

## WOMEN STATUS ON THE LABOUR MARKET IN THE XXI CENTURY

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**Abstract** *Equality between women and men is part of the fundamental human rights and the European Union pays special attention to it regarding the employment field because equal treatment needs to be ensured. In this context, they adopted a variety of laws and directives that have the role of regularizing the situation of men and women. With the theme of status of women in the labor market this article seeks to identify possible unequal treatment of the sexes in the labor market through theoretical and practical approach. This article's working hypothesis assumes that a society in which its members tend to discriminate is one that is suspected of pathology and that needs to be treated in order to ensure economic and social balance. The practical part is a research focused on the analysis of secondary sources. It is actually a comparative analysis focused on a survey taken by Romanians, Germans and Moroccans. The research objectives are: finding out the extent to which disparities of income between man and woman creates family problems, identify the degree to which women independence is offered by the job and the extent to which children have to suffer as a result of their mother's job. Research findings highlighted the fact that individual perceptions on the status of women in the labor market varies by culture of the specific country.*

**Keywords:** employment rate, discrimination, vulnerability, legislation

**JEL Classification:** J21, R23

### 1. Knowledge level

In any interview related to a person the question about their occupation has an important role and is closely related to their personality, and the physical – intellectual abilities. The market economy in its social aspect is based on the principles of liberalism where no one can force someone to work if the person does not want to [1].

Three dimensions of employment policy are relevant in terms of maintaining its proper functioning and which are designed to withstand economic shocks:

- legislation regarding employment protection;
- activation and support measures needed for implementation.

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