

Romania

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	45.0	87.5

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Romania, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Bucharest). The scores for Romania are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	25.0
Supportive frameworks score	100.0	66.7	33.3	50.0	66.7	0.0	50.0	0.0	33.3	50.0
Expert opinions score	75.0	100.0	75.0	75.0	100.0	100.0	50.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Romania (82.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Romania obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Romania is on the indicator measuring laws affecting the size of a woman's pension. To improve on the Pension indicator, Romania may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits and equalizing the mandatory retirement age for men and women.

The **WBL 2.0 supportive frameworks score** for Romania (45.0 out of 100.0) is higher than the global average (39.5) and lower than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting women's safety, Romania obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Romania is on

the indicator measuring supportive frameworks affecting women's work after having children. To improve on the Parenthood indicator, Romania may wish to consider making it possible to apply for maternity benefits through a single government application process, putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Romania (87.5 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Romania obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Romania is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Law on Equal Opportunities between Women and Men, Arts. 4(d), 11, 14(1), 31, 33, 34, and 37(1); Criminal Code, Arts. 208(2) and 223; Law on Preventing and Combating Domestic Violence, Art. 4(1)(h)
Does the law address domestic violence?	Yes	Law on Preventing and Combating Domestic Violence, Art. 4(b)-(e), Ch. IV and V; Criminal Code, Art. 199
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 87 and 309
Can a woman travel internationally in the same way as a man?	Yes	Law on Free Movement of Romanian Citizens Abroad, Art. 15
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law 21/1991 on Romanian Citizenship, Arts. 5 and 8
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Law No. 202/2002, Arts. 2, 6 and 7; Law No. 53 of 24 January 2003, Art. 5
Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 53 of 24 January 2003, Art. 5
Does the law allow employees to request flexible work?	Yes	Law No. 53 of 24 January 2003, Art. 115; Law 81/2018 regarding regulation of teleworking activity, Art. 3
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Law No. 53 of 24 January 2003, Art. 6; Law on equal opportunities and equal treatment for women and men No. 202 of 19 April 2002, Arts. 4 and 7
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 308 and 309
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Arts. 308 and 309

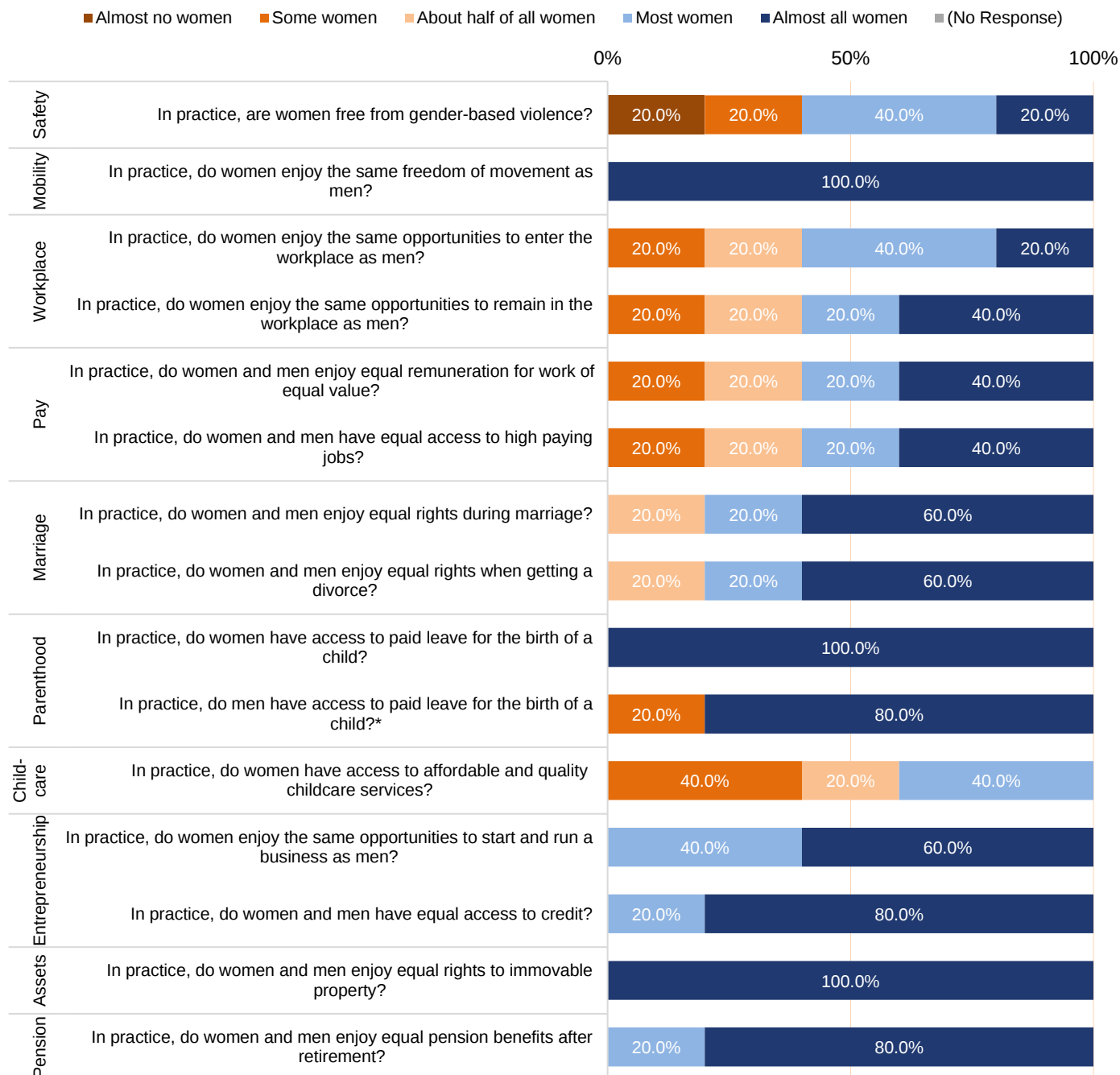


Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 373 and 374
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Emergency Ordinance No. 158 of 17 November 2005, Arts. 23-24; Rules for Applying the provisions of Emergency Ordinance 158/2005. Art. 39; Emergency Ordinance No. 111 of 8 December 2010, Art. 2; Emergency Ordinance No. 164/2022, Art. 9 amending Emergency Ordinance No. 111 of 8 December 2010, Art. 11
Are leave benefits for mothers paid solely by the government?	Yes	Emergency Ordinance No. 158 of 17 November 2005, Art. 25
Is paid leave available to fathers?	Yes	Law No. 210 of 31 December 1999, Arts. 2 and 4; Emergency Ordinance No. 164/2022, Art. 9 amending Emergency Ordinance No. 111 of 8 December 2010, Art. 11
Is dismissal of pregnant workers prohibited?	Yes	Law No. 53 of 24 January 2003, Art. 60
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Law No. 198 of 4 July 2023, Arts. 12, 15, 19, 27, 28, 30 and 135(1); Government Decision No. 566 of 28 April 2022, Arts. 1(1-2) and 4(1)
Does the law establish any form of support for families for childcare services?	Yes	Law No. 193 of 17 May 2006, Arts. 4, 7-10; Law No. 165 of 10 July 2018, Arts. 18-20; Government Decision No. 1.306/2022
Does the law establish any form of support for nonstate childcare providers?	Yes	Law No. 198 of 4 July 2023, Arts. 27(8), 137(2)(3) and 139; Government Decision No. 136 of 2 March 2016, Arts. 1-3 and Annex 2; Law No. 227 of 2015 on Fiscal Code, Title II, Chapter II, Arts. 25(1).3, 456(1)(o) and 464(1)(f)
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Law No. 198 of 4 July 2023, Arts. 23(1)(a), 165(1)(a), 168(7), 176(1)(5-8) and 234(7)(b); Government Decision No. 566 of 28 April 2022 of 28 April 2022, Arts. 8(5), 10 and 59; Government Order No. 993 of 18 November 2020, Secs. 1, 3, 11, 11-1 and 15; Emergency Ordinance No. 75 of 12 July 2005 on Ensuring the Quality of Education, Art. 33(1)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Commercial Companies Law, Art. 18
Does the law prohibit discrimination in access to credit based on gender?	Yes	Ordinance No. 137 of 31 August 2000 on Preventing and Sanctioning all Forms of Discrimination, Art. 2(1), 3(c) and 10
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 339, 345-346
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Arts. 963 and 975
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 970-974
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 326
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law No. 127/2019, Art. 48 and Annex 5
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Law No. 127/2019, Art. 60
Is the mandatory retirement age for a woman and a man the same?	No	Law No. 127/2019, Art. 48; Law No. 53 of 24 January 2003, Art. 56
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law no. 127/2019, Art. 14(1)f

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy for Preventing and Combating Sexual Violence "SINERGY" 2020-2030; Decision on the Approval of the Framework Methodology for the Application of the Standardized Guide on Harassment Based on Gender and Moral Harassment at Work; Pilot Crisis Center for Rape Situations; National Agency for Equal Opportunities for Women and Men (ANES) Helpline
Are special procedures in place for cases of sexual harassment?	Yes	Law on Equal Opportunities and Treatment Between Women and Men, Arts. 11, 14, and 35
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	National Agency for Equal Opportunities for Women and Men
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	State Budget 2023
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Government Ordinance No. 137/2000, Arts. 6, 19 and 20
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	National Institute of Statistics: Labor Force in Romania
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Bucharest District Court
Is legal aid available for family law disputes?	Yes	Ministry of Justice
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Romanian Agency for Quality Assurance in Pre-University Education
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Government Decision No. 136 of 2 March 2016, Arts. 4-5 and Annex 1 and 3
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Regulation on the Reception and Registration of Land Records in the Cadastre, Art. 176; Civil Code, Arts. 339, 344 and 902
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 127/2019, Art. 139

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.