

**STANTON CHASE**

I N T E R N A T I O N A L

*Executive Search Consultants*



**Romanian Women in  
Management  
*Challenges to a  
Successful Career 2010***

**In Tune with the Local Connected to the World**

# Romanian Women in Management

## *Challenges to a Successful Career 2010*

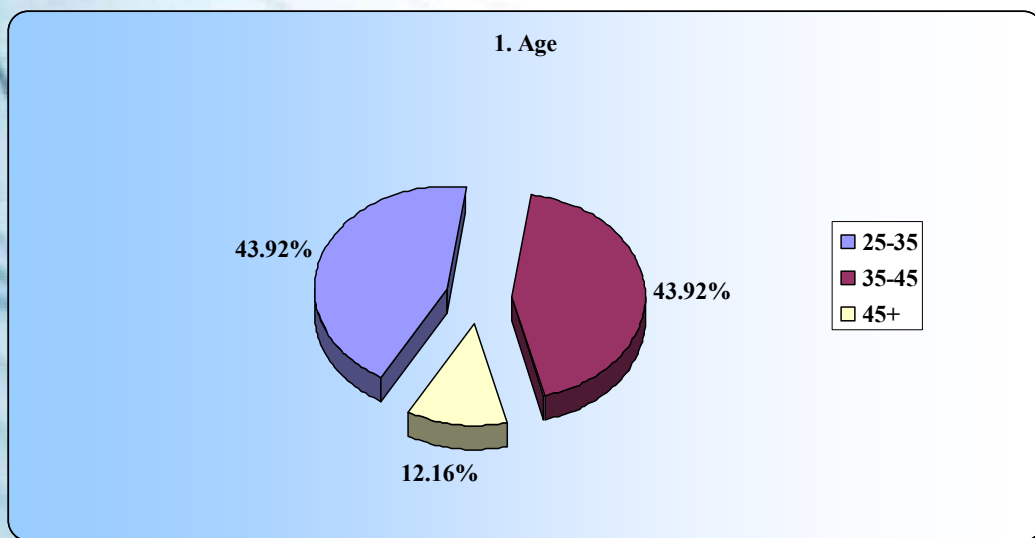
Why is it that a great majority of management positions in companies all around the world are held by men? Is it harder for a woman to fulfill her career goals? Does she take decisions in a different way or is she facing the same challenges as a man; are women naturally and structurally „designed” less ambitious, career-wise, than men? Are women here, and to what extent hindered by the traditional image of their role in society and is this image impacting their careers?

In search of answers to these and some other questions, and with the aim of summarizing what women in management positions in Romania wish to say about their own career challenges, 150 women managers responded to our questions regarding what they think and how they feel. We hope that this analysis will help us determine what is it that motivates a woman and what is it that worries her, as well as to briefly synthesize which factors considered in this analysis will help in achieving equal opportunities in the professional environment.

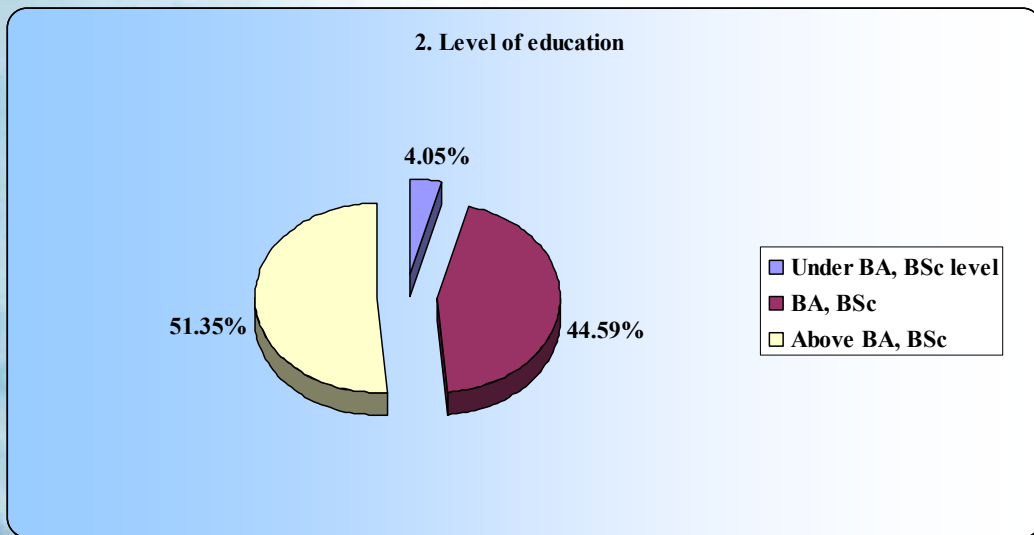
### Demographic structure

Most of the women in management positions hold a university degree and are in the most productive period of their life (30–45 years old). Usually, they have been in a management position for more than 5 years, they are ready to change their job if it would bring them a promotion plus new challenges, and they have proved their competencies professionally in several companies. Besides holding a high responsibility position, a good deal of female managers has also taken on roles in business associations, on the Board of Directors, etc.

#### Age

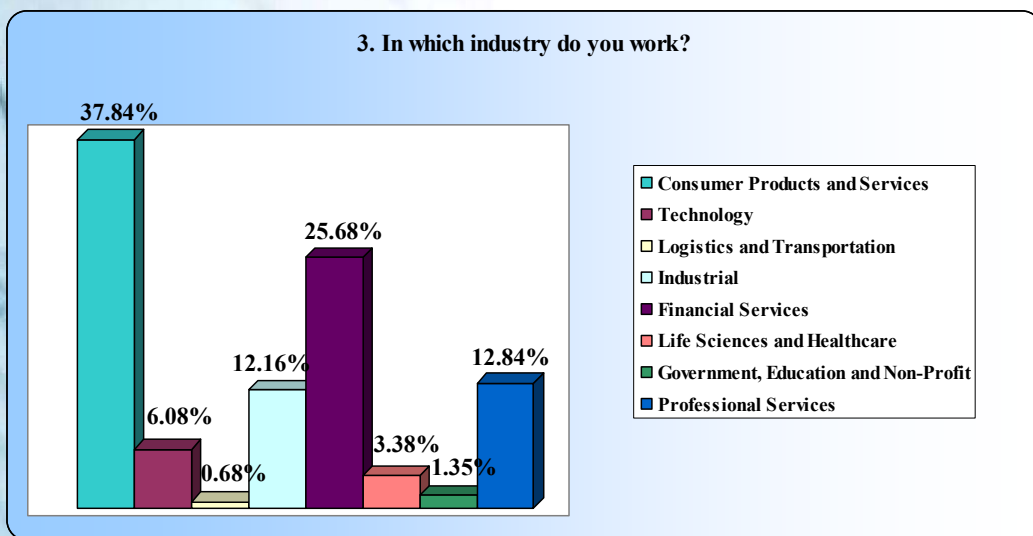


## Level of Education



## In which industry do you work?

The Consumer Products and Services sector is the most widespread, followed by the Financial Services sector, the Professional Services sector and the Industrial sector.

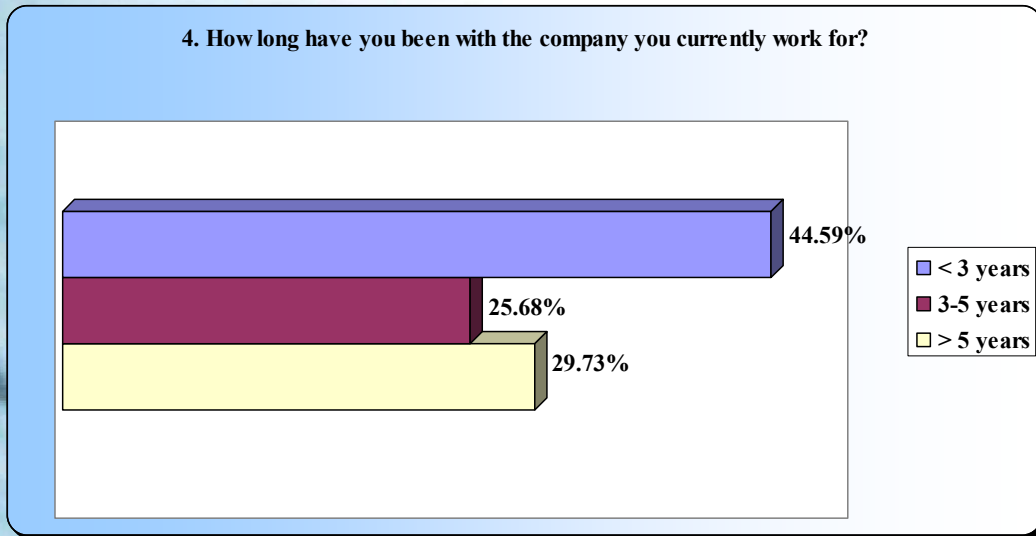


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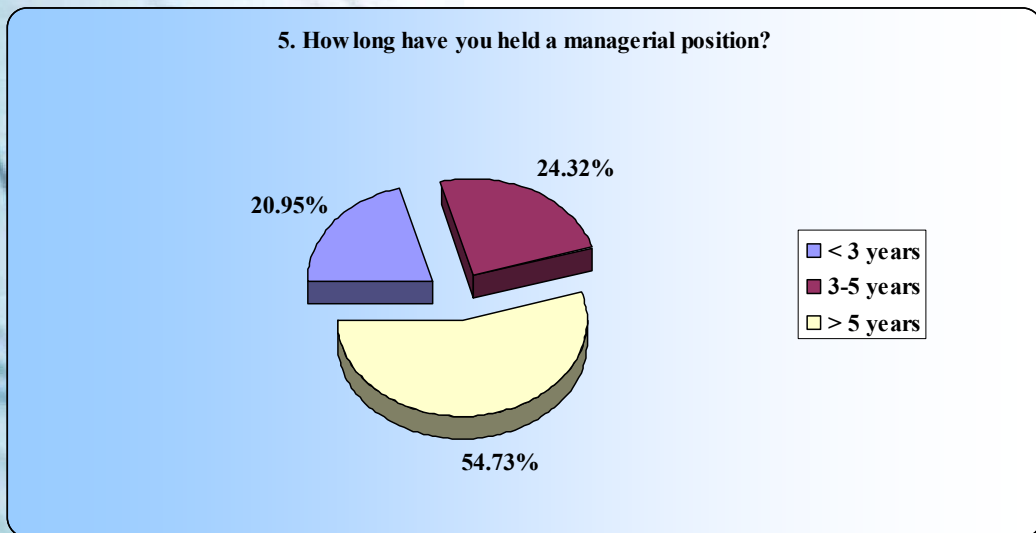
## Career Structure

The majority of our respondents have held a management position for five and more years. In the company that they currently work for, they have been employed for less than three years. Therefore, with a strong wish to develop and advance in their careers, women seem to be less conservative than they were some years before, and are ready to face new challenges and change their jobs.

### How long have you been with the company you currently work for?



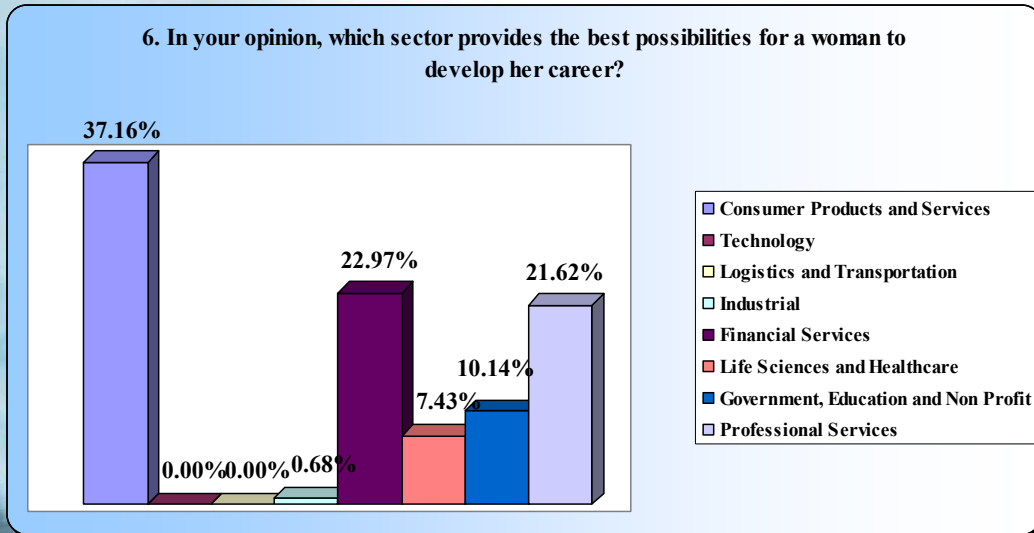
### How long have you held a management position?



From the previous answers we can conclude that women in Romania make the first step to a management position minimum 7-8 years after they have started their professional career. That is, in their early thirties.

## In your opinion, which sector provides the best possibilities for a woman to develop her career?

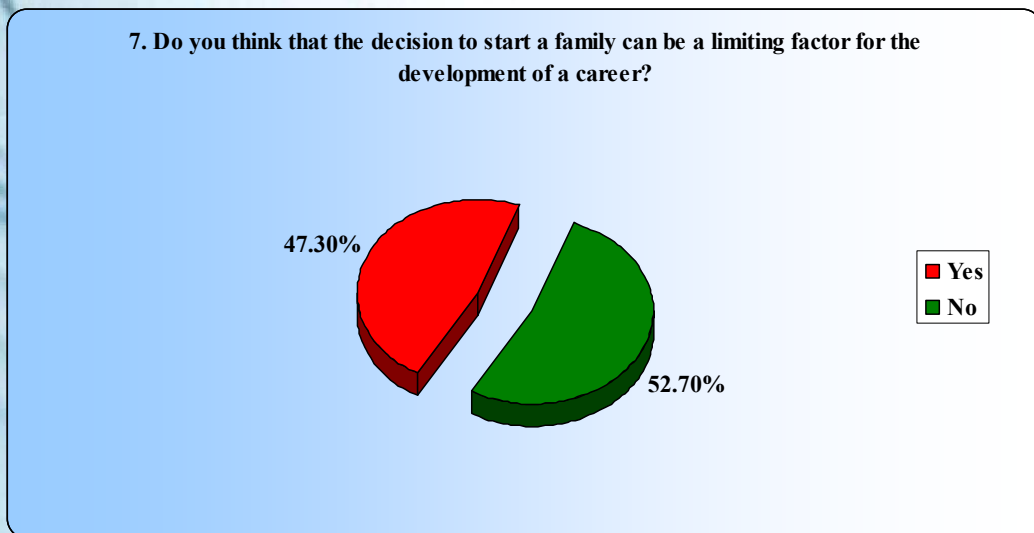
Our respondents consider the Consumer Products and Services, Financial Services and Professional Services sectors as the most challenging environments for their career development.



## Limitations for Career Advancement

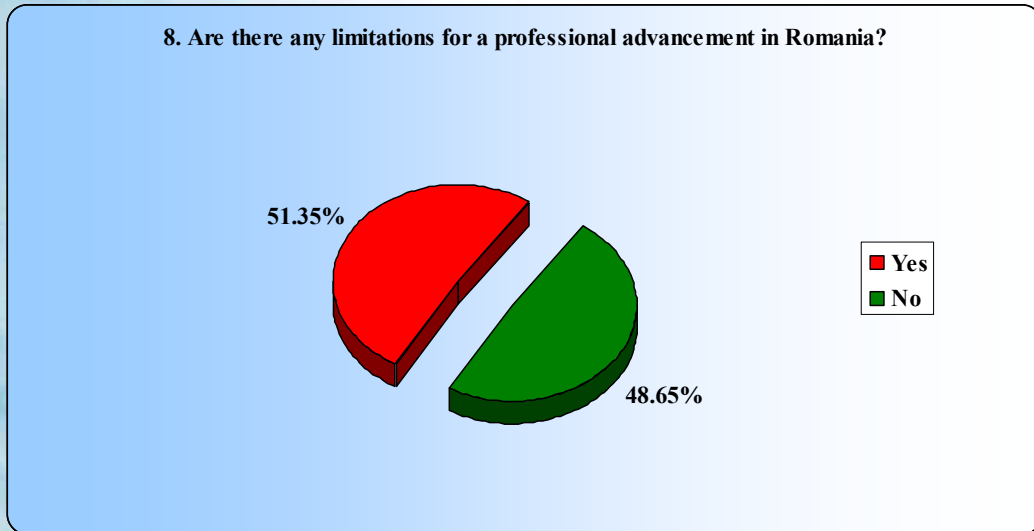
### Do you think that the decision to start a family can be a limiting factor for the development of a career?

Regardless of the social status and age, more female managers believe that the natural decision to start a family is not the basic limiting factor, with some concerns though, primarily due to maternity leave and their wish to experience motherhood.



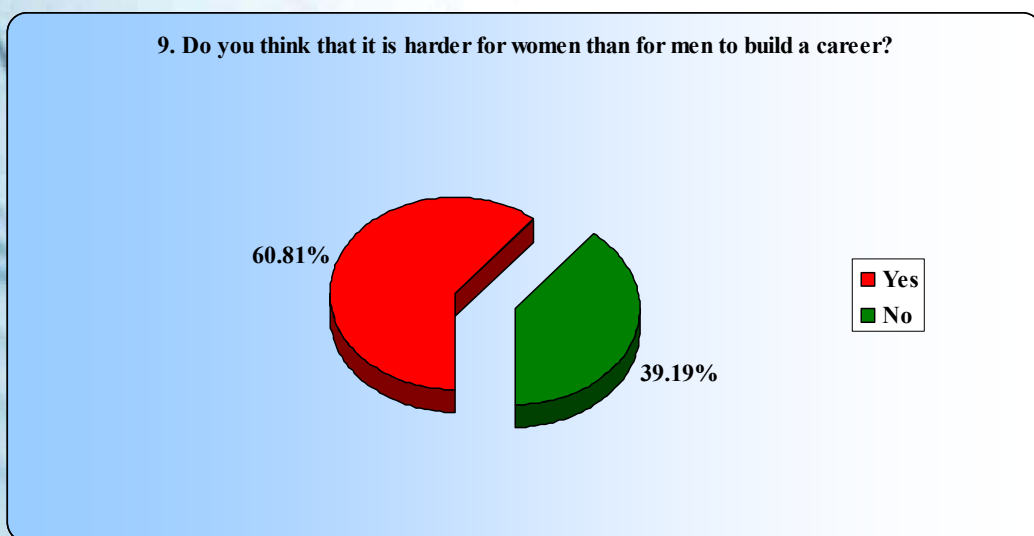
## Are there any limitations for a professional advancement in Romania?

It seems that there is still some limitation perceived by women, and mostly this could be related to the decision of giving birth to a child, followed by gender and social biases.



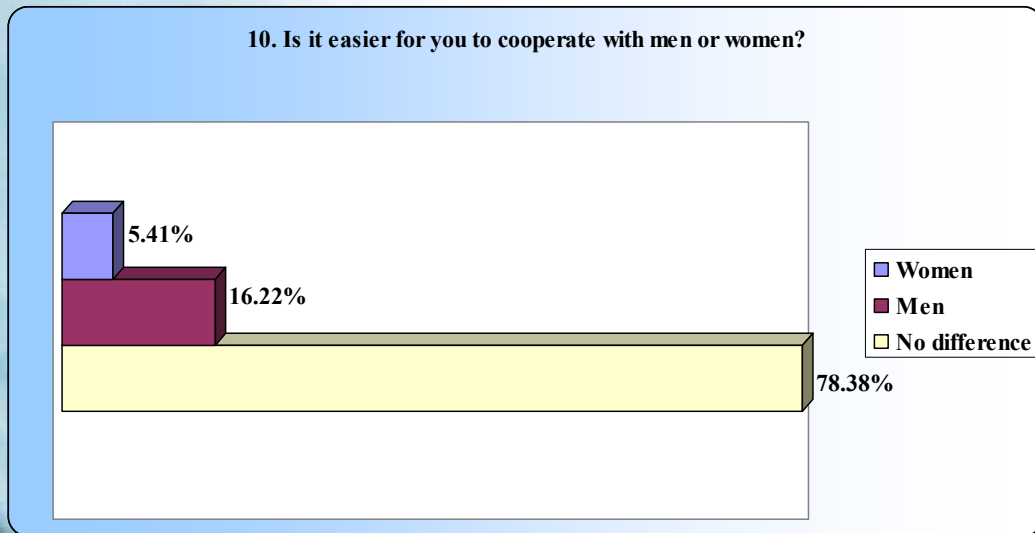
## Do you think that it is harder for women than for men to build a career?

The majority of respondents believe that it is harder for women to build their career in the way they want to. One of the comments made during a verbal interview with one of the respondents is listed below:  
„Many gender stereotypes exist when assessing the potential of a successful career (men are suitable for some jobs, women are suitable for others...) and there is a considerable presence of patriarchal ways of thinking and behaving in the society itself.”



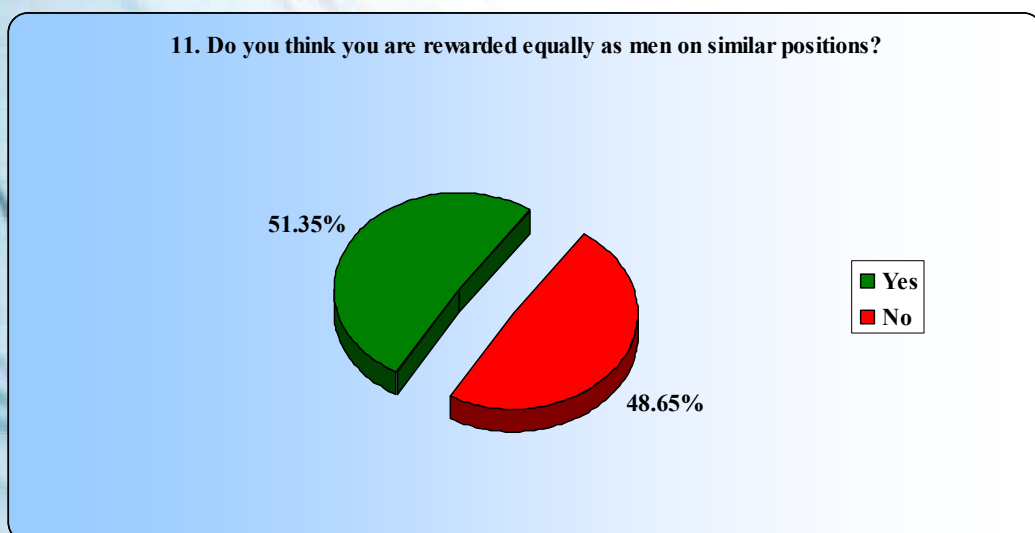
## Is it easier for you to cooperate with men or women?

Even though they believe that gender biases are still present, they are not always so obvious in everyday business, thus the majority of women do not feel there is a difference in cooperation and communication between different genders.



## Do you think you are rewarded equally as men on similar positions?

Our respondents believe that women are rewarded equally as men for the same position.



## Who do you think is more efficient in decision making, men or women?

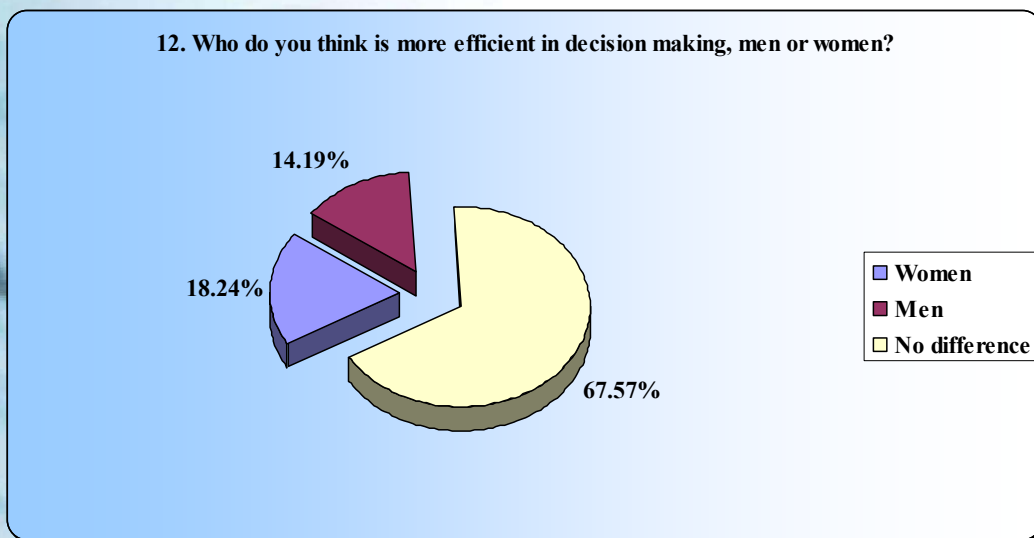
Making quality business decisions is not connected to gender, but to the individual's character traits. And, certainly, expertise and experience are the crucial factors in effective decision making.

We have found interesting to share with you some of the comments made verbally by some of the participants.

„Women are forced to make a number of decisions, in their professional and private lives. Men, on the other hand, are more ready to take risks.”

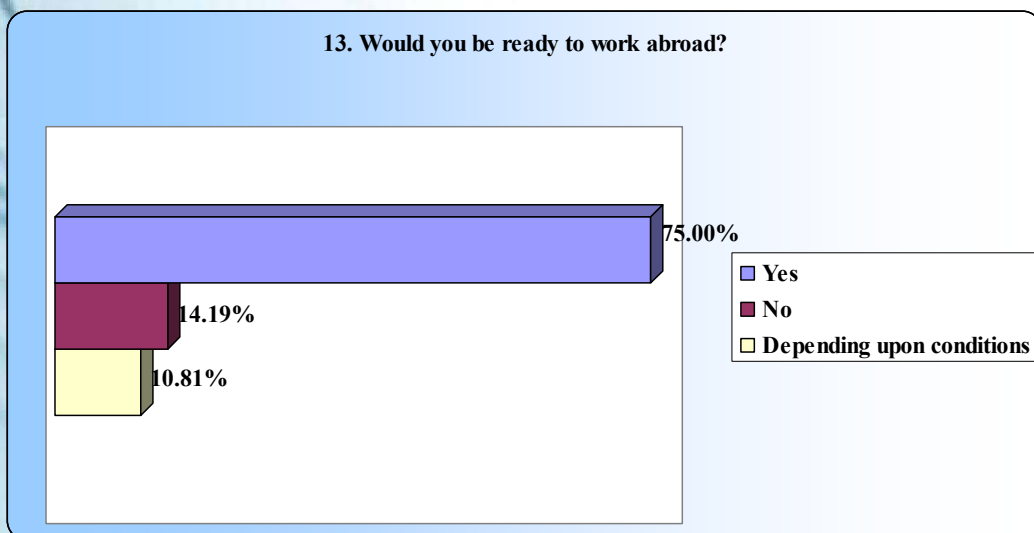
„It depends on the decisions type, men are faster, women are more analytical, on average there is no difference. “

„It solely depends on personal competences.”



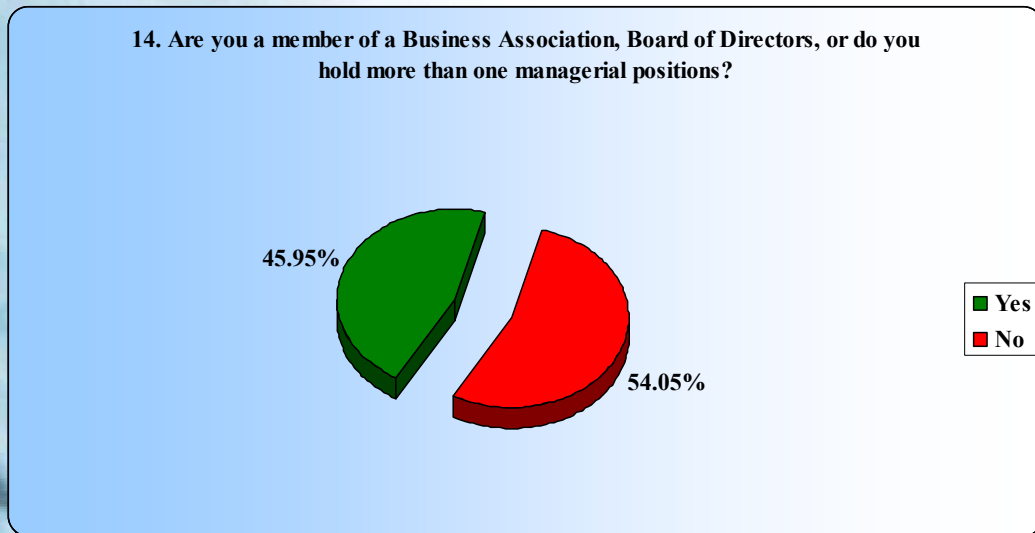
## Would you be ready to work abroad?

It is obvious that there is significant willingness to undertake new challenging assignments that could include expatriation.

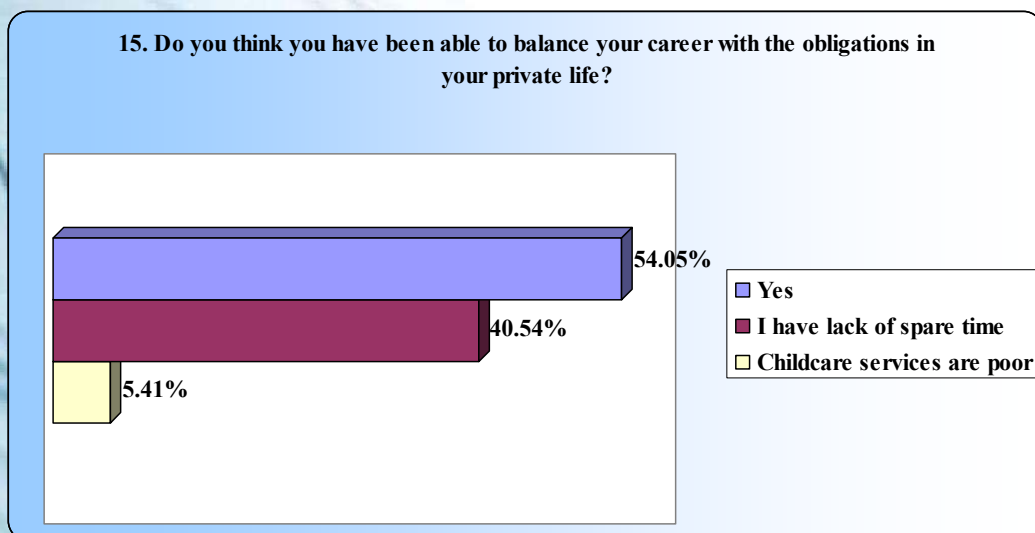


## Are you a member of a Business Association, Board of Directors, or do you hold more than one management positions?

Regardless of the scope of responsibilities, the lack of free time and the challenges of maintaining a balance between professional and private responsibilities, women wouldn't disengage from additional business engagements.



## Do you think you have been able to balance your career with the obligations in your private life?



„More effort is put into balancing my private and professional life, because women are more challenged within their family in our society than in other western European countries, for example.”

## CONCLUSIONS

Main conclusions from this survey focus on the following:

- Women in Management roles in Romania feel less competitive than their male colleagues in terms of career development, opportunities for career advancement and sometimes reward issues.
- Women in Management roles in Romania feel that they would need more time in order to be able to balance in the best possible way their obligations in both private & personal life.
- Hindering factors of women career development still include gender and age biases.

## About Stanton Chase

Stanton Chase International is a specialized global Executive Search consultancy firm of first choice to multinational companies, offering Executive Search and Assessment services with worldwide reach, regional knowledge and local insight.

Formed in 1990, Stanton Chase operates with truly integrated resources of over 66 offices in 41 countries. In recent surveys, Stanton Chase is ranked among the top 10 international executive search firms by size, stature and reputation. Stanton Chase is a member of the International Association of Executive Search Consultants (AESC) and strictly adheres to its ethics and code of conduct.

What makes us different is our knowledge of international, regional and local movements on the workforce market, as well as the accessibility to candidates from all over the world. Among its clients Stanton Chase is especially valued for its exceptional quality of deliverables and above all for its credible assessment work during the identification and evaluation of C-level executives.

**Stanton Chase Bucharest** was founded in 2004 and provides a wide spectrum of services in the areas of Executive Search and Executive Assessment, based on the multifaceted approach to the human capital needs of our clients. Such a multifaceted approach includes above all our ability to adapt to the needs of the client. Our complex processes and activities during the search and selection of candidates or during the assessment centers are adapted to the specific needs of each and every client and are based on the type of industry that the client belongs to, as well as to their individual needs.

Our team consists of industry specialized Partners, Consultants and Researchers with functional expertise. It is important to state that all our Partners and Consultants have gained their experience and knowledge working as executives in the industries they serve. Utilizing our cutting-edge competency assessment methodology, as well as online psychometric assessment tools, we ensure timely and effective evaluation of the best candidates from defined target markets, whilst focusing on retained, long-term partnerships.

**Today, Stanton Chase Bucharest is one of the leading Executive Search companies in Romania.**

Our team specializes in:

### International Practice Group focus areas are:

- Consumer Products and Services
- Financial Services
- Life Sciences and Healthcare
- Industrial
- Technology
- Logistics & Transportation

### Other industry specializations we offer include:

- Government, Education and Non Profit
- Natural Resources and Energy
- Professional Services

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