

## SOME ASPECTS REGARDING THE POSITION OF ROMANIAN FEMALE INTO THE LABOUR MARKET

**Hordau Anne-Marie**

Universitatea De Nord Facultatea De Stiinte Str.Victoriei Nr.76 [annemariehordau@yahoo.com](mailto:annemariehordau@yahoo.com)  
0262-276059

**Pop Sitar Corina**

Universitatea De Nord Facultatea De Stiinte Str.Victoriei Nr.76 [sitarcorina@yahoo.com](mailto:sitarcorina@yahoo.com) 0262-276059

*The development of the market economy did not improve the conditions of life and work of women in Romania. The socialist system tried to build a new image of the woman as a mother and a worker. However, if many women go to the university, their professional integration is not easy. To choose between family and career is a reality in Romania. Few women have responsibility jobs in enterprises (managers) or in the political system (member of Parliament, mayor, etc.). Women Entrepreneurship tends to become worldwide a driving force both in terms of number and gross revenues, playing an increasing role in the process of wealth creation and innovation. The dynamic networking phenomenon is helping to strengthen female entrepreneurship's positive impact.*

*Keywords: female labor force , wages , entrepreneurs,gender gaps*

*JEL classification : J 01, J 7, J44.*

In Romania, a country with low entrepreneurial culture, the small business sector had to be practically recreated after decades of centralized economy. It is beyond doubt that the small business sector is vitally important for Romania and can be the driving engine toward prosperity. The increasing number of SMEs, both men and female owned, reflects a favourable business environment in the country. The SMEs distribution by development regions is not homogenous and shows the highest concentration in the following regions: Bucharest- still having the highest weight, North-West and Centre. The concentration in the North –West area can be explained as a consequences of the permanent influence which the West countries had on it and on the other hand it was much more easier for investors to begin a business in this area.

Understanding and appreciating the social and economic impact of women entrepreneurs is a key to a more effective identification, preparation, and utilization of a most valued human resource sector of Romania which contributes to the vitality and well being of the economy. Women Entrepreneurship tends to become rapidly a force in the economic regional development.

Women's weight in the total population amounts to 51,2% and their presence in the total active population represents 47,6%. As a consequence, women represent a readily available pool of potential entrepreneurs that each Romanian region can leverage to improve its economy.

An inquiry of the Statistic National Institute outlines women presence in the small business sector: almost 38% of the total active SMEs were lead by women entrepreneurs in 2005. There are important regional differences as far as the weight of their enterprises in the total: higher in the North-West Region (42, 0%), West Region (38, 8%) and South-West Region (38, 6%). The South Region has the lowest weight (29%) of enterprises run by women. This situation is correlated not only with the overall distribution of SMEs but also with cultural features.

Men and women have in Romania, at least theoretically, equal opportunities to start their own businesses. In fact, entrepreneurship is viewed by many persons as more suitable for men than for females.

The conservative, traditional approach according to which women should stay at home, raise children and reinforce traditional family values on a day by day basis is still wide spread. Recent

findings revealed that such gender stereotype of women as main householder is still strong. Even though, the businesswomen phenomenon is rising continuously

A recent study revealed that, *in terms of personality*, businesswomen can fit, just like men, to a successful *profile* proving: high energy, courage, discipline, goal orientation, enthusiasm, innovation, persistence, passion, vision, client focus and wish to work hard.

The Romanian woman-entrepreneur is, in most of the cases, married with children, educated (high school or faculty), devoted to her business and able to overcome barriers but not interested in politics. However, in contrast to men, women tend to be more flexible, balanced and tolerant, more realistic. Romanian businesswomen are mainly motivated by the need of independence (81, 1%), comparing to men who tend to be driven by the desire to be in control, to make things happen. Other motivator factors are: professional achievement (62, 2%), higher income (45, 6%). Women's businesses tend to be smaller and less expensive to operate than those of men.

Even if, the largest share of women owned companies is in the service sector they tend to continuously expand into non-traditional industries. Anyway, Romanian women entrepreneurs are involved in a larger variety of economic sectors (other than retail, services) comparing to those of European Union or U.S.A., as a natural consequence of their active role played as employees in the former centralized economy. Factors in the start-up process of a business for male and female entrepreneurs are also different.

Women's decision to become self-employed is complex. Women are more likely than men to shoulder family-related obligations.

Romanian businesswomen do not feel discriminated comparing to men. They also face immediate competition and tend to bear the full cost of their businesses. The majority of women entrepreneurs provide all the required start-up capital themselves.

More and more business women consider joining a professional women's association to find a support network for their ideas and work. This trend indicates that Romanian businesswomen are beginning to understand the importance of membership in associations and how combining their efforts can have a great impact on local and central administration bodies.

Regarding the gender gap wage it is important to notice that even in the absence of any labor-market discrimination it is unlikely that the wage rates of women and men would be equal. Allowing for variation in the occupational distribution and the variations in wages resulting from differences in occupation, the result indicate that the size of the gender wage gap varies across sectors and the occupational wage gap is relatively higher between women and men. It should be given more support to all organization that support women's promotion in the Romanian male-dominated society.

European Commission declared 2007 "*European year of equal opportunities for all*". In Romania the institution in charge of implementing the principle of equal opportunity between men and women and the policies required by this issue is the National Agency for Equal Opportunities between Women and Men. The institution was founded in April 2005.

Within the EU, opportunity for equality between women and men was marked in 2006 by two major events: Commission adopted a framework for equality among 2006-2010 and the revision of an agreement for opportunity equality between women and men by European Committee.

In December 2006 was passed the Statute for founding up the European **Institute for Gender equality**. The main purpose of the institute was and is to bring important technical support for the development of policies aimed at creating opportunities for equality between women and men.

After Euro barometer of the European Commission<sup>1</sup> made in July 2006 it was reached the conclusion that discrimination is widespread in Europe. The most often forms of discrimination are: ethnicity (64%), disability (53%), sexual orientation (50%), age (46%), religion (44%) and sex (40%).

Relagarding the salary gender gaps recorded the following evolution during year 1991-2006 .

**Tabel 1. Wages differential between men and women**

Years	Wage differential	Years	Wage differential
1991	28,4%	1999	10,6%
1992	29,3%	2000	16,4%
1993	27,8%	2001	10,9%
1994	26,8%	2002	10,2%
1995	24,2%	2003	10,9%
1996	24,6%	2004	8%
1997	24,1%	2005	7,5%
1998	12,1%	2006	9,9%

Source : INSSE, www.insse.ro

As it can be noticed from the tabel above , the highest percentage was recorded in 1992 , which can be explained as a consequences of am uncertain economic enviroment.

Women entrepreneurship is becoming an important development factor both at national and regional level.

Women’s businesses low weight in the total number of SMEs compared to women’s weight in the total active population reveals an important unexplored pull of potential entrepreneurs. Networks development is one of the most effective options that can raise women’s involvement in new venture creation. Findings suggest that the networking process in Romania, even if at its beginning, is surprisingly dynamic and wide and counts 20 associations. Their regional distribution homogenous (except for Bucharest) is reflecting the efforts to enhance women’s potential in each region.

Implementing specific programs along with achieving a higher visibility of the existing associations can raise women’s awareness about entrepreneurship and provide them with role models and networking possibilities.

## REFERENCE

1. Andren D,Andren T, 2007 ,”Occupational gender composition and wages in Romania : from planned equality to market inequality”, Working Papers in Economics , no 261,School of Business , Economic and Law , University of Gotteborg ;
2. Fong M, Lokshin M,2000 ,” Child Care and Women’s Participation in Romania” , The World Bank Development Research Group Poverty and Human Resources ;
3. Silasi, G , Simina, O. L. ,2007 „The Bitter Taste of Strawberry Jam: Distortions on Romanian Labour Market beyond 2007 , Available at <http://mpira.ub.uni-muenchen.de/11184/>
4. Paternostro S,Sahn. D ,1999 „Wage determination and Gender Discrimination in a Transition Economy: The Case of Romania ,, The World Bank Development Research Group Poverty and Human Resources ;
6. Welsh, D.; Dragusin, M.:”Women Entrepreneurs – a dynamic force of small business sector”; Economic Amphitheatre Journal, nr. 20/2006
7. \*\*\*- www.insse.ro
8. \*\*\*- G.E.M.’s (Global Entrepreneurship Monitor) Report 2005 on Women and Entrepreneurship
9. \*\*\* White Charter of Romanian SMEs – 2005, Tipogrup Press, Bucharest 2005