

EMPLOYABILITY AMONG YOUNG WOMEN: DISCRIMINATION, VIOLATION OF RIGHTS OR ERROR? AN ANALYSIS OF THE LABOUR MARKET FOR YOUNG WOMEN FROM ROMANIA

PhD Student Stefania Cristina Stanciu

Bucharest University, Faculty of Sociology and Social assistance, Romania

ABSTRACT

Employability among young women raises many problems on the labour 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 labour 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 labour market mechanisms. These mechanisms should operate in accordance with legal rules, with their rights, without discrimination for any reason.

Why is not that the case? Because the intervention levers of the state are not adapted to the increasingly developed problems in this field, the regulatory mechanisms of public institutions with skills in the field are insufficient for such a large market and are not strictly focused on this target group, or at least on the major target group - women able to work and control levers for the private environment are aimed at solving other issues in this field or in the public sector. These include combating corruption, tax evasion, increasing collaboration with the private sector to reduce youth unemployment, implementing public programs and policies to boost youth entrepreneurship, but not just.

The present paper aims to analyze the problems among young women in employment when they enter the labour 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.

As a research method, I will consider the sociological survey based on the questionnaire, the semi-structured interview, an analysis of the offers and working conditions for young women and the analysis of the legislation in the field.

Keywords: young women, labour market, discrimination, rights inequality, questionnaire, interview

INTRODUCTION

At present, there are inequities in Romania regarding equal treatment and the prohibition of discrimination in labour relations, with Romanian women being the most disadvantaged in this respect, along with Roma citizens. [1] It is worth noting that the rules adopted by OIM produce effects for states that ratify and transpose

into national law. Freedom, security and justice are essential values as major components of the European society model and are among the cornerstones of the European integration model, with the priority being to place the citizen in this project. [2]

In international law, the principle of equal treatment evolves in time for each category of workers on the labour market. The most important conventions on equal treatment in labour relations are: O.I.M. no. 100 on Equal Remuneration of the Workforce, which establishes a number of principles regarding equal pay for male and female workers, O.I.M. Convention no. 111 on discrimination in the field of employment and the exercise of the profession.[3]

On a national level, the Labour Code stands for the principle of equal treatment for all employees and employers in labour relations and prohibits any discrimination against an employee, both direct and indirect, on one of the criteria relating to sexual orientation, origin, genetic characteristics, age, ethnicity, religion, trade union activity.[4]

The purpose of face research is to identify the employment problems of young women. The main objectives of the present paper are to identify the problems faced by women in the workplace, the degree of discrimination encountered in them, and to analyze the job advertisements for this target group in order to identify the correspondence between the realities of jobs and the of job advertisements.

Both quantitative methods such as sociological inquiry 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 from Bucharest, aged 20-25, students, or fresh graduates of postgraduate and higher education who were at least one time in search of a job and participated at least one interview for a possible engagement.

Also, for this research, 200 interviews were conducted between February 2017 and January 2018. For the analysis of job offers for this target group, 2200 announcements made public on the job vacancy systems were considered.

RESULTS

Interpretation of questionnaire results and interviews

From the questionnaires, it is concluded that over 80% of young people felt discriminated against in interviews, salary and work. 65% of them had at least one requirement for a certain outfit in the interviews and in the workplaces, and 54% had situations where the announcement made public did not correspond to the actual posts, which were actually ads with sexual

tentative. 45% of the girls who responded to the questionnaire had other suggestions with sexual temptation from their superiors to obtain benefits related to promotion or wage growth, although these rights were stipulated in the labour contract, and among the other employees these benefits were obtained after the annual evaluation and the fulfilment of the responsibilities successfully.

From the interviews the conclusions are:

1) the targeted target group is one that supports certain discrimination, gender-based workplace rights violations, and sexually suggestive proposals from superiors,

2) a large number of jobs for this group are false, real jobs targeting other aspects with sexual temptation,

3) Physical appearance and clothing requirements for this target group are higher than for men or for other age groups,[5]

4) Workplace responsibility requirements are different from those in the job sheet, there are many, and wage rights are lower compared to those,

5) there is no national legislation that protects women's employment rights, legislation that refers to this issue with strict reference to equality of rights and the prohibition of any discrimination at work. But this is not enough as long as there are no sanctions and there is no control of job offers, and their concordance with reality and special control for potential employers.[6]

Interpretation results analysis of legacy and employment announcements

Taking into account the national and international legislation which Romania has complied with, I conclude the following:

Although there is a national and international law that prohibits discrimination at work, the protection of women's rights at work, there are no sanctions to the extent that they can combat discrimination in this area. There is no legislation sanctioning employers who publish false job advertisements and no institution with skills in the field who can carry out specialized control.

The analysis of the employment announcements concluded and the above mentioned: over 43% of the targeted target group's ads were false, for sexually explicit jobs, over 35% predicted that physical and style requirements clothing, without describing, even indirectly, the other required skills or studies in the field, and 25% of them did not disclose the name of the employing company.

In this case, it is necessary to respect the following form of collaboration between the public and private environment to combat these problems:

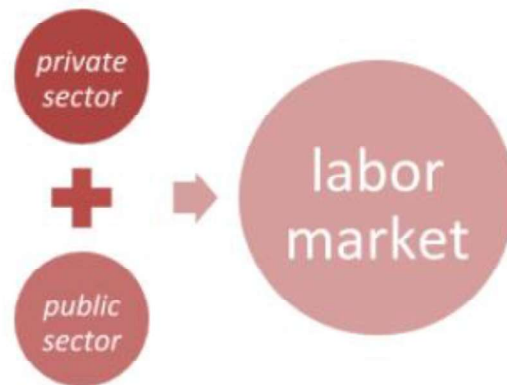


Figure 1: The relationship between the private sector and the public sector

CONCLUSIONS

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

Following the results, we recommend the following:

- More harsh control by public institutions with job abilities in the field of job offers and sanctioning companies that publish false job ads that do not meet the job requirements refer to gender discrimination or sexual tentative,
- Creating a blacklist by institutions with industry skills with these companies and publishing it so that it can be accessed by all people looking for a job,
- Strengthening legislation that provides women's workplace rights, employment and combating gender discrimination in this market. This may increase the sanctions for those who violate the legal norms in the field,
- Another recommendation is to increase the collaboration between the public and the private environment, to support the harmonious development of the private environment by the public environment and to respect the legal norms imposed by the public institutions by private companies and institutions.

Thus, the link between the two would be reciprocal, partnership-friendly, and would thus reduce the private-sector problems of respecting the law, the rights and freedoms of employees, reducing discrimination of any kind by supporting a partnership between the institutions public-as an actor who imposes certain legal norms in the field and draws some lines to follow and

companies-as employers-who will commit themselves to observing these norms and respecting the already marked path without any overthrow on their part, whether financially, social or even culture. In this case, the middle pillar will be the employee, regardless of gender, who will enjoy the results of this partnership, and indirectly the socio-economic environment at the national level.

Although international and even national attempts to respect women's rights and the equalization of women's rights with men's rights are increasing, we believe that these attempts for Romania are insufficient and there is still room for new policies and measures in the field, especially on the private market.

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