

ROMANIA
MINISTRY OF DEFENCE
HUMAN RESOURCES MANAGEMENT DIRECTORATE

ROMANIAN NATIONAL REPORT FOR 2006

1. Policy

The Law no.395/2005 on delay of compulsory military service in peace time and passing to voluntary based military service establishes the followings, as it was mentioned in the National Report for 2005, establishes the followings:

The Law no.395/2005 on delay of compulsory military service in peace time and passing to voluntary based military service establishes the followings:

-Romanian citizens, men and women, carrying out the legislation requirements, voluntary, can fulfill the military service within the armed forces, with no discrimination;

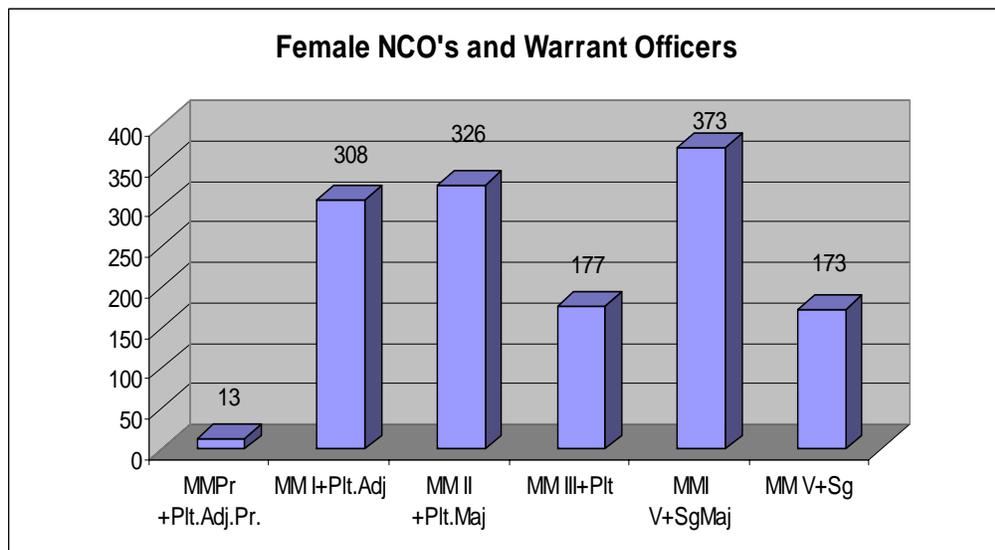
-Starting with 1st of January 2007, the compulsory military service within the armed forces as a term soldier or reduced term soldier was suspended;

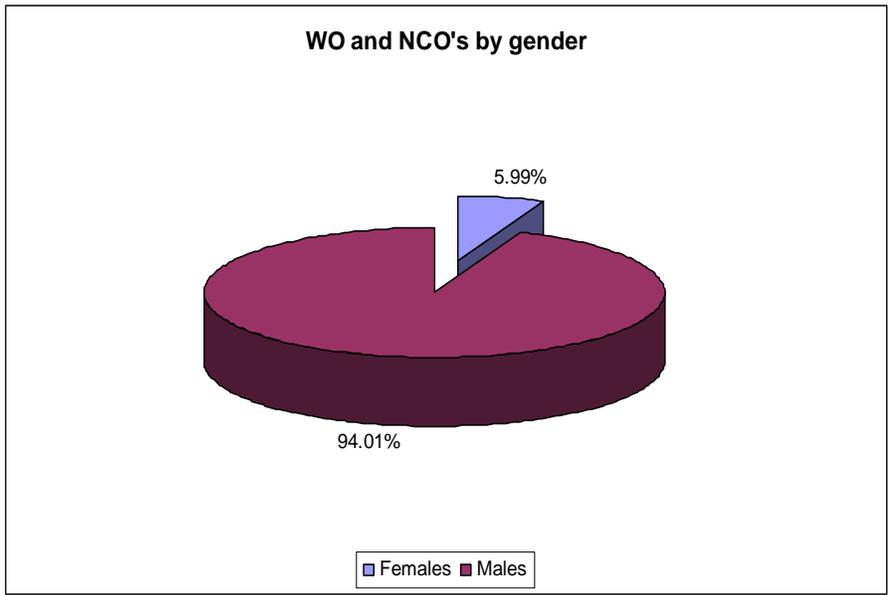
-Starting with the January this year, during the state of war, state of mobilization and state of siege, the military service within the armed forces is compulsory for Romanian citizens, men, reaching the age of 18, according to the law.

During the year 2006 there were no policy changes or pending initiatives concerning employment of women in the military (political, social or personnel management).

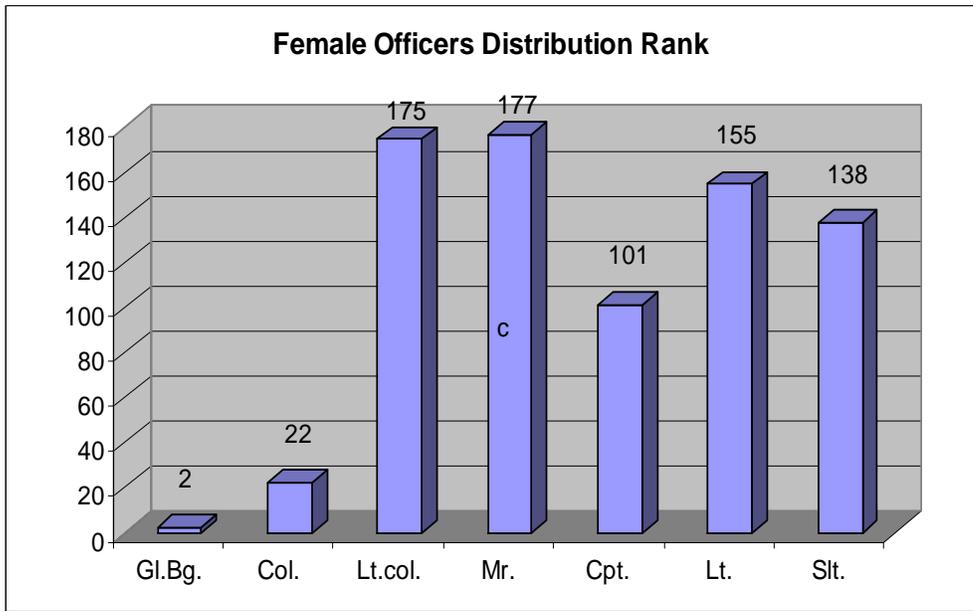
2. Organisation

The following diagram shows the distribution of female non-commissioned officers and warrant officers within the Romanian Army:

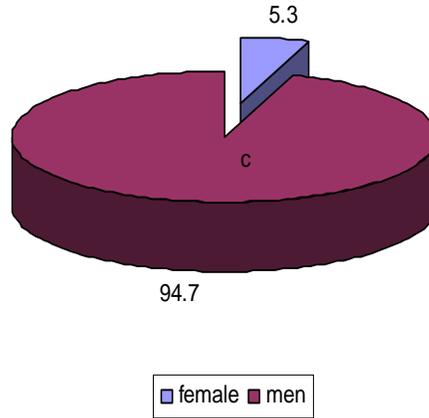




The repartition of female officers according to the gender criteria is as follows:

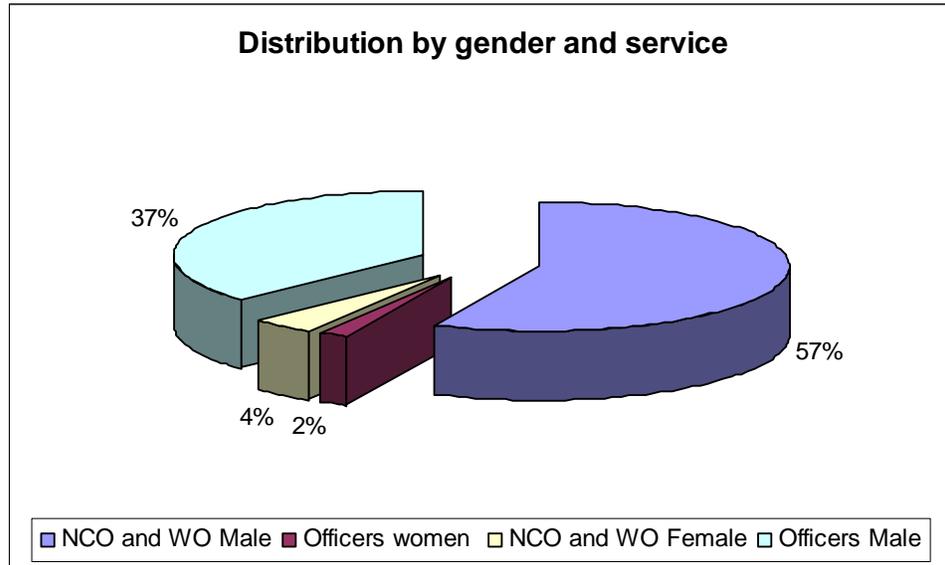


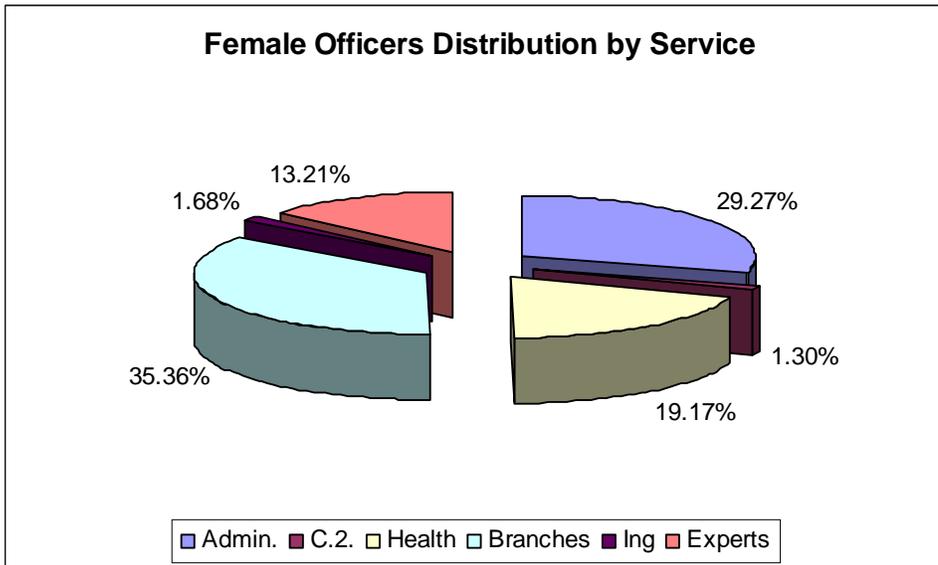
Officer distribution by Gender



We present bellow other relevant figures

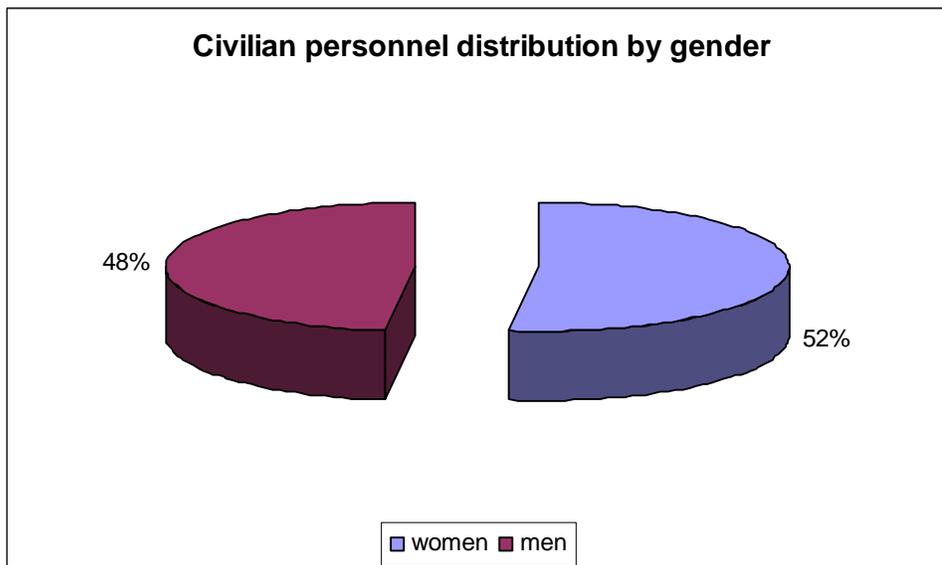
Distribution by gender and service





In spite of this, without being provisioned any interdiction on this issue, there are no women within the area of railways, auto and tanks, and veterinary. There are also no women as priest within the army, but this represents a specific religion issue.

The situation is completely changing when we are analysing the civilian personnel figures:



Warrant Officers and NCO's

	Women		Men		Total
	Number	Percent	Number	Percent	
Army	198	1,68	11754	98,34	11952
Air Force	164	5,49	2987	94,80	3151
Navy	40	2,49	1361	97,14	1401
Others	968	17,90	5408	84,82	6376
Total	1370	6,37	21510	94,01	22880

Officers

	Women		Men		Total
	Number	Percent	Number	Percent	
Army	196	3,05	6237	96,95	6433
Air Force	29	1,01	2838	98,99	2867
Navy	7	0,81	861	99,19	868
Others	538	12,56	3745	87,44	4283
Total	770	5,33	13681	94,67	14451

3. Employment

Reporting to the National Romanian Report for 2005, there were no news and changes concerning employment of women in the military. On the report indicated above, it was mentioned that the Statute of military personnel provides that the military female and male personnel may benefit of a payed vacation for raising a new-born child up to the age of 2, or 3 in case of child with disabilities.

The female personnel have also the right to 126 days if maternity vacation, which may be fulfilled before or/and after the delivery. Men have the right to 5 working days of paternal vacation, and if they graduate a special course for child-caring the vacation may be prolonged up to 15 days

4. Recruitment

Previous 2005-2006 school year there were no records kept on gender basis for the military training institutions, which gave the opportunity for young women to exceed 50% from the passed candidates in the military colleges in 2004/2005.

Starting with 2005-2006 year special positions were allocated for young women.

On 2006-2007 school year special positions allocated for girls within the military training institutions were as follows:

- National Defence University and Military Medical Institute: a total of 15 positions, out of which 10 filled by girls, meaning 66.6%;

- Air Forces Academy: 5 positions for girls, meaning 25% out of the 20 allocated in total;

- Army Academy: 15 places, meaning 22.38% out of the 67 allocated in total;

- Navy Academy: 3 places, meaning 8.57% out of the 35 allocated in total;

- Military Technical Academy: 13 places, meaning 41.93% out of the 31 allocated in total;

- Military Colleges: 60 places, meaning 20% out of the 300 allocated in total;

Within the military schools for warrant officers and NCOs the places allocated for girls were as follows:

- army military schools for WO and NCO – 8 places, meaning 19.04% out of 42 available;

- air forces military schools for WO and NCO – 23 places, meaning 27.38% out of 84 available;

- navy military schools for WO and NCO – 3 places, meaning 7.5% out of 40 available;

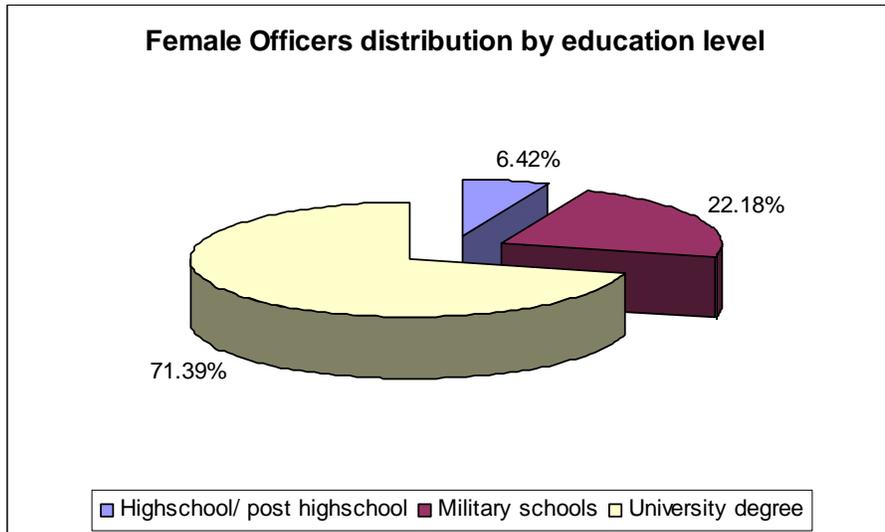
There were different specializations which did not have places allocated for girls, like: organisational management, electro mechanic, steersman and navigation technique, underwater arms and naval engines.

5. Training

Reporting to the National Romanian Report for the year 2005, there was no news concerning the women training in the military. Thus, the training programmes are, as well as in the previous years, the same for women and men and are organized within the same training institutions.

But if we talk about testing the physical abilities for candidates, as well as for active military personnel, the requirements are according to the gender.

As regards the professional training level, it must be said that the majority of women officers graduated the university, as indicated bellow



6. Deployments (i.e. peace support operations, peacekeeping operations)

The activities of solving conflicts, maintaining and consolidating peace do not represent a concern only for those directly involved into the war or into the armed conflict, which often are men. In spite of these, women involvement into peace negotiations was and still is a limited one, even then when, during the war or the armed conflict, women had abandoned their traditional roles in order to perform responsibilities which were usually performed by men. Nevertheless, in our days, women contribution, either by their aptitudes or by their views, started to be recognized. In practice, women involvement in decision making processes, in solving conflicts and in peace supporting activities requests a change of the traditional approach of women and men roles in society and in conflicts.

We can also underline the fact that the United Nations experience shows that women involvement into the peace maintaining operations is well seen by the affected population and has a positive influence over the results of the operations.

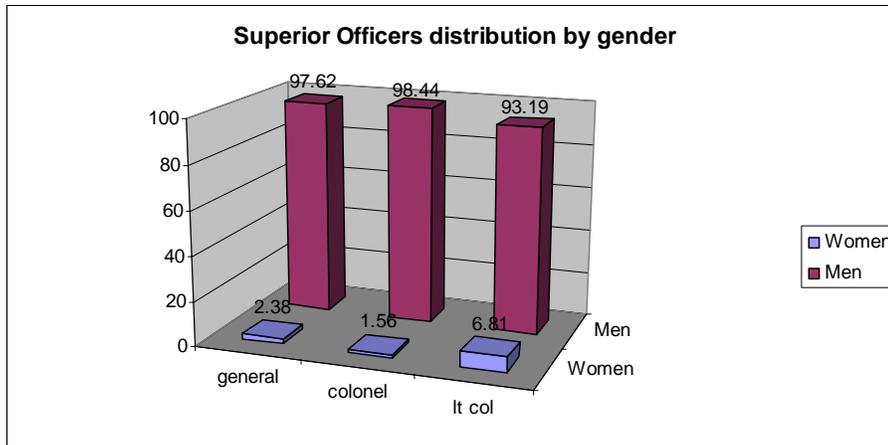
The experience of female employment in international operations is favorable. They are fully integrated with their male mates. They have lived and worked in the units in the same conditions as the men, without differences. Their support has been considered very important for the relationships with the local women and children. In Romania, the participation of female military personnel in missions abroad was increased. Thus, 2.23 % out of the total military personnel participating in various operations were women. Romania was involved in different operations, like: ENDURING FREEDOM – AFGHANISTAN, KFOR KOSOVO and IRAK FREEDOM.

The Romanian experience has been considerable improved since 2004 NATO accession.

7. Career Development

Reporting to the National Romanian report for the year 2005, there was no news regarding the career development issue for women within the military, the same requirements for career promotion being established for men and women as well.

The following figure shows the highest ranks women were ever promoted in the Romanian Army.



8. Special interest items/events (recent and projected developments)

We can underline that within the military specialty press it is an increasing presence of women journalists, beyond the media activity, and also more details concerning different current activities, achievements and successes of military women, students and training participants, and we can say that this fact can lead to a gradual change of way of approaching and seeing the women involvement in the army.

In spite of all progresses registered on gender equality, previous mentioned, beyond the official reports which analysis the women situation from all over by mentioning formal acquisitions, laws, institutions, political commitments, quantitative presence of women – there is a reality beyond the reality which disadvantages women.

In general and unfortunately, neither population nor politicians does not approach gender inequality as a serious problem, a local one and this issue is seeing rather as an exotic problem which is important for Western countries. The patriarchy represents a reality for Romania, beyond any figures. Without a meaningful support from all men and women from Romania, the public policies designated for gender equality are to be a failure.

9. Conclusion

As a conclusion, the process of integrating women into the Romanian Armed Forces is irreversible and it proves to be a success. This process is not by far fully finalized and there are needed more efforts for continuing the policies and actions for supporting gender equality. Promoting women, especially on managerial positions, represents in the entire world a challenge and an evidence of the maturity of the democracy which would like to become world wide.