

Romania

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Bucharest). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Romania scores 90.6 out of 100**. The overall score for Romania is higher than the regional average observed across Europe & Central Asia (84.2).

Romania - Scores for Women, Business and the Law 2020



Relative Strengths

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, constraints on women's starting and running a business, and gender differences in property and inheritance, Romania gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting the size of a women's pension, Romania could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Romania is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). 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.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code of 2009, Art. 87
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Law 248/2005 on Free Movement of Romanian Citizens Abroad, Art. 15; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 53 of 2003, Art. 5
	Is there legislation on sexual harassment in employment?	Yes	Law on Equal Opportunities Between Women and Men, Art. 11; Criminal Code, Art. 223
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law on Equal Opportunities Between Women and Men, Arts. 11 and 37(1); Criminal Code, Art. 223 <i>Civil:</i> Law on Equal Opportunities Between Women and Men, Arts. 33 and 34
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Law No. 53 of January 2003, Art. 6; Law No. 202 of 19 April 2002, Art. 9
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law on Preventing and Combatting Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	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
	Does the government pay 100% of maternity leave benefits?	Yes	Emergency Ordinance No. 158 of 17 November 2005, Art. 25
	Is there paid paternity leave?	Yes	Law No. 210 of 31 December 1999, Arts. 2 and 4
	Is there paid parental leave?	Yes	Emergency Ordinance No. 111 of 8 December 2010, Art. 2
	Is dismissal of pregnant workers prohibited?	Yes	Law No. 53 of 24 January 2003, Art. 60
Entrepren.	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, Arts. 2(1), 3(c) and 10
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	Commercial Companies Act of 2004, Art. 18
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code of 2009, Art. 339
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code of 2009, Arts. 260, 963 and 975
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code of 2009, Arts. 970-974
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code of 2009, Arts. 345-346
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code of 2009, Art. 326
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law No. 263 of 16 December 2010, Art. 53 and Annex 5 Men: Law No. 263 of 16 December 2010, Art. 53 and Annex 5
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law No. 263 of 16 December 2010, Arts. 62, 65, 53 and Annex 5 Men: Law No. 263 of 16 December 2010, Arts. 62, 65, 53 and Annex 5
	Are the mandatory retirement ages for men and women equal?	No	Women: Law No. 53 of 24 January 2003, Art. 56(d) Men: Law No. 53 of 24 January 2003, Art. 56(d)
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law No. 263 of 16 December 2010, Arts. 49(1)(f) and 3(j)