.3	74.5	73.3	74.7	74.6	74.4	72.6
Elders (55–64 years)	38.5	39.4	37.0	39.4	41.7	41.4	43.1	40.5
<b>Working age women (15–64 years)</b>	<b>52.8</b>	<b>52.8</b>	<b>53.5</b>	<b>51.5</b>	<b>53.0</b>	<b>52.8</b>	<b>52.5</b>	<b>50.7</b>
Young (15–24 years)	25.8	23.2	25.7	21.6	20.6	20.2	20.2	20.5
Adults (25–54 years)	67.3	67.8	68.3	66.5	68.6	68.5	67.8	65.5
Elders (55–64 years)	34.1	34.5	32.1	33.1	34.5	33.6	34.4	32.3
<b>Working age men (15–64 years)</b>	<b>64.5</b>	<b>64.7</b>	<b>64.1</b>	<b>63.7</b>	<b>64.6</b>	<b>64.8</b>	<b>65.7</b>	<b>64.1</b>
Young (15–24 years)	32.3	31.4	30.3	28.2	27.3	28.3	29.1	27.3
Adults (25–54 years)	80.5	80.8	80.6	80.0	80.8	80.6	80.9	79.7
Elders (55–64 years)	43.5	45.1	42.7	46.7	50.0	50.3	53.0	49.7

Data source: 2002–2008: European Commission, DG Employment, Social Affairs and Equal Opportunities; Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis; 2009 Compendium; 2009: National Institute of Statistics, Labor Force Survey, first quarter bulletin.

Table 3

## Unemployment rate (ILO) by age groups –%–

	2003		2004		2005		2006		2007		2008		Q1 2009	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Total 15+</b>	6.4	7.4	6.2	9.0	6.4	7.8	6.1	8.2	5.4	7.2	4.7	6.7	5.5	7.9
<b>Less than 25 years</b>	20.0	19.2	18.7	25.1	18.4	21.6	20.2	22.3	18.7	21.1	18.3	18.8	20.0	22.3
<b>25–54 years</b>	5.7	6.6	5.2	7.3	6.0	6.7	5.5	7.2	4.9	6.2	4.0	5.8	4.7	6.8
<b>55–64 years</b>	0.9	2.8	:	4.8	:	3.4	:	3.8	:	3.5	:	3.8	:	4.6

Data source: 2003–2008: European Commission, DG Employment, Social Affairs and Equal Opportunities; Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis; 2009 Compendium; National Institute of Statistics, Labor Force Survey, first quarterly bulletin 2009.

The unemployment and long-term unemployment rates (ILO definition) reduced in 2008 as against 2007 (see Table 2 and Table 4). The trend changed dramatically in first quarter of 2009 when, under the effects of the crisis, the unemployment rate rose to 7.9% for men and 5.5% for women. The increase in unemployment affected males and females, as well as all population age groups.

Table 4

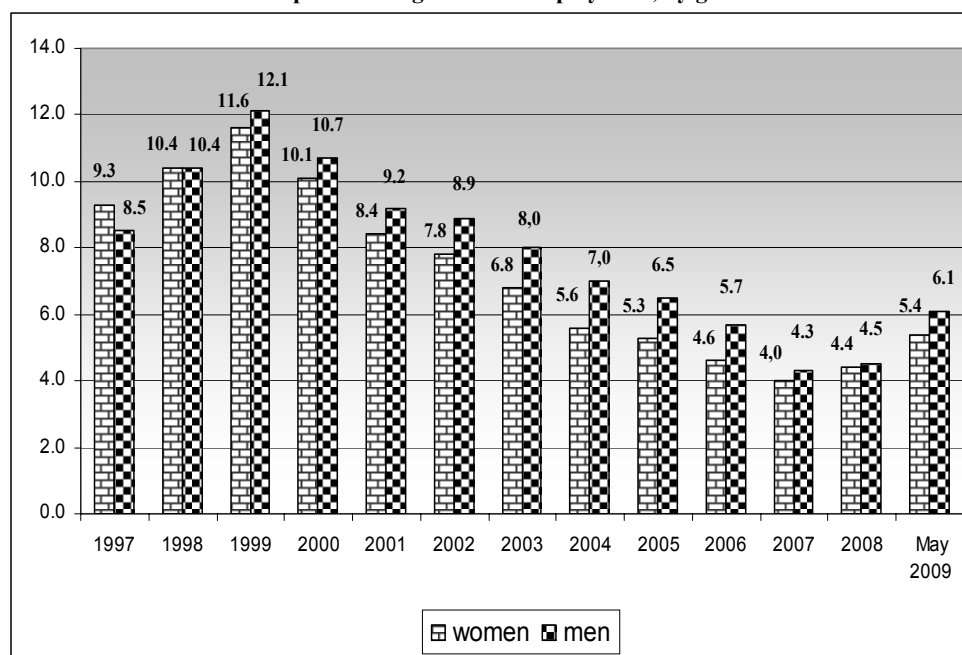
## Long-term unemployment rate (ILO) –%–

	2003		2004		2005		2006		2007		2008		Q1 2009	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Weight of long term unemployment</b>	63.6	60.6	55.7	60.9	52.2	59.0	58.1	57.6	50.2	49.9	38.3	43.3	36.1	35.0
<b>Long term unemployment rate</b>	4.1	4.6	3.8	5.5	3.4	4.6	3.6	4.7	2.7	3.6	1.8	2.9	2.0	2.8

Data source: 2003–2008: European Commission, DG Employment, Social Affairs and Equal Opportunities; Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis; 2009 Compendium; National Institute of Statistics, Labor Force Survey, first quarter bulletin 2009.

Figure 1

## Development of registered unemployment, by gender



Data source: National Institute of Statistics, Monthly Statistical Bulletin, no. 5, 2009.

In reference to the labour force market, in 2009, the National Institute of Statistics indicates: “The **number of employees** (in the units with 4 employees or more) amounted to 4,589.7 thousand people in May 2009, 34.2 thousand people

lower than in April 2009”<sup>3</sup> and 239.5 thousand lower than in May 2008. According to the data provided by the National Agency for Employment, “the number of registered unemployed was 526.8 thousand people at the end of May 2009. In comparison with May 2008, the number of unemployed registered at employment agencies was 188.5 thousand people higher. Of the total registered unemployed, women represented 43.5%. The unemployment rate registered in May 2009 was 5.8% as against total civil active population (3.7%, in May 2008). The female unemployment rate was 0.7% lower than the male unemployment rate (5.4% compared to 6.1%)”.

Comparing May 2008 with May 2009, the most affected activities were: clothing manufacture (-44.5 thousand employees); manufacture of fabricated metal products, except machinery and equipment (-17.7 thousand employees); manufacture of furniture (-14.9 thousand employees); manufacture of leather and related products (-13.9 thousand employees); manufacture of motor vehicles, trailers and semi-trailers (-13.7 thousand employees). Registered unemployment as is mentioned in the Quarterly statistical Bulletin 2009, nr. 5 points out that the crisis effects started in August 2008, after which the unemployment rate grew continuously from 3.7%, in July 2008 to 5.8%, in May 2009.

Statistical indicators, from the Commission staff working document, accompanying the Report from the Commission to the European Parliament, the Council, the European and Social Committee and the Committee of the regions, Equality between women and men, 2009, show the economic and social situation of women in Romania was worsening, compared to that of men, in the context of the economic crisis. If we take into account the changes in the key indicators related to the labour market and the opportunities for women to have access to jobs and professional life, to child care services and sharing of domestic and family work, we can observe that are not many improvements in the last year, in the field of gender mainstreaming policy. Many of the policy initiatives remain as declarative, and barriers often appear at the level of gender policy implementation. Gender gaps are noticeable in:

- an indirect gender segregation of the labour market and gender pay gap;
- paid work and balance between work and private life;
- part-time work;
- the proportion of women in the highest positions of decision-making, in the political field;
- the proportion of women in the highest positions of decision-making in the professional fields of education, health and social services, where the domains are feminised;
- female work-life balance;
- risk of poverty, especially for women over 45-years old.

---

<sup>3</sup> The National Institute of Statistics, Labor Force Survey, First Quarter Bulletin, nr. 5, 2009.

### ***Responses to the crisis and gender for both employment and other***

In the last three months, Romania has started to confront the obvious problems of increasing unemployment rate for women and men, the important threats to part-time employment in female job growth, the spread of poverty to a large segment of the population, especially the 45–50 age group, and for old women too. Groups at risk, such as lone women, women with a number of children, single parent families, the Roma population, etc, are confronted by many social and economic problems, which result in social exclusion. In addition, the negative effects on the children and families of women migrating abroad are multiplied.

Many indices of indirect discrimination for women are visible in the gender pay gap, in excluding women firstly from the highest positions of professional life. For this reason, in my opinion, there is an urgent need for a set of qualitative and quantitative indicators to be fixed for an objective evaluation of the work and activities of man and women; to establish the same size, clear criteria/ standards for assessment and evaluation of the performance of activities for men and for women. This is a necessity, especially in the new economic context of crisis, when the job market has become problematic for everybody. It is very important to keep and conserve the achievements to date in the field of equal opportunities policy. In this way, I want to point out that the many objectives of policy initiatives from the Renewal NRP referring directly or indirectly to gender equalities remain in Romania as “nice dreams”, but many of them never become reality.

Given the numerous debates and, sometimes, contradictory dialogues among political decision makers and social actors from civil society, the Government decision in August 2009 regarding the restructuring of all the government agencies and some public institutions, we could say that the employment policy measures proposed and taken urgently could be possible answers/ solutions for the current economic situation. Unfortunately, after the government agencies are restructured, over 10,000 civil servants/ officers will be unemployed. Thus, the number of unemployed people will be double that in August of last year. Such an unemployment explosion will have a significant impact on the social and daily life of everybody. Besides, this phenomenon will bring a lot of socially undesirable changes in normal families and negatively affect their everyday life security at the community level. Due to the lack of official data and information from the research field, it is difficult now to estimate precisely the dimensions and gravity of the effects of these changes on employment policy.

In addition, the relationship between financial and economic benefits and the social and human cost of such aggressive employment policies through massive collective dismissals is a real challenge for sociologists and economists. I doubt that Romania will respond in such a way to the Commissions’ recommendations to maintain people in employment and to create new jobs on the labour market, upgrading skills continuously and increasing access to the labour market, especially for young people. In addition, the Commission recommend “intensifying

steps to pursue fiscal consolidation and urgently address its macro-economic imbalances. Moreover, the measure as recommended in paragraph 6 should be implemented swiftly in particular to encourage the transition towards a low carbon economy and enhance long-term growth potential”<sup>4</sup>.

The “Implementation of the Lisbon Strategy Structural Reforms in the context of the European Economic Recovery Plan – Annual country assessments, 2009”, has some not very optimistic predictions for the employment rate in Romania for 2009. In light of the Commission’s assessment of progress made, the Council recommends that Romania “pursue the implementation of structural reforms. In particular, it is recommended that Romania should strengthen the efficiency, effectiveness and independence of public administration, at both central and local level, by building up effective regulatory control and enforcement capacity”<sup>5</sup>. Another important objective necessary to be reached in Romania in the near future refers to improving the regulation policy in order to implement measures for urgently reducing the bureaucracy in administrative procedures, for improving the quality of the business environment, reducing and preventing sources of corruption within the framework of a coherent and better regulation policy.

In the middle of 2009, the Government started to look for some urgent solutions for reducing the negative social effects of the economic crisis. Some of them seem not to be efficient for many people at high risk. Unfortunately, Romania does not currently have very clear and structured strategies for the main four policy area recommendations. Many measures within the labour market policies are random, without overall systematic structured changes. For this reason they have no impact on the social and human protection nor on the balance of life community. In fact, this package of measures of employment policies is unrelated to economic processes and the realistic instruments for implementation. Often they are reduced to noisy initiatives, are announced but remain at that stage. In spite of the lack of recent official information about the implementation reform programme 2009, I mentioned in GRID 1 an example of a policy initiative without any impact on gender mainstreaming and gender impact assessment.

Despite of fact that the NRP implementation Report from October 2008 stipulates many aspects of the evolution indicators on labour force, on increasing the level of benefits for pensioners, on eliminating inequities in the pensions system by a recalculation process, on developing continuous vocational educational training, strengthening the administrative capacity of National Council for Adult Vocational Training of Extension of active life, promoting family life and career development balance, combating undeclared work by prevention and inspection actions, etc., the results were not as initially expected, due to the financial and economic crisis. Many confused explanations regarded the lack of instruments of

---

<sup>4</sup> Implementation of the Lisbon Strategy Structural Reforms in the context of the European Economic Recovery Plan – Annual country assessments, 2009, page 47.

<sup>5</sup> Implementation of the Lisbon Strategy Structural Reforms in the context of the European Economic Recovery Plan – Annual country assessments, 2009, page 48.



the implementation measures for reforms at all levels: national, regional and sectorial. The education system is one of the most disadvantaged (some examples: education for children at high risk, Roma communities and poor families, ensuring proper learning conditions by improving school infrastructure and facilities, rehabilitation, modernisation and equipping, especially in rural and disadvantaged areas, promoting lifelong learning, etc.).

### **Developments in gender equality policy infrastructure at national (regional) level**

#### ***Infrastructure for gender mainstreaming of government policy***

Some institutional bodies for gender issues, which I mentioned in the previous NRP part A-2008, will be restructured and reorganised under a framework of the necessities of the employment policy in the crisis period. For instance, the National Agency for Equal Opportunities between men and women was proposed for abolition in August 2009 and unified with the Agency for Family protection. Many regional and local institutions focused explicitly on gender will have the same chance. Many of them will be integrated/ absorbed into some larger structure of new organisations. It is now difficult to foresee the dynamics of the new structure and organisations of the institutions dealing with equal opportunities. The problems of gender opportunities and the solutions to them may be resolved within the framework of the family and women protection and social services support for them. It seems that a visible decline will be seen in the near future in the field of gender mainstreaming of governmental policy, which will attract the reducing number of institutions for gender equality, especially at the national level. In addition, financial support for maintaining the measures for employment services for women, for promoting new forms of employment (part-time home-working, flexibility in negotiation with employers, self-employment, supporting training and obtaining management qualifications for them, ensuring non-discriminatory access to life-long vocational training, etc. will be drastically reduced, in response to the crisis.

#### ***Equal opportunities policy frameworks, action plan***

In accordance with NRP 2008, the improvement of public administrative capacity by preparing the main documents of public policies: producing and informing about administrative procedures, presenting the main necessary projects for public policies, requested normative documents and a guide for their monitoring and evaluation represents in Romania one of the most important tasks of social and economic reforms.

The government approval of the strategy for a better regulation of the public administration central level 2008–2013, which considers achieving the target of 25% reduction for administrative tasks is considered to be an active measure for improving the administrative capacity.

In the previous NRP 2008, I noted from the official documents that, within the administrative reform, the national plan focuses on improving the judicial system by modernising court branches, by informing the judicial system, by training magistrates in the economic and finance area. To reinforce territorial cohesion and territorial development, actions have started for: fitting out of regional area territories; configuring of polycentric territorial networks; the cooperation between rural and urban areas; creating a metropolitan area and an urban system.

In recent times, however, an obvious legislative incoherence has appeared in harmonising decentralisation with the reduction of bureaucratic requests/ activities. This is related to the increased number of reports concerning the administrative system, of pedantic registration and evaluation forms to the detriment of quality, detachment of the administrative system and public policies from other domains, such as improvement of administrative capacity, activity quality, system performance and administrative costs. The fragmentation of these domains will lead inevitably to the inefficiency of public policies. These have to be logically related and harmonised with all other sectorial policies that will prepare an integrated vision/ perspective for social reforms, in the medium and long-term.

Gender mainstreaming of policy measures in Romania has to maintain the priorities for four main policy areas (attract and retain more people in employment, improve the adaptability of workers and enterprises, increase investment in human capital through better education and skills and the general labour market situation and flexicurity). For instance, the NRP action plan stipulates the employment and the guaranteeing of the rights of female employees through ensuring the flexibility of individual and collective redundancy, simplifying the employee records procedure, eliminating the restriction referring to the individual contract of employment for a defined period, setting up of six pilot centres for the exchange of good practice, etc. All these measures centre on improving the adaptability of workers and enterprises, in the new economic context.

## **Policy Needs and Challenges, with Respect to Gender**

### ***Identification of and progress against national-specific priorities***

During the last few months, the increase in unemployment has dramatically reduced the pension fund. The situation of retired people has undoubtedly worsened. The economic crisis in Romania was correlated and even amplified by problems raised by past policy options. Therefore, the current economic measures for reviving the economy will be burdened, on the one hand, by the correction of inherited social effects, and, on the other one, by introducing punctual answers to the huge new difficulties and needs of the crisis.

- Over the last few years, there has been a severe crisis in public administration: an overgrowth of the bureaucratic apparatus of public administration.

– We are increasingly aware of the low efficiency of the public sector, aggravated by political instability.

– Corruption in the public system has been amplified. Analyses have shown that the public sector (or, at least, certain areas of it) is subject to strong pressure towards resource draining.

– The Governments from 1990 until now have created institutional structures with complete autonomy that were introduced, with poor or no control, their own taxes. Besides their freedom to think in terms of monopoly of taxation, these institutions have been granted with the freedom to use resources in their own interests. The personnel of these institutions (agencies of various types) were granted the liberty of earning substantially higher salaries than the rest of the employees of the public sector. Some analysts believe that these institutions have a kind of autonomy of their own, which gives them the freedom to exploit the population, diminishing the standard of living for a large group of population. They rather contribute to the impoverishment of the population.

- Increased social and economic polarisation. The abandonment of progressive taxation, in particular, had the effect of increasing polarisation and reducing budgetary resources, without having the expected effects of economic incentives.

- Underfinancing of the public social sector. All the analyses show that the Romanian transition was characterised by a low level of public social expenditure as a percentage of GDP. The aggregation of these problems limits the freedom of the Government to take fast economic revival measures, as intended.

– The reduction of public expenditure will have the additional impact of increasing unemployment. The Romanian President asked for a 20% downsizing of personnel in public administration. Analysts estimate that about 15,000 employees in the public sector will become unemployed in just a few days, mainly as a result of the dramatic reduction in the number of agencies, which had multiplied in recent years. In this way, unemployment will certainly affect the medium and superior levels, dramatically reducing the opportunities for the young generation to enter the public sector, in the coming years.

– It is clear that the next step should be to increase the efficiency of the public sector. Such concerns, however, do not seem to be on the public agenda and policy. Reducing bureaucratic overgrowth institutions without serious studies of organisational psycho-sociology may lead indirectly to a reduction in the necessary activities for social development. Decreasing bureaucracy should be complemented by improved efficiency in the entire public sector.

- Reduced public spending. Latest data shows that in the first half of 2009, public budget revenues decreased by over 5%, compared with the same period last year, while public spending increased by more than 5%. Romania is facing the accumulation of the under-financing of the public social sector: education, health, and social protection have traditionally received worryingly low attention. Without

any strategies for effective social policies, expenditure cuts in these sectors, otherwise normal during the crisis, may lead to a worsening of chronic underdevelopment. The public social sector cannot be a buffer for the increased pressure on the budget.

- Therefore, overall, if with the economic crisis, lowering public expenditure is a natural solution to increase the budget, the scope for such a measure is extremely small in Romania, given the current situation.

- It is known that the economic crisis affects the entire population, but in different ways. It increases social polarisation and reinforces social exclusion of the vulnerable groups. Moreover, this effect is on a country which was already heavily polarised. This leads us to an estimation of a high growth of the social risks of the crisis.

The abrupt decline in budgetary revenues may be counterbalanced by the reinforcement of a progressive taxation system. Such a measure, however, would probably have negative effects on the economic recovery and could be unpopular in the upper segments of the population.

The continuous decrease of already low income wage levels of the lowest segments of workers will massively push large segments of the population below the poverty line. The explosion of poverty will increase the pressure on the already under-financed social protection system.

- The greatest risk concerns the young generation. The opportunities for young people will dramatically decrease. Particularly affected will be their chances to enrol in universities because of the low possibilities of finding work to finance their studies.

Under-financing of the universities will affect the medium and low strata of the population. Generally, we can predict a decrease in school participation at all levels.

- The current government, torn by political conflicts (between president and parties, and between parties themselves) failed to articulate a credible programme for exiting the crisis and reducing its effects.

- The crisis finds Romania within a worrying low population morale which reduces the capacity to mobilise it through collective effort.

Another difficulty Romania is facing is the economic and social gap between the country areas. Some of these areas will plunge deep in poverty, without much hope for recovery.

### ***General commentary and overview of employment policies, organised by the four themes***

In Romania, programmes were implemented to active stimulation of integration and reintegration of people on the labour market (information and professional advising, professional forming, programs of professional re-conversion labour, the information campaign against clandestine employment, increasing the

capacity of institutional control, to improve and adapt the quality of the employment services to the employees needs, etc.) and have become very active since 2005, following the Lisbon strategy recommendations.

In Romania, to encourage women to be involved in employment and to be active on the labour market, some special measures were put in place during the last few years the Lisbon strategy. In this respect, some examples could be very significant. As data from the Eurostat, Labour Force Survey (LFS) from the “Commission Staff Working Document” points out, the share of part-time workers is one indicator for increasing women’s participation in the labour market. In Romania, as in the other former eastern socialist countries in transition, due especially by their low paid salaries, the share of part-time workers<sup>6</sup> seems not to be very attractive. For women in Romania (aged 15 and over) this indicator was 10.4%, in 2007, compared to the annual average share of part-time workers in total employment in EU-27 at 31.2%, in 2007. Also in 2007, we observe a decrease by 2.6% in the share of part-time workers in comparison with 2002 (13%). This indicator is very low in Bulgaria, 2.1%, in Czech Republic 8.5%, Latvia 8%, Lithuania 10.2%, Poland 12.5%, in 2007. For all there was a smooth decrease from 2002.

For men, the share of part-time workers is much lower now, as for women, in all countries. Even the annual average for the EU is only 7.7%. In this context, we can say that men are much less interested than women in part-time work. In Romania, in 2007 men’s share of part-time work was 9.2%, less than in 2002 (10.9%), but higher than the average in the EU-27 of 7.7%, in 2007 and 6.6%, in 2002.

I was surprised to see a special situation for this indicator in the Netherlands which was for women 73.1%, in 2002 and 75%, in 2007, and for men 21.2%, in 2002 and 23.6%, in 2007. Significantly higher than the average in EU-27. This issue poses a question for which I would like to have a hypothesis. Maybe it is a tradition in this country for keeping the share of part-time workers high, in comparison to other European countries. Maybe it is not unrelated to the fact that in the 1970s, Holland had a strong alternative lifestyle movement. As we know, the economic basis of these alternative life styles was related to choosing part-time work.

The indicator of employment impact of parenthood for women and men<sup>7</sup> (aged 25–49) in 2007 as a difference in percentage points in employment rates, with the presence of a child under 12 and without any children placed Romania as one of the countries with a very low impact. For female employment the impact is, at 6.2%, one of the lowest reported in European countries: Czech Republic – 32.3%, Slovakia – 24.2%, Ireland – 19.7%, Estonia 18.2%, UK – 17%. Compared with the average EU-27 figure of 12.4%, Romania has half the impact power of female employment. Anyway, in my opinion, the data in the case of Romania could

---

<sup>6</sup> Eurostat, Labour Force Survey (LFS) from the Commission Staff Working Document Equality between men and women – 2009, page 15.

<sup>7</sup> Idem page 16.

introduce a distortion in this aspect, due to the methodology used. The indicators have taken into account a very inhomogeneous population (families with a child under 12 in relation to those without any children) and the age range is too large (25–49 years). In fact, in Romania, populations with a great employment impact of parenthood for women are families with a child or more, of 0–2 years old, and women aged 25–35. This group could greatly change the results of the impact in women employment in Romania. Due to the social support policy for mothers with babies aged between 0–2 years, many employed women have an option for a two year parental leave, whereas very few men do. After two years of staying at home caring for babies, some women decide to return to work but others prefer to have another child. Unfortunately, there is insufficient research data on the impact of political options to support the reintegration of women into employment. My opinion, after reviewing much research data in the field, is that the impact of parenthood for women with the children between 0–2 years old is very high in their employment and very low, in the case of families with children of over 3 years old.

Anyway, the Eurostat data of indicators relationship between parenthood and employment confirms once more that men are much more advantaged than women in the field employment.

Referring to the data from Eurostat, Labour Force Survey (LFS), the document mentioned above, related to the impact of social services for children up to 3 years cared for by formal arrangements (up to 30 hours/30 hours or more per usual week) in 2006 upon female employment, even in the tables without data referring to Romania, I can make some observations:

- Kindergartens in Romania (0–3) are severely limited and neglected by the social policy. Offering maternal leave for women for two years is one of the alternatives to this lack/ deficit of kindergartens and also to their high costs. For this reason, the large majority of employed women prefer to remain at home for the financial benefits of maternal leave.

- The system of formal arrangements for children up to 3 years in Romania is confronted with two institutional problems: a) families with children up to 3 do not find formal arrangements as nurseries (“creche”) and kinder garden types, good enough for their financial situation; and in the rural areas the formal arrangements for children up to 3 years do not exist at all: b) for children aged 3–6 years, public institutions, formal arrangements and even informal arrangements are very inefficient, according to the needs profile of kids. Also, it should be pointed out that, for this age group of children, the deficit in institutions both public and private is very large, especially for the rural areas.

Referring to the average time spent per week in domestic and family work and in paid employment, in 2005, by gender<sup>8</sup>, in Romania women are engaged in many more hours per week in domestic and family work, 29.0% compared to 9.0% for

---

<sup>8</sup> Eurostat, Labour Force Survey (LFS) from the Commission Staff Working Document Equality between men and women – 2009 page 17.

men. The gender gap is very high at 20.1%. In paid work employment, the gender gap is low 3.5%, in spite of this, the women are disadvantaged. Just 49.5% of women are in paid employment against 53.1% of men. I can say this because in Romania female education and participation in school and formal education of women is higher than that of men. If we compare Romania with the others European countries we notice that for this indicator Romania has a better position in domestic family work than Netherlands 36.6%, Cyprus 33.1%, Luxembourg 32.9%, Italy 31.0%, Slovenia 30.%. In addition, Romania is very close to the EU-27 gender gap of 17.7%, compared to Cyprus 26.8%, Netherlands 22.3%, Greece 21.7%. In this respect, for Romania I consider that we need some more data from the research and more statistical information, in order to consolidate the arguments.

The data from educational attainment (at least for upper secondary school)<sup>9</sup> of women and men aged 20–24, in the EU-27, in 2007, compared to 2002, shows that Romania, as for almost all the member states countries, women have a high rate of education at this age group, compared to men. In Romania, the difference among women and men at this aged group is very low, 77.7% for women, the same in 2002 and in 2007, and 74.8% for men, in 2002, 77.1% in 2007. In spite of the fact that Romania has a relatively high rate of educational attainment of women, compared with some European countries, it was under the EU average of 79.3% in 2002, and 80.8% in 2007. Thus, Romania could not be included in the top places of 18 European countries. Romania fares better in comparison with Malta 59.6%, Spain 67.3%, Germany 74.4%, Luxembourg 76.4%.

This indicator for men in the same age group shows that Romania is better placed, with 74.8% in 2002 and 77.1% in 2007, a little higher than the average EU 74% in 2002 and 75.5% in 2007.

### ***Reflection Lisbon since 2005***

An overview of the employment policy during the last five years under the Lisbon strategy shows some significant changes in equal opportunities. In accordance mainly with the data sources from “Eurostat, Labour Force Survey (LFS)” from the “Commission Staff Working Document – Report from the Commission to the European Parliament, The Council, the European Economic and Social Committee and the Committee of the Regions – Equality between women and men – 2009”, the Romanian situation on labour policy has had a contradictory trend and suffered many changes.

The data related to some indicators below which I have used for the gender analysis of the Romanian situation, in a comparative approach point out some important aspects in employment policy. Referring to the Lisbon target for 2010 which foresees 60% for women and 70% for men, the employment rate both for women and for men in Romania is lower. Also they are lower compared with the

---

<sup>9</sup> Eurostat, Labour Force Survey (LFS) from the Commission Staff Working Document Equality between men and women – 2009 page 17.

annual average employment rate in the EU, in 2007. For women in Romania it represents, in 2008, 52.5%, relatively lower than the 60% Lisbon target for 2010, but also against the EU annual average, in 2008, of 59,1% .

The female employment rate in Romania is in a better position than Hungary, Poland, Italy and Malta and is much different from those of DK, SE and NL which are in the first three places, but also for FI; EE; UK; AT, LV, DE, SI, CY, LT, PT and IE which have reached and passed the Lisbon target. For men, the employment rate in Romania is almost the same as for women at 65,7%, as compared to the 70% Lisbon target for 2010 and the annual EU average of 74,2% .

Taking into account the relatively low employment rate, in 2008, for men and for women too in Romania, this made the total gender gap in employment rates for the same age group 15–64 low and placed Romania, with a gender gap in employment rate of 13.2% in a good position compared with Malta, 35.1%, Italy 23.1%, Spain 18.6%, Cyprus 16.3%. This is acceptable if we compare it with the group of countries of Finland 4.1%, Sweden 4.9%, LT 5.3%, LV 6.7%, DK 7.6%, SI 8.5% and BG 9.0%. Among the EU 27, Romania has one of the lowest employment gender gap rate in percentage points. Also it is under the annual average gender gap in employment in the EU 15, with 13.8%. If, however, we consider this in the Romanian context, the gender gap in employment rate it seems to be big among men and women, at 13.2%, despite the comparative approach among the EU countries. This difference in employment rate between man and women in Romania could be explained by:

- partially due to women biological natural conditions (birth of and raising children);
- the pensions policy system in Romania, in accordance with the age of pension for women is lower that for men. Few women in Romania after 62 remain in the labour market;
- the traditional division of labour in the family work is maintained for women and for men based on the cultural pattern;
- possible prejudices against female employment, especially due to an inefficient social support services policy for child care and for women too and lack of interest of the public institutional system in a flexible employment policy for women.

Surprisingly, we can observe that for the age group 55–64, employment rates drop sharply, both for men and women, but dramatically for women, to 34.4 % as compared with the age group 15–64 at 52.5% (a fall of 18.1%), and for men is 50.0% as compared with 65.7% (a drop of 15.7%). The employment rate for this aged group both for men and women, caused usually by bad biological conditions associated with the low level of skills, leads the configuration of gender gap to be maintained and increased by 18.6% points, compared with the average gender gap for the same aged group in EU, of 18.1% points. In this case in Romania, the situation could be explained by the lower age of the pension for women than for men.



It is significant that the unemployment rate for women is 4.7%, which is much lower than the average in the EU of 7.5%, in 2008. At the same time, the unemployment rate for men is 6.7% as against the 6.6% average unemployment rate for the EU. The difference between the unemployment rate in Romania for men and women is very low compared with EU27 countries. This leads to a gender gap in unemployment rate with the lowest negative value (-2.0%), compared with Spain 2.9 %, Czech Republic 2.1% and Luxemburg 1.7%.

In the gender segregation in occupation and in economic sectors<sup>10</sup> in EU in 2002, Romania had the lowest gender segregation in occupations 11.9%, and was in second place in 2007, with 23.2%, compared to the EU countries. In the gender segregation in economic sectors in 2002, Romania occupied second place with the low percentage 14.6, after Poland which had 13.7%. In 2007, Romania still had a very low rate of segregation in economic sectors, at 16,1%, and so was placed third after Malta 14.9% and Greece 15.9%. In spite of this, we can notice that the gender segregation in Romania, both in occupations (drastically) and in economic sectors (more smoothly) were increased dramatically from 2002 until 2007, with 11.9%, compared to 23.2%, in occupations and 14.6% to 16.1%, in economic sectors.

According to the Eurostat Structure of Earnings Survey 2006 and national sources 2007 for yearly SES-comparable estimates and provisional data for EU-27, the pay gap between women and men in unadjusted form in EU, in 2007<sup>11</sup> (difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings), Romania has 12.7%. This is the same pay gap as Bulgaria. It is true that Romania is better than the EU average of 17,4%, and some countries, such as Estonia 30.3%, Austria 25.5%, Slovakia 23.6%, Czech Republic 23.6%, Netherlands 23.6%, Cyprus 23.1%. However, Romania has a high pay gap rate compared to Italy 4.4%, Malta 5.2%, Poland 7.5%, Portugal 8.3%, Slovenia 8.3%, Belgium 9.1% and Luxembourg 10.0%. Anyway, besides the official data, many indirect aspects favour the pay gap between women and men in Romania, even if in fact the law stipulates against such discrimination.

With regard to the at-risk poverty rate, after social transfers for older people (women and men aged 65 and over) in the EU, in 2006<sup>12</sup>, I consider that for Romania and maybe for all countries with a low standard of living, it is an important distorting factor due to the methodology of calculating this indicator. Even if calculated precisely, the indicator represents relative poverty related to the national standards of living. The official data shows that in Romania 22% of

---

<sup>10</sup> Eurostat, Labour Force Survey (LFS) from the Commission Staff Working Document Equality between men and women – 2009 page 18.

<sup>11</sup> Eurostat, Labour Force Survey (LFS) from the Commission Staff Working Document Equality between men and women – 2009 page 18.

<sup>12</sup> Idem page 19.

women of 65 years old and over are at risk of poverty, but, in fact, the percentage is much higher. In accordance with such calculation of poverty indicators, the risk for this group of women is above the EU average of 21% with only 1%. In this case, the data seems to suggest that the risk of poverty for old women in Romania is covered mainly by social transfers/ social protection. In this group of countries according to the methodology used are included both the countries with a high standards of living and those with very low standards in which a large group of old women are even under the line of relative and absolute poverty. With very few exceptions, many countries, even those with strong social protections system, seem to have very inefficient social transfers for old women and for men, too. If we consider all the results of the research done in Romania with different methodologies, we can estimate:

a. The risk of poverty in Romania for all group of age is very high, especially for old women and for young people, too.

b. For old women, the risk of poverty is higher than the other population groups, due to:

– pensions of women being lower than for men because usually they work fewer years than men and in a badly paid domains.

– the risk of poverty for pensioners is substantially higher for families with a single person. The large majority of families with a single person are those composed by women.

– women have longer life expectancies than men, and for this reasons in the group of 65 years old and over, women are predominant.

Data distribution by gender in 2004 and in 2008 as elected members of single/ lower house of National Parliaments in the EU points out that Romania has very few female representatives, compared to men<sup>13</sup>. In 2004, Romania was had a rate of 11% of women, compared with 89% of men, more under the average EU rate of 23% in second place within the group countries with the lowest rate, after Malta 9%, Hungary 9% and Cyprus 9%. In 2008, the rate decreased to 10%, with the EU average being 2%, Malta 9% and Hungary 11%. Regarding female senior Ministers in the Government, in 2008, Romania was placed in the last place in EU. Romania is better represented in female business leaders in 2007, with 27.1%, compared with some EU countries, but also with a big difference compared with the EU average of 32,3% and especially as against Romanian men. For the highest decision-making body of largest publicly quoted companies in 2008, the gender distributions of members is 12% for women, slightly over the average EU 11% and many European countries. In spite of fact that education for women in Romania is better than for men, the proportion of women is not as high as expected in the high positions in their professional domains as men.

---

Idem page 19–21.

GRID 1 – Employment Policies (pre-assessment)

POLICY INITIATIVE by policy area (short title of the policy initiative)	DESCRIPTION of the policy initiative	Crisis-Specific Measures (mark ✓)	Gender-Specific Policy (mark ✓)	STATUS of the policy initiative				GENDER MAINSTREAMING of the policy initiative			GENDER IMPACT ASSESSMENT of the policy initiative		
				announced	enacted	implemented	evaluated	adequate	partly adequate	none	Negative	neutral	positive
<b>1. Attract and retain more people in employment (GLs 18, 19, 20)</b>													
1a.	The setting up and maintain of the single tax quota.						X			X			x
1b.	Information campaigns on clandestine employment. Combating undeclared work by prevention and inspection actions.			X					x		X		
1c.	Reducing the contribution quotas to the social insurance.			X					x				X
1d	Expand measures to encouraging youth employment.				x				x				X
1e	To improve the quality of the employment services and adapt them to the beneficiaries' needs.			X					x				x
<b>2. Improve the adaptability of workers and enterprises (GLs 21 and 22)</b>													
2a.	Loosening the restrictions concerning the individual contract of employment for a defined period.			X					x				x

(Continued GRID 1)

POLICY INITIATIVE by policy area (short title of the policy initiative)	DESCRIPTION of the policy initiative	Crisis-Specific Measures (mark ✓)	Gender-Specific Policy (mark ✓)	STATUS of the policy initiative				GENDER MAINSTREAMING of the policy initiative			GENDER IMPACT ASSESSMENT of the policy initiative			
				announced	enacted	implemented	evaluated	adequate	partly adequate	none	Negative	neutral	positive	n.a. /doubts
2b.	Simplifying the employees records procedure.			X				x					x	
2c.	Ensuring the flexibility of individual and collective redundancy.						X	x					x	
2d.	Guaranteeing the rights of the employees in the case of redundancies			X						X		X		
2e.	Establishment of a better wage negotiation system within the collective and individual employment agreements.			X					X				X	
<b>3. Increase investment in human capital through better education and skills (GL 23 and 24)</b>														
3a.	Equal access to education for all.			X					X				X	
3b.	Supporting training and obtaining management qualification.			X					X			x		
3c.	The setting up of community resources centres.			X					X			X		
3d.	Decentralization of pre-university education.					X				X		X		

106

ELENA ZAMFIR

20

(Continued GRID 1)

POLICY INITIATIVE by policy area (short title of the policy initiative)	DESCRIPTION of the policy initiative	Crisis-Specific Measures (mark ✓)	Gender-Specific Policy (mark ✓)	STATUS of the policy initiative				GENDER MAINSTREAMING of the policy initiative			GENDER IMPACT ASSESSMENT of the policy initiative			
				announced	enacted	implemented	evaluated	adequate	partly adequate	none	Negative	neutral	positive	n.a. /doubts
3e	Development and implementing of national qualification system in higher education.			X						X		X		
3f.	The quality assurance end development of PhD programs.				X				X				X	
3g	Strengthening the interactions between universities, business community and R&D sector.			X						X		X		
<b>4. The General Labour Market Situation and Flexicurity (GL 17)</b>														
4a.	Developing services for the reinsertion in the labour market.			X						X		X		
4b.	Developing a structured, transparent and flexible system of CVT.			X						X		X		
4c.	Revising the legislation on CVT.			X						X		X		
4d.	Adapting the training services in accordance with the employers' demands			X					X				X	
4e	Labour force orientation towards developing independent economic activities ( <i>self employment</i> ).					x			X				X	

(Continued GRID 1)

POLICY INITIATIVE by policy area (short title of the policy initiative)	DESCRIPTION of the policy initiative	Crisis-Specific Measures (mark ✓)	Gender-Specific Policy (mark ✓)	STATUS of the policy initiative				GENDER MAINSTREAMING of the policy initiative			GENDER IMPACT ASSESSMENT of the policy initiative		
				announced	enacted	implemented	evaluated	adequate	partly adequate	none	Negative	neutral	positive
4.f	Promoting new forms of employment (part-time home working).			X					x			X	
<b>5. Other Policies (e.g. transversal or crisis oriented with impact on employment)</b>													
5a	Increasing the opportunities on the labour market for young people.				x				x		x		
5b	Setting up the instruments for the transparency control and reducing the corruption.			x						x		X	
5c	Eliminating the political conflicts at the national decisions makers in the Government.			X							X	X	

**COMMENTS** (on GM and GIA of the policy initiative): Almost 100000 small companies closed their activity with negative effect in unemployment and poverty increase.

**GRID 2: Identification of five highs and five lows with policy area specified.**

<b>Up to five examples of policies likely to promote gender equality/ evidence of gender mainstreaming</b>	<b>Up to five examples of policies likely not to promote gender equality or of absence of gender mainstreaming</b>
1. Ensuring non-discriminatory access to lifelong vocational training strengthening the administrative capacity of National Council for Adult Vocational Training of Extension of active life.	1. Corruption in the public system has been amplified. It is badly needed setting up the instruments for the transparency control and reducing the corruption. Women are firstly affected by this phenomenon.
2. Promoting flexible time arrangements and the gender dimensions in designing the flexicurity policy. Facilitating part-time employment and especially in the post-retirement phase. Promoting new forms of employment (part-time home working)	2. Multiplied strong political conflicts at the national decisions makers within the Government. Maintaining the `noisy` political conflicts at the national decision makers on the centre of media agenda aggravate the political instability and many negative effects on the employment policies, inclusive mainstreaming policy.
3. Ensuring the flexibility of individual and collective redundancy.	3. Lack of gender policy on national level for women representation on the political agenda. Noticeable gender gap in proportion of women in the highest positions of decision makers. in the political field.
4. The women representation in the highest decision-making body of public companies.	4. Low efficiency of social services support for old women at risk of poverty, especially women aged over 45 years old.
5. Promoting personalized system of social assistance support for mothers with babies aged from 0–2 years.	5. The lack of balance between the professional and personal life. due to underdeveloped social services for women in raising/education children and working time at home. A low representation of women at the highest position level within the feminized domains. such as education, health, and social services.

## ANNEX: REFERENCES

Documents to be found on private section of EGGE website (FGB) of direct relevance to this part of the programme:

### A – Documents for the work programme

*Council recommendations, March 2009:*

<http://ec.europa.eu/social/BlobServlet?docId=2118&langId=en>

Indicators for monitoring the Employment Guidelines. 2009 Compendium:

<http://ec.europa.eu/social/BlobServlet?docId=115&langId=en>

### B – 2008–09 Lisbon documents

*European Commission's Lisbon Home Page*

<http://ec.europa.eu/social/main.jsp?catId=101&langId=en>

*Joint Employment Report 2008/2009* (pp. 16):

<http://ec.europa.eu/social/BlobServlet?docId=2121&langId=en>

Additional analysis by the Commission of employment policies

[http://ec.europa.eu/growthandjobs/pdf/european-dimension-200812-annual-progress-report/annualass\\_detail.pdf](http://ec.europa.eu/growthandjobs/pdf/european-dimension-200812-annual-progress-report/annualass_detail.pdf)

### C – Lisbon documents since 2005

*Integrated guidelines for growth and jobs 2008–2010*, COM (2007) 803 final, Part V, 11 12 2007 (pp. 33):

[http://ec.europa.eu/growthandjobs/pdf/european-dimension-200712-annual-progress-report/200712-annual-report-integrated-guidelines\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/european-dimension-200712-annual-progress-report/200712-annual-report-integrated-guidelines_en.pdf)

*Integrated guidelines for growth and jobs 2005–2008*, COM (2005) 141 final, 12 04 2005 (pp. 31):

[http://ec.europa.eu/growthandjobs/pdf/COM2005\\_141\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/COM2005_141_en.pdf)

Strategic Report on the renewed Lisbon strategy for growth and jobs: launching the new cycle (2008–2010):

[http://ec.europa.eu/growthandjobs/pdf/european-dimension-200712-annual-progress-report/200712-annual-report\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/european-dimension-200712-annual-progress-report/200712-annual-report_en.pdf)

*Joint Employment Report 2007/2008* (pp. 16):

<http://register.consilium.europa.eu/pdf/en/08/st07/st07169.en08.pdf>

*Council Recommendation*, COM (2007) 803 final, Part IV, 11 12 2007 (pp. 44) [country specific recommendations on 2007 NRP]

<http://register.consilium.europa.eu/pdf/en/08/st07/st07275.en08.pdf>

[Comment: see Annex 2 for summary (CSR and PTW, 2006 and 2007) and explanations]

*Joint Employment Report 2006/2007:*

<http://register.consilium.europa.eu/pdf/en/07/st06/st06706.en07.pdf>

*Council Recommendation*, 7556/07, 15 March 2007 (pp. 52) [country specific recommendations on 2006 NRP]

[http://ec.europa.eu/employment\\_social/employment\\_strategy/pdf/recomm\\_adopted\\_en.pdf](http://ec.europa.eu/employment_social/employment_strategy/pdf/recomm_adopted_en.pdf)



### D – Crisis-Specific Documents

Communications from the Commission on the crisis in 2008 and 2009

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2008:0706:FIN:EN:PDF>

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2008:0800:FIN:EN:PDF>

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0114:FIN:EN:PDF>

Employment Summit 07 May 2009:

<http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventsId=173&furtherEvents=yes>

*Employment Communication 03 June 2009:*

<http://ec.europa.eu/social/main.jsp?langId=en&catId=81&newsId=514&furtherNews=yes>

Useful website on the crisis

[http://ec.europa.eu/financial-crisis/index\\_en.htm](http://ec.europa.eu/financial-crisis/index_en.htm)

### E – Other documents

*Annual report on equality between women and men 2009:*

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0077:FIN:EN:PDF>

and annex :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2009:0165:FIN:EN:PDF>

Roadmap for equality between women and men 2006–10

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2006:0092:FIN:EN:PDF>

Mid-term report of the Roadmap :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2008:0760:FIN:EN:PDF>

### Links to National Reform Programmes and Action Plans of recent years

2008–10:

[http://ec.europa.eu/growthandjobs/national-dimension/member-states-2008-2010-reports/index\\_en.htm](http://ec.europa.eu/growthandjobs/national-dimension/member-states-2008-2010-reports/index_en.htm)

2005–08:

[http://ec.europa.eu/growthandjobs/national-dimension/member-states-2005-2008-reports/index\\_en.htm](http://ec.europa.eu/growthandjobs/national-dimension/member-states-2005-2008-reports/index_en.htm)

2007:

[http://ec.europa.eu/growthandjobs/national-dimension/member-states-autumn-2007-reports/index\\_en.htm](http://ec.europa.eu/growthandjobs/national-dimension/member-states-autumn-2007-reports/index_en.htm)

2006:

[http://ec.europa.eu/growthandjobs/key/nrp2006\\_en.htm](http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm)

2005:

[http://ec.europa.eu/growthandjobs/pdf/nrp\\_2005\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/nrp_2005_en.pdf)

*Articolul se concentrează pe schimbările recente ce au avut loc în politicile de ocupare în România, acordând atenție, în mod special, situației femeilor. Pe parcursul anului 2008, au avut loc schimbări în domeniul politicilor de ocupare, dar preocuparea pentru egalitate de gen nu a fost evidentă. Schimbările din diferitele domenii sociale nu au fost orientate în mod explicit spre creșterea egalității oportunităților între femei și bărbați.*

*Criza economică, dublată de criza financiară și cea socială, a creat probleme suplimentare pentru femeile din România. Acestea includ: pierderea locurilor de muncă, riscul de a deveni victime ale sărăciei și excluziunii sociale, creșterea dependenței economice și financiare față de bărbați și pierderea graduală a autonomiei, scăderea dramatică a participării în luarea deciziilor la cel mai înalt nivel profesional și politic. De asemenea, îmbunătățirile care s-au produs în România, în timp, în domeniul flexicurității, ca urmare a strategiei Lisabona, în ciuda dificultăților care au trebuit depășite, se află acum în pericolul de fi pierdute. Aceasta se datorează unei noi crize a politicilor de protecție a locurilor de muncă și faptului că noua legislație a fost creată sub presiune, pe măsură ce criza s-a adâncit.*

**Cuvinte-cheie:** politici de ocupare, gender (gen), șomaj, oportunități egale.