

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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The social partners, through dialogue or consultation with public authorities, often are central actors of these policies. However, their role varies greatly from state to state. [6].

Complete analysis of transient changes on the labor market should take into account unemployment, a phenomenon that is unknown to a socialist economy [4]. Under-employment is the direct result of long-term unemployment, of inability to find a suitable job, those are the ones who have lost or are about to lose hope [3].

Promoting gender equality laws have existed since the early years of the European Community. Since 1970, 13 laws were enacted to ensure fair and equal treatment in the workplace for women and men. These laws cover a variety of areas including equal treatment when competing for a job, equal treatment at work, protection of pregnant workers and breastfeeding mothers and the right to maternity and paternity leave. [8]. Internal legislation with relevance in labor relations [9]:

- Law no. 53/2003 Labor Code, republished, as amended and supplemented;
- H. G. no. 1256/2011 on the operational conditions and the procedure of authorizing temporary employment;
- Law no. 76/2002 on the unemployment insurance system and employment stimulation with subsequent amendments and additions;
- H. G. no. 174/2002 approving the Methodological Norms for the application of Law no. 76/2002 on the unemployment insurance system and employment stimulation with subsequent amendments and additions;

The European Union pays particular attention to ensuring an effective legislative framework regarding insurance of equal opportunities and treatment in the labor market. In this context, there was adopted the 2006/54 / EC Directive of the European Parliament and of the Council of 5 July 2006 on implementing the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) which repealed a series of directives previous uniting in a single act their provisions. [7].

Beyond the ideals of equality between women and men, however, employment segregation by gender is a social reality that has two dimensions [2]

- Horizontal segregation - through collective mental awareness that men and women have different psychological and emotional capacities;

- Vertical segregation - occupations are stratified by level of social prestige, authority, power, training and income they provide; Women statistically - by the level and type of education received, or through their mission propensity to grow and care for children (and more likely to give up work) - are more likely to take their places at the bottom of the occupation pyramid.

2. Research methodological framework

Purpose: highlighting the existence of discrimination of women in the labor market.

Objectives

1. Regarding the extent to which income disparities between man and woman creates family problems.
2. Identifying the extent to which women's independence is offered by their job;
3. The extent to which children have to suffer as a result of the mother's workplace.

Assumptions

1. In the majority of the respondents of the three countries the income gap between men and women creates family problems;
2. Romanian, German and Moroccan women are independent when holding a job;
3. There are a predominant percentage of those who claim that the mother's job makes their child suffer.
4. Most Europeans find that the most widespread form of discrimination is the ethnic one.

Survey research organization

The size of the sample: The sample consists of individuals living in the three countries analyzed: Morocco, Germany and Romania. For all analyzed countries we used the same questionnaire. The questions in the questionnaire were pretested. The purpose of pre-testing is to eliminate ambiguity errors in their formulation. As a result of the pretest a number of open questions were dropped in favor of closed ones.

Sampling Method: For this marketing field research a quota non-randomized sampling method was used after 3 criteria (age structure, sex and level of education). The research was conducted through **surveys** and it's a quantitative research through face to face interview method based on a questionnaire (research conducted in Romania and Morocco) and for Germany the questionnaire was applied online.

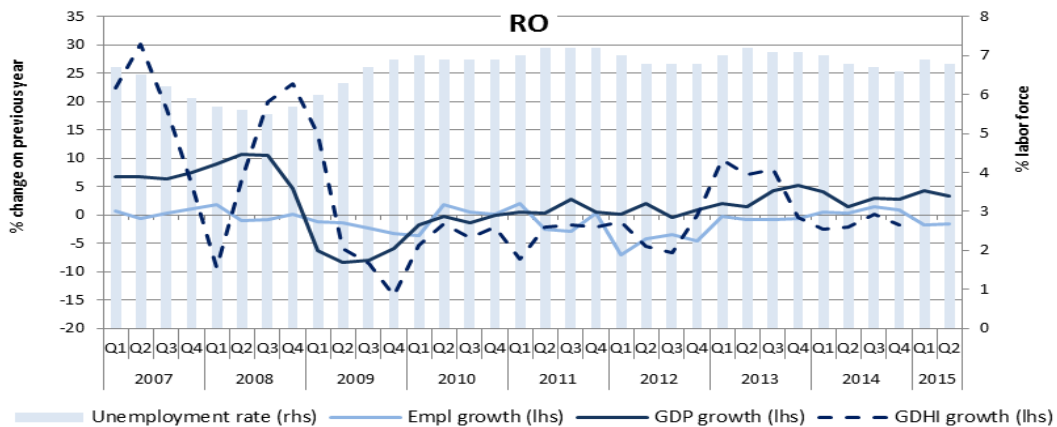
Types of scales used: Likert

Results

1. Statistics

To achieve a more comprehensive picture of the employment level it is necessary to outline the trend indicators at EU level.

Fig. 1. Employment level in EU 28



(Source: <http://ec.europa.eu/eurostat>)

The statistics reflect the stages of evolution and regression of the most important indicators of employment.

Table 1. Resident population as of 1 July 2012

Vârsta (ani) Age (years)	Total		Urban		Rural	
	Ambele	din care:	Ambele	din care:	Ambele	din care:
	sexe	Feminin	sexe	Feminin	sexe	Feminin
	Both	of which:	Both	of which:	Both	of which:
	sexes	Female	sexes	Female	sexes	Female
Total	20060182	10289829	10823218	5652343	9236964	4637486

(Source: Romanian Statistical Yearbook)

According to data from the Statistical Yearbook of Romania's 20 million inhabitants, 10 million are women. Comparing the number of women in rural areas to the number of women in urban areas we find nearly 1 million more women in urban areas.

Table 2. Employment of women

persoane/ persons				
Macroregiunea Regiunea de dezvoltare Județul Macroregion Development region County	Numărul șomerilor înregistrați <i>Number of registered unemployed</i>	din care: / of which:		
		Beneficiari de indemnizație de șomaj¹⁾ (șomeri cu experiență în muncă) <i>Recipients of unemployment benefit¹⁾ (unemployed with work experience)</i>	Șomeri neindemnițați <i>Unpaid unemployed</i>	Rata șomajului <i>Unemployment rate (%)</i>
TOTAL	512333	152202	312707	5.7
Femei/Women	215781	65651	127599	5.1

(Source: Romanian Statistical Yearbook 2013)

From a total of 512.333 unemployed in 2013, 215.781 were women, so we can see an unemployment rate of 5.1% in women.

2. Survey based on a questionnaire

To what extent do you agree with the following statements?

1. If a woman earns more money than her husband, could this create problems?

Table 3. Selected samples: Germany 2013, Morocco 2011, Romania 2012, Ukraine 2011

	TOTAL	Germany	Morocco	Romania
Agree	23.2%	18.7%	38.9%	19.8%
Neither	23.4%	25.6%	11.7%	24.8%
Disagree	46.8%	54.0%	30.9%	51.4%
SG:Missing; DE:Inapplicable; RU:Inappropriate response	0.1%	0.2%	-	-
No answer	1.3%	0.1%	3.2%	0.4%
Don't know	5.2%	1.4%	15.3%	3.6%
(N)	(6,249)	(2,046)	(1,200)	(1,503)

(<http://www.worldvaluessurvey.org/WVSONline.jsp>)

For the Moroccan people 38% agree, 18% of the German people agree and for Romania 19% of the people agree.

2. The best way for a woman to be independent is to have a job.

Tabel 4. Selected samples: Germany 2013, Morocco 2011, Romania2012, Ukraine 2011

	TOTAL			
		Germany	Morocco	Romania
Agree	62.5%	70.8%	49.5%	71.0%
Neither	19.3%	19.3%	10.0%	17.9%
Disagree	13.4%	9.0%	28.1%	9.1%
BH,SG:Missing; DE,SE:Inapplicable; RU:Inappropriate response	*	*	-	-
No answer	1.2%	-	3.8%	0.2%
Don't know	3.5%	0.9%	8.6%	1.9%
(N)	(6,249)	(2,046)	(1,200)	(1,503)

(<http://www.worldvaluessurvey.org/WVSONline.jsp>)

70% of German respondents consider that a job gives a woman security, for Romania 71% of the respondents and 49% of Moroccan origin respondents agree with this statement.

3. Children suffer if their mother works (has a job)

Tabel 5. Selected samples: Germany 2013, Morocco 2011, Romania2012, Ukraine 2011

	TOTAL			
		Germany	Morocco	Romania
Agree strongly	12.8%	7.3%	24.8%	12.9%
Agree	26.5%	24.4%	38.6%	20.6%
Disagree	41.0%	46.2%	19.2%	38.8%
Strongly disagree	15.8%	19.4%	7.0%	23.6%
BH: Missing; DE: Inapplicable; RU: Inappropriate response	*	*	-	-
No answer	0.6%	0.1%	2.2%	0.6%
Don't know	3.3%	2.6%	8.1%	3.6%
(N)	(6,249)	(2,046)	(1,200)	(1,503)

(<http://www.worldvaluessurvey.org/WVSONline.jsp>)

Most Moroccan respondents believe that when the mother works the child suffers, 65% of German respondents disapprove with this statement and 61% Romanians agree with this statement.

4. When there are fewer jobs, men should have a greater right to a job than women.

Tabel 6. Selected samples: Germany 2013, Morocco 2011, Romania2012, Ukraine 2011

	TOTAL			
		Germany	Morocco	Romania
Agree	33.4%	15.5%	60.6%	39.8%
Neither	19.0%	23.6%	5.5%	22.8%
Disagree	45.0%	60.2%	31.1%	34.9%
No answer	0.7%	-	1.1%	0.2%
Don't know	1.9%	0.7%	1.8%	2.2%
(N)	(6,249)	(2,046)	(1,200)	(1,503)

(<http://www.worldvaluessurvey.org/WVSONline.jsp>)

60% of Germans think it's not right when there are fewer jobs that they be occupied by men, for 39% of Romanian respondents this is correct and to 60% of Moroccan respondents this is also considered right

5. Men and women / How much tension is there in this country?
In Europe






























Tabel 7. Men and women/How much tension is there in this country? In Europe

Categories	N
A lot of tension	12290
Some tension	53307
No tension	34973
(Don't know)	4840
(Refusal)	117

(<http://www.gesis.org/en/services/data-analysis/survey-data/eurofound-surveys/>)

According to the data collected as a result of the Euro-found survey applied to Europeans, we found that most respondents believe that there are some tensions between men and women.

Table 8. Types of discrimination

	Ethnic origin	Sexual orientation (being gay, lesbian or bisexual)	Gender identity (being transgender or transsexual)	Religion or beliefs	Disability	Being over 55 years old	Gender	Being under 30 years old
 EU28	64%	58%	56%	50%	50%	42%	37%	19%
 BE	74%	59%	55%	67%	52%	43%	37%	19%
 BG	47%	34%	31%	27%	54%	57%	19%	23%
 CZ	52%	30%	26%	17%	38%	58%	28%	15%
 DK	78%	47%	47%	63%	37%	22%	19%	8%
 DE	60%	50%	51%	48%	39%	30%	25%	8%
 EE	41%	36%	24%	18%	43%	39%	28%	15%
 IE	58%	49%	47%	41%	40%	31%	28%	19%
 EL	70%	71%	73%	47%	56%	46%	32%	21%
 ES	63%	56%	66%	43%	49%	43%	41%	20%
 FR	82%	72%	62%	76%	69%	51%	53%	28%
 HR	50%	62%	49%	41%	47%	47%	39%	25%
 IT	73%	73%	71%	47%	52%	41%	41%	22%
 CY	66%	79%	79%	54%	51%	47%	36%	20%
 LV	32%	35%	21%	14%	43%	49%	19%	21%
 LT	29%	57%	46%	17%	44%	50%	25%	20%
 LU	50%	38%	34%	37%	31%	26%	28%	16%
 HU	65%	49%	40%	29%	54%	58%	43%	27%
 MT	71%	55%	58%	45%	37%	42%	33%	18%
 NL	84%	65%	56%	66%	53%	42%	36%	14%
 AT	58%	57%	58%	51%	43%	41%	27%	15%
 PL	31%	48%	44%	27%	29%	31%	19%	12%
 PT	64%	69%	65%	32%	65%	52%	30%	18%
 RO	51%	52%	46%	37%	56%	56%	38%	33%
 SI	40%	42%	37%	29%	42%	43%	30%	21%
 SK	46%	38%	33%	15%	39%	50%	24%	19%
 FI	67%	51%	49%	35%	47%	44%	24%	12%
 SE	84%	63%	69%	67%	56%	33%	53%	11%
 UK	70%	58%	60%	68%	57%	45%	48%	26%

(<http://www.equineteurope.org/Discrimination-in-the-EU-in-2015>)

According to European statistics ethnic discrimination is first, gender discrimination second and gender is third.

Conclusions

Despite the variety of laws aimed at promoting gender equality on the labor market based on gender, women continue to be part of the vulnerable group. This vulnerability stems from the fact that being considered a more emotional being it is harder to find a steady job. In the XXI century the woman he is no longer seen as the one in charge of maintaining the house, but in light of the fact that she wants to be economically independent and even undertakes activities which in the past were exclusively for men.

The first assumption made that the income gap between men and women creates family problems for most respondents of the three countries is not confirmed because only the majority of Moroccans approves, while more than 50% of Romanian and German believe that allocation of unfair income for women and men does not create problems in the family. Hypothesis number two which states that the women of Romania, Germany and Morocco are independent if they have a job does verify. In Romania and Germany case the percentage of respondents who agree with this opinion is over 70%, and the percentage is 49% for Moroccans. Hypothesis number three does not verify because the majority thinks that if the mother has a job it doesn't make the child suffer. Both in Romanians and Germans we found that they mostly show disagreement, and in Moroccans case they seem to agree. Assumption number four which states that the majority of Europeans believe that the most common form of discrimination is the ethnic one is checked.

In conclusion, the woman is performing paid work, and her status in the labor market varies by country's culture, values, ideologies and beliefs.

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