

ROMANIA - NATIONAL REPORT

ON WOMEN IN THE ARMED FORCES

1. Policy

Women in the Romanian Armed Forces have more than 30 years history of military service, and although for a long period of time female military personnel were assigned primarily to medical, administrative or secretarial positions, things have started to improve since 2001, when the Romanian Ministry of National Defence launched a female recruitment and selection programme aimed at promoting women according to their genuine aptitudes, achievements and potential.

The *Constitution of Romania* stipulates the **Equality of rights** between men and women and guarantees equal gender opportunities upon assignment to public, **civil or military** positions.

At legislative level, the Constitutional provisions were implemented through the *Government Ordinance no. 137/2000 for the prevention and sanctioning of any form of discrimination* while exerting the right to labor, the freedom to choose a profession, the right to equal payment for similar work, the right to education and professional training.

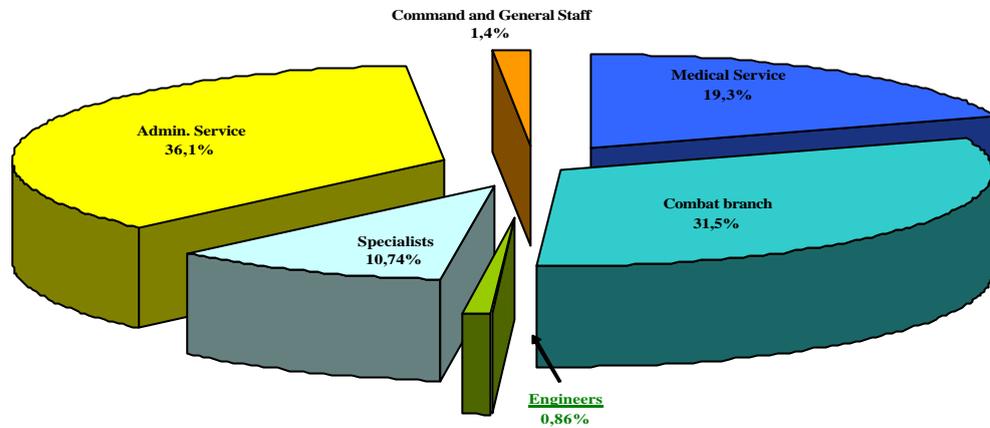
The *Law no. 202/2002 on equal opportunities for men and women* provides several legal measures for the exclusion of any form of direct or indirect gender discrimination in all branches of Romanian public activities. Sexual harassment is considered a criminal act and is punished by law. There was also established the National Council for Combatting Discrimination, as a coordinating body, in charge with enforcing the provisions of the *National Action Plan on Combatting Discrimination*, approved by the *Government Decision no. 1258/2004*.

2. Organization

At the moment, the number of military women totals **1,978**, representing **5%** of the total Romanian Armed Forces manning. The goal of our female colleagues is to fight the attitude of discouragement and isolation and to prove that respect towards women's potential can only be imposed by means of direct competition, in the interest of entire society. It is a clear mark of success that women have managed to integrate into each military service, as well as in the central directorates, and that more than **71%** of them have a higher education diploma.

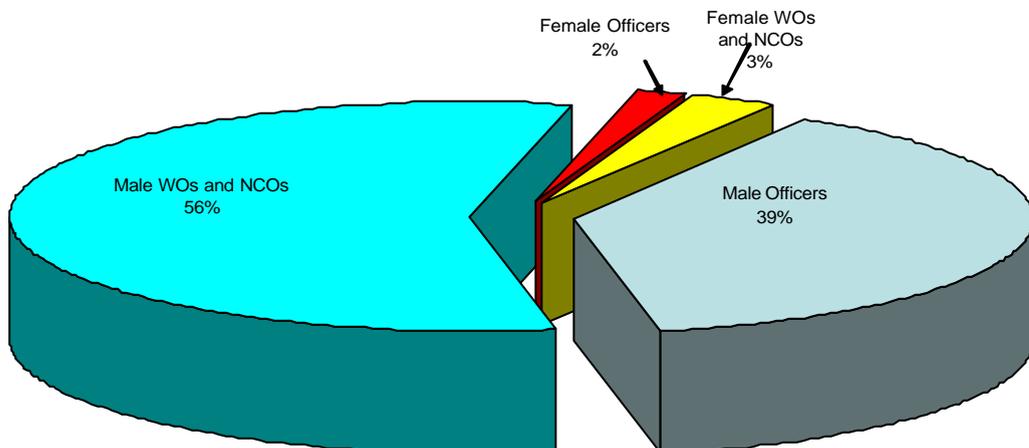
As you can see in the following diagram, 36,1% female officers within the Romanian Armed Forces occupy administrative positions, 31,5% are assigned to combat branches, 19,3% can be found in the Medical Service, 10,74% are specialist officers, 1,4% occupy command and staff positions and 0,86% are female engineer officers.

Female Officer Distribution by Service



According to the latest statistics, Romanian Armed Forces number 2% female officers and 3% female warrant officers and non-commissioned officers.

Repartition by gender

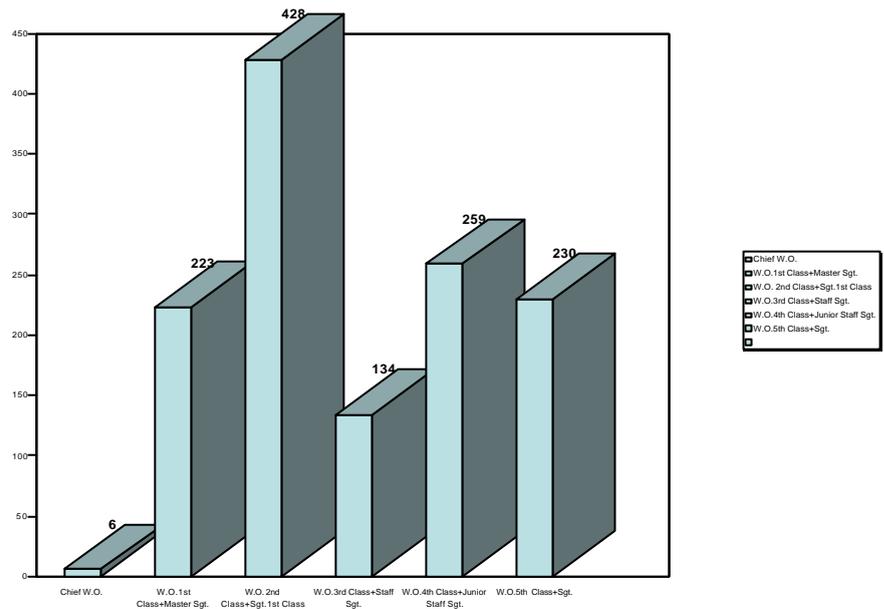


The following chart presents the manning of women within the Ministry of National Defence: 281 female military personnel occupy General Staff positions, 725 can be found in the central structures, 630 female officers, WO and NCOs are assigned to Land Forces, 256 to Air Forces and 86 to Naval Forces.

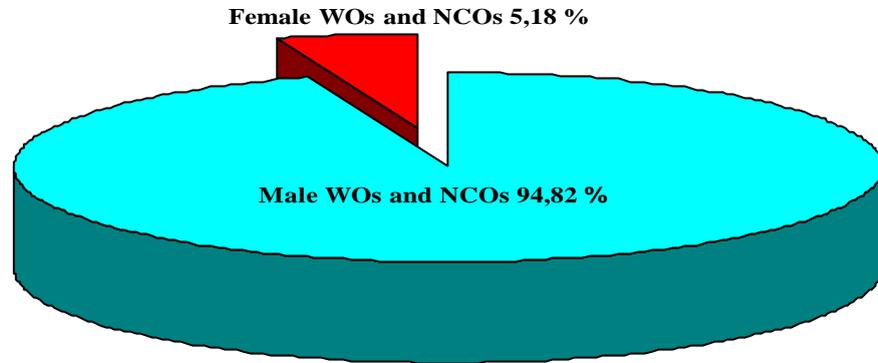
Services	Female Officers	Female NCOs and WOs
General Staff	87	194
Central structures	368	357
Land Forces	181	449
Air Forces	46	210
Naval Forces	16	70

The following diagram depicts the number of female non-commissioned officers and warrant officers within the Romanian Armed Forces: 6 Chief Warrant Officers, 223 Warrant Officers 1st Class and Master Seargents, 428 Warrant Officers 2nd Class and Seargents 1st Class, 134 Warrant Officers 3rd Class and Staff Seargents, 259 Warrant Officers 4th Class and Junior Staff Seargents, 230 Warrant Officers 5th Class and Seargents.

Female NCOs and WOs

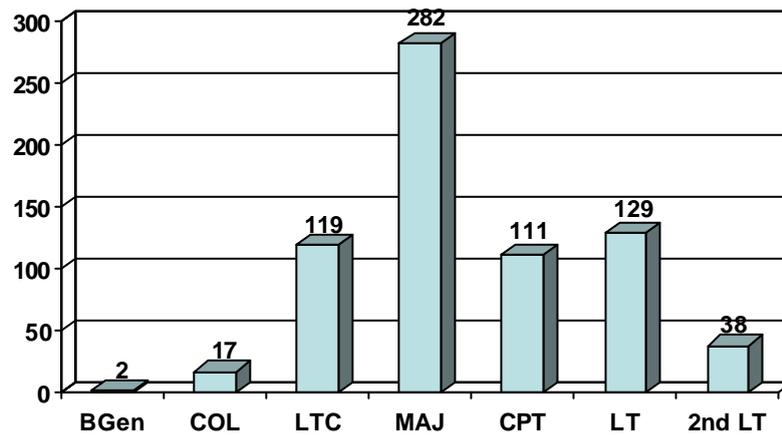


There are 5,18% female NCOs and WOs, and 94,82% male WOs and NCOs within the Romanian Armed Forces

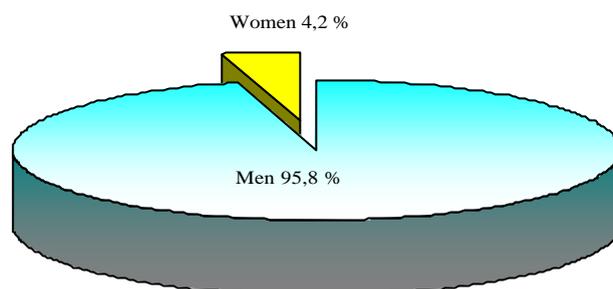


Repartition of female officers within the Romanian Armed Forces according to rank is presented as follows: 2 Brigadier Generals, 17 Colonels, 119 Lieutenant-Colonels, 282 Majors, 111 Captains, 129 Lieutenants and 38 Second Lieutenants :

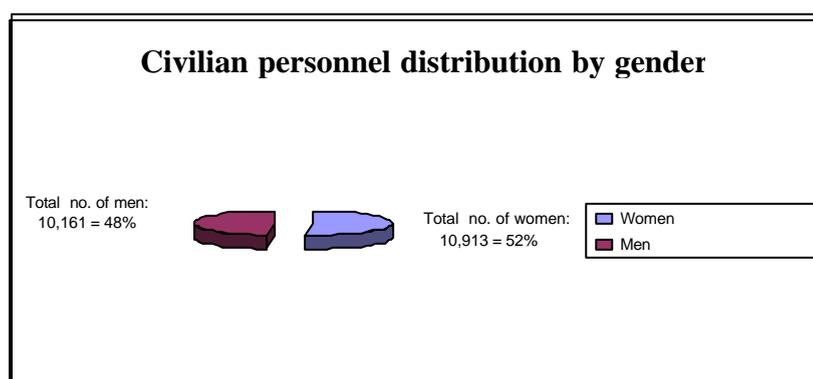
Female Officers Rank Distribution



Officers' Distribution by Gender



The civilians number 10,913 women, which represents 52% of total civilian employees:



3. Employment

The Romanian regulations provide an identical, fair system for the promotion of men and women. At any commanding or professional level the promotion must comply with the requirements of equal opportunities and fair treatment, without any gender discrimination.

The right to raise the new-born child is guaranteed to the military and civilian personnel within the military system, who may take vacation for raising the baby up to the age of two.

Moreover, women have the right to 126 days of maternity leave, which may be taken before or after delivery. Men have the right to five working days of paternity leave, and in case they graduate a special baby-care course, the vacation may be prolonged up to 15 days.

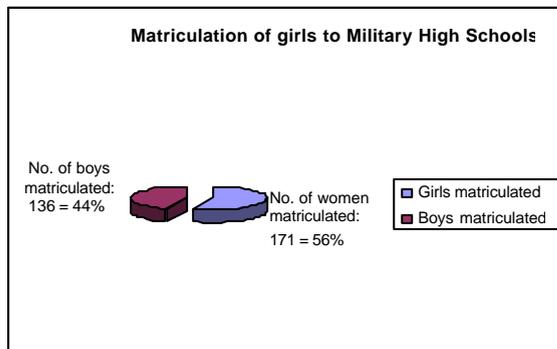
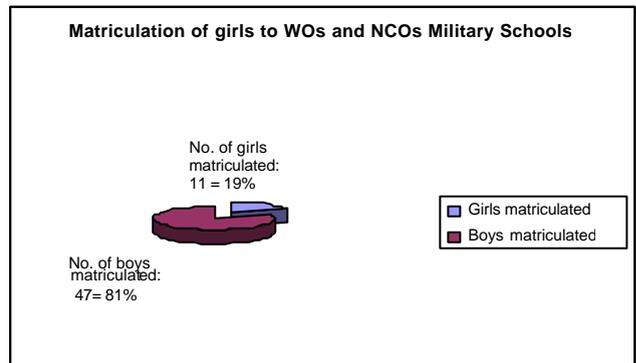
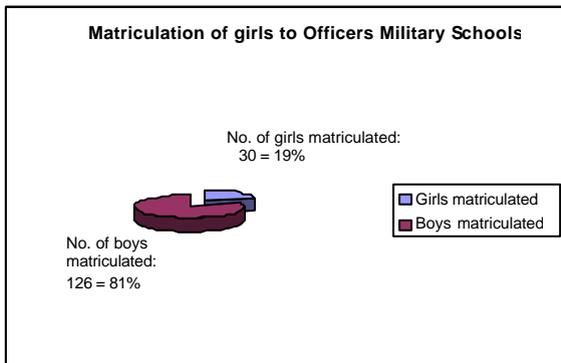
4. Recruitment

In 2004, military training schools for non commissioned officers and warrant officers accepted 11 girls, representing 19% out of the 58 vacant seats. 30 girls, also representing 19% of the total 156 vacancies were accepted at the Officers Military Schools.

The Military High Schools organized contests for 307 vacant seats, and 171 young women were accepted, which represent 56% of the total number.

We would like to add that in all these cases no special vacancies were provided for the females candidates and no gender discrimination was allowed.

The diagrams present the above-mentioned statistics:

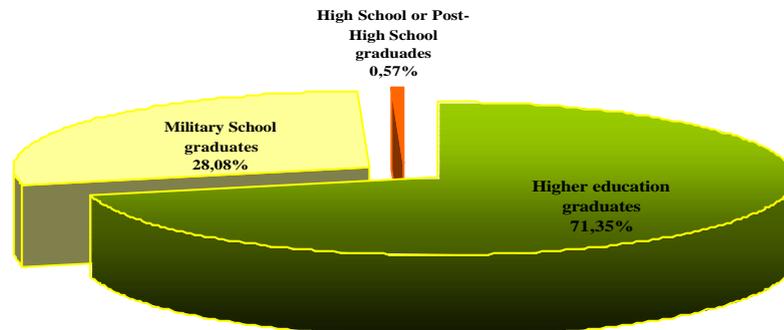


5. Training

Military institutions provide equal opportunities to both men and women in terms of training as well. All admission examinations, except for the physical performance tests, are conducted under equal conditions with male candidates and basic training is provided to both genders. Sports ensure the physical performance of the military and four hours a week represent the minimum period of time that Romanian military personnel are requested to spend on fitness activities.

I am proud to report that for the first time this year Romanian female cadets had the opportunity of putting into practice their theoretical knowledge while participating in *Marmaris 2005 Naval International Festival* on *MIRCEA School Ship*. They experienced real sailor life on a military ship and were involved in all regular activities, just as their male colleagues, including watch guard, and these young girls were highly praised by commanders for their enthusiasm, motivation and desire to serve in a professional manner.

Female officers' distribution by education level within military structures



6. Deployments

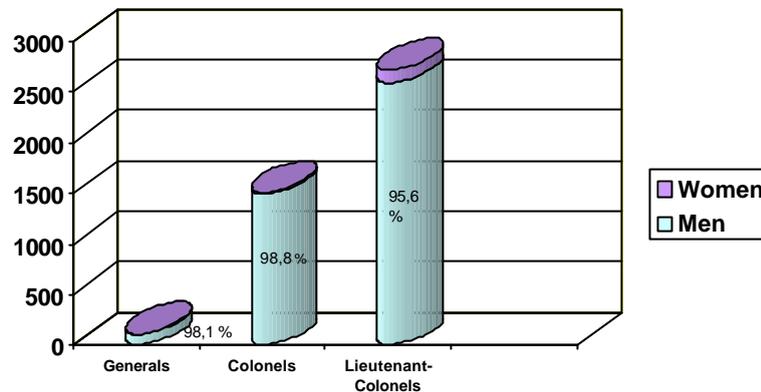
Romania's participation in peace-keeping missions, like ENDURING FREEDOM, KFOR or IRAKI FREEDOM was supported by the devotion, performance, courage and ability to adapt to special situations of the female personnel deployed in operational theaters. Thus, 10 female officers and 27 female non-commissioned officers participated in these operations on a voluntary basis and they all have done and will continue to do an excellent job in difficult and challenging conditions.

7. Career development

In the Romanian Armed Forces the same requirements for career promotion are established for both men and women. Military careers are managed objectively, without gender discrimination and laying a greater stress on individual aspirations, performance and abilities.

The following statistics show the highest ranks women were promoted in the Romanian Armed Forces, and although it is a huge discrepancy in comparison to our male colleagues, I am certain that the future generations will ascertain their skills and ambition, as well as their fondness to the military profession.

Superior officer distribution by gender



8. Conclusions

Nowadays, the international environment exposes us to a new and complex type of threats and dangers, which should be faced not only with good physical skills, but mainly with intellectual abilities. The new priorities must consist in a fair response to violence, conflict management according to the rule of law, diplomatic mediation and support of humanitarian assistance.

For these reasons, we appreciate that the place and status of women within the Armed Forces must be reassessed. It is also true that we are facing a long-lasting process which has the purpose of eliminating any prejudice still existing in the minds of our male colleagues, who still not fully understand the role of their female counterparts in the military structure.

Although we may still encounter certain difficulties of different nature, like changing the place of accommodation, reshaping the barracks, adjusting the uniforms or separating children from their mothers when they are sent to missions abroad, it is our deep belief that the process of integrating women in the military structures is necessary and imperative for reaching modern and professional Armed Forces.