

Association for Liberty and Equality of Gender A.L.E.G.



2021

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THOUGHTS ABOUT 2021, WHAT DID THIS YEAR MEAN FOR US?

2021 was like a carousel. We were glad to be able to relaunch a series of activities in both formats: face to face and online. We were constantly in a process of adapting to the situations always in change, so that we remain close to our beneficiaries: women, children, specialists with roles in intervention, teachers or school counselors.

In such days, marked by uncertainty, we were guided by the communities of survivors of domestic violence, teachers and school counselors, but also specialists. We learned from them the courage to put one foot in front of the other and continue to walk on our way, regardless of difficulties. Along with these communities, but also with you: volunteers, collaborators, donors or sponsors, we felt more ready to respond to the crisis and we followed our mission for another year.

Here are some reasons to rejoice this year: in the first part of the year we distributed sanitary COVID - 19 kits for victims of domestic violence and their children, and we also offered them technological equipment to facilitate their safety or access online school for their children. Our counseling center has continued uninterrupted activity, providing psychological and legal support free of charge. We also offered technological support for our partners from Braşov, Cluj-Napoca and Satu Mare where some of the #ŞiEuReuşesc communities are located. The Survivors Forum took place in physical format, offering women and specialists from the #ŞiEuReuşesc network from all over the country had the ability to reconnect. With the support of the survivors, we created a guide for journalists, in order to help raise awareness of the impact that their work has on reporting cases of abuse. The Gender Equality Festival took place in a mixed format - online and offline, as well as the activities of our new educational program The Benefits of Equality Gender in Education. Regarding the advocacy actions, we resumed our project "Employers for respect" by first launching a national campaign to ratify the International Labor Organization Convention for the Elimination of Violence and Harassment in the Workplace and, at the same time, continued the "Sibiu for Equal Rights" campaign, managing to integrate the gender perspective and human rights in public policies and local strategies.

Thank you for being with us, for your trust, enthusiasm and energy. We know that together we will pursue our mission: to prevent and combat violence against women and reduce gender inequalities.



SUMMARY OF ACTIVITIES

THE RESULTS OF THE COUNSELING CENTER

We were offering support to over **250 women** who benefited from the services of our counseling center for preventing and combating domestic violence provided by our Association. Our counseling center is a licensed and accredited social service provider.

We know that starting a new life and making a decision can be difficult for a woman who has been abused, and a support network can help her through the difficult release from violence. Specialists offering useful information, and also the survivors sharing their life-experiences and helping other women is the kind of support that #ȘiEuReușesc Network offers services in Sibiu, Bucharest, Brașov, Cluj Napoca and Satu-Mare. Due to COVID-19, we offered free sanitary kits to beneficiaries from all communities, but also the technical equipment (laptops, tablets, printers, etc.) for the locations where support groups take place and even the development of their libraries. Throughout the year, the activities of the support groups took place both online and in person respecting safety measures.

We know that during the pandemic crisis, violence against women intensified, according to data provided by the World Health Organization, the calls to the national helpline number have doubled, while accesses of NGO's providing services to victims of gender-based violence has tripled compared to the previous year, according to a study conducted by Centrul Filia.



EXPERIENCE OF ACTIVITIES OF PREVENTION AT AN EDUCATIONAL LEVEL

Hybrid schooling has been a challenge for many of our partners: teachers, psychologists and school counselors. Even in this context, we continued to support the adaptation of the information and prevention activities of the violence we carry out so far face to face in class through online activities. We bravely launched two new educational projects **The Benefits of Gender Equality in Early Education (Boosting Gender Equality in Early Education)**, a European project funded under the European Commission's program "Citizens, equality, rights and values" which are being implemented simultaneously in four countries: Cyprus, Italy, Lithuania and Romania, to promote gender equality in early education (kindergartens and primary schools) and the **Digital Center for Women in the Hârtibaciului Valley**, where we were partners of the Hosman Durabil organization and the Orange Romania Foundation.

At the same time, the materials we have developed have been and are offered free of charge to anyone with a role in education based on an email request, at contact@aleg-romania.eu. We also provided information and work experiences to students who decided to go deeper in undergraduate, dissertation or doctoral theses.

EXPERIENCE IN WORKING WITH SPECIALISTS

Cases of violence are, most often, reported to police officers by calling 112. It is important that the person who intervenes is specially prepared to meet the needs of survivors of violence.

We have organized training sessions for professionals in order to facilitate a better understanding of the phenomenon of gender violence as a violation of human rights and implicitly a more friendly intervention for the violence victims, with less secondary victimization and retraumatization. One important step for our organisation is the accreditation by the **College of Psychologists from Romania (COPSI)** of a course dedicated exclusively to specialists.

ADVOCACY EFFORTS

In 2021 we intensified our advocacy work, both through national coalitions in which we are part of as well as through our own initiatives and campaigns. **At a local level**, we continued the "Sibiu for equal rights" campaign, causing the Sibiu Local Council to introduce victims of domestic violence to the list of people with priority in distribution of applications for social housing and reconsider the criteria for distribution of social housing from the perspective of vulnerability and based on the principle non-discrimination.

We have continued our efforts to integrate gender equality into local public policies by sending to the Local Council a list of 13 proposals for the development of a urban plan of mobility from a gender perspective and we contributed with recommendations for County Development Strategy 2021-2030.

At a national level, we have launched campaign to eliminate harassment at the place of work and we have contributed to the improvement of the methodologies developed by ANES (Agenția Națională pentru Egalitate de Șanse):

- unitary methodology for the operation of intervention centers for victims of sexual violence;
- methodology on measures to prevent cases of domestic violence;
- common working procedure at interinstitutional level on reporting, data collection and monitoring in the field of prevention and control domestic violence;

Also regarding harassment at work, we have intervened through amicus curiae, as a third party, together with our partners from the Center for Action for Equality and Human Rights - ACTEDO in a strategic case.

At the end of the year, together with a partner organizations, we coordinated, the issuance of a letters to the Chamber of Deputies regarding the improvement of the bill for criminalizing non-consensual pornography.

Internationally, our advocacy efforts have focused on the consultation of the Council of Europe Expert Group on the elaboration of the first country report on the implementation of the Convention on Prevention and Combating Violence against Women and Domestic Violence.

Along with the Network for Preventing and Combating Violence against Women we also undertook legal advocacy actions, intervening in the monitoring process of implementation of the decision of the European Court of Human Rights in two cases against Romania regarding the deficient investigation by the authorities of the cases of sexual abuse.

WE CHANGE THE WORLD TOGETHER. WHO DO WE COLLABORATE WITH?

A.L.E.G. at local level:

We collaborate with the police county inspectorates, the Forensic Medicine Service, the Sibiu General Directorate of Social Assistance and Child Protection, the city halls' Public Services for Social Care, shelters, and other NGOs in the social and women's rights fields in order to provide psychological and legal counselling services to all women facing violent relationships. Besides, we provide psychological assistance to beneficiaries hosted in the Emergency Reception Centre of the Sibiu Women's Association.

We are part of:

The Sibiu County local intersectoral team for the prevention and combating of child labour and prevention and combating of violence against children and family violence (EIL);
County Committee for Equal Opportunities between Women and Men (COJES).

A.L.E.G. at a national level:

We are members of networks and coalitions made up of organizations that promote women's rights, protect victims of gender-based violence and combat gender discrimination.

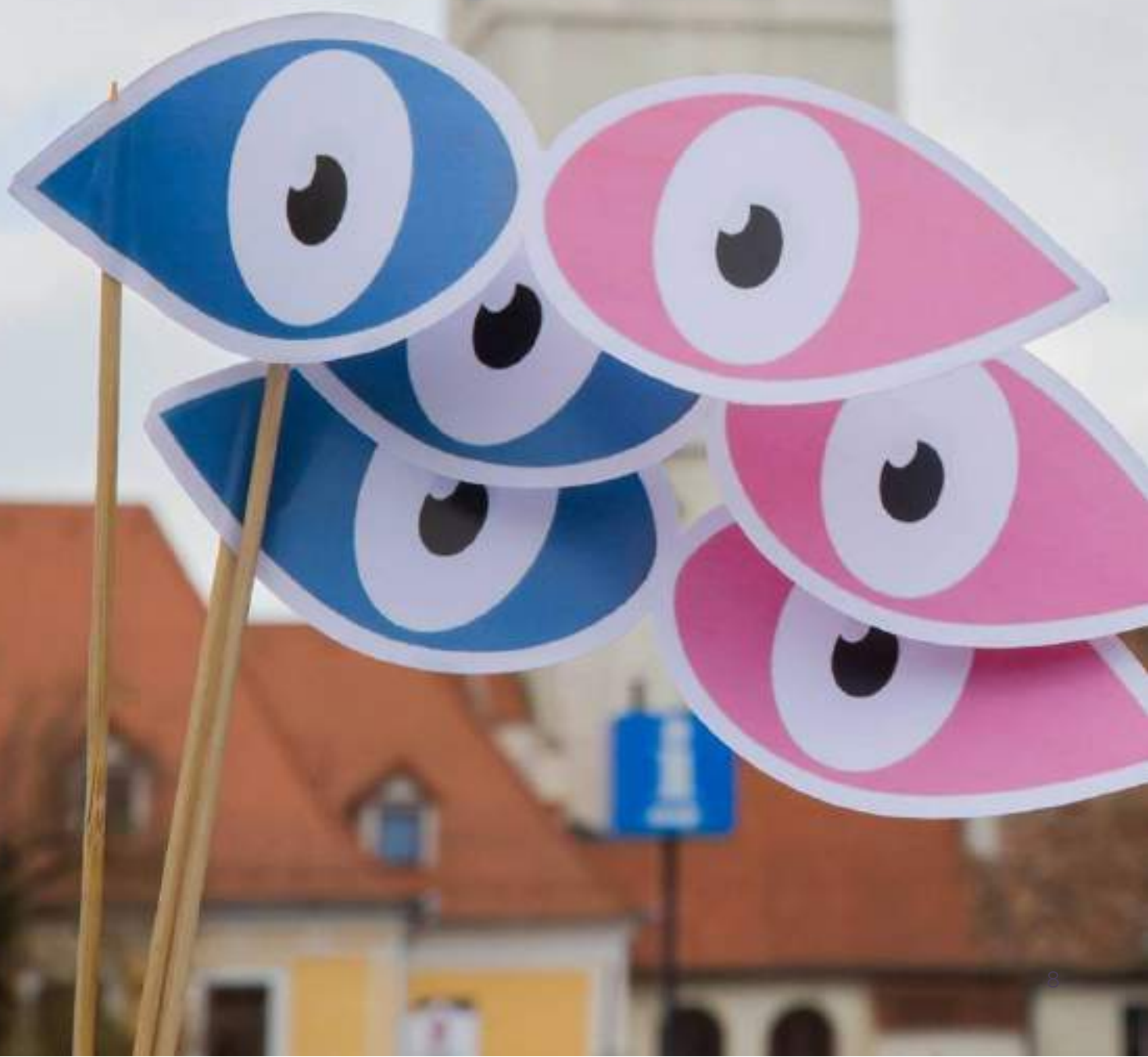
These networks are:

The Network for Preventing and Combating Violence against Women
The Network Breaking the Silence about Sexual Violence
The Gender Equality Coalition
Romanian Women's Lobby

A.L.E.G. at an international level:

We are members of the international organizations below: WAVE (Women Against Violence Europe);
ASTRA (Central and Eastern European Network for Sexual and Reproductive Health and Rights);
European Women's Lobby, through Romanian Women's Lobby (RoWL).

PROJECTS



#SIEUREUSESC, LET'S MAKE VOICES OF SURVIVORS HEARD!

One challenge we have been trying to find a solution for a long time is how to get more victims of domestic violence benefiting specialised support, which makes women's rights a priority. There are not enough sources of funding, public or private, covering support services based on survivors' needs and the prevailing approaches in existing services are often blaming the victims. That's why we built #SiEuReuseesc support communities that respond to important needs: the need to be believed, to connect with other women who have survived violence, guidance and trainings for specialists in this field. Through groups of support and access to personal development, the survivors of violence use their experience to help other women, while finding meaning and healing for their own suffering. Also they receive and provide support, building an extremely valuable and sustainable resource locally.

The first # SiEuReuseesc community was formed in Sibiu at the beginning of 2018. Currently, the map of the program includes communities managed by the A.L.E.G. and local partners with experience in **Sibiu, Braşov, Bucharest, Cluj Napoca and Satu Mare.**

The COVID 19 pandemic accelerated the phenomenon of violence and showed once again how necessary it is for women to lean on each other. In 2021, we stayed in touch with our communities, our activities took place both face to face and online (from individual counselling sessions to the activity of the support groups). During this times we constantly promoted our free of charge support services. Also, we have continued to provide them accurate and time-appropriate information through the platform www.sieureuseesc.ro, but also by phone.

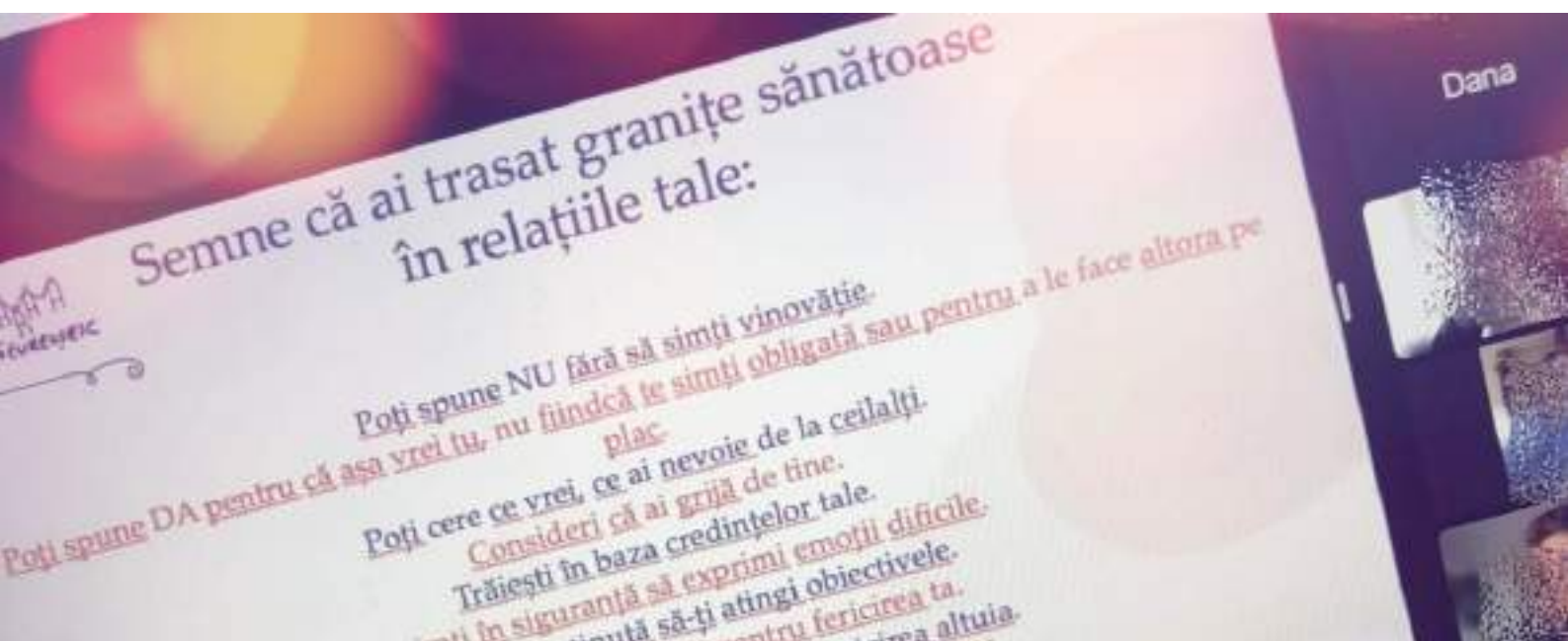


The financial support for the #ȘiEuReușesc Bucharest Community came from **Fundația Comunitară București**, which together with **IKEA Romania** developed the **Fund for Gender Equality** to support local efforts. **Vodafone Romania Foundation** also joined our efforts in other communities in the country helping the programme develop on the long run and creating solidarity-based relationships for women and children survivors of violence domestic. In 2021 we also received a grant from the **Embassy of the United Kingdom and Northern Ireland** meant to help specialised services to provide assistance during the pandemic, offering support in the technical endowment and not only of counseling centers. Non the less we thank our individual donors and sponsors.

in 2021:

Together with local partners from four communities in Sibiu, Cluj Napoca, Brașov, Satu Mare we have supported over 350 women to make the first step from victim to survivor and over 150 of their children. **240 specialists** participated to our professional development workshops and some of them offered voluntarily to support our efforts further. We have organised personal development programmes for those women who have gone through violence and want to help others in return, over **60 women participated**. At national level there was also **a group of healthy relationships** in which **10 people** consistently participated, another 17 receiving constant information from our specialists. All these activities were supported by **Vodafone Romania Foundation**.

In Bucharest, **#ȘiEuReușesc Healthy Relationships**, the support group managed by psychologist Catalina David aimed to build self-confidence for the bravest women who want to start new relationships after abuse or to work on their own existing relationships. We have organized two such groups, attended by over **20 people**, and **another 40 received useful information** from specialists via email.



The IV-th edition of the Romanian Survivors' Forum took place in Bucharest, on July 16, preceded by a meeting for specialists and community coordinators of the programme. The goal of the event was to discuss the challenges but also the successes of the last year, to integrate the new members and to celebrate the courage needed to break the vicious circle of violence, especially in pandemic conditions. Over 50 women participated from #ȘiEuReușesc communities, mostly from Bucharest, but also from other cities in the country, as well as from the Republic of Moldova where the program was replicated in 2020. The participants said that they passed much more easily over the quarantine and social distancing period thanks to the online communication groups in the program. Each community presented itself with experiences and challenges.



"For me, participating in the Forum meant a delight to re-embrace with friends and colleagues not seen for 2 years. A chance to reconnect with even more survivors from the whole country, driven by an incredible courage and an incredible tenacity", **says S.M, one of the participants at the Forum**



We also work with children. At the suggestion of the survivors, this year's **Smart Heart Workshops** have addressed a more sensitive age group. In May, the online workshop **Adolescence and emotions**, an event dedicated to parents, was created in partnership with the **Inocenti Foundation**. Together we approached adolescence from the perspective of physical and mental changes, as well as social changes, which appear according to age. More than **50 parents** signed up. In September we organized another meeting where **Cristina Petrescu-Ghenea** (doctor specialist in psychiatry of the child and adolescent) talked to **18 parents** about the body, relationships and intimacy. Other 40 parents received useful materials.



The **#ȘiEuReușesc Podcast** was launched in September, hosted by psychologist Diana Lupu. The episodes have been listened to over 2000 times by December 2021. 8 episodes are currently available on the www.sieureusesc.ro platform, in a special section dedicated to the project.

The most listened to episode is the **Aggressor-Victim Internal Dynamics**, surpassing 500 listens and being followed by **Why doesn't a woman leave an abusive relationship**. Themes were chosen with the involvement of the survivors from the our network. The podcast is available on all podcast platforms and on Youtube.

Listen now:



I listened to Diana's podcast last night and I was filled with joy the laughter. I read this quote by Gabor Mate and I remembered why I came here, I leave it to you too: "I'm much better teaching others than I am about applying this in my own life; we're all like that. We teach what we need to learn",

C.V., message on Facebook group Survivors

THE GENDER EQUALITY FESTIVAL - XVI

The Gender Equality Festival took place in **October**, and most of the activities were held online, which facilitated the presence of guests from other countries, but also the participation of a public beyond the borders of Sibiu. We chose 50-50 as our main theme, an yet-unachieved goal, that's regarding the role of women in couples, as well as their participation in decision-making or visibility in the public space.

Here are the activities carried out this year:

Online:

- How do we nurture gender equality in Eastern Europe?
- Who does the City belong to? A discussion of the (IN)Visibility of Women in Urban Public Spaces.
- 50/50? About the Quality of Couple Relationships.
- Harassment in Public Spaces in Romania.
- Harassment as a barrier in the lives of girls and women
- Online Living Library - One of Ours: Models of feminine power.
- Healthy Boundaries: About the Balance between YES and NO.

Offline:

- Newspaper theater
- Opening of the Festival.
- An hour at the horizontal newspaper with the Artist Dan Perjovschi

Follow us here:



Another new element of the Festival was the installation **Wings in storage**, made by the artist Doriana Tăut, through which we wanted to emphasize the impact of the pandemic which put even more daily burdens on women's shoulders, doubling their work rate. Thus, without 50-50 involvement, women end up giving up on their dreams and limiting themselves to traditional roles only. All over during the Festival, at Promenada Mall in Sibiu, visitors were able to walk under these wings and see how a woman feels when she absorbs, drop by drop, the benevolent daily exhortations "When do you also enter the ranks of the world?" "You are a certain age, you must have a child?" "Let it go, you don't need so much school!", "Wash those jeans for me too!".

"It's not just my experience, it's also the experience of my friends, of many people I know. You start your path with many dreams and then you start sacrificing little by little of yourself. I wonder if we can't do something different, support each other's dreams and wings. I invite us to reflect together, for this is the role of art, to help us see ourselves perspectives" says Doriana.



The Gender Equality Festival is an annual awareness campaign for young people, which encourages social change through non-formal education activities. Gender equality means visibility, empowerment and equal participation of both sexes in all spheres: in public and private life. It is about giving equal opportunities taking into account abilities, the different needs and aspirations of both women and men.

BEE: BENEFITS OF GENDER EQUALITY IN EARLY EDUCATION

On the 25th of January, The International Education Day, we announced the launch of a new project of education for gender equality. Education and childhood are two key aspects of the project **BEE: Boosting Gender Equality in Education**, an European project funded under the European Commission program "Citizens, equality, rights and values" which is implemented simultaneously in four countries: Cyprus, Italy, Lithuania and Romania, with the purpose to promote gender equality in early childhood education (kindergartens and primary schools).

The project provides kindergartens and primary schools with free staff (including the administrative staff) training opportunities, for the recognition of gender stereotypes in various educational contexts (sciences, arts, children's literature etc.). The trained teachers and educators later participate in the creation of an educational package for mainstreaming gender equality into existing subjects. The educational units enrolled in the project will have the opportunity to exchange good practices with other schools and kindergartens from the participating countries project, on the occasion of a camp for teachers, which will take place in Pisa, Italy in 2022.

The project is also addressed to decision-makers in the field of education at the local level (school inspectorates, town halls) and will run an awareness campaign for the general public (parents, students, teachers). **The goal is to help education professionals to improve their skills to manage gender stereotypes and generate contexts of learning that contributes to the elimination of discrimination and a more inclusive society.**



THE DIGITAL CENTER FOR WOMEN

During the pandemic, we saw, more clearly than ever, how much we need digital skills. **We have met women who, thanks to their online communication skills, have saved themselves from domestic violence, they were able to continue to work remotely and thus have an income, they could help their children with their lessons.** In 2020 we joined the establishment of the first digital Center for women from Sibiu county, on Valea Hârtibaciului, where, together with our friends from **Moara Veche**, we organised free digital literacy courses, awareness sessions of the phenomenon of violence, counselling for the development of specific skills for economic independence and concrete employment opportunities or advice for opening their own business. Over **230 girls and women in the community** have benefited of the proposed activities. The project could not have happened without the financial support from Orange Romania Foundation.



EMPLOYERS FOR RESPECT

In 2021, we continued the "Employers for Respect" project, which we started in 2019 with **the goal of eliminating harassment at the work place**. Compared to 2019, when the project focused on promoting employers' obligations to develop effective internal prevention mechanisms and reporting harassment at work, offering training for over 30 employers from Sibiu and Cluj, in 2021 the project took on a national dimension. **We initiated the first national advocacy campaign for the ratification of the Convention of the International Labor Organization (ILO) no. 190 for the Elimination of Violence and Harassment in the World of Work** - the first international convention that establishes a rigorous set of standards and recommendations for combating violence and harassment so that workers feel safe at work. In 2019, the Romanian state voted favourably for the adoption of the ILO convention, but the state has not ratified it yet.

In November, we published the first study in the country regarding the standards of the ILO Convention no. 190 and the limitations of the anti-stalking legislative framework in Romania and its application, which we presented as part of a national online conference attended by numerous representatives from state institutions with competence in the field and representatives of civil society. **After our advocacy efforts, the Economic and Social Council, which brings together representatives of unions, employers and NGOs, issued the first point of view in its history at the solicitation of an NGO (A.L.E.G.) and recommended the ratification to the Government and the Parliament and the alignment of the legislative framework and public anti-harassment policies to the standards of the ILO Convention and to the Recommendation no. 206.**

This campaign for ratification of the ILO Convention will continue in 2022, A.L.E.G. having the role of coordinator for a group of civil society organisations we formed to put pressure on the Government and Parliament for the ratification of the Convention. Ratification would set in motion a mechanism by which the legislative framework will be improved and its implementation will be better monitored - both at the national, as well as international, level.



JOURNALISTS WHO MAKE THE DIFFERENCE

The way in which the media reflects the phenomenon of gender-based violence has a great influence on society. To be able to reduce violence, society needs journalists who deal with this topic seriously, not as "sensational news". The impact of violence is felt not only by women who are or have been victims, but also by their families and relatives, as well as by society as a whole.

Mass-media has both the duty and the power to report events responsibly, to shape the impact of such life stories and people's attitudes towards the phenomenon of violence against women. That is precisely why, based on our experience of work with the survivors of violence and together with journalists documenting the phenomenon, we have prepared a good practice guide on the topic **"How do we talk about domestic violence?"**. This guide presents basic principles and positive practices to support journalists in their reporting with a sense of responsibility for domestic violence news by avoiding myths about violence, respecting the dignity of the persons who have gone through violence, as well as presenting appropriateness of the social context and the dynamics of violence. The material has been downloaded over 150 times and was launched during a two-day online event: an online conference presenting how we approach domestic violence in the media (which has over 1900 views) and an interactive workshop online with over 30 participants, especially journalism students.

Ambassadors from #ȘiEuReușesc Network: Alina Ursu and Simona Dumitru were involved in making the materials, together with the journalists: Diana Oncioiu (DeLa0), Oana Sandu (DoR), Ionuț Benea (Radio Europa Liberă) and members of civil society: Cristina Lupu (Center for Journalism Independent), Georgiana Epure (president of A.L.E.G.) and Alexandra Abrudean, alongside with volunteers Maria Dima and Anita Goga.

Download in RO here:



OUR TEAM:



A.L.E.G. works with **psychologists experienced in preventing and combating gender-based violence** and with **human rights specialists**. We have the support of a **group of active volunteers**, lawyers pro-bono, teachers and school counselors.



Psychologists/psychotherapists

The team's psychologists and therapists are attested by the Colegiul Psihologilor din România (COPSI). They are constantly participating in ongoing training programs in the field of preventing and combating domestic violence, all to ensure an intervention tailored to the needs of victims.



Trainers

With over 15 years of experience in preventing and combating violence, we organize training sessions on the following topics: healthy relationships, how to help a victim of violence become a survivor, awareness of gender stereotypes in the workplace, etc. Our trainers use interactive methods in the field of non-formal education and are accredited by the Ministry of Labor and Social Protection.



Lawyers

We work with the best legal specialists, trained to understand the life story of the victim of violence, to believe her and to support her while representing her rights before the law. At the national level, we collaborate with the pro-bono network for human rights, managed by the ACTEDQ Association.



Volunteers

Over 350 people are part of the network of volunteers in A.L.E.G. and over 100 are part of the #5Eufreiesc network: young people, pupils or students, teachers, psychologists or school counselors, trainers, lawyers, etc. All our volunteers have the opportunity to participate in gender equality training programs free of charge, in order to be able to effectively implement the activities and projects they carry out or coordinate.

FINANCIAL REPORT

Incomes: 658 527 RON

Grants awarded by foundations (Global Fund for Women, Empower, Vodafone Foundation, Bucharest Community Foundation): **39,8061 RON**
Companies sponsorships: **10,4880 RON**
European Funds: **29,620 RON**
Income from economic activities: **29,622 RON**
Embassy of France: **24,625 RON**
Embassy of Great Britain: **24,625 RON**
Individual donors: **18,020 RON**
3.5%: **5,805 RON**

Expenses: 441 415 RON

Supplies: 8,875 RON
Inventory objects and equipment: 29,959 RON
Energy and water: 1 684 RON
Postal and telecommunications expenses: 1,789 RON
Staff training: 1,580 RON
Collaborators: 36,174 RON
Fees: 11,200 RON
Services performed by third parties: 126,493 RON

PR and campaigns: 19,615 RON
Travel/transportation: 29,868 RON
Salaries: 215,130 RON
Taxes/fees: 4,764 RON
Banking services: 3,668 RON
Subscribing fees: 496 RON
Donations to other NGOs: 12,447 RON
Other expenses: 5,559 RON

CUM POȚI TU SĂ TE IMPLICI?

Donează

Pentru a putea învinge violența, femeile și copiii martori la abuz au nevoie de sprijin, uneori pe termen lung. Ajută-ne să ajutăm!



Fă parte din echipa de voluntari

Fără #voluntariiALEG multe dintre proiectele noastre nu ar putea exista. Indiferent de profesia și pasiunile tale, te poți implica pentru a ne ajuta să construim o lume mai sigură. Spune-ne câteva cuvinte despre tine, de ce vrei să fii voluntar și cum crezi că ne poți ajuta, printr-un mesaj la adresa **contact@aleg-romania.eu** și ești ca parte din echipă!

Dăruiește ziua ta de naștere

Vrei să faci bine și nu știi de unde să începi? De ziua ta poți da mai departe speranța și iubirea pe care o primești din jur celor mai puțin norocoși. Anul acesta, invită-i pe cei dragi ție ca în loc de flori și cadouri, să doneze către cauza noastră. Împreună putem contribui la o lume mai sigură pentru femei și copiii, o lume fără violență.

Companii responsabile

Dacă deții o companie sau dacă ești angajat, convinge-ți echipa să se implice în găsirea de locuri de muncă sigure pentru femei, sau află cum poți să ajuți pe cineva apropiat. Redirecționează impozitul tău pe profit/venit sau convinge angajatorul tău să o facă. Pentru mai multe detalii, trimite-ne un email la adresa contact@aleg-romania.eu



Sponsors & partners:

International funding:



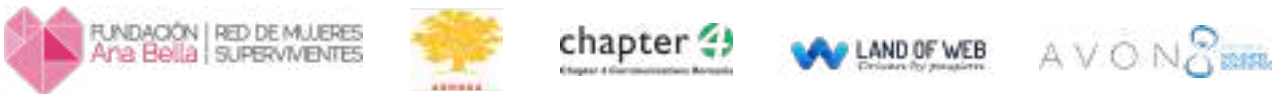
Funding at a national level:



#ȘiEuReușesc funding:



Friends of #ȘiEuReușesc:



NGO Partners for #ȘiEuReușesc:



BEE Project Partners and Funding:



Fundraising partners:

Creative partners:

Local producers:



We are here to encourage people to live abuse and violence-free lives. We offer women the support they need to find their inner strength to say I Too Can (#ȘiEuReușesc) and to live a peaceful life alongside their children. We organize educational activities that teach each and every one of us that we deserves to have healthy relationships.

Whenever you need support, we are here for you.



www.aleg-romania.eu



contact@aleg-romania.eu



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și egalitate de gen