

GENDER EQUALITY AT THE WORKING PLACE

Alina Chiriac
Sofia July 8-9, 2005



www.cpe.ro

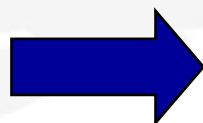
*NATIONAL CONFERENCE AND INTERNATIONAL EXPERTS
MEETING ON GENDER MAINSTREAMING*

PROJECT'S PURPOSE:

To develop a partnership at Bucharest community level between CPE and international companies, SMEs, state institutions, NGOs, organizations that provide externalized human resources services (recruitment, training, occupational health etc.) in order to establish and implement organizational policies on equal opportunities for women and men.

IDENTIFIED PROBLEMS

**Gender discrimination in
personnel recruitment**



**Illegal
Organizational
development is affected**

Examples:

- gender discriminatory employment advertisements;
- some questions present in job interviews can generate different reactions to women, in comparison with men;
- gender unbalanced recruitment committees;
- conservative ideas and attitudes of persons engaged in recruitment process.

IDENTIFIED PROBLEMS

Women have limited access to decision-making positions



The managerial capacity of half of labour force is neglected.

Example:

In 2004, men were 2 times more than women within the group of leaders and high officials from public administration and companies.

IDENTIFIED PROBLEMS

Women and men specific needs are neglected in training activities



The efficiency level of training activities is low.

IDENTIFIED PROBLEMS

The influence of socio-cultural gender norms is disregarded, although they highly act upon the health state and working performance of the employee.

Example:

Working accidents affect mainly men, because of the more difficult environment they are working in and the risky behaviour undertaken more often.

IDENTIFIED PROBLEMS

Sexual harassment – a problem which requires a clear organizational engagement

- ➔ 12.9% of the adult population reports sexual harassment at the working place (by touching, staring or using sexual language);
 - ➔ 1.9% reports sexual harassment in terms of sexual solicitation;
 - ➔ 1.7% reports sexual harassment in terms of physical violence.
-
- In 90% of cases the victims were women;
 - More than 75% of them declare there was no penalty against the aggressor.

BENEFITS FOR ORGANIZATIONS, EMPLOYEES, COMMUNITY

Benefits of ensuring gender equality in organizations:

-  **law is respected;**
-  **employees are supported;**
-  **gender equality contributes to organizational sustainable development;**
-  **conformity with European Union standards and Directives;**
-  **support the community social health.**

ACTIVITIES:

- 1. Undertaking an opinion study among women and men with regard of processes used in human resources management;**
- 2. Developing a working instrument for human resources managers regarding implementation of equal opportunities policies within organizations;**
- 3. Developing a working instrument to help human resources managers and personnel services providers value gender differences in their activities;**
- 4. Providing training for 60 professionals in order to develop equal opportunities policies within their activity fields.**

ESTIMATED IMPACT:

The project's beneficiaries will be able:

- to notice gender differences which might affect women, men, organization, community;
- to be aware of and understand the necessity of assimilation equal opportunities for women and men in their organizational culture (benefits for employees, organization, community);
- to analyze the existing practices and problems with regard to the discriminatory treatment and gender unbalance;
- to become familiar with Romanian legislation and European Union regulations on equal opportunities at the working place;
- to evaluate activity fields which require special procedures for mainstreaming equal opportunities;
- to develop and implement policies on equal opportunities for women and men.

Questions ?



Thank you!