

Influence of Structural Factors on the Women Employment Rate in Romania (years 1997-2011)

Lucian Marina¹, Vlad Millea²

Abstract:

As far as the population employment in a society is concerned one can say that two main methodological perspectives can be highlighted, as well as in the assembly of social science.

A quantitative approach taking into account the measure of those attracted in the employment area and the working time, as well as a qualitative approach related to the employment forms and quality are these two mentioned perspectives. As numerous sociological papers show (highly synthesized in the Romanian specialized literature by authors like Rotariu, Iluț, Chelcea, Mărgineanu, Miftode, Zamfir) those two perspectives are complementary, their separate implementation in pure stage being used in fewer sociological research studies. Therefore, even if we will use and discuss in the current study the macrosocial statistical data on the women employment rate in Romania, we will also intent to provide explanations or suppositions about those individual or community which could influenced the macrosocial evolutions in the field.

Following the EUROSTAT statistics, our present study carries out the women employment rate in Romania in the years 1997-2011, and our intention is to take out the relative influence of these from the age and education reference data. We also analyze comparatively the existent data in relation with both men's employment and European one. In order to understand better the women employment vulnerability we used data provided by interviews with Roma and recently unemployed women within the project "Developing Specific Training Programs for Social Inclusion Increase in view of Employment Improvement on the Labor Market".

Member of the European Union since January 1st 2007, Romania aimed some targets already established at European level in the area of employment (2010, 2020). The way the Lisbon targets evolve in the direction of employment rate leads to the concept of full employment, which means to have an employment rate of 97, 98 %. The full employment does not exclude the unemployment (being situated between 2 and 3%), because an economy can not develop and advance without changing the employment structure and without making the labor market more flexible. Sociologically, this target of employment, if not full at least high, as the EU suggest, is being hardly gained.

We will approach that, as far as the women employment rate is concerned, there is rather an involution for the last 14 years. For the lack of progress in the employment rate we can identify besides the economic factors (the crisis, reduced investment etc.) the structural factors like age and education. Based on the statistical data mentioned previously, we can state that the actual employment structure in Romania on age, sex and education, is preventing from realizing a high women employment rate in the next decade.

The amount of very young or aged women, of those less educated, which are truly the most vulnerable categories of women, have a great impact within the employment rate. This is the reason for which on short term these categories will diminish the women employment rate in Romania and will not allow its increase in short time.

Keywords: women, employment rate, structural factors, age, education.

¹ Universitatea „ 1 Decembrie 1918” din Alba Iulia. E-mail: marinafdrs@yahoo.com.

² Universitatea „ 1 Decembrie 1918” din Alba Iulia. E-mail: vladmillea@yahoo.com.