

## THE ROMANIAN NATIONAL REPORT FOR 2007

### 1. Policy

During 2007, there were no major policy changes concerning the employment of women in the military (at political, social or personnel management level).

However, it is important to be mentioned that, since 2007, the Romanian Ministry of Defense (RoMoD) representatives have been invited to the Interdepartmental Advisory Committee activities due to changes brought to the *Law no. 202/2002 on equal treatment of women and men*. Thus, two women from RoMoD have been nominated as members of this Committee, namely the highest rank civil servant (the General Secretary of RoMoD) and an one star general (the Deputy Chief of a central structure of RoMoD).

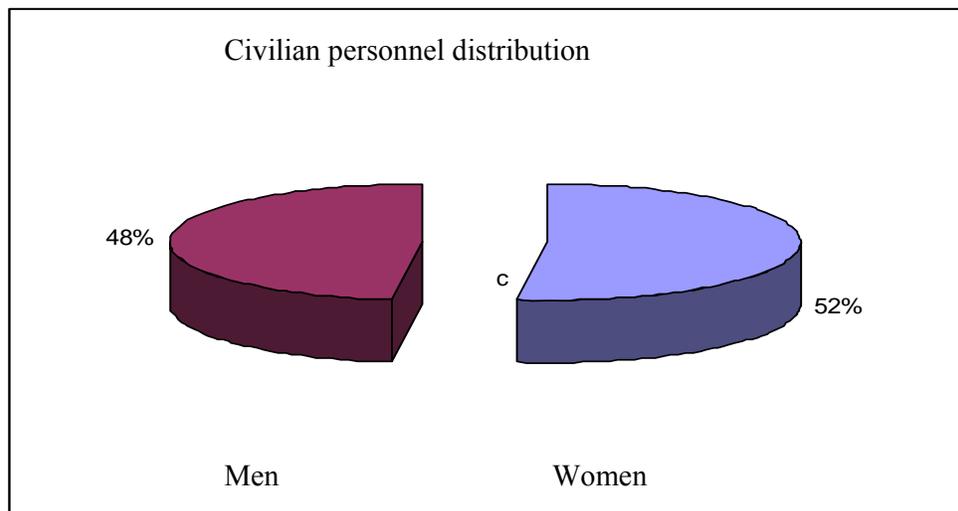
The Interdepartmental Advisory Committee is in charge of the following tasks:

- a) gender mainstreaming promotion, based on the equal treatment of women and men, in order to eliminate gender discrimination;
- b) development and implementation of sector policies based on the equal treatment of women and men through authorities represented in COJES;
- c) assess to what extent the legislation has been implemented and observed at institutional level;
- d) assist the Local Administration in implementing policies and specific programs concerning gender mainstreaming;
- e) promote information exchange concerning the actions carried out in this respect.

### 2. Organisation

Although there is no specific limitation on this issue, the railway and tank engineering physical training, veterinary field, civil protection and intelligence have no female employees. At the same time, there are no women included in the military priesthood due to Orthodox dogma.

#### Civilian personnel analysis:



**Military personnel analysis –female military staff, enlisted solders out of the total of the military personnel- military staff, enlisted solders**

	Women %
Army	2.02
Air	3.58
Navy	2.19
Others*	6.17
<b>Total</b>	<b>3.16</b>

\* central and subordinated structures of the RoMoD

**Female officers at brigadier/one star general rank (at least) represent 2.63% out of the total number of generals.**

**Female officers distribution out of the total of officers:**

	Women %
Army	4.16
Air	2.84
Navy	2.35
Others*	8.04
<b>Total</b>	<b>5.29</b>

\* central and subordinated structures of the RoMoD

**Female senior officers distribution out of the total of senior officers:**

	Women %
Army	3.12
Air	2.35
Navy	2.55
Others*	6.28
<b>Total</b>	<b>4.55</b>

\* central and subordinated structures of the RoMoD

**Female junior officers distribution out of the total of junior officers:**

	Women %
Army	4.84
Air	3.36
Navy	2.13
Others*	12.67
<b>Total</b>	<b>6.18</b>

\* central and subordinated structures of the RoMoD

**Female non-commissioned officers and warrant officers distribution out of the total of non-commissioned officers and warrant officers:**

	Women %
Army	3.43
Air	6.30
Navy	4.55
Others*	11.21
<b>Total</b>	<b>5.46</b>

\* central and subordinated structures of the RoMoD

**Female enlisted soldiers distribution out of the total of enlisted soldiers:**

	Women %
Army	0.46
Air	0.49
Navy	0.60
Others*	0.45
<b>Total</b>	<b>0.47</b>

**Deployed women distribution out of the total of deployed personnel in missions/exercises abroad:**

	Women %
Army	1.41
Air	2.31
Navy	-
Others*	4.48
<b>Total</b>	<b>2.18</b>

\* central and subordinated structures of the RoMoD

**3. Recruitment**

Before the 2005-2006 academic year, there was no gender dependant number of seats in military educational institution. That was why in 2004-2005 academic year female candidates admitted in military high schools represented over 50% out of the total number of candidates.

Starting with the 2005-2006 academic year, some of the military education institutions have established a specific number of seats for female candidates.

In the 2007-2008 academic year, the number of seats allotted to female candidates in military universities is as follows:

The Army Academy-12.27%

The Air Force Academy-35.44%

The Navy Academy-3.77%, except for the navy electromechanics specialty where no seats for female candidates were planned.

In some military institutions for higher education where the number of seats for female candidates has not been clearly specified, the percentage of female students is the following:

The National Defense University -0%

The Military Medical Institute-60%

The Military Technical Academy-39.02%

In the military schools for non-commissioned and warrant officers, the seats available in each branch institution were:

-Army-5%

- Air Force-29.41%

- Navy-8.16%

In the military high schools 20.13% out of the total number of seats was allotted for female candidates.

Some specialized fields of training, i.e. “vehicle”, “artillery and rockets”, “aircraft board radio electronics”, “navy and anti-aircraft artillery” , “navy and anti-aircraft rockets ” “navy electric installations and motors” have not been open to female candidates.

The seats reserved for female candidates in all educational institutions were 100% filled therefore proving the increasing interest of women for the military career.

**5. Training**

There are no major changes concerning female soldiers training as compared to the Romanian National Report for 2006. Thus, as in the previous years, professional training programs are common for both women and men and are organized in the same education institutions. The structure of the syllabus in the military education institutions does not include gender differentiated optional subject-matters.

However, physical endurance tests for both potential recruits and active military staff is still gender differentiated.

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

At present, under the provisions of the national laws and regulations, there have been only voluntary basis deployments. Currently there is a pending regulation regarding the mandatory deployment for the entire military staff.

Women's deployment is a favorable experience. Women have perfectly adjusted to the new environment they lived and worked in military units obeying exactly the same conditions as men. They contributed considerably to the improvement of the relationships with women and children in the local communities. In 2007, in Romania, women's deployment abroad was similar to that in 2006. The total number of the deployed women represents about 2.5% out of the total deployed personnel in the operations: ENDURING FREEDOM-AFGHANISTAN, KFOR, KOSOVO and IRAQI FREEDOM.

The positions filled by the deployed women are in the medical field, psychological assistance, legal area, broadcasting, without excluding platoon command, infantry, etc.

Romanian experience has been considerably improved during NATO integration process, starting with 2004.

### **7. Career Development**

As compared to the Romanian National Report for 2006, there are not major changes concerning women's career development in the military, the career advancement opportunities being the same for men and women, without gender differences.

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

As compared to the Romanian National Report for 2006, there are no major changes concerning the regulations on motherhood status in the Armed Forces. The above mentioned document specifies that The Military Personnel Status stipulates that the military personnel, similar to civilian personnel, have the right to paid maternity leave 3 years for impaired children and 2 years for the rest.

Additionally, women have the right to a 126 days motherhood leave before or after giving birth. Men have also a specific right to a 5 to 15 days paternal leave if they attend a baby nursing course.

Women who choose to come to work before the child turns 1, enjoy a 6 hours daily program being fully paid at the same time.

In the same context, RoMoD is concerned with the establishment of some children day care programs, eg a kindergarten which does not cover the current needs.

It is worth mentioning the increasing number of female journalists in the military press. Besides, the achievements and merits of female military including officers, NCOs, students, have been highlighted in the military mass media. This approach can be viewed as a turning point in the general perception on women in the military.

In spite of all these, gender public policies implementation will fail to succeed without the constant support of all Romanian men and women.

### **9. Conclusion**

To sum up, the process of women's integration in the Romanian Armed Forces is irreversible and it proves to be a success. This process is far from reaching the final stage and sustained efforts are still necessary for the ongoing promotion of gender policies. Women's career development, especially to leadership positions, represents a challenge and a proof of a fully democratic society worldwide.