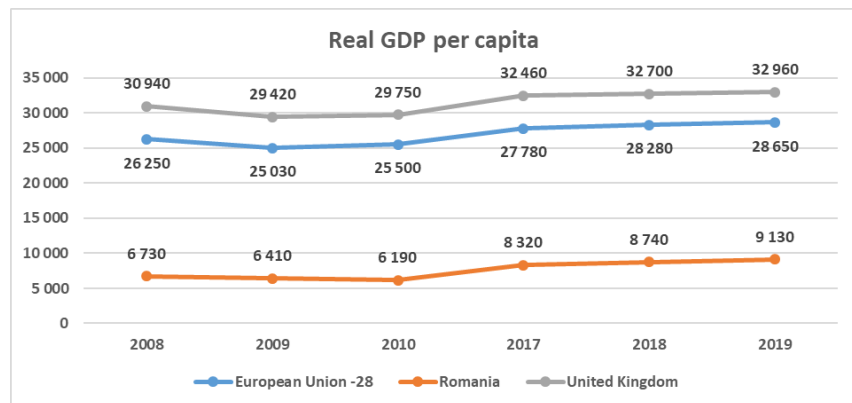


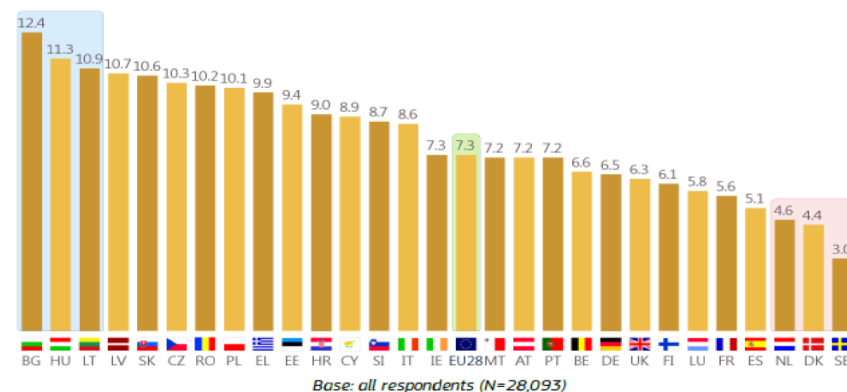
Romania: Empowerment of women - a precondition of closing gender pay gap

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'Gender stereotypes' index (the higher the number, the stronger acceptance of the gender stereotypes)



Source: Special Eurobarometer, Gender Equality 2017

Gender pay gap in unadjusted form by type of ownership of the economic activity (%).

Country	Ownership	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Romania	Public	11,3	12,8	21,0	21,3	16,5	12,8	12,3	12,2	9,9	5,4
	Private	11,6	8,5	4,9	3,0	3,9	3,1	4,6	6,0	6,8	7,0

Romania - GPG in unadjusted form in sub-sectors of Public Sector (%)

Sub-Sector	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Public administration, defence, social security	-2,1	3,7	-0,2	2,0	0,2	0,2	-1,1	0,6	0,3	3,3
Education	16,9	12,5	11,5	10,4	7,9	7,3	3,3	2,2	9,8	9,4
Human health and social work	9,4	11,3	8,6	9,1	6,6	9,3	8,9	6,8	7,4	8,5

Source: Eurostat

- **Very low GDP per capita**
- **Relatively low GPG (3,5%/2017)**
- **Regulated wages**
- **High index of gender stereotypes („mentality“)**

Anti-crisis austerity measures:

- 25% pay cuts for government employees (2010 onwards)
- 15% cut in social security benefits
- **cancelling of overtime pay** and imposed longer hours
- Increased proportion of employees below the poverty threshold
- Between 2009 - 2012 **fall of the public employment** substantially
- Between 2008 – 2014, **women's employment** in public administration, health and education fell **by 18.4%** (EPSU, 2016).
- The **gender pay gap rose** from 7.8% in 2008 to 8.4% in 2009, and 12.6% in 2010.
- **Social partners withdrawal from institutional social dialogue.**
- The affect of the territorial cohesion towards **decentralisation.**
- The public services were **handed over to regions** to reinforce the power of local authorities (Vaughan-Whitehead, 2015).

The GPG is not a topic for trade unions

Mostly male representation of the trade unions

Not seen as an issues, **women are not discriminated**.

The problem is that **the wages are low in general** and should be raised.

„To separate the fight for women´s wages only, will be a waste of time and capacity. Therefore they fight to wage increase for all.“

Strong awareness about the East-West inequalities:

- Multinational corporations in Romania - for the same job 700€ in the Romania and 3000€ in the West.
- High productivity and the lowest pay
- Unequal devision of the profit
- **Another (competing) inequality**

Despite that trade unions have their own Women's Committees:

- Monitor the developments on the labour market and scrutinise the new legislative initiatives from a gender perspective
- In 2007 - when the private pension fund act was initiated, two of the five national trade union confederations - disagreement to the substance of the law, critics from the perspective of the principle of equal treatment of both men and women
- Collaboration with the Partnership Centre for Equality, a non-governmental organisation

Romanian Trade Unions Confederation

- Participation in the project "Strengthening women's role in society".
- Aim to improve the representation of women in collective bargaining teams
- Focused on improving gender representation through gender networking, providing assistance, particularly to women, in accessing employment and labour market support.
- Led to the establishment of eight equality Centres nationally and online support (Pillinger, 2014).

The 2014 – 2015 project

Relevant preconditions: „Mentality of women and men“ (based on personal work of the trade unionists with the workers, acceptance by both genders)

Mentality of women

- They think they deserved lower pay
- They think they are not worth better jobs
- They are asking permission to go to training from men
- They are economically dependent of men

Mentality of men:

- They think they deserve to get all jobs
- The GPG is not a problem
- Discrimination of women is not a problem
- Problems is the high differences in eastern and western countries salaries

Strong need to change the mentality in the first place

Series of training focused on the personal development, team management and psychological self-awareness, empowerment and encouragement

854 women involved – 2 years' project, several gatherings

Creation of the only women space – sharing experiences, living inequalities

The impact of the programme:

AWAKENING

- Acknowledgment of the gender equality as reality
- Women sharing similar live experiences lead to be aware of:
 - the unpaid work,
 - why forced not working when mother,
 - Legislation that can protect them
 - partner violence, marital rape,
- Encouraged women – applied for higher positions, leave the low paid job,
- File for divorce when abusive relationship
- Increase of the trade unions recognition as a organisation caring for women

High level of gender stereotypes hinder the recognition of the gender pay gaps and gender equality in general

Competing injustice of the cheap labour force and unequal pay for the same job between eastern and western countries push away the relevance of gender inequalities

To address the problem of equal pay and gender pay gap you need a certain level of women's empowerment

The strategies and tools chosen by trade unions have to reflect the rate of awareness of the problem (continual steps in decreasing the GPG)

Relevance of the European social funds for trade unions

**THANK YOU FOR YOUR
ATTENTION!**

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