

ALEG

asociația pentru libertate
și egalitate de gen

WWW.ALEG-ROMANIA.EU



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2022

FOREWORD

In 2022, A.L.E.G. completed 18 years of activity. We are a mature organization and this is felt especially in the way we managed to grow organically without losing our core values and people. The A.L.E.G. team has doubled in the last year, but 80% consists of people who started working with us as volunteers and have already accompanied us for the last 10 years. This is how we managed to approach new challenges - such as support for refugee women and children, early education for equality through female educators, national advocacy activities to eliminate harassment in the world of work. At the same time, we continued the activity of the Counseling Center and the Și Eu Reușesc program, addressed for women from several regions of the country who have faced domestic violence. We remain a small, but very professional and dedicated team, which, although working without funds from the state budget, covers what the Romanian state has assumed, but fails to do in the field of equal rights. Thanks to everyone who is part of this team either directly or indirectly as supporters and partners!

A.L.E.G. is a non-governmental organization active since 2004 in promoting gender equality and in preventing and combating violence against women and girls. We offer specialized assistance to people affected by domestic violence and sexual harassment, but also training for specialists and consultancy services for companies in the fields of gender equality, prevention and combating gender-based violence. We advocate for public policies that provide better protection against gender-based discrimination and violence.




2022 RESULTS

SUPPORT FOR VICTIMS OF VIOLENCE: COUNSELING CENTER

This year **more than 300 women had access to individual psychological counselling services and access to support groups, financial counselling, legal assistance, but also contact with other survivors** who offer courage through their example.

Every year there are more and more people who contact us, also because they gain confidence that they can find help.



THE PSYCHO-SOCIAL SUPPORT PROGRAM DEDICATED TO THE UKRAINIAN COMMUNITY IN SIBIU

“Bine cu mine în țări străine” is the program that supports people who fled the path of war and chose to call Sibiu a home for the moment. **Since May 15, we have been organising thematic meetings at the Ukrainian Center in Sibiu**, aimed to increase the sense of security and creating bridges between the Ukrainian and local communities.



In **2022 over 1500 Ukrainians found out about the services provided by A.L.E.G.** We provided **over 50 hours of free individual psychological counselling, over 500 people participated in the activities proposed by our team** and **over 50 women and children took part in self-defense workshops.**

TRAINING WORKSHOPS FOR SPECIALISTS WITH ROLE IN INTERVENTION

Our team, together with Michelle Gerald, trainer from the international organization **VOICE Amplified** (with work experience in countries such as Afghanistan, Bangladesh, Syria, etc.) organized **training workshops for those who provide psycho-social assistance to people who flee from the path of war**. Together we trained **over 140** employees from public and private institutions, social workers, translators, psychologists, volunteers, etc. with the aim of helping them to intervene effectively and sensitively to the impact of trauma and gender differences on victims of war.



THEMATIC WORKSHOPS

Weekly, at the Ukrainian Center in Sibiu, we organized thematic meetings, on topics such as women's rights, reporting a hate crime, masculinity and non-violence, how we deal with loss. These activities were coordinated by psychologists.

Group meetings can provide a setting that facilitates moving beyond fear, frustration, helplessness, pain and stimulates inner resources to regain strength, power, confidence, courage and dignity. Here are some of the topics we addressed in our meetings: the power of my life story, storytelling, resilience and the discovery of inner resources, healthy vs. unhealthy relationships, women's rights in Romania.



SELF DEFENSE COURSES (EMPOWEMENT THROUGH SELF DEFENSE -ESD)

Whenever you want to help with an impact, it's good to apply the peer-to-peer principle: in May 2022, A.L.E.G. facilitated the certification of Tetiana Kolot, a Ukrainian resident in Sibiu, as a trainer in the ESD method. She benefited from a course in Prague and subsequently a lot of support from the ESD community in Romania to start working with refugee children, teenagers and women.



In the next 6 months, Tetiana has managed to hold classes for almost **50 people**: 32 girls and boys and 16 women from Ukraine settled in Sibiu. In addition, she was invited to hold classes in Vatra Dornei, in Bucharest, in Braşov, and so Tetiana became better and better, especially because she puts a lot of enthusiasm into what she does. **In 2023, Tetiana has a work contract at A.L.E.G. and the workshops are held regularly at the Ukrainian School and at the Transilvania Hall.**

SUPPORT FOR UKRAINIAN SCHOOL FROM SIBIU



On October 2, in Sibiu, the **Ukrainian School** opened, a much-needed space for children who fled the path of war with their parents. This approach is based on a long effort by the Sus Inima Association and its partners. The school offers an option for children from grades I-IV to stay in touch with education, routine, socialization.

A.L.E.G. offered material support consisting in the purchase of supplies and printing educational materials for the school, but also the purchase of technological equipment (telephones) that can facilitate access to information, educational games or online video materials.

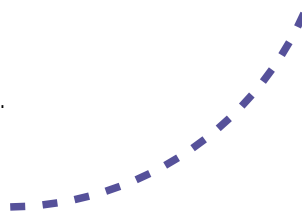
SOCIAL THEATER CAMP

The summer brought us together with more than **15 young people from Sibiu and Ukraine**, during the social theater camp in support of cultural diversity and non-discrimination, where from the first days **we broke down gender stereotypes and started discussions related to human rights**. The aim of the camp was to form a new generation of A.L.E.G. volunteers, but also to prepare us for the Gender Equality Festival. During the **four days** we also focused on creating a new **Forum Theater** script.



During the camp we talked about healthy relationships vs. unhealthy relationships, pointing out both the types of violence and what we can do if we (or someone we love) find ourselves in such a situation.

Together with friends from the Ukrainian Center in Sibiu, we discussed the situation of people that are in transit in Romania.



The days spent at Sibiel were marked by discussions full of courage and vulnerability, laughter, ideas. The evenings were marked by twister competitions, bonfires with marshmallows and songs. Friendships and new project ideas were made, starting from the need for youth involvement.



THE GENDER EQUALITY FESTIVAL® 17TH EDITION

Between **October 27-29**, through FEG we managed to bring together young Romanians and refugees from Sibiu, in an edition that was under the sign of hope for a life free of violence and in which their rights and chances are respected.

The program included ten events, from theater performances and concerts to creative workshops and debates.



The most beloved activity was the **forum theater show** from the Gong Children and Youth Theater entitled "War changes lives", based on a scenario designed and staged by high school students from Sibiu, under the coordination of Doriana Tăut, lecturer at the Faculty of Letters and Arts – Department of Theater within ULBS.

The play brought to the fore a moment of balance in the lives of young people in Ukraine, who, with the outbreak of the war, found themselves in the situation of making one of the hardest choices: their relationship or their safety. The performance was attended by **180 people**, including members of the Ukrainian community who benefited from simultaneous translation and intervened in the forum with proposals for changing the outcome.



"The young people very realistically captured the inner conflicts that many of us have faced," remarked one of the participants visibly moved at the end.

"It was impressive for us as Ukrainians to see so much interest and understanding of our problems and we thank you," added another Ukrainian viewer.



The atmosphere was relaxed at the end of the show with a street dance number offered by the bands Iron Kids and Baby Bones coordinated by Alexandru Svaricek.

The life stories of women and men from Ukraine, Bessarabia and Syria, who reinvented themselves and built a new "home" in Sibiu, were also in the foreground at Living Library, a workshop hosted by Flow - Urban Refuge.

Within the event the books were people who shared their own or family experiences.



Migrants and refugees, trauma and human rights were also discussed during a debate at the ASTRA County Library attended by Fauzia Rehejeh, founder of the Arab Cultural Center in Sibiu and Irina Costache, director of the Romanian office of the American humanitarian aid organization CORE - Community Organized Relief Effort, a foundation chaired by actor Sean Penn.

Also at the ASTRA County Library, **the young people from Generation Z discussed how inequalities and power imbalances manifest in their communities**, highlighting phenomena such as revenge porn (the distribution of sexually explicit images online, without the consent of the person concerned, usually as revenge), body shaming (making humiliating comments about someone's physical appearance) and how it affects girls as well as boys.

A workshop on the topic of healthy relationships that had Silvia Guță from In a Relationship as a guest also addressed **the topic of preventing gender-based violence among teenagers.**



The messages of the participants in this edition of the festival were made visible at **Ziarul Orizontal** near the Radu Stanca National Theatre, at the invitation of the artist Dan Perjovschi.

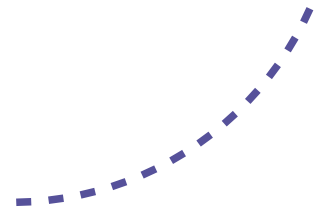
BEE - THE BENEFITS OF GENDER EQUALITY IN EARLY CHILDHOOD EDUCATION

Within BEE (a European project financed under the "Funds for Rights, Equality and Citizenship" program which was implemented simultaneously in four countries: Cyprus, Italy, Lithuania and Romania, to promote gender equality in early education in kindergartens and primary schools) **we developed an educational package to integrate the topic of gender equality into the existing subjects in the school curriculum**, given that we know that students and parents reject the idea of introducing new subjects that would burden the already very demanding schedule of students even more.



Therefore, the structure of this material follows the broader themes in which the topic of equal rights can be approached more easily: communication and the arts, science and technology, time and space. The activities in the communication chapter can be integrated in communication and Romanian language classes, those in the science chapter in mathematics and natural sciences, and those in the time and space chapter in history, civic education or geography classes. The educational package has been downloaded by **more than 500 teachers and school counselors**.

As part of the project, we also created a series of video materials to invite both students and parents and teachers to start the dialogue on the topic of gender equality. These can be tracked here.



The project offered kindergartens and primary schools free opportunities to train teachers, as well as administrative staff, to recognize gender stereotypes and address them in various educational contexts (science, arts, children's literature, etc.). The trained teaching staff participated in the creation of an educational package for the integration of gender equality in existing subjects. In order to create the educational materials, the teaching staff involved in the project participated in **an exchange of experiences together with international partners, which took place in May, in Pisa, Italy.**

#ȘIEUREUȘESC®

THE LARGEST COMMUNITY OF SURVIVORS OF VIOLENCE IN ROMANIA

A.L.E.G. launched and coordinates at the national level the #SiEuReușesc program, launched in Sibiu at the beginning of 2018. Currently, the program map includes communities managed alongside experienced local partners in other localities such as **Brașov, Bucharest, Cluj Napoca** and **Satu Mare**, where we offer free psychological and legal counseling services, but also access to support groups. The program grows every year, bringing together victims of violence, overcomers of this phenomenon and specialists.



In 2022, we launched two new episodes of the #ȘiEuReușesc podcast coordinated by psychologist Diana Lupu, the chosen themes being: **the victim-aggressor internal dynamic and how we stay brave together.**

Organized as a format of 6 online sessions, the national **Healthy Relationships** groups had over 70 beneficiaries.

The call to participate in a national campaign to prevent and combat violence was answered by 8 survivors with whom we filmed new testimonials. Together we answered the questions: **why is it important for women to help each other and how has #ȘiEuReușesc changed my life?**

During the year, there were **personal development workshops** that offer working tools to those women from Bucharest who want to get involved in helping other women to become survivors, as well as **national thematic meetings** coordinated by psychologists with the aim of processing traumas caused by domestic violence.

On the **www.sieureusesc.ro** platform we published new articles about toxic masculinity, but also about the power of personal stories.



Together with the winners and specialists from the program, we launched in February 2022 the **You (for real) in relationships newsletter** with over 300 subscribers.

ADVOCACY

In 2022 we continued to put pressure on local and central authorities to take action to make respect for women's rights and gender equality a reality, not just an aspiration.



Employers for respect

This year we continued to coordinate the national campaign for the ratification of the Convention of the International Labor Organization no. 190 on the elimination of violence and harassment in the work field (C190). We have led the National Agency for Equality of Opportunities and the National Council for Combating Discrimination to issue views on C190 recommending ratification of the Convention, thus joining the position of the Economic and Social Council in 2021.

Together with over 40 NGOs and trade unions, on May 1st we asked the Parliament and the Government to start the ratification procedure, in accordance with the recommendations of CNCD, ANES and CES. We have created a fertile ground where parliamentarians and authorities have the support of civil society and three national institutions to start aligning anti-harassment laws and policies to C190 standards – an endeavor we will continue to focus on in 2023.

Ensuring compliance with the principle of gender balance in the selection of Romanian candidates for the position of judge at the

ECHR

In March 2022, the Government of Romania sent to the Council of Europe a list of three male candidates for the position of judge of Romania at the European Court of Human Rights (ECtHR). This all-male list contravened the requirements imposed by the Council of Europe, according to which, lists of candidates for ECtHR judges must include at least one female candidate. At the initiative of A.L.E.G., a group of organizations for human rights and gender equality and professionals from the legal field requested the Advisory Committee of Experts on Candidates for the Elections for the Office of Judge at the ECHR from the Council of Europe to request the rectification of the list of candidates proposed by the Government of Romania so as to be in agreement with the measures to promote gender equality adopted at the European level. We also collectively sent a petition to the Ministry of Justice requesting the withdrawal and revision of the list. The initial list of candidates was rejected by the Advisory Committee of Experts, and the Government had to approve a new list that respected the principle of gender balance.

Sibiu for equal rights

In 2020, A.L.E.G. started the "Sibiu for equal rights" campaign, through which we made a series of public policy recommendations to promote gender equality. The integration of the gender perspective in the plans and projects of the City Hall, the City Council, and the Sibiu County Council is one of the key recommendations of this campaign. In 2022, we continued to monitor local authority plans and projects, calling for gender mainstreaming.

The socio-economic development strategy of Sibiu County 2030

This year we continued our advocacy efforts to ensure that the new Development Strategy of Sibiu County includes objectives and targeted measures to respect and promote human rights and gender equality. We determined the County Council to include human rights and gender equality as fundamental values for achieving the county's strategic vision and to prioritize: increasing access to social housing, developing alternative education campaigns among students (including campaigns regarding sex education), developing services of prevention and support for victims of domestic violence and sexual violence and the establishment of legal support centers. All this was included in the new county strategy.

Streets named after women

In 2022, we launched a local initiative to increase the representation of women in the Sibiu public space. In the municipality of Sibiu, there are only five streets named after women, compared to 236 named after men. Our vision is to have at least one major city thoroughfare, central park and/or public institution renamed to honor female figures. We requested the Sibiu City Hall that the methodology for naming the streets in Sibiu ensure gender balance in the naming of the new streets that will be built in the city.

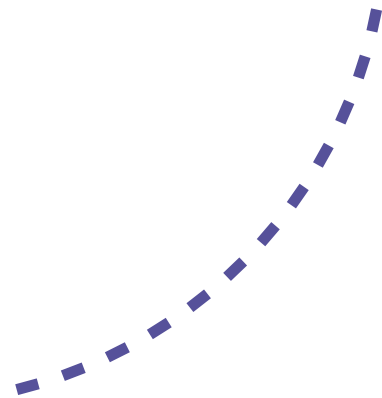


TRAINING AND INSTRUCTION ACTIVITIES IN SUPPORT OF COMPANIES & ORGANIZATIONS



It is always a reason for joy when companies like ebm-papst Automotive & Drives Romania open their doors to discuss the prevention of sexual harassment in the workplace: manifestations, effects on the harassed persons and on the entire work team, reporting mechanisms and aspects regarding the legislation in force.

In 2022 we organized **20 training sessions, 30 training hours, for 305 employees.**



When companies' employees benefit from accurate information on topics such as human rights, the first benefit is an increased sense of safety in the workplace. Women's rights are human rights.

Early recognition of the signs of a unhealthy relationship can save a lot of suffering for everyone involved, including children who witness violence.

BearingPoint Romania is one of those companies that take the subject of gender equality seriously and together with more **than 15 employees** we answered the question "How do we help someone we know is in an abusive relationship?".



"What is important when we work in the social, educational or any civic initiative is to take into account gender inequalities and the different contexts and needs that our beneficiaries come with depending on their gender. For example, for a woman who is trying to complete her education, we will have to take into account the expectations that the family has of her and give her a different kind of support than we would give a man. When we assist refugees, we must act considering the greater risks of violence against women, but also against people who do not fit into our stereotypes", said Camelia Proca, director of A.L.E.G.

Between May and August 2022, eight local organizations from Cahul and Ungheni in the Republic of Moldova participated in a training program on gender equality.

The training sessions covered the following topics:

- What gender equality is and isn't;
- Gender inequality and violence against women;
- The benefits of gender equality and the interconnections with various sectors of activity;
- Gender equality in the life of the organization;
- How we communicate about gender equality;
- Involvement of men.

Over 40 actors involved in civil society from the Republic of Moldova participated in each session.

În lunile iulie și august, la invitația PATRIR, am organizat două sesiuni de formare pentru persoanele implicate în oferirea sprijinului umanitar în contextul cauzat de războiul din Ucraina: personal al ONG-urilor, voluntari, angajați ai instituțiilor. La aceste sesiuni au participat în peste **15 persoane**.



ABOUT US: A.L.E.G. TEAM

Learn more about the expertise of our colleagues:



Psychologists/psychotherapists

The psychologists and therapists in our team are certified by the College of Psychologists in Romania (COPSI), they constantly participate in continuous training programs in the field of preventing and combating domestic violence, all to ensure an intervention adapted to the needs of the victims.



Trainers

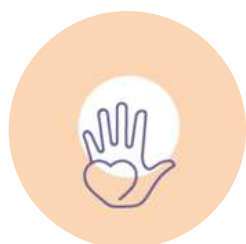
With over 15 years of experience in the field of preventing and combating violence, we organize training sessions on healthy relationships, how to help a victim of violence become victorious, awareness and elimination of gender stereotypes in the workplace, etc. We use interactive methods from the field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



Lawyers/Jurists

We collaborate with the best legal specialists, trained to understand the life story of the victim of violence, believe it and support it, representing its rights before the law.

At the national level, we collaborate with the pro-bono network for human rights managed by the ACTEDO Association.



Volunteers

More than 350 people are part of the volunteer network of the A.L.E.G. association and over 100 are part of the #SiEuReușesc 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 effectively implement the activities and projects they carry out or coordinate.

FIND OUT HOW YOU CAN GET INVOLVED

In order to overcome violence, women and children who witness abuse need support, sometimes long-term. Help us help! Donate!



For companies

It's easy to help! Direct 20% of your income tax and support A.L.E.G. projects. For more details, send us a message at contact@aleg-romania.eu

FINANCIAL REPORT

Total income: 1 282 758 lei

including:

Income from donations (individuals): 41,786 lei

Income from economic activities: 88,831 lei

Sponsorship income: 98,407 lei

External financing income (includes projects and multiannual grants): 1,038,680 lei



Total expenses: 664 698 lei

including

Salaries and contributions to the state: 271,657 lei

Services (e.g. camp for volunteers, legal assistance, production of informative materials): 220,822 lei

Travel for staff and beneficiaries (e.g. camp for teachers in Pisa, etc.): 52,879 lei

Donations granted: 11,536 lei

Consumables (dignity kits, materials for the Ukrainian school, etc.): 12,885 lei

Equipment and inventory items: 7,856 lei

Rent and maintenance: 19,381 lei

Communication: 1,986 lei

Collaborators (self-defence, translators, etc.): 64,833 lei

the difference between revenues and expenses is represented by revenues for multi-annual programs and projects that will be spent during 2023.

***RON 4,93 = EUR 1**

Activities carried out with the support of:

International funders:



Local partners involved in humanitarian aid campaigns:



#ȘiEuReușesc funders:



Partner organizations #ȘiEuReușesc:



BEE project partners:



Fundraising partners:



Creative friends:



Local manufacturer:



We are here to encourage people to live a life free of abuse and violence. We give women the support they need to find the inner strength to say #ȘiEuReușesc in leading a peaceful life with their children. We organize educational activities because we know that each of us deserves to have healthy relationships. **If you need support, we are here for you.**

 www.aleg-romania.eu

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