With the support of the Erasmus+ Programme of the European Union

NetPower

DEAR FRIENDS,
ASOCIAȚIA FEMEILOR UNIVERSITARE WELCOMES YOU ALL TO BUCHAREST, ROMANIA
16 – 17 – 18 June 2021
to NET POWER Project
Network for Promotion of Women Empowerment Recognition

With the support of the Erasmus+ Programme of the European Union

ASOCIAȚIA FEMEILOR UNIVERSITARE ROMÂNIA (UNIVERSITY WOMEN ASSOCIATION)

NET POWER
Network for Promotion of Women Empowerment Recognition
2019-1-IT02-KA204-063097

ROMANIA, BUCHAREST 16 – 17 – 18 June 2021

Presentation

Andreea Popescu, MBA – President AFU

Romania – Facts and Figures Related to the Women Empowerment

The Global Gender Gap Index – Romania position comparison between the last 2 years (2018 – 2020)

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time.

The Index benchmarks national gender gaps on **economic**, **education**, **health** and **political criteria**, and provides country rankings that allow for effective comparisons across regions and income groups. The rankings are designed to create global awareness of the challenges posed by gender gaps and the opportunities created by reducing them.

Measuring the Global Gender Gap

The methodology of the Index has remained stable since its original conception in 2006, providing a basis for robust cross-country and time-series analysis.

Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index, forming the basis of how indicators were chosen, how the data is treated and how the scale can be used. First, the Index focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in input variables. Third, it ranks countries according to gender equality rather than women's empowerment.

The Four Subindexes

The Global Gender Gap Index examines the gap between men and women across four fundamental categories (sub-indexes):

- Economic Participation and Opportunity,
- Educational Attainment,
- Health and Survival and
- Political Empowerment.

Economic Participation and Opportunity

This subindex contains three concepts: the participation gap, the remuneration gap and the advancement gap.

Educational Attainment

This subindex captures the gap between women's and men's current access to education through ratios of women to men in primary-, secondary- and tertiary-level education. A longer-term view of the country's ability to educate women and men in equal numbers is captured through the ratio of the female literacy rate to the male literacy rate.

Health and Survival

This subindex provides an overview of the differences between women's and men's health through the use of two indicators. The first is the sex ratio at birth. Second, we use the gap between women's and men's healthy life expectancy. This measure provides an estimate of the number of years that women and men can expect to live in good health.

Political Empowerment

This subindex measures the gap between men and women at the highest level of political decision-making through the ratio of women to men in ministerial positions and the ratio of women to men in parliamentary positions. In addition, we've included the ratio of women to men in terms of years in executive office (prime minister or president) for the last 50 years.

The global Political Empowerment gender gap reflects low representation of women in all political roles and a particularly sporadic presence of women among heads of state. Over the past 50 years, the average tenure of a woman as head of state or prime minister across the 149 countries has been just 2.2 years. Most women in head of-state positions have been elected in the past decade.

Despite these recent developments, there are still just 17 women head of state or prime ministers across the 149 countries in 2018, including the prime minister of Romania who was elected in 2018.

As a result, globally, only 19% of the gender gap in terms of head-of-state roles has been closed so far.

Women are slightly better represented among ministers and congresswomen; yet here, too, gender parity is still far from being achieved. Only 18% of ministers worldwide are women, and in six of the 149 countries, there are no women in ministerial positions at all. In addition, women elected in national parliaments represent just 24% of available seats across the globe.

Romania's rank in 2018 is 63, out of 149 countries, which means a score of 0.711.

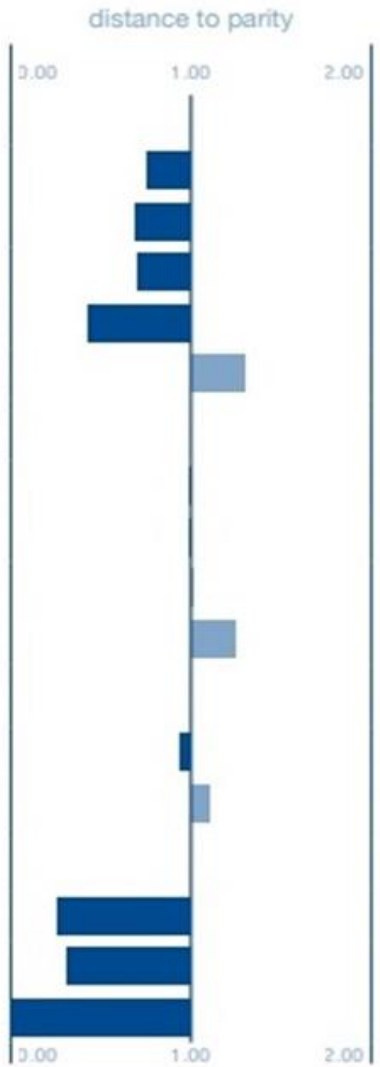
Romania's rank in 2020 is 55, out of 153 countries, which means a score of 0.724.

	2018	2020
Global Gender Gap score	**63**	**55**
Economic participation and opportunity	53	44
Educational attainment	56	52
Health and survival	1	1
Political empowerment	79	76
rank out of	*149*	*153*

2018

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**53**	**0.705**	**0.586**			
Labour force participation	87	0.752	0.669	56.1	74.6	0.75
Wage equality for similar work (survey)	49	0.691	0.645			0.69
Estimated earned income (PPP, US$)	34	0.700	0.510	21,398	30,567	0.70
Legislators, senior officials and managers	82	0.436	0.329	30.4	69.6	0.44
Professional and technical workers	1	1.000	0.753	56.5	43.5	1.30
Educational attainment	**56**	**0.996**	**0.949**			
Literacy rate	63	0.992	0.882	98.2	99.0	0.99
Enrolment in primary education	81	0.996	0.978	86.4	86.7	1.00
Enrolment in secondary education	1	1.000	0.967	80.9	80.7	1.00
Enrolment in tertiary education	1	1.000	0.939	53.3	43.0	1.24
Health and survival	**1**	**0.980**	**0.955**			
Sex ratio at birth	1	0.944	0.921			0.95
Healthy life expectancy	1	1.060	1.034	69.7	63.7	1.09
Political empowerment	**79**	**0.162**	**0.223**			
Women in parliament	77	0.261	0.284	20.7	79.3	0.26
Women in ministerial positions	44	0.316	0.208	24.0	76.0	0.32
Years with female head of state (last 50)	60	0.008	0.189	0.4	49.6	0.01



Selected contextual data

Workforce Participation	**female**	**male**	**value**
Non-discrimination laws, hiring women			yes
Economic Leadership	**female**	**male**	**value**
Law mandates equal pay			yes
Access to Assets			
Women’s access to financial services			yes
Inheritance rights for daughters			yes
Women’s access to land use, control and ownership			yes
Women’s access to non-land assets use, control and ownership			yes
Political Leadership			
Year women received right to vote			1929

Family	**female**	**male**	**value**
Average length of single life	25.9	29.4	0.88
Proportion married by age 25	32.2	11.9	2.71
Mean age of women at birth of first child			28
Average number of children per woman			1.52
Care	**female**	**male**	**value**
Length of parental leave (days)			302
Length of maternity/paternity leave (days)	126.0	15.0	
Wages paid during maternity/paternity leave	85.0	100.0	
Provider of parental leave benefits			gov
Provider of maternity/paternity leave benefits	gov	empl	
Government supports or provides childcare			yes
Government provides child allowance			yes

Graduates by Degree Type	female	male	value
Agri., Forestry, Fisheries and Veterinary	2.9	5.7	0.52
Arts and Humanities	9.9	8.2	1.21
Business, Admin. and Law	33.9	23.8	1.42
Education	5.5	0.8	7.06
Engineering, Manuf. and Construction	10.8	26.1	0.41
Health and Welfare	13.0	8.3	1.57
Information and Comm. Technologies	3.0	8.6	0.35
Natural Sci., Mathematics and Statistics	6.5	4.9	1.34
Services	2.2	8.2	0.27
Social Sci., Journalism and Information	11.7	5.5	2.14

Health	**female**	**male**	**value**
Legislation on domestic violence			yes
Prevalence of gender violence in lifetime			24.0
Law permits abortion to preserve a woman's physical health			yes

Selected Contextual Data **2020**

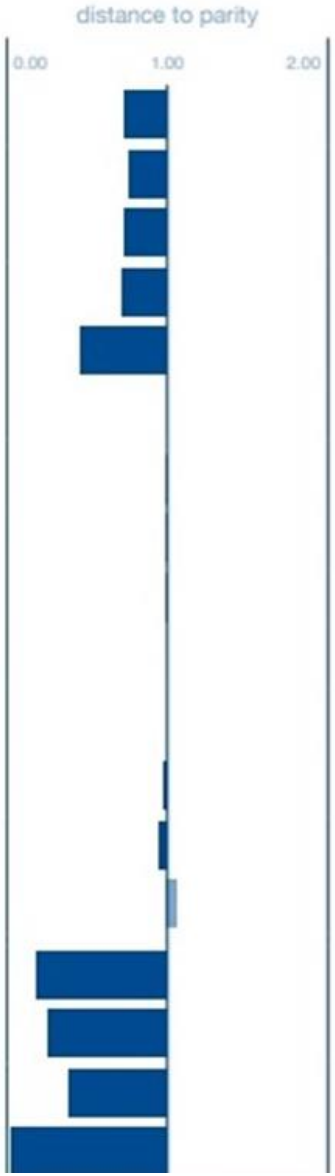
General Indicators	**female**	**male**	**value**
Total population, million people	10.02	9.49	19.50
Population growth rate, %	-0.69	-0.77	-0.73
Population sex ratio (female/male), female/male ratio	48.66	51.34	0.95

Work participation and leadership	**female**	**male**	**value**
Labour force, million people	3.73	5.04	0.43
Firms with female majority ownership, % firms	12.50	87.50	0.14
Firms with female top managers, % firms	20.10	79.90	0.25

2020

COUNTRY SCORE CARD

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**44**	**0.728**	**0.582**			
Labour force participation rate, %	90	0.765	0.661	58.2	76.1	0.76
Wage equality for similar work, 1-7 (best)	24	0.734	0.613	–	–	5.14
Estimated earned income, int'l $ 1,000	34	0.718	0.499	19.8	27.6	0.72
Legislators, senior officials and managers, %	80	0.463	0.356	31.6	68.4	0.46
Professional and technical workers, %	1	1.000	0.756	55.9	44.1	1.27
Educational attainment	**52**	**0.997**	**0.954**			
Literacy rate, %	64	0.995	0.899	98.6	99.1	0.99
Enrolment in primary education, %	97	0.996	0.757	83.9	84.3	1.00
Enrolment in secondary education, %	1	1.000	0.954	83.1	82.5	1.01
Enrolment in tertiary education, %	1	1.000	0.931	54.2	42.8	1.27
Health and survival	**1**	**0.980**	**0.958**			
Sex ratio at birth, %	1	0.944	0.925	–	–	0.95
Healthy life expectancy, years	1	1.060	1.034	69.7	63.7	1.09
Political empowerment	**76**	**0.190**	**0.239**			
Women in parliament , %	84	0.261	0.298	20.7	79.3	0.26
Women in ministerial positions, %	45	0.389	0.255	28.0	72.0	0.39
Years with female/male head of state (last 50)	54	0.029	0.190	1.4	48.6	0.03



Education and skills	female	male	value
STEMS, attainment %	20.25	40.80	0.50
Agri., Forestry, Fisheries & Veterinary, attainment %	2.79	5.75	0.48
Arts & Humanities, attainment %	11.00	8.03	1.37
Business, Admin. & Law, attainment %	32.49	22.60	1.44
Education, attainment %	6.44	0.93	6.95
Engineering, Manuf. & Construction, attainment %	10.95	28.31	0.39
Health & Welfare, attainment %	12.63	7.01	1.80
Information & Comm. Technologies, attainment %	2.79	7.93	0.35
Natural Sci., Mathematics & Statistics, attainment %	6.52	4.56	1.43
Services, attainment %	2.69	9.46	0.28
Social Sci., Journalism & Information, attainment %	11.71	5.42	2.16
Vocational training, attainment %	17.37	22.84	0.76
PhD graduates, attainment %	0.08	0.08	1.1

- **The period from March 2020 until March 2021 was a tough period for the entire world.**

Crossing briefly the situation in Romania from the labor market point of view, allow me to paraphrase the Romanian Labour Minister, Raluca Turcan, who - in May 2021 - claimed that women paid a higher cost of the Covid crisis than men.

The number of unemployed women in Romania increased by 50% due to the pandemic, while the share of unemployed men by 16%, says the minister, according to National Institute of Statistics data.

This period of over a year has reversed years of progress on gender equality, and a realistic plan for post-crisis recovery must also aim to reduce gender inequality in the labor market, Labor Minister Raluca Turcan wrote on social media on the 8th of May. 8th of May was declared the National Day of Equal Opportunities between Women and Men in Romania by Law no. 23 issued on March 9, 2015.

"*And we can link these data to others, tragic, aimed at increasing cases of domestic abuse and violence against women in the first 9 months of last year, the period marked by lockdown*," Turcan also wrote on the article.

She says the gender gap is not just a matter of theoretical debate, but has concrete economic consequences, causing annual losses in all EU countries.

- Because I summarized before in my presentation the women in STEM attainment, I would also briefly talk about the findings of the report "**Where are we now? Understanding the evolution of women in technology**". The report emphasizes that there is still room for improvement related to the access of women in technology field.

"*The idea of gender equality is more than just physical bodies circulating in offices. It is also related to perceptions, feelings, stereotypes and opportunities*."

Although these figures may seem relatively low, they highlight the difference between gradual improvement and full equality. This notion is supported by a broader understanding that 44% of women claim that men progress faster than women in the IT field.

"Given that a similar percentage (41%) agrees that a more gender-disaggregated way of doing things would lead to improved career progression and rectification of this mismatch, the report can conclude that the link between representation and general behavior, opportunity and equality has not been achieved yet ", the study also shows. The study shows that in Europe, the gender balance seems to have worsened in the last two years, unfortunately.

- To ensure that women's positive professional experiences are reflected around the globe, key steps and initiatives are needed to support a career in technology, including the provision of mentoring or internship programs to provide access to opportunities and experience. But to instill the belief that the technology industry is a place where women can work and succeed, the journey must begin much earlier.
- Together, we can make a difference and bring these vital aspects of women’s lives more steps FORWARD.

Thank you!