

21st International Economic Conference 2014, IECS 2014, 16-17 May 2014, Sibiu, Romania

Discriminatory Policies in Human Resource Management

Bogdan Cimpan^{a,*}, Mihail Busu^a

^a*Faculty of Management, Academy of Economic Studies, Bucharest, Romania*

Abstract

Can we talk, in our days, about discriminatory policies in human resource management in different organizations? This article wants to see if this thing happens nowadays in military organizations, in Romania. Using a social research method we want to find out the real perception of female military in an area dedicated to men. As we expected, even all countries make antidiscrimination efforts and equal rights, there are problems in environments where the majority are men. Still there are mentality issues and we want to give an alarm signal regarding these problems.

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Selection and/or peer-review under responsibility of Scientific Committee of IECS 2014

Keywords: human resources, discriminatory policies, women, military organizations

1. Introduction

With Romania's entry into NATO and in European Union also in military system began to appear transformations and changes. And of course in human resources management are constantly changes. It's main goal is the achievement of a resource efficient management in accordance with the needs restructuring, reduction and operationalization of military structures.

The overall objective of Romanian Army in human resources is the development of a modern system of the management, able to ensure the continued competitiveness of the military on the labor market, increasing the adequacy of quality personnel to specific tasks, systemic reaction amplification process environment at security, economic and social demands (Transformation Strategy of Romanian Army, 2007).

* Corresponding author.

E-mail address: bogdancimpan@yahoo.com (C. Bogdan), mibusu@gmail.com (B. Mihail)

Over the years there has been a number of changes in the military systems of our country. In 2001 they reopened military education for women. Then, on January 1, 2007, the execution of mandatory service in the military as long and short-term military has been suspended (Law 395, 2005).

Currently, in Romania were established measures guaranteeing equal opportunities and treatment between women and men in professional activity. It is promoted and maintained a fair and balanced participation of women and men in leadership and execution, according with performance criteria. Legislation regarding labour in Romania prohibits all forms of gender discrimination and provides that the labor relations function principle of equal treatment for all employees (Law 53, 2003).

As a symbol of military women in Romania I mention Ecaterina Teodoroiu which Queen Mary granted the honorific rank of Second Lieutenant. At that time, in areas reserved for men, the presence of women was more a curiosity and not a normality.

The first class of graduates of military educational institutions was in 1973, in Romania. Only after 1990, women have followed all forms of military education. Since the 2005-2006 school year in some military educational institutions were established separate places for girls, about 20 percent of total enrollment. Thereafter established gradually limiting places for girls, depending on the specialty and type of school. On 1 March 2013, in Romanian Army were assigned 14,000 women, of which 3,000 are military, representing a very small percentage of the total number of troops. Also at that time, were in international missions about 50 women. Depending of military specialty, most women are part of the military medical services, logistics, accounting and legal matters. Increasingly more women participate in outside of the national territory missions, this being a normality in our days.

Diversity military positions occupied by females is, today, very high. Thus, since 2011, we have a female military judge in Romania, at Cluj Military Court. Year 2013 is the year in which the first woman in Romania celebrate graduating from West Point Military Academy in the United States.

In Romania there are no limitations by grade or to achieve a degree, but there is limited access to military education means that it's exist a maximum threshold of the number of places offered for admission at education for women. This maximum threshold means limited representation in the organization.

Worldwide trends are very clear in terms of employment, equal opportunities and anti-discrimination. Therefore, this article proposes achieving a true perception on feminine human resource in military structures in Romania today.

In the paper we choosed, as a methodology, statistical research using the questionnaire. I especially choose the sample of 200 subjects, military men and women, regardless of their position and the unit to which they belong. The sample size is limited by access in the military, the possibility of applying the questionnaire without creating problems or inconvenience for subjects. Categories of staff to which they refer are professional soldiers (SGP), warrant officers/NCO's and officers.

One of the query of questionnaire refers to the perception of the military on their feminine colleagues, and in this article I will refer to the existence of prejudices regarding women in military establishments and at discriminatory policies in human resource management.

Situation percentage of respondents respects reality, so that men are most SGP, NCO's and officers. A pyramid of human resources based on body of SGP, followed by the NCO's, and at top to be officers and generals, is ideal. Restructuring in terms of human resources follows the achievement of a such pyramid.

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