

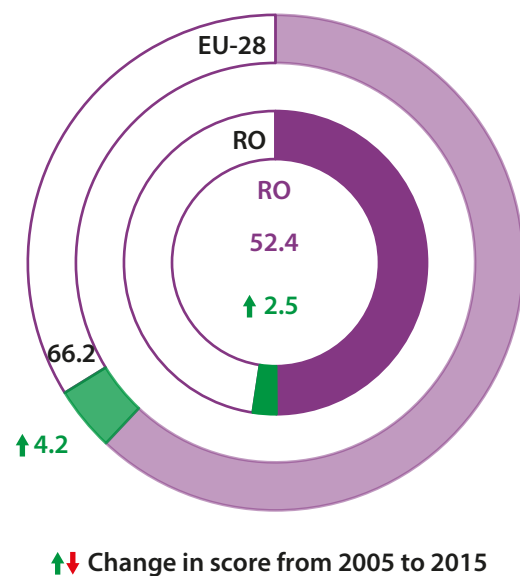
The Gender Equality Index 2017 examines the progress and challenges in achieving gender equality across the European Union from 2005 to 2015. Using a scale from 1 (full inequality) to 100 (full equality), it measures the differences between women and men in key domains of the EU policy framework (work, money, knowledge, time, power and health). The Index also measures violence against women and intersecting inequalities. These are satellite domains and are part of the framework of the Gender Equality Index, but do not have an impact on the overall score. Intersecting inequalities show how gender intersects with age, education, family composition, country of birth and disability. The Gender Equality Index provides results for each domain and sub-domain for the EU and its 28 Member States <sup>(1)</sup>.

## Progress in gender equality in Romania, 2005-2015

In the Gender Equality Index 2017, Romania achieved a score of **52.4 out of 100**, which is an increase of 2.5 points. This trend shows slower progress than the EU-28 average. Romania's Index rank has dropped one place and currently sits in 25th place.

The biggest improvements have been in the domains of **money** and **knowledge**, with Romania making gender equality improvements at a relatively faster pace than the rest of the EU-28. The gender equality scores in the domains of **health** and **work** are the highest in Romania. They rank 28th and 23rd respectively in the EU overall. Romania has slightly progressed in the area of health but has regressed in the work sphere.

The greatest challenges are in the domains of **time** and **power**. The gender division of time dedicated to care activities has become more unequal. Gender equality in decision-making is below the EU average and, contrary to many other EU Member States, gender equality in the economic field has regressed.



<sup>(1)</sup> The Gender Equality Index 2017 is based on the data of Eurostat (Education statistics, EU Labour Force Survey, European Health Interview Survey, EU Statistics on Income and Living Conditions, Structure of Earnings Survey), of Eurofound (European Quality of Life Survey, European Working Conditions Survey), of EIGE's Gender Statistics Database (Women and Men in Decision-Making) and of the Fundamental Rights Agency's Violence Against Women survey. The year of reference is 2015 (2014 for data on intersecting inequalities). The age of the reference population for the indicators is either 15+, 16+ or 18+, depending on the source.

## Work

In the domain of work, gender equality has regressed slightly because gender gaps in participation and segregation in the labour market have widened.

The employment rate (20-64) is 57% for women versus 74% for men. The total employment rate is 66% and Romania has not yet reached its national Europe 2020 strategy (EU2020) target (70%).

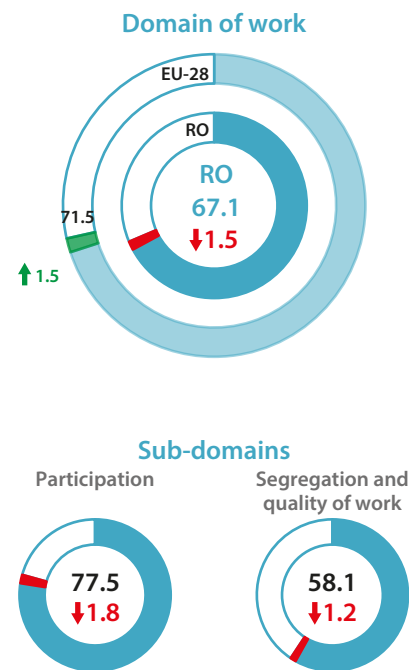
When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate of women is about 41%, compared to 58% for men.

As women and men get older, the gap in the FTE employment rate increases. Among couples with children, the FTE employment rate for women is 63% compared to 78% for men. Among persons with disabilities, the rate is 17% for women, compared to 25% for men.

11% of women work part-time, compared to 9% of men, which is a much smaller gender gap than in many other Member States. The average number of hours worked per week is 39 for women and 40 for men. A gender gap also exists when care responsibilities require people to be economically inactive or work part-time: 1.9% of working-age women versus almost no men are in this situation.

Gender segregation in the labour market is a reality for both women and men. Nearly 16% of women compared to 3.5% of men work in education, human health and social work activities (EHW). The share of women and men working in EHW grows as education levels rise, but the concentration of women is higher. Gender segregation is higher among foreign-born people than among people born in Romania.

More than three times more men (30%) than women (9%) work in science, technology, engineering and mathematics (STEM) occupations. This gender gap is smaller in Romania than in most other EU Member States.



## Money

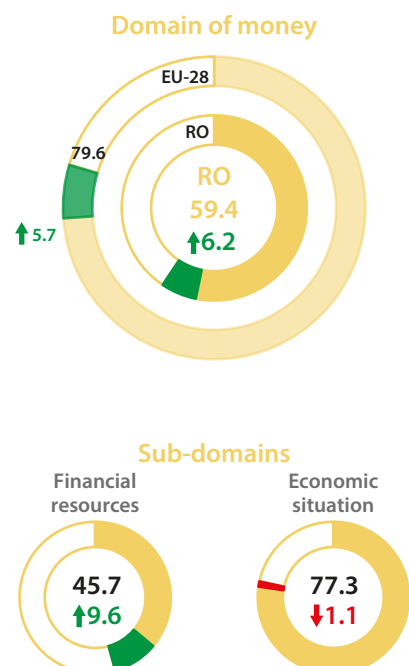
The domain of money has become more gender equal due to increasing gender equality in earnings and income.

Mean monthly earnings of women and men have increased (about a 65-70% increase for both women and men), but the gender gap has remained unchanged: women earn 5% less a month than men. This gap is wider in couples with children than in couples without children and tends to increase with age. Among people aged 65+, men earn almost three times more than women.

While women's risk of poverty (23%) has not changed, the risk for men has slightly increased to almost the same level as women. The older a person is and the higher their level of education, the lower their risk of poverty. The groups at highest risk of poverty are men and women with a low level of education (43% and 39%, respectively) and younger men and women (37% and 35%, respectively). In both cases, men face a higher risk of poverty.

Inequalities in income distribution have decreased among women and increased among men.

The gender pay gap is 6% to the detriment of women. In 2012, women had lower pensions than men and the gender gap was 31%. Both values are lower than the EU-28 average (16% and 38%, respectively).



## Knowledge

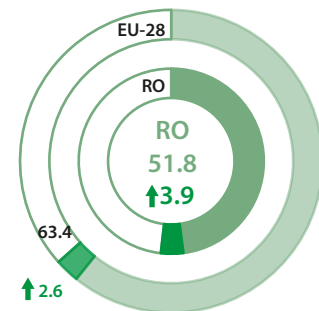
In the domain of knowledge, all scores have progressed.

The number of tertiary graduates has significantly increased, especially among women. Women and men have completed tertiary education at the same rates (13%), but these are the lowest levels in the whole of the EU. In the 25-49 age group, there are more women than men graduates. Among foreign-born people, 34% of men have graduated, compared to 17% of women. Women with disabilities have lower rates of tertiary education compared to men with disabilities. Men with disabilities have lower rates of tertiary education compared to men without disabilities. Romania has almost met its national EU2020 target to have 26.7% of people aged 30-34 obtain tertiary education. The current rate stands at 26%.

The rate of participation for women and men in lifelong learning has dropped (8% for women and 9% for men) and the gender gap has slightly widened.

Gender segregation in study fields remains a challenge. The gender gap in tertiary education in the fields of education, health and welfare, humanities and arts has slightly increased. 31% of women students, compared to 17% of men students, are concentrated in these fields, which are traditionally seen as 'feminine'.

### Domain of knowledge

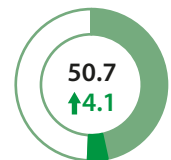


### Sub-domains

#### Attainment and participation



#### Segregation



## Time

In the domain of time, the situation has slightly improved. However, the country has become more gender unequal in relation to care activities, for which it has dropped in rank from 4th position to 12th position. A greater challenge remains in the allocation of time for social activities between women and men.

Women are more likely to spend time caring for their family. 46% of women have daily care responsibilities for 1 hour or more, compared to 25% of men. This gap has widened and is greater among couples with children (82% of women and 52% of men) than among couples without children (19% of women and 12% of men). Among women and men aged 25-49, 62% of women and 37% of men have daily care responsibilities.

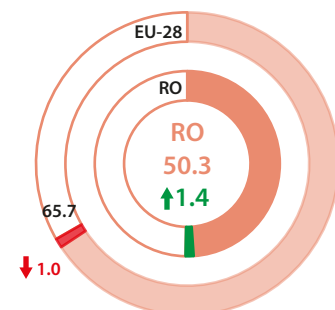
75% of women compared to 41% of men do cooking and housework every day for at least 1 hour. This gap has widened and is greater among couples with children (79% of women and 42% of men) than in couples without children (19% and 12%).

Inequality in time-sharing at home also extends to social activities. Men are more likely than women to participate in sporting, cultural, and leisure activities outside the home (8% and 6%, respectively).

Participation in voluntary or charitable activities is slightly higher for men than for women (8% and 6%, respectively), but this gap is smaller than in 2005.

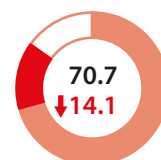
9% of children under the age of three and 58% of children between the age of three and school age are enrolled in childcare. Romania has therefore not met either of the two 'Barcelona targets', which are to have at least 33% of children below the age of three in childcare and 90% of children between the age of three and school age in childcare.

### Domain of time

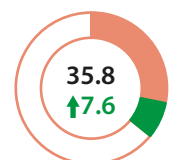


### Sub-domains

#### Care activities



#### Social activities



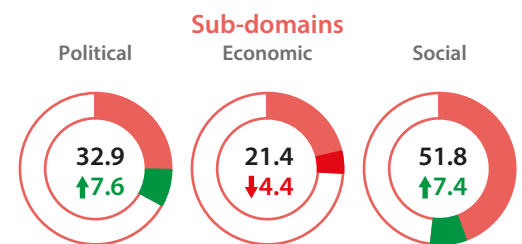
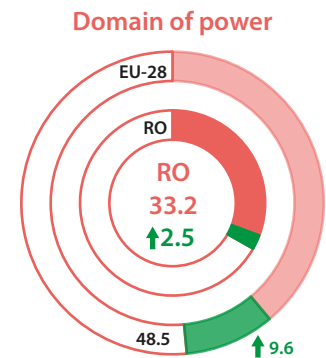
## Power

The score for the domain of power shows a slight increase as a result of improvements in the areas of political and social power. However, progress in the economic sphere has slowed and the score in this domain remains the lowest for Romania.

The increase in the score for political power is due to the increased gender balance in the government, where women represent 24% of ministers (14% in 2005). The share of women in parliament and in regional assemblies is largely unchanged (12% and 15%, respectively).

The representation of women on the corporate boards of publicly listed companies has slightly decreased. In 2005, 14% of members were women, compared to 11% in 2015.

Romania has the highest percentage of women board members in research-funding organisations (73%) in the EU. Gender balance has been reached for board members of publicly owned broadcasting organisations, where 41% are women. In sport, the gender gap in decision-making is much higher — women make up just 11% of members of the highest decision-making bodies of national Olympic sport organisations.



## Health

In the domain of health, the small increase in score is driven by improved access to medical and dental services.

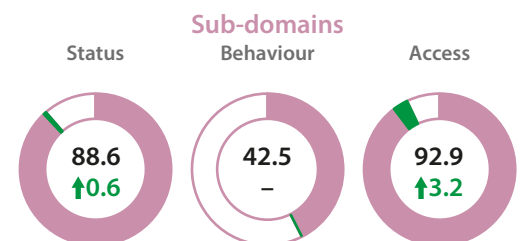
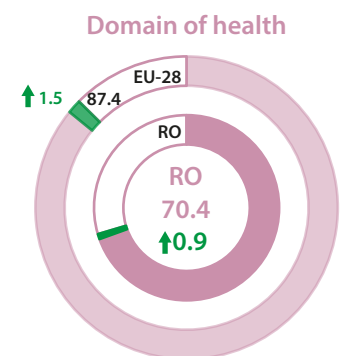
The sub-domain of status includes perceived health, life expectancy and healthy life years.

65% of women and 75% men rate their health as 'good' or 'very good'. Much lower levels are noted among persons with disabilities: 17% of women with disabilities rate their health as 'good' or 'very good' compared to 20% of men with disabilities. The gap between women and men in couples, with or without children, is marginal. Among single people, the gap is much wider with 26% of women satisfied with their health compared to 53% of men. Satisfaction with one's health increases with education for both women and men.

Women on average live 7 years longer than men (79 years versus 72 years, respectively). The number of healthy life years (59) is the same for both women and men.

Access to medical and dental services has improved for both women and men and the gender gap has remained the same. 14% of women, compared to 9% of men, have unmet needs for medical examinations. 30% of lone mothers, 40% of women with disabilities and 34% of men with disabilities have unmet needs for medical examinations.

Nearly three quarters of men smoke or drink excessively, compared to over a third of women. More women than men engage in healthy behaviour (physical activities and/or consuming fruit and vegetables).

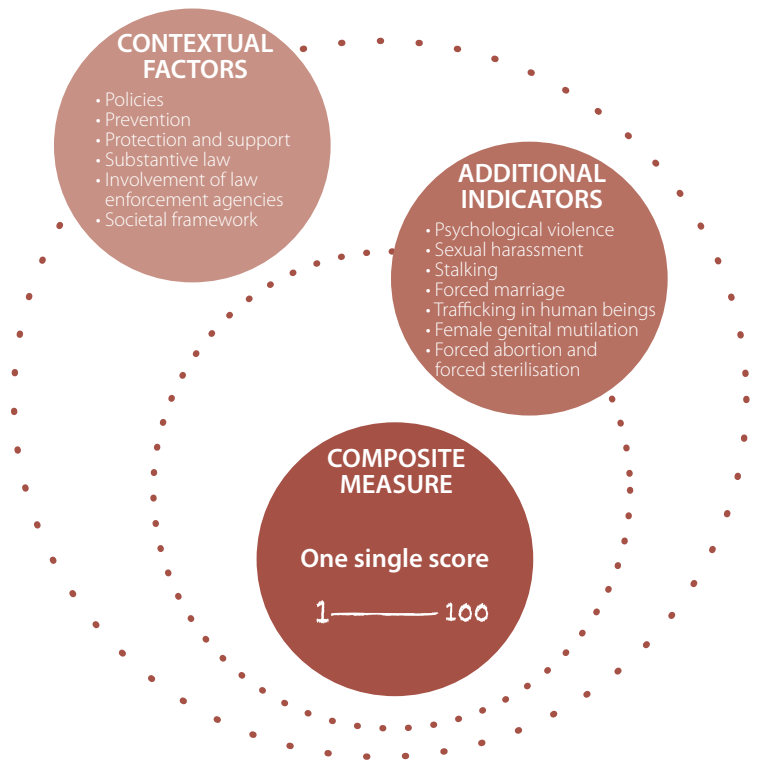


# Violence

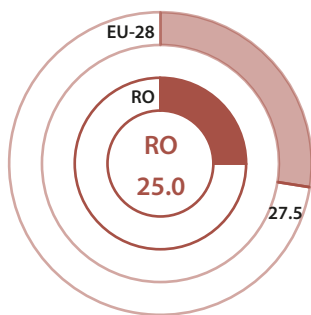
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women and men as core domains do. Rather, it measures and analyses women's experiences of violence. Unlike other domains, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence completely.

A high score in the Gender Equality Index means a country is close to achieving a gender-equal society. However, in the domain of violence, the higher the score, the more serious the phenomenon of violence against women in the country is. On a scale of 1 to 100, 1 represents a situation where violence is non-existent and 100 represents a situation where violence against women is extremely common, highly severe and not disclosed. The best-performing country is therefore the one with the lowest score.

## Measurement framework of the domain of violence



## Domain of violence



Romania's score for the domain of violence is 25.0, which is slightly lower than the EU average.

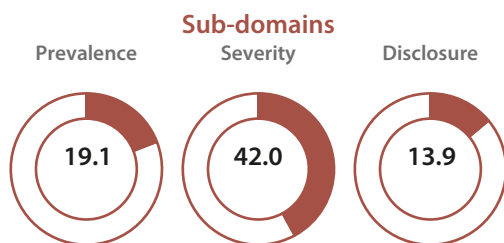
In Romania, 30% of women have experienced physical and/or sexual violence since the age of 15.

59% of respondents who have experienced physical and/or sexual violence since the age of 15 experienced health consequences as a result.

13% of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone, which is similar to the EU-28 average of 13%.

At the societal level, violence against women costs Romania an estimated EUR 9 million per year through lost economic output, service utilisation and personal costs <sup>(2)</sup>.

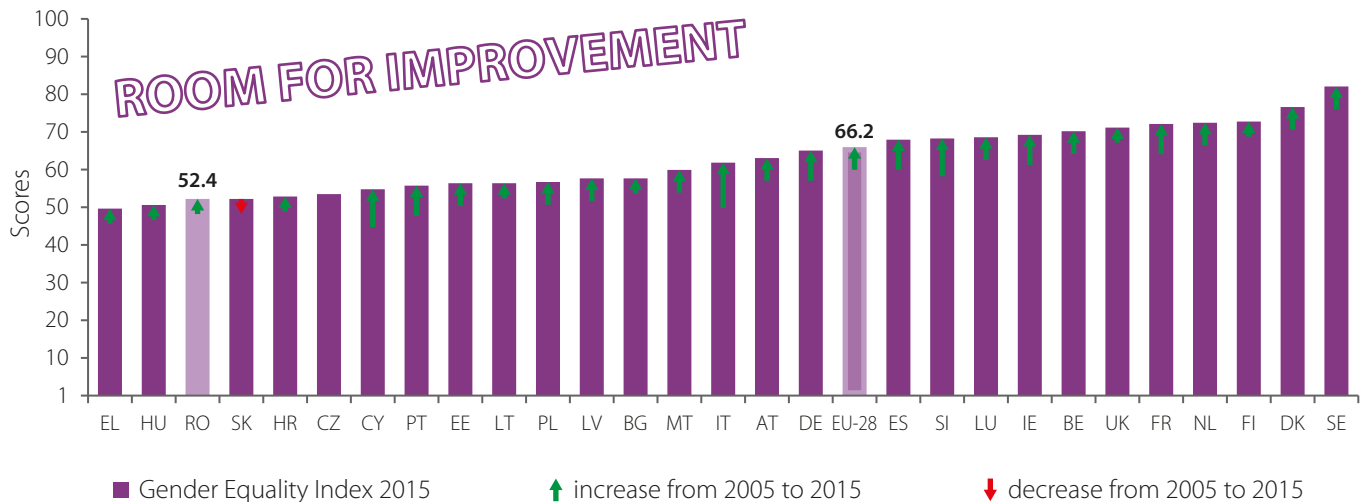
The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.



<sup>(2)</sup> This is an exercise done at EU level to estimate the costs of the three major dimensions: services, lost economic output and pain and suffering of the victims. The estimates were extrapolated to the EU from a United Kingdom case study, based on population size. EIGE, *Estimating the costs of gender-based violence in the European Union*, Publications Office of the European Union, Luxembourg, 2014, p. 142 (available at: <http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

## Unique features and benefits of the Gender Equality Index 2017

Results show that Romania's Gender Equality Index score is considerably below the EU-28 average, with room for improvement, especially in the domains of time and power. In order to reach full gender equality, a more targeted and holistic approach to gender equality is needed.



The Gender Equality Index:

- monitors progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far Member States are from reaching gender equality;
- shows the different outcomes of EU and national policies for women and men;
- allows for meaningful gender analysis and comparison between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised and comparable data that are sex disaggregated and available for all Member States.

### Read more about the Gender Equality Index 2017

- Main report (2017)
- Main findings (2017)
- A snail's pace towards gender equality: fact sheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for Romania at <http://eige.europa.eu/gender-equality-index>

#### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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