

# Romania

*Women, Business and the Law 2024* (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 100.0**. The overall score for Romania is higher than the regional average observed across Europe and Central Asia (85.8). Within the Europe and Central Asia region, the maximum score observed is 96.9 (Cyprus).

## Romania - Scores for Women, Business and the Law 2024



## 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 starting and running a business, and gender differences in property and inheritance, Romania gets a perfect score.

## Areas for Improvement

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

For example, the lowest score for Romania is on the indicator measuring laws affecting the size of a woman's pension (the WBL2024 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

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Romania are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/romania/2024>



	QUESTION	ANSWER	LEGAL BASIS
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 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 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 24 January 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. 11, 31, 33 and 34
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 in the same way as a man?	Yes	Civil Code, Arts. 308 and 309
	Is there legislation specifically addressing domestic violence?	Yes	Law on Preventing and Combating Domestic Violence
	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
	Does the government pay 100% of maternity leave benefits?	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
	Is there paid parental leave?	Yes	Emergency Ordinance No. 111 of 8 December 2010, Arts. 2 and 11; 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
Entrepreneurship	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
	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 Law, 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, Art. 339
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 963 and 975
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 970-974
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Arts. 345-346
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 326
	Is the age at which men and women can retire with full pension benefits the same?	No	Law No. 127/2019, Art. 48 and Annex 5
Pension	Is the age at which men and women can retire with partial pension benefits the same?	No	Law No. 127/2019, Art. 60
	Is the mandatory retirement age for men and women 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