

THE ROMANIAN NATIONAL REPORT FOR 2008

1. Policy

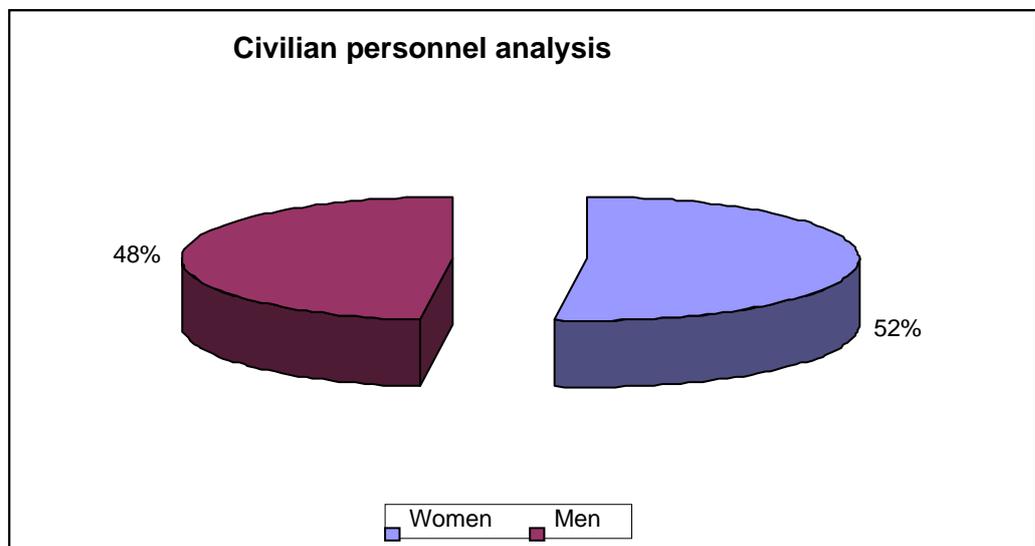
Becoming a EU member in 2007, Romania assumed the commitment to transpose the European acquis, which implies observance of the principle of equality of chances between women and men within the occupational diagrams of social security, applied inclusively with regard to the military retirement legal framework, represented by Law no.164/2001.

Before the Government Ordinance no. 77/2007 which modified and completed Law no. 164/2001, regarding the military pensions, and Law no. 80/1995, regarding the status of the military personnel, the prerequisites for obtaining the military pension were gender differentiated. Thus, the retirement age was 55 both for men and women, but while men were required to have completed 30 years of activity, including at least 15 of military service, women were required only 25 years of activity including at least 10 years of military service.

Government Ordinance no. 77/2007, approved by the Romanian Parliament through Law no. 14/2008, eliminated the differences between women and men, setting common prerequisites for retirement: age 55, 25 years of activity and 15 years of military service (the required period of activity for men was shortened and that of military service for women was extended, both with 5 years).

2. Organization

Although no limiting criteria have been imposed in this respect in the Romanian Armed Forces, there are not female workers in the following branches or specialties: railways, tank engineers, physical training, veterinarian, civil protection and intelligence. There are also no women chaplains, but this is due to the Orthodox principles.



Military personnel analysis – female officers, NCOs and enlisted soldiers out of the total of the military personnel (officers, NCOs and enlisted soldiers)

	Women %
Army	2.02
Air	3.58
Navy	2.19
Others*	6.17
Total	3.16

* 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.

The ratio of female officers to the total number of officers:

	Women %
Army	4.16
Air	2.84
Navy	2.35
Others*	8.04
Total	5.29

* central and subordinated structures of the RoMoND

The ratio of female senior officers to the total number of senior officers:

	Women %
Army	3.12
Air	2.35
Navy	2.55
Others*	6.28
Total	4.55

* central and subordinated structures of the RoMoND

The ratio of female junior officers to the total number of junior officers:

	Women %
Army	4.84
Air	3.36
Navy	2.13
Others*	12.67
Total	6.18

* central and subordinated structures of the RoMoND

The ratio of female non-commissioned officers and warrant officers to the total number of non-commissioned officers and warrant officers:

	Women %
Army	3.43
Air	6.30
Navy	4.55
Others*	11.21
Total	5.46

* central and subordinated structures of the RoMoND

The ratio of female enlisted soldiers to the total number of enlisted soldiers:

	Women %
Army	0.46
Air	0.49
Navy	0.60
Others*	0.45
Total	0.47

* central and subordinated structures of the RoMoND

The ratio of female military personnel to the total of military personnel deployed on international missions/exercises:

	Women %
Army	1.41
Air	2.31
Navy	-
Others*	4.48
Total	2.18

* central and subordinated structures of the RoMoND

3. Recruitment

Before the 2005-2006 academic year, the available seats in military education institutions were not gender distributed. That was why in 2004-2005 academic year more than 50% out of the total number of candidates admitted in military high schools were girls.

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

In the 2008-2009 academic year, the percentage of the seats allotted to female candidates in military universities is as follows:

The Army Academy - 25%

The Air Force Academy - 30%

The Navy Academy - 25%, except for the navy engines and electrical equipments specialty where no seats for female candidates were planned.

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

The Military Medical Institute - 70%

The Military Technical Academy - 33.61%

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

- Army -11.76%

- Air Force - 25.53%

- Navy - 10.52%

In the military high schools 20% out of the total number of seats were allotted to female candidates.

Some specialized fields of training, i.e. “engineer vehicles”, “chemical technique and stuffs”, “armaments and equipments for land artillery”, “armament, missiles and ammunitions for aviation”, “navy engines and electrical equipments”, “underwater armaments” have not been opened 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 2007. Thus, as in the previous years, professional training programs are common for both women and men and are organized in the same institutions. 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 are still gender differentiated.

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

Under the provisions of the national laws and regulations, deployments have been done only voluntarily. 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 in the same conditions as their male comrades. They considerably contributed to the improvement of the relationships with the women and children in the local communities. In 2008, in Romania, women's deployment on international missions was similar to that in 2007. Women represent about 2.18% out of the total personnel deployed in the operations ENDURING FREEDOM-AFGHANISTAN, KFOR, KOSOVO and IRAQI FREEDOM.

The positions women fill in such missions are usually in medical and psychological assistance, legal advising, broadcasting, but they can also be platoon commander, infantry soldier, etc.

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

7. Career Development

As compared to the Romanian National Report for 2007, 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 2007, 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 both military men and women, similar to the civilian personnel, have the right to be granted a 2-year paid maternity leave, which in case of children with disabilities amounts to 3 years.

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

Women who choose to come to work before the child turns 1 can benefit from a 6-hour daily program being fully paid at the same time.

In the same context, RoMoND is concerned with the establishment of some children day care programs, eg a kindergarten.

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, every public policy aimed at eliminating gender-biased issues from our social life 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 has proved to be a successful one. 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.