

Cum putem măsura gradul de inițiativă și implicare economică a femeilor (agency & empowerment)?

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
Increased financial independence / autonomy	Level of autonomy to decide on an action and carry it out independently	WEAI	Adapted from DHS and Alkire and others (2013)
Leadership roles	Percentage of firms that report female participation in ownership (%)	APEC, WE3	World Bank Enterprise Surveys
	Percentage of firms that report female participation in top management (%)	APEC, WE3	WDI
	Percentage of women (men) in the total number of persons employed in management. Diferențe mari între lege, atitudini și practici: https://stats.oecd.org/Index.aspx?DataSetCode=GIDDB2019	SIGI	ILO

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
	Female share of employment in senior and middle management (%)	UNDP3	ILO
	Women in ministerial positions (female / male ratio)	APEC, GGGI, SDG GI, MGII	IPU
	Women's political participation (% of ministerial positions and seats in parliament held)	WEOI	UN
	Leadership positions in community	WEAI	Alkire and others (2013)
	How close women are to parity with men at the highest levels of political decision-making (scale of 0-100)	APEC	WEF
Self-confidence/ self-esteem	Percentage of women who believe they have adequate start-up skills to start a business	FEI	GEM

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
Education	Percentage of female business owners with a higher education degree	FEI	GEM
	Availability, accessibility and affordability of SME support and training programs for women	FEI	Women's Economic Opportunity Report
Willingness to take risks	Percentage of women who can identify good opportunities to start a business in the area where they live	FEI	GEM
	Percentage of women who do not believe that fear of failure would prevent them from starting a business	FEI	GEM
Personal access to networks	Social connectedness through professional networks	pro-WEAI	Malapit and others (2019)

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
	Percentage of women who personally know an entrepreneur who started a business within the last two years	FEI	GEM
	The percentage of women with LinkedIn profiles	FEI	LinkedIn Database
Participation in women's advocacy organizations	Women's participation in community groups / associations / networks	IDM, pro-WEAI	Wisor and others (2014), Malapit and others (2019)
	Ability to change your community	IDM	Wisor and others (2014)
Laws, regulations and policies - Absence of gender discrimination	Women's economic rights (rating)	ISS GEI	CIRI
	Gender inequality in economic rights (categorical)	MGII	CIRI
	Enforcement of equal pay for equal work	WEOI	ILO
Equal right to start	Existence of government or non-government programs	WEOI	EIU analysts'

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
and operate a business	offering small and medium enterprises support and / or development training		qualitative assessment
	Starting a business: number of procedures for women	WE3	DBD
	Starting a business: time for women (days)	WE3	DBD
	Starting a business: cost for women (percentage of income per capita)	WE3	DBD
	Time and cost involved in starting a business	WEOI	DBD
Attitudes toward gender roles	SIGI: Restricted Access to Productive and Financial Resources Sub-Index, Discriminatory Attitudes toward Working Women (proportion)	WE3	Social Institutions and Gender Index
Availability of paid work	Female share of the active population	MGII	WISTAT.4 UN

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
Ability to work in male-dominated occupations	Proportion of females among legislators, senior officials and managers	ISS GEI	ILO
	% of females in technical, managerial and administrative positions	MGII	WISTAT.4 UN
General business environment	Percentage of women-owned businesses who have only a few competitors that offer the same product or service	FEI	GEM
	Percentage of new women entrepreneurs who are offering new products (or adapting existing products)	FEI	GEM
Women's access to business and financial services	SIGI "Access to Credit" measurement of women's right and de facto access to bank loans	APEC	OECD
	Ability to build a credit history	WEOI	DBD
	Gender inequality in access to credit (categorical)	MGII	OECD

Framework element or dimension	Indicator	PM Tool(s) using indicator	Data source
	Women's access to financial services	WEOI, pro-WEAI	CGAPFA, OECD, International Postal Union, Malapit and others (2019)
	Access to credit	WEAI	Alkire and others (2013)

Conform raportului McKinsey "Win-Win: How empowering women can benefit Eastern and Central Europe", femeile reprezintă 52% din populația totală a celor 7 state din Europa Centraă și de Est și 60% dintre absolvenții de studii superioare, însă doar 45% din forța de muncă activă. Ca atare, contribuția femeilor la economia regiunii ar putea fi mult mai mare. Femeile au contribuit cu 39% la PIB-ul României și reprezentau 43% din forța sa de muncă activă în 2019. România ar fi al doilea beneficiar dintre cele șapte țări central și est europene analizate în ipoteza unui scenariu ideal pentru afaceri caracterizat printr-o creștere a ponderii femeilor în forța de muncă la nivelul ponderii lor în rândul populației în 2030 (52% din totalul forței de muncă, ceea ce ar corespunde unei creșteri cu 550.000 a numărului de femei active pe piața muncii din

România), o sporire cu 2 ore a numărului de ore lucrate săptămânal în medie de femei de la 38 la 40 de ore și o creștere a ponderii femeilor în sectoarele industriale și de servicii cele mai productive (servicii financiare, energie, utilități, administrație publică, industrie, imobiliar). În ”best-in-region”scenariu (scenariul optimist), România va înregistra o creștere anuală de 8,7% a PIB până în 2030, ceea ce ar însemna 24 miliarde euro adăugați la PIB-ul anual al României până în 2030. În România se regăsește cea mai mare pondere a absolventelor femei de studii STEM din regiune (43% din total absolvenți), iar țara noastră stă bine atât la ”female executives” cu 33% din total și la ”female CEO” cu 21% din total. Companiile ale căror echipe executive aveau cea mai mare diversitate de gen au înregistrat o probabilitate cu 26% mai mare de a raporta profituri peste medie comparativ cu echipele executive cel mai puțin diverse sau fără femei în poziții de top. În ceea ce privește participarea pe piața muncii, 59% dintre femeile din România sunt angajate - comparativ cu o medie de 64% în Europa Centrală și de Est. România ar putea adăuga în fiecare an aproximativ 8,7% la PIB, adică aproximativ 24 miliarde de euro anual, prin implicarea mai multor femei pe piața muncii. De implicat în audierea publică: Mariana Miron, Engagement Manager în cadrul biroului din București al McKinsey & Company.

[USAID Women’s Economic Empowerment and Equality Dashboard \(WE3\)](https://idea.usaid.gov/women-e3/romania)

<https://idea.usaid.gov/women-e3/romania>

<https://idea.usaid.gov/cd/romania/gender>

Women’s Economic Empowerment and Equality Dashboard (WE3) 2021 - România:
(roșu - sub media europeană)

2,1 din 5 private leadership score (employers, ownership, and management)
2,1 din 5 decision making score (household responsibilities)
2,3 din 5 political leadership score (parliament seats and power distribution)
2,3 din 5 entrepreneurship score (family workers, self-employed, and middle management)
2,3 din 5 technology score (date, Internet, mobile phone usage)
2,4 din 5 la financial services and acces to credit
2,8 din 5 starting a business (time, cost, procedures)
2,8 din 5 (higher is better) la ownership property rights
2,9 din 5 labour force score

Employment to population ratio - 44% din femeile cu vârstă activă

Firms with female top management - 17,2% din total

OECD Social Institutions and Gender Index (SIGI)

Valoarea SIGI în 2019 pentru România este foarte scăzută: 17%. Valori mai mari indică inegalități de gen mai mari.

Indicatorii cu cele mai mari valori (ce indică cele mai mari inegalități) sunt: *percentage of male MPs (79%), share of male managers (70%), share of agricultural land holders (68%), percentage of women in the total number of persons not feeling*

safe walking alone at night (68%), share of women declaring lack of confidence in the justice system (55%), share of male account holders (52%), legal framework on household responsibilities (50%), legal framework on political participation (50%).

Although female participation in the labour force is on the rise, household responsibilities are often seen as primarily a female domain, with women viewed as caretakers and nurturers and men as primary breadwinners.

Women are over represented in lower paying jobs such as: education, health care, social work.

UNDP 3 - ILO

<https://data.worldbank.org/indicator/SL.EMP.SMGT.FE.ZS?locations=RO>

Female share of employment in senior and middle management positions (2019) - 34,19%

Employment to population ratio, ages 15-24, female (2019) - 19,43%

Employers, female - 0,62% of population

GEDI Female Entrepreneur Index (FEI)

România ocupă poziția 33 în Female Entrepreneurship Index 2015 Ranks and Scores din 77 de state evaluate, cu un scor de 49,4 din maximum 100.

România stă mai bine în Female Entrepreneurship Index decât în Global Entrepreneurship Index.

Cele mai scăzute scoruri sunt obținute pentru cheltuielile instituționale cu cercetarea, dezvoltarea și transferul tehnologic, *Ist tier financing* (relates to debt capital and financial literacy and includes the combined percentage of women with a bank account at a formal institution, the percentage of women with a bank account for business purposes and women's access to finance programs), *tech sector business* (the percentage of female TEA businesses that are active in the medium or high technology sectors), *opportunity recognition* (awareness of opportunity), dimensiunea pieței, *perception of skills* (the percentage of female population who believe they have adequate start-up skills), *know an entrepreneur* (networking - the female population who personally know an entrepreneur who started a business within the last two years) și *aces to childcare* (cultural support - access to affordable and high-quality childcare expands mothers' opportunities to pursue entrepreneurial activities).

Stăm cel mai bine la: equal rights (the parity of laws for women and men in 17 key areas including capacity, property rights and employment), business gazelles (the percentage of high-growth TEA female businesses who intend to employ at least ten people and plan to grow more than 50 percent in five years - rapid growth), secondary education (aces to education) și spiritul inovativ.

Stăm mult mai bine la business gazelles decât la female leadership. (We include the percentage of *female managers* as the institutional variable of high growth, since higher rates of female managers are important for ‘high potential’ female entrepreneurs for a number of reasons. Most importantly, female managers often embody the education, skills, and experience needed for successful ‘high potential’ female entrepreneurship and as such form a pool of potential candidates. Also the percentage of female managers provides a good indication of a country’s overall acceptance of women in positions of leadership and decision-making).

ISS Gender Equity Index (ISS GEI)

<https://www.socialwatch.org/node/14367>

Poverty eradication and gender justice. GEI by country (latest data 2012) România: educație - 0,99; activitate economică - 0,80; women empowerment - 0,39; final - 0,72.

In terms of gender equity Romania lags slightly behind the European average and most of its neighbours.

Romania’s 72 points rank it among those countries with low GEI.

The country’s index seats one point below Europe’s average, which is 73, and also below neighbouring Hungary (73), Serbia (75), Bulgaria (76) and Moldova (77), although above Ukraine (69).

The only dimension in which Romania reaches an acceptable value is education (99 points), while in economic participation and empowerment the country’s performance is much less praiseworthy: 80 and 39 respectively (low and critical).

Cingranelli-Richards Human Rights Data (CIRI)

WECON (Y - Excel) - Women's Economic Rights (0-3, 3 indicates that all or nearly all of women's economic rights were guaranteed by law and the government fully and vigorously enforces these laws in practice).

Scor CIRI România în 2011: 1 - There are some economic rights for women under law. However, *in practice, the government does not enforce the laws effectively or enforcement of laws is weak. The government tolerates a moderate level of discrimination against women.*

Economist Intelligence Unit Women's Economic Opportunity Index (WEOI) - ILO

România ocupă poziția 39 din 113 state în WEOI cu un scor de 61 din 100. De asemenea, România ocupă poziția 7 din 27 de state din categoria upper middle income (3.856-11.905 USD) și poziția 28 dintre 34 de state europene, mai rău fiind clasate doar state care nu sunt membre UE, precum Croația, Albania, Ucraina, Serbia, Moldova și Rusia.

La nivel global stăm mai rău decât ranking-ul mediu la: *labour practice - practicile de facto discriminatorii de pe piața muncii* (poziția 92), *acces to childcare* (poziția 91), *acces to finance și istoricul de creditare a femeilor* (poziția 60).

În Europa, ocupăm poziția 32 la *labour practice*, poziția 30 la acces to finance, poziția 28 la education and training, poziția 27 la labour policy and practice, poziția 20 la labour policy și poziția 19 la statutul legal și social al femeii.

Equal Measures 2030 SDG Gender Index (SDG GI)

<https://www.equalmeasures2030.org/products/sdg-gender-index/>

<https://data.em2030.org/2019-sdg-gender-index/explore-the-2019-index-data/>

În România, 28% dintre pozițiile ministeriale și de senioritate din guvern sunt deținute de femei.

WEF Global Gender Gap Index (GGGI)

România ocupă poziția 88 din 156 de țări în The Global Gender Gap Index 2021 rankings, cu un scor de 0,7. Gap-ul care rămâne de acoperit este de 0,3.

Repartizat pe sub-index-uri, România ocupă poziția 50 (cu un scor de 0,723) la *economic participation and opportunity*, poziția 54 (cu un scor de 0,997) la *educational attainment*, poziția 1 (cu un scor de 0,980) la *health*, poziția 129 (cu un scor de 0,100) la *political empowerment*.

Only 4 of 26 countries from Eastern Europe and Central Asia have shown a decline of more than 1% in the last year, with Romania showing the greatest decline (2.4 percentage points).

Poziția ocupată de România în regiune este 21 din 26 de state.

Distanța cea mai mare de parcurs până la paritate cu bărbații se înregistrează la următorii indicatori: *legislators, senior officials and managers (femeile reprezentând doar 33,6%); women in ministerial positions (5%)*.

BCG Gender Diversity Index

Conform BCG Gender Diversity Index, România ocupa în 2020 poziția 1 în UE, la egalitate cu Estonia, la proporția femeilor care dețin poziții de top management (32%), poziție influențată masiv de sectorul public.

Deloitte SheXO Survey

The data for Romania is extremely *promising*. Eurostat reports that, on a five-year scale, the highest percentage difference in the *unadjusted gender pay gap* (which is the difference between average gross hourly earnings of male and female employees as % of male gross earnings) has remained either the lowest, or the second to lowest after Luxembourg.

For 2018, the last year with recorded data, Romania scored the lowest difference between men and women's salaries, with an estimated 3% difference.

According to information published by Eurostat, in 2019, women held *only 11 percent of board seats in the largest publicly listed companies in Romania*, compared to the European Union (EU) average of 27 percent.

However, the Romanian percentage has remained relatively stable since 2014.

The BSE Code of Corporate Governance states that boards should have a mix of skills, experience, knowledge, and independence in addition to gender diversity.

Although women are seen as great communicators and very good at multitasking, they are penalized when it comes to *skills specific to CEO position (leadership, as well as comfort in decision-making)*.

This may also be an indication of different organizational cultures in Romania and Eastern Europe, which may favor various leadership styles.

The survey shows that more than 75% of respondents think that women are more consistent, empathetic, have the ability to manage large teams and that they communicate better than men.

Equally, approximately half of the respondents think that women's analytical skills are more developed than men's.

Empathy is likely to be one of the key leadership features of the 21st century.

On the other hand, a significant number of respondents consider men more skilled when it comes to *innovative ideas, comfort in making decisions, and leadership skills* - and these are the right skills for the members of the board: efficient negotiators as well as the strategic planning skills.

As a perception, *women work overwhelmingly more to obtain the same position as men*, with 53% saying it happens very frequently and 38% saying it happens sometimes.

Women that take maternity leave stand at a disadvantage over the course of their career.

Countless international studies have proven that there is a direct connection between the optimal mixture of men and women in the management key roles and the success of a business, while also encouraging innovation. We believe that an inclusive mindset and diverse workforce are two of our greatest competitive strengths.

Webarometer 2020 - Women Entrepreneurs in Europe (survey)

Respondenții la sondaj au rezidența primară de afaceri în 29 de țări, în România fiind localizate 3,05% dintre cele 590 femei de afaceri participante la sondaj.

Women make up 52% of the total European population, but only 34.4% of the European Union (EU) self-employed and 30% of start-up entrepreneurs.

Majoritatea afacerilor conduse sau deținute de femeile participante la sondaj funcționează în domeniul serviciilor profesionale, educației, media și serviciilor de sănătate.

Printre motivele importante pentru care femeile ezită să înceapă o afacere se numără: *lipsa suportului pentru afaceri și obligațiile covârșitoare pentru îngrijirea familiei.*

Cele mai apreciate programe de suport sunt cele de *mentorat, networking și sprijinire a start-up-urilor.*

Firmele cu experiență deținute de femei care au trecut de etapa de start-up se confruntă cu probleme de *acces la alte surse de finanțare decât propriile economii / economiile familiei / prietenilor.*

Pentru mai mult de jumătate dintre afacerile deținute de femei, cererea de produse și servicii a scăzut în perioada pandemiei.

Este nevoie de programe de suport și finanțare personalizate și proiectate specific pentru nevoile femeilor antreprenor aflate în diverse stadii de înființare, dezvoltare și scalare a afacerilor.

European Institute for Gender Equality - Gender Equality Index

Cu 54,4 puncte din 100, România ocupă poziția 26 în UE, fiind cu 13,5 puncte sub media europeană. Scorul nostru este mai bun în domeniul sănătății și muncii, deși pozițiile ocupate sunt la coada clasamentului european (28 și 23).

Cele mai mari *inegalități* sunt în domeniul *puterii și timpului*. Stăm mai bine la *participarea femeilor pe piața muncii* decât la capitolul *segregare și calitatea muncii*.

Punctăm prost la *accesul femeilor la resurse financiare și la poziții de putere (decizie) în domeniul economic (membri ai board-ului în marile companii și în banca centrală) și politic (ministri, parlamentari)*.

Femeile își petrec mult *timp neplătit cu îngrijirea copiilor, nepoților, persoanelor în vârstă și cu dizabilități*.

Totuși, Career Prospects Index (indexul perspectivelor femeilor în carieră) este la nivelul mediei europene. Femeile *nu au activități sociale (sport, voluntariat, divertisment, cultură)*. Doar 23% dintre *specialiștii ICT* sunt femei, iar decalajul de nivel salarial între femei și bărbați în domeniul ICT este de 14%.

Mastercard Index of Women Entrepreneurs (MIWE)

România se numără printre cele 13 economii ce au obținut un scor MIWE mediu, cuprins între 50 și 60 de puncte.

Un număr de 38 de economii (majoritatea) au obținut scoruri bune și foarte bune, în timp ce 7 economii au scoruri slabe și foarte slabe. Statisticile MIWE reprezintă 80% din forța de muncă feminină activă la nivel global, fiind studiate 58 de economii din Asia Pacific (15), Europa (18), America de Nord (2), America Latină (9), Orientul Mijlociu & Africa (13),

clasificate în funcție de nivelul de venituri (PIB/locuitor) și stadiul de dezvoltare. România face parte din categoria "upper middle income, efficiency/innovation driven".

Grupul de țări din care face parte și România este caracterizat astfel: *"the underlying entrepreneurial conditions are less conducive with gender gaps more prevalent in terms of employment, financial inclusion, and academic opportunities"*.

În anul 2020, România a scăzut 6 poziții în topul MIWE față de 2019, de pe poziția 34 pe poziția 40.

Cel mai mult am involuat la componentele B, *knowledge assets and financial acces* (cu 22 de poziții într-un an) și C, *entrepreneurial supporting conditions* (cu 14 poziții).

În România, 27,3% dintre business owners sunt femei.

România este în grupul standard de 31 de țări unde femeile dețin o afacere ce asigură cel puțin 1 loc de muncă pe lângă cel al owner-ului. Afacerile deținute de femei sunt în sectorul serviciilor, mai vulnerabil la efectele pandemiei.

Women's Power Index - Council on Foreign Relations

<https://www.cfr.org/article/womens-power-index>

Indexul *Political Parity Score* situează România pe poziția 163 din 193 țări analizate, cu *11% reprezentare a femeilor la toate nivelurile guvernării*

5% dintre pozițiile ministeriale din cadrul guvernului sunt deținute de femei

18% dintre parlamentari sunt femei

13% dintre aleșii locali sunt femei

United Nations Development Program's Gender Inequality Index (UNDP-GII)

<http://hdr.undp.org/en/countries/profiles/ROU>

România are un *Human Development Index* de 0,828, ceea ce o clasează pe poziția 49 în clasamentul UNDP, fiind peste media globală de 0,737.

În cadrul acestuia, *Gender Development Index* este de 0,991.

Acesta ține cont de următoarele elemente:

- women with account at financial institution or with mobile money-service provider (% of female population ages 15 and older): 53,6%
- *share of seats held by women in local government*: 12,5%
- *share of seats in parliament*: 19,6% held by women
- *female share of employment in senior and middle management*: 34,2%

Gender Inequality Index este 0,276 (față de 0,436 la nivel global).

The Missing Entrepreneurs 2019 - OECD

The gender gap in the nascent entrepreneurship rate was the largest in Romania (3.3% vs 8.6%) between 2014 and 2018.

The *nascent entrepreneurship rate* measures the proportion of the population who are actively involved in setting up a business they will own or co-own but have not yet paid salaries, wages or any other payments to the owner(s) for more than three months. *Women are less likely than men to be involved in starting a business* (source: Global Entrepreneurship Monitor, 2019). Nascent women entrepreneurs were more likely than nascent men entrepreneurs to be working in teams in Romania (29.6% vs 22.2%).

The share of women with a tertiary education who were working as employees in 2018 was greater than the share who were self-employed in Romania.

Moreover, early-stage women entrepreneurs were more likely than early-stage male entrepreneurs to sell to foreign customers (export) in Romania (27.8% vs 24.5%).

The EU Member State where early-stage women entrepreneurs were the most likely to report an expectation to create at least 19 jobs in the next five years was Romania, where 16.7% reported this expected level of job creation.

Less than 10% of early-stage women entrepreneurs pursue growth in OECD countries.

While access to finance has improved since the crisis, the SME finance gap in Romania was estimated to be USD 32.7 billion in 2017 (approximately EUR 31.0 billion, or 18% of GDP); and of this, the finance gap for women-led SMEs was USD 2.6 billion (approximately EUR 2.5 billion) (IFC, 2019).

Among EU Member States, youth were the most confident about their entrepreneurship skills in Romania (50.1%).

Among EU Member States, the new business ownership rates for seniors were the highest in Romania (3.6%) and lowest in Poland and Italy (1.1% in both countries).

Among EU Member States, team entrepreneurship among seniors was most common in Hungary (31.5%), Belgium (33.8%) and Romania (33.9%).

Women's entrepreneurship is currently topical and several new support initiatives have been launched, including the Women Entrepreneurs Programme (2018) and a loan of EUR 5 million from the European Investment Bank to Garanti Bank Romania in 2019 to invest in women entrepreneurs.

There have also been several high profile reports released, including "Taking Women Entrepreneurs to the Bank in Romania" by the International Finance Corporation (2019) - a member of the World Bank Group - and Garanti Bank Romania.

It shows that women entrepreneurs supported by the Women SME Banking Programme had average real sales growth of over five per cent per year, higher than the national average for firms in Romania.

Profilul de țară al României a fost întocmit de **Catalin Ghinararu**, secretar științific al INCSMPS.
http://www.incsmps.ro/CV_EN/CV%20Catalin%20Ghinararu%20en.pdf

Statistici Eurostat

Conform Eurostat, în Uniunea Europeană 37% dintre manageri, 28% dintre membrii board-urilor și 18% dintre pozițiile de execuție de rang înalt (senior executives) sunt femei.

România este peste media europeană în statistici la pozițiile superioare de execuție deținute de femei (33,8% față de media UE de 18%).

Însă această pondere a funcțiilor de execuție cu experiență ocupate de femei nu se reflectă în evoluția lor managerială în carieră, doar 13% dintre membrii board-urilor și 33% dintre manageri fiind femei.

Zece provocări Erste

Closing the female employment gap between CEE8 and Euro Area could bring almost 1 million female workers, conform studiilor Erste.

Female employment rate (% din populație) este cel mai scăzut în Serbia, Croația și România, unde este situat mult sub media zonei Euro.

De asemenea, flexibilitatea formelor legale de muncă pentru femeile angajate part-time sau pe proiecte care au cel puțin un copil în îngrijire din România este una dintre cele mai reduse din UE, fiind pe ultimele trei locuri din clasamentul european, alături de Ungaria și Croația.

Echipa de cercetători români Erste a fost formată din **Ciprian Dascălu, Eugen Sinca, Caiul Râpanu și Dorina Ilasco.**

Clasamente care nu fac referire directă la România, dar care cuprind indicatori sau constatări de interes pentru politica publică propusă de Vertik:

Elite Quality Index

32 country scores and global rank on value creation sources in Elite Quality Report 2020.

The State of Elites is best apprehended through 4 possible conditions that describe a country's elites in terms of their business models on aggregate:

- *competitive* (short-lived cycles of highly innovative and profitable elites that rise to the top in quick succession),
- *enlightened* (powerful elites that dominate the political economy, refrain from Value Extraction despite their ability to obtain rents, and instead choose to run value creating business models that generate substantial value),
- *rentier* (highly dominant and powerful elites that have consolidated value extracting business models and designed institutions that favor their business model) and
- *striving* (aspirational, but low power elites whose extractive rent seeking is real but has not (yet) scaled).

Din păcate, România nu se numără printre țările măsurate de Elite Quality Report.

Primele poziții în privința calității elitelor la nivel global sunt ocupate de Singapore, SUA și Marea Britanie.

În zone de elite iluminate găsim Elveția, Germania, Marea Britanie, SUA, Australia, Canada, Japonia, Norvegia, Polonia.

Printre țările cu elite bazate pe extragerea de rente se numără Turcia și Rusia.

Elite business models based on Value Creation (rather than extractive rent seeking activities) generate broad and sustainable economic growth.

The higher the EQx Country Score (i.e. the more prevalent the Value Creation business models and the lower their rent seeking antagonists), the higher the levels of economic development in terms of real GDP per capita.

IDRC Measuring Women's Economic Empowerment (GrOW)

The Growth and Economic Opportunities for Women (GrOW) program is a multi-funder partnership between the United Kingdom's Department for International Development, the Hewlett Foundation, and the International Development Research Centre.

Review of GrOW research found 40 measures used to analyse women's economic empowerment. These were grouped into three areas:

- (1) labour market outcomes,
- (2) control over household resources, and
- (3) marriage, fertility, and child rearing.

Other relevant domains were political participation and access to education and training.

Comparable global indicators are necessary, and possible.

Aggregate measures need to be accompanied by data on the way in which these measures derive from specific contexts.

Global aggregate measures of empowerment such as SDG5 should be complemented at the national level with context-specific direct measures.

Indirect measures need accompanying information that explains which relevant contextual factors to consider in decision-making.

DfID Measurement of Women's Economic Empowerment (WOW)

Programmes should measure access to assets and employment separately from control over assets and employment-related decisions.

Programmes should place more emphasis on measuring enablers and constraints to empowering women in economic development programmes.

Programmes should invest in qualitative approaches to evidence individual and societal change, particularly those related to decision-making within the household, and use this information to interpret the meaning of quantitative results.

Programmes should include a focus on women's economic empowerment at the design stage and when revisiting the theory of change and measurement approaches during the course of programme implementation.

European Women on Boards Gender Diversity Index 2020

Dintre 668 de companii studiate (dintre care 599 sunt listate în indexul STOXX Europe 600, iar celelalte în indicii bursieri naționali), 42 de companii au o femeie drept CEO, 129 au cel puțin o femeie ca membră a board-ului și doar 9% au un board prezidat de o femeie. România nu este reprezentată de nicio companie analizată.

The issue of gender equality in leadership is more affected by a country culture and possibly systemic features than by the nature of a specific economic sector.

This 2020 report covers 668 companies, 599 of which are listed in the STOXX Europe 600 index.

This report analyses women's participation in corporate governance in the largest European companies that are listed in the STOXX 600 Europe index or, in some countries, national stock exchange indexes.

The index covers companies in 18 European countries: Austria, Belgium, Czechia, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Portugal, Spain, Sweden, Switzerland and the United Kingdom.

Not all countries are equally represented in the index.

Companies from the UK comprise 23% of the index.

French companies account for 13% of the index and German companies for 11%.

Gender equality in corporate leadership is still far from reality:

- 28% of business leaders in executive and non-executive roles in the 668 companies analysed were women.
- Women represent only 34% of all boardmembers in the companies analysed. Boardlevel is actually the layer of governance with greatest participation of women.
- The situation is worst at executive level where women represent only 17% of all leaders.
- Only 42 (6%) of 668 companies analysed have a female CEO.
- Only 130 (19%) of companies have a woman in at least one of these roles: CEO, COO or CFO.
- The number of companies that reach an index of 0.8 or more (with high participation of women in decision making) has doubled from 30 in 2019 to 62 in 2020.
- While women were 35% of all persons who were newly appointed to leadership roles, they were only 24% among those who departed.

Companies from Norway, France, the UK, Finland, and Sweden are closest to having gender-balanced governance. România nu este reprezentată printre companiile mari și țările analizate.

The STOXX Europe 600 Index is derived from the STOXX Europe Total Market Index (TMI) and is a subset of the STOXX Global 1800 Index.

With a fixed number of 600 components, the STOXX Europe 600 Index represents large, mid and small capitalization companies across 17 countries of the European region: Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Portugal, Spain, Sweden, Switzerland and the United Kingdom.

Economics Center of Sorbonne Multidimensional Gender Inequalities Index (MGII)

The Multidimensional Gender Inequalities Index (MGII): A Descriptive Analysis of Gender Inequalities Using MCA
Gaëlle Ferrant

The Gender Inequalities Index (GII) as a new way to measure Gender Inequalities in Developing countries.

Using Multiple Correspondence Analysis (MCA), the GII aggregates different dimensions of gender inequalities.

Using Multiple Correspondence Analysis (MCA), the Gender Inequalities Index (GII) was constructed for 109 countries, with dimension weights defined endogenously.

Moldova ocupă poziția a 2-a între cele 109 țări în dezvoltare analizate. România nu este cuprinsă în studiu.

Individual Deprivation Measure (IDM)

<https://www.individualdeprivationmeasure.org/data/>

"To close the gender gap, we must first close the gender data gap", afirmă Melinda Gates.

La nivel de gospodărie și familie lipsesc adeseori datele dezagregate pe sex.

IDM este aliniat Agendei de Dezvoltare Sustenabilă 2030 și se concentrează pe colectarea de date intersecționale și multidimensionale pentru înțelegerea sărăciei și inegalității.

IDM aligns with some 25% of the 53 gender-related indicators și oferă date dezagregate.

Datele se referă însă doar la Fiji, Filipine, Insulele Solomon, Indonezia, Nepal, Myanmar și Republica Sud-Africană.

Global Entrepreneurship Monitor 2018-2019 pooled data (GEM)

<https://www.gemconsortium.org/>

Inclusiveness in entrepreneurship is critical to any economy, because, if one group in society is not starting businesses on a par with other groups, this will limit job creation, innovation, income generation, the availability of new products and services, and all of the other benefits that new businesses bring to the economy and society.

The lowest rates of female early-stage entrepreneurship are in Italy, Poland and India, although a further six economies, all in Europe, also have less than one in 20 women starting or running a new business.

In 2020 raportat la 2019, in 22 of the 35 economies, the ratio of female to male entrepreneurship decreased.

Romania nu este printre cele 35 de economii monitorizate de GEM.