

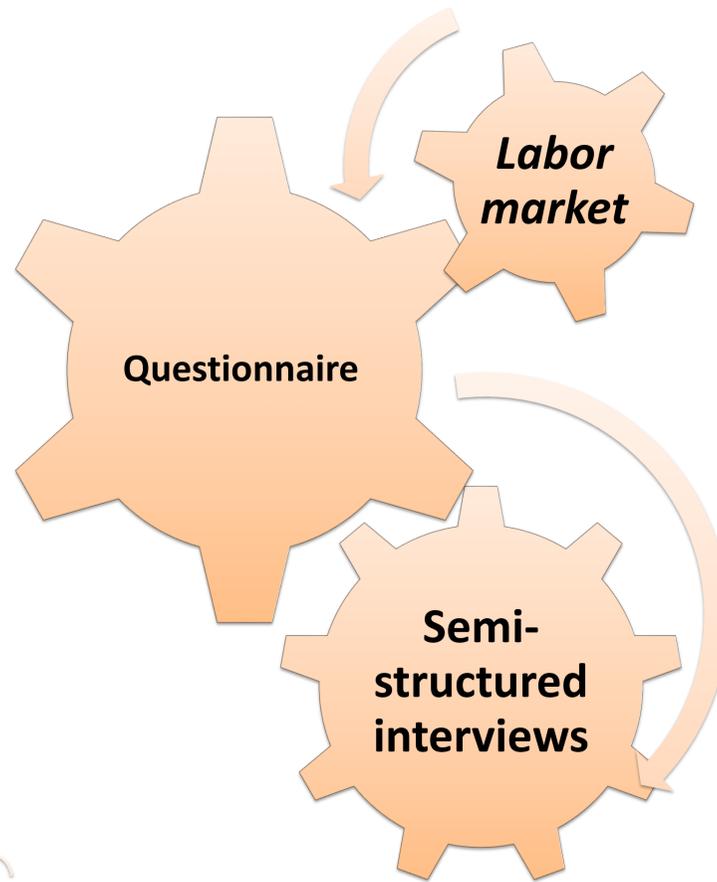
**Employability among young women:
discrimination, violation of rights or error?**

- An analysis of the labor market for young women from Romania-

PhD Student Stefania Cristina Stanciu, Bucharest University,
Faculty of Sociology and Social assistance

Introduction

Employability among young women raises many problems on the labor market for these - from their employment discrimination, the wage inequality, to the demands not only of the necessary knowledge and abilities but also of the physical aspect. The labor market in this area has many hidden hindrances behind false job advertisements and companies with slogans that sound nice and motivating. This target group, made up of young women, students, or fresh graduates of postgraduate and higher education, is the target of some defective labor market mechanisms. These mechanisms should operate in accordance with legal rules, with their rights, without discriminating for any reason. The present paper aims to analyze the problems among young women in employment when they enter the labor market and to identify the reasons behind them. Also, the evaluation of job offers for young women and the gaps in them are another objective of the paper.



Research

Quantitative methods such as sociological survey based on questionnaires and qualitative methods such as: semi-structured interview, an analysis of offers and working conditions for young women and the analysis of legislation in the field were used as research methods. The questionnaire was applied to a sample of 1500 female females in Bucharest, aged 20-25, students, or fresh graduates, or postgraduate and higher education who were at least once in search of a job and have participated in at least one interview for a possible engagement. Also, for this research, 200 interviews were conducted between February 2017 and January 2018. For analyzing job offers for this target group, 2200 announcements made public on the job offer systems.

Results

From the questionnaires, it is concluded that over 80% of young females felt discriminated in interviews, salary and work. 65% of them had at least one requirement for a certain outfit in interviews and in jobs and 54% had situations where the announcement made public did not correspond to the real posts, which were actually ads with sexual tentative. From the interviews and analysis of job vacancies available for this sample, the conclusions are as follows: 1) The targeted group is one that supports certain discrimination, gender-based workplace rights violations, and suggestions with the sex appeal of superiors, 2) a large number of jobs for this group are false, real jobs targeting other aspects with sexual temptation, 3) physical and clothing requirements for this target group are higher than for men or for other age categories, 4) job requirements are different from those in the job sheet, there are many and wage rights are lower compared to them, 5) there is no national legislation that protects women's rights in employment, the legislation that refers to this issue with strict reference to equality of rights and the prohibition of any discrimination in the workplace. But this is not enough as long as there are no sanctions and there is no control of job offers, their concordance with the reality and control of potential employers.

First recommendation

- More harsh control by public institutions with skills in job offers and sanctioning companies that publish fake employment ads that do not meet job requirements refer to gender discrimination or sexual tentative.

Second recommendation

- Creating a blacklist by institutions with skills in the field with these companies described earlier

Third recommendation

- Strengthening legislation that provides for women's workplace rights, employment and the fight against gender discrimination in this market.

Conclusion

All of the methods used to identify the problems of young women in employment as to the extent to which their rights are respected have concluded that there are large discrepancies between their rights, responsibilities at work, job advertisements and actual realities of available jobs. A major problem in the labor market for young women is that of gender discrimination. To protect women's rights at work and to combat gender discrimination, we recommend strengthening the legislation in the field and implementing new policies for this target group.