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Quality in Gender<sup>+</sup> Equality Policies

State of the art and mapping  
of competences report:  
Romania



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#### ABOUT QUING

QUING is a 54-month long international research project that aims to address issues of gender and citizenship in the European Union and to provide innovative knowledge for inclusive gender and equality policies in present (and future) EU member states. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy-making? What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey, and is divided into five building blocks (LARG, WHY, STRIQ, OPERA, FRAGEN; [www.quing.eu](http://www.quing.eu)). The project runs from October 2006 – February 2011. QUING involves twelve project partners across Europe and is coordinated by the Institute for Human Sciences (Institute für die Wissenschaften vom Menschen) in Vienna, Austria.

The Center for Policy Studies at Central European University (Budapest, Hungary) is responsible for coordinating LARG research tasks and covering the following countries within the research project: Bulgaria, Hungary, Latvia, Lithuania, Poland, Romania.

#### ABOUT THE PAPER

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different building blocks of the QUING project (LARG, WHY and STRIQ). Added to this, some information is included that facilitates the preparation of the activities in FRAGEN.

This report is structured the following way: In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy-related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the gender equality aspects of policies relating to these issues. The four sections themselves have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centers specialized in gender equality policies on national level.

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## Introduction

Research for the present report lasted two months, from January 15 to March 15, 2007, and involved extensive library and desk-research, as well as consultations with gender experts in Romania, and phone and email inquiries to the national equality bodies in Romania. Based on this documentation, several conclusions can be formulated about the current status of the most important research on national gender+ equality policies, and on gender equality aspects of policies related to intimate citizenship, non-employment, and gender-based violence.

First, one can conclude that most of the available studies are in the field of sociology, anthropology, policy studies/political science, and the growing field of gender studies. Gender perspectives or attention to gender as a variable seem to have been incorporated very modestly in the field of economics.

Secondly, although research on gender has been quite significant in Romania, there is currently a gap between collecting and analyzing empirical data, and making the results relevant for policy analysis. The available studies provide an in-depth quantitative and qualitative depiction of gender relations in Romania, and the various dimensions of inequalities that are inscribed in the Romanian gender regime, but the link with the policy field is usually missing. For example, in the field of gender equality, numerous statistical inquiries into women's status and gender differences and hierarchies have been produced by now, such as the *Gender Barometer* (Open Society Foundation, 2000) or *Women and Men in Romania* (UNDP, 2005), resulting in a comprehensive picture of gender inequality in Romania. Nevertheless, the available data have been put to very little analytical use and so far have made a very limited impact on policy analysis and policy-making. The widely accepted feminist insight that gender relations are political and change towards gender equality is (also) a matter of politics, broadly conceived, has not yet made a significant impact on the Romanian research environment.

Thirdly, there is a diversity of knowledge sources in the field of gender+ equality policies. Available sources include not only academic scholarship, but also publications of national and international non-governmental organizations (NGOs), governmental bodies, international organizations, and regional (European) bodies. With the diversity of knowledge sources comes also a "hybridization" of knowledge production, which means that often, the borderlines between academic research, advocacy-oriented research and policy research are blurred.

Furthermore, some conclusions can be drawn for each specific field.

### *Gender+ equality Policies*

Much of the gender+ equality policies literature/analyses thus far have evolved around European institutions as central actors. Some analyses of gender equality policies in Romania were concerned primarily with the extent to which policy outputs in Romania fulfilled the accession criteria. Other, more critical studies pointed to the absence of grassroots support for European Union (EU)-driven gender equality policies. Romania's EU membership, since January 2007, has fundamentally changed the context of policy-making, as well as that of research and policy analysis in Romania. The QUING project starts at a turning point for the Romanian research environment, and it will be very interesting to witness how the new context is negotiated and reflected in future studies. At the same time, the QUING project has the opportunity to be part of the new, post-accession wave of scholarship from and about Romania.

### *Intimate Citizenship*

Family and changes in family arrangements are the most frequent topics of studies that are relevant for the field of intimate citizenship. Sexuality and sexual orientation are not frequently considered in the existing studies. Many topics are absent from available studies, including the issue of migration and intimate citizenship, and new reproductive choices and technologies. Citizenship as such (not only its gendered or "intimate" aspects) is not a very frequent topic of research in the Romanian research environment.

### *Non-employment*

In the field of non-employment, many studies that analyze unemployment, poverty and social exclusion have been produced in Romania. These studies enhance our understanding of social policies in Romania, anti-poverty strategies, the policies of child protection, the treatment of unemployment, the logic of welfare. However, these analyses mostly lack a gender perspective. Therefore, many of them are not included in the present report. The non-employment section of the annotated bibliography below summarizes only those works that specifically employ a gender perspective or at least use gender as a variable. A majority of the gender-sensitive studies explore women's relationship to the labor market and to the welfare regime (social security). There is almost no research attention paid to, for example, the economy of care, the gender division of labor or domestic work, or the gendered aspects of work migration. Some attention to intersectionality has emerged in this field, particularly with respect to the intersections of gender and ethnicity and gender and disability.

### *Gender-based Violence*

In the field of gender-based violence, the overwhelming majority of available studies explore the issue of domestic violence. There are almost no analyses that would explore prostitution, sexual harassment, rape, or other forms of sexual violence specifically in Romania. Some analyses of trafficking in women from Romania are available as part of comparative studies, or as a product of the interest of international organizations.

## **Limitations of the State of the Art Report**

The information presented in the annotated bibliography below reflects not only the availability of studies, but also their accessibility for the author of this report, throughout the documentation period (January – March 2007). Those publications that were not accessible lack an annotation in the present report. *The report will be updated, as the titles become available to the author!*

The particular emphasis of the present state of the art report is on academic scholarship. However, other sources of publications have been explored, such as specialized gender NGOs (e.g. Center Partnership for Equality and AnA, Society for Feminist Analyses), specialized Lesbian, Gay, Bisexual and Transgender (LGBT) NGOs (e.g. ACCEPT), International NGOs (e.g. the Open Society Institute), international organizations, such as the United National Development Programme (UNDP), the UN Children's Fund (UNICEF), and the UN Fund for Women (UNIFEM), and regional bodies, such as the European Commission and the Council of Europe.

## **Grouping of Titles**

It is worth explaining how titles were placed under different headings. Naturally, some titles belong to more than one heading (gender+ equality policies, non-employment etc.). Decisions on their placement were motivated, simply, by what seemed to be the major focus of the book, chapter, article or report. However, since the issues themselves – intimate citizenship, non-employment and gender-based violence – overlap, the reader is kindly advised to read the bibliography as a whole, even when he or she may have a particular research interest in one of the designated fields.

## Annotated Bibliography

### 1. Gender+ Equality Policies

#### 1.1 Publications in Romanian

1. Albu, Mihai și Cristina Mocanu. 2006. Egalitatea de șanse în România. De la teorie la practică [Gender equality in Romania. From theory to practice]. In: *Gen și putere*, ed. Oana Băluță, 117-137. Iași: Polirom.

**Keywords:** gender mainstreaming, equal opportunities between women and men, public management, Romania

This study presents a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis of gender mainstreaming in the policies and action plans of public institutions that have specific responsibilities in implementing the policy of equal opportunities between women and men, according to Law No. 202/ 2002. Using quantitative data from a UNDP project, the analysis finds that the most important variable that correlates with the implementation of gender mainstreaming is the availability of personnel that has received specific gender training/ education. The authors additionally suggest that the responsibilities for gender mainstreaming should be placed at the top management level.

2. Ioana Borza, Laura Grünberg (coord), Theodora-Eliza Vacarescu. 2006. *Cartea neagră a egalității de șanse între femei și bărbați în România* [The black book of equal opportunities between women and men in Romania]. București: Societatea de Analize Feministe AnA.

**Keywords:** Equality of opportunities between women and men in Romania, gender discrimination, gender and diversity

This book/publication assesses the shortcomings of promoting equality of opportunities between men and women in Romania, or the “black points,” of gender equality in Romania. Several major fields are discussed: gender and diversity, gender and media, gender and politics, the work of anti-discrimination institutions/bodies, and gender and health. Some of the black points of gender equality work in Romania that the book reviews are the lack of solidarity between women’s groups (termed soliTarity, rather than soliDarity), the over-institutionalization of gender equality in Romania, the lack of responsiveness of gender equality bodies. However, the overall conclusion is optimistic: there is enough institutional and social ground for gender equality (equality of opportunities) to become everyday reality in Romania.

3. Magyari-Vincze, Eniko. 2006. *Excluderea socială la intersecția dintre gen, etnicitate și clasă. O privire din perspectiva femeilor rome* [Social exclusion at the intersection of gender, ethnicity and class. A Roma women perspective]. Cluj: EFES.

**Keywords :** Roma women, reproductive health, intersections of gender, ethnicity and class, social inequalities, Romania

This paper addresses the access of Roma women to reproductive health as a socially, economically, culturally *and* politically determined phenomenon. It investigates this social process in the context of post-socialist Romania as a problem through which one may



have an understanding of the broader issue of social exclusion, as it functions under the circumstances of post-socialist transformations. As such, the paper aims to have a contribution to theorizing on how exclusion works at the crossroads of ethnicity, gender and class while (re)producing inequalities, and on how Roma women's multiple discrimination functions to push them into the most underserved social positions in our society. In theoretical terms, the paper also contributes to debates about the ways in which structural factors, cultural conceptions, and agency are entangled, all the while shaping women's everyday desires, claims, and practices related to reproduction and reproductive health.

4. Miroiu, Mihaela. 2004. Bărbații statului, femeile pieței. Efectele conservatorismului de stânga asupra politicilor de gen în tranziția românească [*State men, market women. The effects of left conservatism on gender policies in Romanian transition*]. In: *Drumul către autonomie. Teorii politice feministe* [The road to autonomy. Feminist political theories], 245-280. Iași: Polirom.

**Keywords:** conservatism, feminism, gender and transition, Romania

This chapter reiterates the thesis that left-conservatism is the predominant ideology in Romania, which the author previously developed in her book *Societatea Retro* (The Retro Society). Left-conservatism, the author claims, can only be counteracted by ideologies of emancipation and empowerment, such as feminism. Another major claim of the analysis is that economic and social policies during transition in Romania “channel women to the capitalist areas of the economy, and keep men in state-controlled industries” (p. 267). The author also offers the concept of “room-service feminism” to describe the adoption of a legal and institutional framework on gender equality under the pressure of EU accession, but without a significant grassroots feminist movement that would support the implementation of these policies.

5. Popescu, Liliana. 2004. *Politica sexelor* [*The Politics of sexes*]. București: Maiko.

**Keywords:** sexuality, gender relations, gender, politics, Romania

This is a comprehensive study on sexuality, gender and gender relations in Romania, set against the background of an elaborated, but not always coherent, theoretical framework. The book is written with the explicit aim of “reaching a wide audience.” Therefore, it sometimes lacks a more thorough analysis of the issues raised, such as the participation of women and men in public life, public/private distinctions, and gender inequalities in both spheres, or the relevance of gender for governance and democracy.

6. Moraru, Adrian, Raluca Popa, Monica Tobă și Ovidiu Voicu. 2003. Elaborarea și realizarea politicilor de combatere a discriminării și promovare a egalității de șanse între membrii grupurilor minoritare și cei ai majorității și între femei și bărbați [Policy-making in the field of anti-discrimination and equality of opportunities between majority and minority groups and between women and men]. In: *Intoleranță, discriminare și autoritarism în opinia publică* [Intolerance, Discrimination and Authoritarianism in Public Opinion], 79-93. București: IPP.

**Keywords:** anti-discrimination policies, equal opportunities policies, governmental institutions, Romania

This chapter offers an analysis of the main institutions that are involved in policy-making in the field of anti-discrimination and equal opportunities. The analysis is based on data

from a standardized questionnaire that was distributed to governmental institutions and from interviews that were carried out with party representatives. Several shortcomings of the policy-making process in the field of anti-discrimination and equal opportunities are highlighted: institutional instability, a lack of research to inform policies, a lack of coordination in anti-discrimination policies, and insufficient or an absence of local level implementation of policies.

7. Pasti, Vladimir. 2003. *Ultima inegalitate. Relațiile de gen în România* [*The last inequality. Gender relations in Romania*]. Iași: Polirom.

**Keywords:** patriarchy/ patriarchies, gender relations, gender in transition, political power, gender policies, feminism, men and women, Romania

This study aims to reveal the visible and less visible political processes that produce and reproduce patriarchal power relations within gender relations in Romanian transition. The author develops a theory of Romanian patriarchy that posits Romanian patriarchy as a political power relation between women and men, which is entangled with personal relations, family relations, the organization of household and domestic work, social institutions, politics and the economy. The author, a sociologist, uses extensive quantitative data to show how women are structurally disadvantaged in all these fields. Furthermore, the study claims gender inequalities are situated “last” among inequalities, because they always intersect with – among others – racial, ethnic, economic or religious inequalities. Within each disadvantaged group, women are additionally disadvantaged by the sex/gender system. The author suggests that patriarchy is also an ever-shifting institution that adapts and takes the shape of the society, culture and political system within which it operates. The author draws theoretical inspiration from radical and materialist feminist theories.

8. Dima, Ana-Maria. 2002. Femeile de minoritate romă între lipsa de modele și integrarea europeană a României [Roma women between the lack of role models and Romania’s EU accession]. În: *Gen și integrare europeană* [*Gender and European integration*], ed. Laura Grünberg, 29-47. București: Societatea de Analize Feministe AnA.

**Keywords:** Roma women, NGOs, Roma policies, Roma women intellectuals, Romania

This paper documents the systematic exclusion of Roma women from policies to improve the situation of Roma in Romania; EU funding mechanisms available to Romania; Roma projects (governmental and non-governmental); and general research on Roma. Some considerations are presented about the role of Roma women intellectuals, and the difficulties they have had to overcome to gain a public voice. The article concludes with recommendations for the Romanian government, some other relevant governmental bodies and national institutions, as well as for the European Commission.

9. Huminic, Adelina. 2002. Instituționalizarea politicii de egalitate în șanse [The institutionalization of equal opportunities policies]. In: *Gen și integrare europeană* [*Gender and European integration*], ed. Laura Grünberg, 11-28. București: Societatea de Analize Feministe AnA.

**Keywords:** institutions, equal opportunities policies, national policy machineries for gender equality, Romania

This analysis evaluates the institutionalization of equal opportunities policies in Romania, at the national level, against criteria of efficiency and success for gender equality institutions developed by theories of "state feminism." Romanian institutions are found to lack the necessary influence such theories prescribe, because of their being understaffed, under-budgeted, lacking enough decision-making power. The analysis draws extensive comparisons with the gender equality institutions of other European countries, and those of the European Union.

10. Panduru, Filofteia și Maria Molnar. 2001. *Familia și copilul în România* [*Family and children in Romania*]. București: Extreme Group.

**Keywords:** children's status, statistics, Romania

This study is a comprehensive statistical monitoring of children's status in post-socialist Romania, up to 1999. The report comprises data on income, consumption, housing, poverty, education, health, demography, social protection, and the protection of children at risk.

11. Ghebre, Georgeta. 2000. *Regim social-politic și viață privată. Familia și politica familială în România* [*Socio-political regime and private life. Family and family policy in Romania*]. București: Editura Universității din București.

**Keywords:** family, family policies, modernization, demography, Romania

In this study on family policies in Romania, the authors first gives an overview of theories of the family in a socio-historic perspective, based on a binary model of "traditional" and "modern" families. Second, she compiles a historical overview of the 'modernization' of the family in Romania, focusing on the demographic processes and socio-economic transformations that enabled the "modernization" of the family. The third part of the book explores so-called family policies in Romania during transition (1990-2000), and during state socialism (1950-1990). The author proposes that state socialism blocked the "natural" development of the family towards more modern forms.

12. Miroiu, Mihaela. 1999. *Societatea retro* [*The Retro Society*]. Especially: Chapter II: Sărăcii și sărăcia [Poverty and the Poor], 63-102, and Chapter IV: O societate feminizată [A feminized society], 135-162. București: Editura Trei.

**Keywords:** conservatism, poverty, women, feminized society, inequality, Romania

This volume is a collection of essays on the processes of transformation, or lack thereof in Romanian society, after 1989. The author introduces the concept of "left-conservatism" which she presents as an ideology that is rooted in the state socialist past and is manifested in the Romanian transition as opposition to emancipation and modernization. The fourth chapter of this volume speaks about experiences that are specific to women (birth, breastfeeding, menstruation) and experiences that are mostly shared by women (care, subordination, public invisibility). The author claims that during the transition in Romania, other social groups, such as children, the elderly, poor men, and poor minorities share the same experiences that are usually "reserved" for women – hence, the "feminization of Romanian society."

13. Zamfir, Elena, Cătălin Zamfir, Adrian-Nicolae Dan și Sorin Cace. 1999. Politici de suport pentru femei [Policies in support of women]. In: *Politici sociale în România, 1990 – 1998*, ed. Cătălin Zamfir, 269-300. București: Editura Expert.

**Keywords:** social policies, women, women's participation in the labor force, Romania

This article identifies several trends with respect to women's participation in the labor force in Romania: high economic activity rates; high motivation to work for pay, but also significant under-employment particularly with respect to certain "discouraged" groups; high participation in the informal economy; a dramatic decrease of the availability and accessibility of child-support facilities; feminized poverty; a very low percentage of women as part-time workers, because of low wages; high professional polarization between highly qualified women and women with no qualifications; and higher rates of unemployment, especially long-term unemployment, compared to men. The article also speaks about a crisis in family and child-support policies. The most significant issues in this regard pertain to: the lack of coherent policy support for single-parent families, inadequate support for families faced with extreme poverty, insufficient protection of children against abuse, and violence in the family.

14. Zamfir, Cătălin. 1999. Tranziția demografică și problemele sociale asociate (Demographic transition and associated social problems). In: *Politici sociale în România, 1990 – 1998*, ed. Cătălin Zamfir, 149-179. București: Editura Expert.

**Keywords:** demography, birthrates, demographic policy, Romania

This article examines demographic trends in Romania, with a focus on birthrates. The article concludes that, although birthrates have been declining in Romania, it is difficult to conceive of a "good" demographic policy. No measure for stimulating births in Romania is either desirable or sustainable. However, child-support facilities and social protection for families with children are called for urgently in the current demographic context.

15. Pasti, Vladimir, Mihaela Miroiu și Cornel Codiță. 1996. Capitolul V: În așteptarea vieții publice [Chapter V: Waiting for public life]. In: *România – starea de fapt. Volumul I. Societatea*, ed. Vladimir Pasti, Mihaela Miroiu și Cornel Codiță, 165-206. București: Nemira.

**Keywords:** democracy, transition, poverty, violence against women, minorities, Roma, Romania

This volume is a "diagnosis" of Romania society and Romanian democracy in 1996. Chapter V raises a wide range of issues related to gender inequality, women's political under-representation, treatment of women as sexual objects, discrimination against minorities, and poverty among Roma. The analysis was intended to serve as an instrument for policy-making.

## 1.1 Publications in English

### 1.2.1 Publications in English: Focus on Romania

16. Magyari-Vincze, Eniko. 2006. Romanian gender regimes and women's citizenship. In: *Women and Citizenship in Central and Eastern Europe*, ed. Jasmina Lukic, Joanna Regulska, Darja Zavirsek. Aldershot: Ashgate.

**Keywords:** citizenship, transition, Central and Eastern Europe, Romania

This study is part of a collection of essays on gender regimes in Central and Eastern Europe that contest the universal notion of "citizenship" by focusing on the diversity of situations in which women in this region have found themselves since the end of the 1980s. Looking at the challenges and struggles women have faced to assert themselves as citizens and their citizenship rights, the study demonstrates the social and political discrimination between women that persists in Romanian society.

17. Surdu, Laura and Mihai Surdu. 2006. *Broadening the agenda: The status of Romani women in Romania*. New York: Open Society Institute.

**Keywords:** Romani women, intersectionality, social inequalities, multiple discrimination, public policies, Romania

Combining fresh survey data and the voices of Romani women reflecting on their status, the report shows that in Romania, Romani women are most likely to suffer from inequalities inside the home, as well as from inadequate health care, the poor quality of education, and the lack of job opportunities. *Broadening the Agenda* provides a realistic portrayal of the challenges that Romani women in Romania face through first-hand accounts and solid data compiled by Romani women themselves. *Broadening the Agenda* is intended for the primary use of policy-makers and Romani women advocates trying to promote effective policies that erase gender disparities and combat discrimination, poverty, and social exclusion.

18. Ghebrea, Georgeta, Marina Tataram, Ioana Cretoiu. 2005. *Implementing the EU equality acquis*. Bucharest: Nemira Publishing House. EN

**Keywords:** *acquis communautaire*, legislation, equality between women and men, Romania

This publication reviews policies that aim at equal treatment of women and men, from the perspective of harmonization of Romanian national legislation and EU regulations. The authors also draw an extensive comparison between pre- and post-1989 legislation. Both progress and situations in which legal regulations have become less favorable to equal treatment of women and men are highlighted.

19. Teșiu, Roxana and Florentina Bocioc. 2005. Equal opportunities for women and men in Romania. In *Equal Opportunities for Women and Men: Monitoring Law and Practice in New Member States and Accession Countries of the European Union*. New York: Open Society Institute.  
<http://www.cpe.ro/romana/images/stories/continuturi/eowm-report-romania.pdf> (accessed February 9, 2009)

**Keywords:** antidiscrimination mechanisms, national legislation, gender equality bodies, government, Romania

This report describes existing national institutional mechanisms, policies, and programs on gender equality, and highlights several shortcomings. The research identifies a general lack of awareness among men and women regarding how gender inequality affects their daily lives, as well as a lack of political will to enforce existing national and EU gender equality policies. The report's key recommendations include a call for governments to establish regular monitoring of how equal pay principles are practiced in both the public and private sectors and to make these monitoring results public.

20. Oprea, Alexandra. 2004. Re-envisioning social justice from the ground up: Including the experiences of Romani women. *Essex Human Rights Review* 1(1): 29-39.

**Keywords:** Romani women, intersectionality, exclusion, feminism, domestic violence, Romania

This paper centers on the exclusion of Romani women from mainstream feminist and antiracist discourses in Europe. This exclusion is explained through the lens of intersectionality of forms of discrimination, social exclusion and problematic identity politics. It discusses Romani women's invisibility as perpetuated by programs and reports from NGOs. It explains the absence of Romani women from Romani and feminist discourses, an uncritical view of Romani culture, and the vulnerability of Romanian Romani women to domestic violence. It emphasizes that analyses of social problems must be performed from the bottom up, looking at the experiences of those who are multi-burdened, such as poor Romani women. The paper concludes by arguing that the recognition of privilege is essential to the construction of inclusive politics.

21. Rebeleanu, Adina. 2003. Protecția socială a familiei – retrospectivă și prezent [Social protection of family – retrospective and present]. *Studia Universitatis Babeș-Bolyai - Sociology* 1-2: 103-110

**Keywords:** family social protection, history of family social protection, Romania

This paper reviews the evolutions of the system of family social protection from a historical perspective. The features of Romanian social protection for family are discussed both for the socialist regime period as well as for the democratic years after 1990, in terms of strategies, legislative framework and effects.

22. Stoica, Virgil. 2003. Public policies concerning the equality of opportunities between women and men, 1990-2000. *The Romanian Journal of Society and Politics* 3(1).

**Keywords:** public policy, discrimination, equality of opportunities

This study takes as its starting point the understanding that public policy represents a government's intentional course of action, in a specific environment, which contains obstacles and opportunities the government aims to address or surpass in its effort to reach or achieve its set objective. Policies on equality of opportunities may be defined as those public policies that are directed at eliminating or at least diminishing the structurally-conditioned discrimination against a social group. The study explores equality of opportunities between men and women throughout the policy process. The study

proposes that collaboration between political institutions and those of the civil society is indispensable for formulating and implementing policies on the equality of opportunities, as well as for increasing women's participation in the decision-making process.

23. Dima, Ana-Maria. 2002. Sub-minorities or Roma women - between ideologies and practices within the process of Romania's accession to the European Union. *AnALize: Journal of Feminist Studies* 12: 25-34.

**Keywords:** minorities, Roma women, EU, Romania

This article speaks of Roma women as a “minority within a minority.” It briefly describes the situation of Roma women in Central and Eastern Europe, arguing that they are severally restricted in exercising their rights by the prevalence of the traditional, patriarchal family model. Roma women’s issues are not explicitly formulated in EU documents, and even less so in national strategies for the social inclusion of Roma. The author advocates a special focus on Roma women at both the national and the European levels.

24. Marinescu, Valentina. 2002. On the principle of equal rights for men and women at work, as seen in Romania. *AnALize: Journal of Feminist Studies* 12: 17-24.

**Keywords:** gender equality at work, feminism, Romania

The objective of this article is to raise issues the author finds relevant for the topic of equal opportunities for women and men at work. First, the author compares the national legal framework in the field of equality of opportunities in labor relations with European agreements. Second, she sketches a profile of the social groups that could be the target of a social strategy on gender equality. Based on an analysis of quantitative data, the author proposes that a strategy for promoting women’s rights in Romania should seek supporters mainly among highly educated women, who live in Transylvania or Bucharest, who are already acquainted with women’s issues and who, additionally, are involved in the debates about women in Romanian society.

25. Weber, Renate and Nicole Watson, eds. 2000. *Women 2000: An investigation into the status of women’s rights in Central and Southeastern Europe and the Newly Independent States*. Vienna: International Helsinki Foundation for Human Rights.

**Keywords:** women’s rights, Romania

This report is part of an edited volume that comprises twenty-eight country reports on the status of women’s and women’s rights in Central and South Eastern Europe and the Newly Independent States. Though somewhat outdated, the report provides a very useful synopsis of social realities affecting women’s lives (violence against women, participation in the labor market and political participation), as well as a review of the available legal and policy instruments to promote gender equality and address sex-based discrimination in Romania.

26. *Women’s Reproductive Rights in Romania: A Shadow Report*. 2000. New York: The Center for Reproductive Law and Policy. EN  
[http://www.reproductiverights.org/pdf/sr\\_rom\\_0600\\_eng.pdf](http://www.reproductiverights.org/pdf/sr_rom_0600_eng.pdf) (accessed February 9, 2009)

**Keywords:** shadow report, reproductive health, reproductive rights, Romania

This report is intended to supplement, or “shadow,” a report by the government of Romania to the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW). It has been compiled and written by the Center for Reproductive Law and Policy (CRLP) and the Society for Feminist Analysis (AnA), Bucharest, Romania.<sup>1</sup>

### ***1.2.1 Publications in English: Comparative studies***

27. Takács, Teodora. 2005. *Equal opportunities and policy-making in the context of the EU integration: A comparative analysis of Hungary and Romania*. MA Thesis. Budapest: Department of Gender Studies, Central European University. Unpublished paper.

**Keywords:** equal opportunities, EU accession, Hungary, Romania

This study explores the impact that the process of European integration has had in the institutionalization of equal opportunities policies in the CEE accession countries. It asks to what extent the existence of an asymmetrical relationship between the EU and the candidate countries leads to a mere transposition of the EU discourse on gender equality at the national level. The author argues that the fact that the accession negotiations and the process of adopting the *aquis communautaire* is an exclusive matter of state institutions and supranational organizations, while the civil society does not play an active part in the process of policy-making, may lead to a formal adoption of external norms that fail to materialize in concrete actions. The study offers a comparative analysis of two cases, Hungary and Romania, in order to highlight similar patterns in the process of the institutionalization of equal opportunities and in the mechanisms of the transposition of the EU *aquis* in this field. It thus focuses on the similarities that appear in the two countries during the process of accession negotiations. Finally, the author explores the extent to which poor communication between state actors and civil society could constitute a cause for the “formality” that characterizes the development of equal opportunities in the two countries.<sup>2</sup>

28. Voicu, Mălina. 2004. Work and family life in Europe: Value patterns and policy-making. In: *European values at the turn of the millennium*, ed. Wil Arts and Loek Halman, 231-253. Leiden: Brill Book.

**Keywords:** reconciliation policies, gender value orientations, comparison of European countries, legitimacy of policies

This study, part of a collection of papers on European values that use data from the 1999/2000 wave of the European Values Study, focuses on family life and work and investigates the impact of policies on the values of work and family. It argues that policies for women support will affect not only the degree to which women take part on the labor market, but also orientations towards women’s position in society. The author investigates whether there is, indeed, a relationship between policies aiming at facilitating women to enter the labor market and sharing household tasks between partners on the

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<sup>1</sup> From the introduction to the report, p.1

<sup>2</sup> Based on the abstract provided by the author.



one hand, and gender-value orientations on the other. She does not consider this relationship in causal terms, but rather in terms of linkages. She observes remarkable differences between European countries with regard not only to gender-value orientations, but also to policies. She also finds that similar policies are associated with similar orientations and that similar social and economic contexts have similar value orientations.<sup>3</sup>

29. Fodor, Eva, Christy Glass, Janette Kawachi and Livia Popescu. 2002. Family policies and gender in Hungary, Poland and Romania. *Communist and Post-communist Studies* 35(4): 475-90.

**Keywords:** family policies, welfare state, women, Hungary, Poland, Romania

This paper discusses changes and new directions in the gendered nature of the welfare state in three post-state socialist societies: Hungary, Poland and Romania. Relying on an analysis of laws and regulations passed after 1989 concerning childcare, maternity and parental leave, family support, unemployment and labor market policies, retirement, and abortion laws, the authors identify the differences and similarities among the three countries, pointing out not only their status in 2001, but also their trajectory, or the dynamics and timing of their change. The authors argue that there are essential differences between the three countries in terms of women's relationship to the welfare state. They also specify some of the key historical and social variables that might explain variation across countries.<sup>4</sup>

30. Gal, Susan and Gail Kligman. 2000. *The politics of gender after socialism*. Princeton: Princeton University Press.

**Keywords:** gender, post-socialism, politics of reproduction, state, family, public/private, transition, gender and nation, East Central Europe

With the collapse of communism, a new world seemed to open for the peoples of East Central Europe. The possibilities this world presented, and the costs it exacted, have been experienced differently by men and women. Susan Gal and Gail Kligman explore these differences through a probing analysis of the role of gender in reshaping politics and social relations since 1989. The authors raise two crucial questions: How are gender relations and ideas about gender shaping political and economic change in the region? And what forms of gender inequality are emerging as a result? The book provides a rich understanding of gender relations and their significance in social and institutional transformations. Offering a systematic comparison of East Central European gender relations with those of western welfare states, and with the pre-socialist, bourgeois past, the authors attend to historical comparisons as well as cross regional interactions and contrasts.<sup>5</sup>

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<sup>3</sup> The annotation is based on the summary available in the introduction of the volume *European Values at the Turn of the Millennium*, p. 20.

<sup>4</sup> Abstract provided by the authors in the introduction to the article.

<sup>5</sup> Book description is available on the official site of the Princeton University Press: <http://press.princeton.edu/titles/6859.html> (accessed March 15, 2007).

## 2. Non-employment

### 2.1 Publications in Romanian

1. Gheauș, Anca. 2006. *Femeile și dizabilitatea în România* [*Women and disability in Romania*]. București: Societatea de Analize Feministe AnA.

**Keywords:** intersectionality, gender and disability, discrimination, Romania

The study comprises both a research report and a policy paper, and offers an analysis of the intersection of gender and disability in Romania. Data comes primarily from interviews with women with disability and experts on disabilities who work for various governmental agencies, NGOs or associations of persons with disabilities. The main conclusion of the research and interviews is that gender is an ignored dimension for persons with disabilities. The research also specifically asked what the structure of unemployment was with regard to gender for persons with disabilities, and who performed the work of care for persons with disabilities. The research found that gender affects the distribution of work and level of work performed in families with a disabled member. The research also finds a strong connection between disability and the risk of poverty.

2. Preda, Diana. 2006. Forța de muncă în România – Performanțe și constângeri din perspectiva aderării [*Labor force in Romania – Achievements and constraints in view of EU accession*]. *Probleme Economice* 204. București: Centrul de Informare și Documentare Economică.

**Keywords:** labor policy, employment plan, Lisbon Strategy, Romania

This article critically evaluates the National Employment Plans of Romania, since 2002, against the objectives of the Lisbon Strategy. The author proposed that economic inactivity, not unemployment, is the real challenge for labor policies in Romania. However, labor policies in Romania have focused exclusively on the unemployed and have neglected the work-age inactive population. No active measures were taken to encourage this segment of the population to seek employment or new, marketable qualifications.

3. Sandu, Dumitru (coord.), Ana Bleahu, Vlad Grigoraș și Alexandra Mihai. 2006. *Locuirea temporară în străinătate: Migrația economică a românilor, 1990-2006* [*Temporary living abroad: Romanians' Economic Migration, 1990-2006*]. București: Fundația pentru o Societate Deschisă.

**Keywords:** work migration, social aspects of migration, economic aspects of migration, family relations, Roma, Romania, Italy, Spain

This study inquires into the social and economic aspects of work migration from Romania. The phenomenon of work migration is pervasive in Romania, where one-third of all households have a member who works/worked abroad. The study is based on a complex empirical research that included a national survey, three micro-regional surveys, qualitative studies in six communities in Romania, and four Romanian communities abroad. The analysis uses gender as a variable, and all data is disaggregated by gender. Therefore, information is offered on the participation of women in work migration, the kinds of work that Romanian women do abroad, and the groups of women that are more

likely to migrate. A special chapter analyzes the impact of migration on family relations and changes in ideas about family, as a result of work migration.

4. Bercea, Flaviu. 2005. "Asistența maternală profesionistă" – O nouă posibilitate în angajarea în muncă a femeilor din România post-comunistă ["Professional Maternal Care" – A new employment opportunity for women in post-communist Romania]. In: *România socială. Drumul schimbării și al integrării europene* [Social Romania. The path of change and European integration], ed. Petru Iliuț, Laura Nistor și Traian Rotariu, 82-95. Cluj-Napoca: Eikon.

**Keywords:** social services, women's employment, maternity, Bistrița-Năsăud

This is a sociological study in Bistrița-Năsăud, Romania that explores women's motivations for becoming maternal assistants. The author argues that the profession may become a valuable career and employment option for women.

5. Marinescu, Valentina și Valentina Pricopie. 2004. *Accesul femeilor pe piața muncii*. [Women's access to the labor market]. București: Editor.ro, Centrul Parteneriat pentru Egalitate.

**Keywords:** women's access to labor market, discrimination, positive action, unemployment, family, community, Romania

The report offers a gender-sensitive analysis of women's relation to the labor market, based on data valid for 2003, with the aim provide general guidelines for drafting gender-sensitive public policies that would increase women's access to the Romanian labor market. Women's unemployment and family barriers to women's work, such as norms or domestic responsibilities, are explored.

6. Mocanu, Cristina. 2004. *Munca domestică. Reflecții asupra raportului familie-muncă* [Domestic work. Reflections on the family-work relation]. MA Thesis. București: Gender and Public Policy, National School for Political Sciences and Public Administration. Unpublished paper.

**Keywords:** domestic work, women's employment, work/life balance, Romania

The paper is a study of domestic work in Romania, using national, sex-disaggregated household statistics. The author finds that, despite many possible qualitative changes, domestic work is still overtly women's responsibility. The author then links domestic work with women's employment and analyzes the possible implications for women's life/work balance. Some related issues the author discusses are: the double shift, regulations on maternity and parental leave, the lack of domestic partnerships between women and men, and women's discrimination on the labor market.

7. Perț, Steliana, Valentina Vasile, Raluca Negruț și Petru Mazilescu. 2003. Procese, fenomene caracteristice și tendințe ale circulației forței de muncă în România [Processes, characteristics and trends in the Romanian labor force]. *Studii și Cercetări Economice* 6-7.

**Keywords:** Internal migration, external migration

The study is a review of internal and external migration in, from, and into Romania, 1970-2000. The review presents some sex-disaggregated data concerning both internal and external migration. Both migratory processes are found to have higher female participation: more women than men migrate between rural and urban Romania;

likewise, more women than men migrate outside Romania (average ratio of women to men, since 1990, is 110-115%). In a brief policy section, migration processes are evaluated against EU accession criteria. The authors discuss the phenomenon of “brain drain” as the most contentious aspect of migration processes from Romania.

8. Preda, Marian. 1999. Grupuri social ignorate/excluse de politicile sociale în România [Social groups ignored/ excluded by social policies in Romania]. In: *Politici sociale în România, 1990 – 1998* [Social policies in Romania, 190-1989] ed. Cătălin Zamfir, 301-342. București: Editura Expert.

**Keywords:** social policy, exclusion, single mothers, old women, Romania

The article shows the following groups have been neglected by social policies in Romanian transition: children, single parent families (which are mostly single-mother families), poor Roma and poor women. The author argues that poverty in Romania is ethnicized (more Roma are poor than majority groups), and feminized (more women than men face poverty and extreme poverty). The article claims that the “Western-imported” rhetoric of women’s rights is not helping truly disadvantaged women, who would instead need coherent social policies.

9. Grünberg, Laura. 1995. Politica socială și egalitatea sexelor [Social policy and gender equality]. În: *Politici sociale. România în context european* [Social policies. Romania in a European context], ed. Elena Zamfir și Cătălin Zamfir, 184-190. București: Alternative.

**Keywords:** women and social policy, feminist perspectives on social policy

The article raises the following questions: Is it possible to identify a specific social policy for women, or should we rather look for specific provisions for women within general or special social policies? Is special attention to women as a group needed in social policy, or are their issues adequately treated in a non-differentiated approach to social policy? It is difficult, the author says, to give a definite answer. Instead, the article sketches some guidelines for a feminist perspective in social policies.

## ***2.2 Publications in English***

### ***2.2.1 Publications in English: Focus on Romania***

10. Preda, Marian, Luana Miruna Pop and Florentina Bocioc. 2006. The gender dimensions of social security reform in Romania. In: *The Gender dimensions of social security reform: Volume 2: Case studies of Romania and Slovenia*, ed. Ellaine Fultz, 11-92. Budapest: ILO. EN.

**Keywords:** social security reform, social allowances, pensions, women’s employment, different groups of women, Romania

This gender analysis of social security reform suggests women’s relation to welfare (social security) is connected strongly to their position on the labor market. Hence, it relates women’s access to social security to the negative trends affecting women’s employment in Romania: a decline in female employment over the past 16 years; a continuing gender pay gap; occupational segregation by gender, both horizontal and vertical; and a rise in

poverty among households headed by women. Special attention is paid to the following social groups, and to gender differences within these groups: women at the risk of abandoning their children, the elderly, persons with disabilities, and victims of domestic violence.

11. Dobre, S., Maria Roth. 2005. Emerging care services for elderly in Romania. *Studia Universitatis Babeş-Bolyai - Sociology* 2: 3-17.

**Keywords:** care for elderly, social services, Romania

At the intersection of international pressure to improve the care sector and the internal pressure from civil society, new laws have emerged in Romania, which have improved the care of dependent people. The Government made amendments to fund home-care services for people who need medical social services in their homes. Until this stage, the development was slow within the frames of the under-financed Romanian health and social assistance system. Case studies demonstrate the existence of a pool of qualified home-care services in Romania, though limited in coverage, financial resources, and size of care-force.

12. Mihaş, Liliana. 2005. Romanian social policy in the EU accession process. *Studia Universitatis Babeş-Bolyai - European Studies* 2-3: 343-360.

**Keywords:** social policy, social protection, EU accession, Romania

This article presents the main changes that have occurred in some major fields of social policy in Romania, over the process of EU accession. First, some landmarks of EU social policy and social policy in several Central and Eastern European countries are offered. The analysis then focuses on the pensions system, aid for the unemployed, health insurance, and social allowances in Romania. The article advances that Romania is ready for EU membership in the field of social protection.

13. Voicu, Mălina şi Monica Şerban. 2002. *Statutul femeilor din mediul rural. Afirmarea economică a femeilor din mediul rural în România [The Status of women in rural areas: Economic assertion of rural women in Romania]*. Bucureşti: PNUD.

**Keywords:** women in rural areas, women's economic activities, economic empowerment of women, Romania

This study focuses on the status of rural women in Romania, with particular emphasis on its economic aspects. Quantitative and qualitative methods combine to provide a comprehensive picture of the status of women in rural areas, based specifically on secondary data analysis. The report also includes two case studies of projects dedicated to supporting women's economic activities. The following results are highlighted: "Many women in rural areas do not have a stable and safe income source such as a wage or a pension. This makes (or could make) them dependent on the breadwinner of the family or on social security services. The level of women's income is lower than that of men for almost all income categories, because of their lower qualifications and lower occupational status. The women who are unpaid domestic workers or agricultural workers on their own land are very vulnerable to social risks because they are not covered by any insurance scheme. Women from rural areas have fewer resources and

fewer opportunities than women from urban areas or men from both urban and rural areas” (p. 7).

14. Magyari, Nándor L., Enikő Magyari-Vincze, Livia Popescu, and Traian Rotariu. 2001. The social construction of Romanian poverty: The impact of ethnic and gender distinctions. In *Poverty, ethnicity and gender in Eastern Europe during the market transition*, ed. Rebecca Jean Emigh and Iván Szelényi, 123-156. Westport: Praeger. EN

**Keywords:** poverty, race, racialization of poverty, feminization of poverty, Romania

This chapter, explores the theme of the larger work on the possible racialization and feminization of poverty, during market transition. Using data from a comparative survey that was carried out between autumn 1999 and spring 2000 in six countries – Bulgaria, Hungary, Poland, Romania, Russia and Slovakia – the analysis confirms that poverty is racialized around Roma ethnicity in Romania. The analysis also finds that poverty is feminized in Romania, thus challenging one of the central hypotheses of the study, and the findings from other country studies. Magyari et al. argue that “poverty may be feminized within households if there are systematic asymmetries in access to scarce resources within the family or household unit. Women may be undernourished in patriarchal families or may be poor in nonpoor households” (p. 27).<sup>6</sup>

### ***2.2.2 Publications in English: Comparative studies***

15. Fagan Colette, Peter Urwin, Kathryn Melling, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2006. *Gender inequalities in the risk of poverty and social exclusion for disadvantaged groups in thirty European countries*. Manchester: University of Manchester.

**Keywords:** European Union, gender inequality, social exclusion, poverty, unemployment, one-parent family, ethnic groups, migrants, violence

Gender mainstreaming is specified as a key requirement in the Social Inclusion Process of the EU; however, this approach to policy design and monitoring is still underdeveloped and often absent from National Plans. The aim of this report is to inform and help develop gender mainstreaming in national EU Social Inclusion Processes, drawing on national reports for 30 European countries (including Romania). It reviews gender differences and inequalities in the risks of poverty and social exclusion, followed by chapters which focus on selected examples of disadvantaged groups to illustrate the relevance of gender mainstreaming to social inclusion policy-making.

16. Fagan, Colette, Gail Hebson, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2006. “*Making work pay.*” *Debates from a gender perspective: a comparative review of some recent policy reforms in thirty European Countries*. Luxemburg: Office for Official Publications of the European Communities.

**Keywords:** European Union, social security, integration into employment, return to employment

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<sup>6</sup> Based on the summary by the editors.

This report is based on the reports prepared by the 30 national experts in the EGGsIE network. In section 1, it reviews some of the recent national reforms or policy debates in relation to the “making work pay” agenda from a gender perspective. This draws on reports for the 15 pre-2004 member states and the 5 non-EU countries included in this network. In section 2, the report reviews maternity and parental leave provisions in relation to the employment integration of mothers and fathers. The impact of parental leave or extended labor market absence for childcare on eligibility for active labor market measures and other training provisions is discussed in section 3. The development of childcare services as a key social infrastructure for supporting parents’ employment is reviewed in section 4. Conclusions are drawn in section 5, which also raises demand-side considerations about job quality and hence, employment sustainability, for the primary care providers (typically mothers) in low-income households.

17. UNIFEM. 2006. *Story behind the numbers. Women and employment in Central and Eastern Europe and the Western Commonwealth of Independent States*. Bratislava: UNIFEM.

**Keywords:** women’s employment, economic activity, economic inactivity, Central and Eastern Europe, the Western Commonwealth of Independent States

This report examines women's labor market situation in the countries of Central and Eastern Europe (CEE) and the Western Commonwealth of Independent States (CIS) in the context of social and economic transformations in the region in the past 15 years. Using statistical data from the United Nations Economic Commission for Europe (UNECE). Gender Statistics Database, the report analyses trends in women's and men's labor force participation during the transition to a market-oriented economy in 18 countries in Eastern Europe, and assesses their implications for the economic security of both women and men.

By framing the analysis within the social, political, and economic context of this transition, the study highlights several questions to which the available statistics cannot by themselves provide answers, including changes in the status and wage levels of public sector vs. private sector jobs, the increase in different forms of informal employment, and the distribution of women and men across them. This "story behind the numbers" illustrates the various ways in which women's economic security has declined following the collapse of state socialism, and points to the data needed to measure fully the changing labor market positions of women and men.

The study concludes with specific recommendations for improving data, including: available data related to the development of the national statistical systems of countries in the region and their harmonization with international and EU frameworks; and new data and analysis designed to understand and highlight gender differences. Among these, data on informal work, on the links between employment and family life, on the intersection of gender and other sources of disadvantage, and on migration and trafficking are particularly important.

The study also suggests specific policy measures that need to be taken to improve the disadvantaged position of women in the labor market. Three are highlighted: improving women's access to decent paid work; allowing women and men to balance better work and family life through the use of various tax-benefit schemes; and adopting transparent job evaluation- and wage-setting mechanisms that help create standards for equal pay for comparable work.

18. Plantenga, Janneke, Chantal Remery, Petra Helming, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2005. *Reconciliation of work and private life: a comparative review of thirty European countries*. Luxemburg: Office for Official Publications of the European Communities.

**Keywords:** Integration into employment, social integration, equal rights of men and women, child care, working time, maternity leave, parental leave, Europe, comparative study

The increasing labor market participation of women, changing family forms, and the demographic pressure from an ageing population have made the reconciliation of work and family one of the major topics on the European social agenda. Yet, countries differ in their policy responses, sometimes stressing the need for more flexible working hours, sometimes encouraging the supply of public and private services, and sometimes focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted at the reconciliation agenda of the 25 EU Member States. In addition, information is provided for three European Economic Area (EEA) countries – Iceland, Norway and Liechtenstein – and two then-EU candidate countries – Bulgaria and Romania. An innovative element of this study, besides its scope, is that the focus is not only on national, public strategies, but also, when possible, complementary provisions emerging at the sector or company level are included as organizations may either supplement or substitute public provisions. In fact, it is at the organizational level where the details of the reconciliation of work and family life are worked out.

19. Rostgaard, Tine. 2004. Family support policy in Central and Eastern Europe – A decade and a half of transition. *Early Childhood and Family Policies Series 8*. Budapest: UNESCO. <http://unesdoc.unesco.org/images/0013/001337/133733e.pdf> (accessed February 9, 2009)

**Keywords:** family support policy, early childhood care and education, transition, Central and Eastern Europe

This synthesis report aims to provide an overview of how demands and needs for family support policy have changed in Central and Eastern Europe since the start of the transition, in terms of both demographic profile and labor market affiliation. It outlines changes in family support systems through a comparison of former and existing policies as the basis for an overview of policy options and directions.

Comparing and contrasting 13 countries spanning different geographical regions and religions (Bulgaria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Russia, Slovakia, Slovenia and Ukraine), the report also touches on family policy models of the EU with special emphasis placed on the ongoing shift towards an integrated approach to early childhood care and education (ECCE).<sup>7</sup>

20. Wallace, Claire. 2003. *Household, work and flexibility: HWF survey comparative report, Volume one*. Vienna: Institute for Advanced Studies. [http://www.hwf.at/project\\_report04\\_vol01.htm](http://www.hwf.at/project_report04_vol01.htm) (accessed February 9, 2009)

**Keywords:** Flexible work, impact on households, comparative, labor market regulation, employment regulation, social policy, demographic trends, employment trends

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<sup>7</sup> Available in the introduction of the report, p.5.



This study compares flexibility and work-life balance in 8 countries (UK, the Netherlands, Sweden, Czech Republic, Hungary, Slovenia, Romania and Bulgaria) using a representative sample survey of those between 18 and 65 carried out in 2001 (N=10123) and a study of policy frameworks.

It shows that there are many “kinds” of flexibility to be found in regular, secure jobs as well as in irregular or "atypical" ones. Therefore, the author argues that discussion of flexibility should not be limited to labor market de-regulation and the number of atypical jobs as measured in part-time and temporary work. Taking this broad view, there was a great deal of flexibility inside European labor markets as seen from the employees' perspective. However, the study identifies "good flexibility" as well as "bad flexibility." Good flexibility is defined as being controlled by the person and is associated with high levels of job satisfaction. This was most often found among middle class professionals on higher salaries and was more common in Northwestern EU countries than in Eastern and Central Europe. Bad flexibility is associated with; lack of control over hours, place, and conditions of work; low job satisfaction; manual workers with relatively low incomes; and with younger workers. Bad flexibility kind was most often found in Central and Eastern European countries, with large numbers in Romania, Bulgaria, and Hungary. However, whilst in Western Europe, victims of bad flexibility were mostly women, in ECE countries, they were often men.

### 3. Intimate Citizenship

#### 3.1 Publications in Romanian

1. Ștefan, Cristina. 2006. *Familia monoparentală – O abordare politică* [Single parent families – A political approach]. Iași: Polirom.

**Keywords:** single motherhood, social policies, family policies, Romania

In this very thorough analysis of single motherhood in Romania, the author examines a wide range of legislation and policies and exposes the bias against single motherhood such policies entail. The author also suggests the concept of “Robin-Hood motherhood”/“Mother (Robin)Hood” to name women’s option of raising children by themselves, against the mainstream in society.

2. Berszán, Lidia. 2005. *Confruntarea familiilor cu dizabilitatea copiilor* [Families confronted with child disability]. *Studia Universitatis Babeș-Bolyai - Sociology* 2: 193-210.

**Keywords:** children with disability, psychological aspects, social services, Romania

Families are able to meet the difficulties of raising children with disabilities due to personal/personality resources, their environment, or with the help of social services. This paper seeks protective factors and solutions, which may be helpful for parents in finding successful coping strategies. It also examines risk factors, which usually lead to a lack of balance in family life, and make coping with their situation difficult.

3. Ionescu, Iustina. 2005. *Casatoria cuplurilor gay, o problema juridica?* [Gay marriage, a legal problem?]. *Noua Revista Romana de Drepturile Omului* 2

**Keywords:** same-sex marriage, discrimination based on sexual orientation, Romanian marriage law, international and EU jurisprudence

This article aims to offer legal arguments for supporting equal access to marriage rights for people who have same-sex partners. To this end, the article reviews Romanian marriage law, anti-discrimination legislation and international, EU, and national (Romanian) jurisprudence in the matter of the right to marriage for same-sex couples.

4. Mureșanu, Cornelia, coord. 2005. *Generații și gen la Cluj. Diferențe de gen și intergeneraționale în comportamentul reproductiv și de parteneriat familial* [Gender and generation in Cluj. Gender and intergenerational differences in reproductive behavior and family partnership]. Cluj: Presa Universitară Clujeană.

**Keywords:** family, partnership, demography, Cluj

This volume is a collection of six sociological studies of reproductive and family/domestic partnerships among the adult population of Cluj, Romania. The findings come from a survey that was conducted in Cluj in 2003. The studies present various findings and analyses regarding: the main characteristics of households in Cluj and their variation by gender and generation (Cristina Oaneș); the diversity of domestic partnerships and some reasons for falling birthrates (Mihaela Hărăguș); the democratization of family life and the possibilities for the gender redistribution of domestic work (Paul Teodor Hărăguș); the health of the population/individuals and its impact on the quality of domestic partnerships (Szabo Bela); the family/work dilemma (Paul Teodor Hărăguș); and finally, attitudes and values attached to the couple, family, and raising children (Veres Valer).

5. Neamțu, Nicoleta. 2005. *Durata șederii copiilor și modelele de ieșire din plasament de la asistent maternal profesionist în județele Cluj și Neamț: 1999 – 2004* [Length of stay and patterns of exit from professional foster care in Cluj and Neamț counties: 1999-2004]. *Studia Universitatis Babeș-Bolyai - Sociology* 2: 127-149

**Keywords:** foster care, longitudinal research, ethnicity, Cluj and Neamț

This article presents the results of a retrospective longitudinal research, conducted between 1999 and 2004, on six cohorts of children from two counties – Cluj (202 subjects) and Neamț (73 subjects), after they ceased to receive foster care. Different foster care placement types and exit models are identified based on the length of stay. The paper also outlines the relationship between the ethnic affiliation of the child and the length of professional foster care placement. In four exit cohorts, Roma children are associated with longer lengths of stay in foster care.

6. ACCEPT. 2003. *Despre noi: Minorități sexuale în România* [About us: Sexual minorities in Romania]. București: ACCEPT.  
[http://accept-romania.ro/images/stories/despre\\_noi.\\_minoritati\\_sexuale\\_in\\_romania.pdf](http://accept-romania.ro/images/stories/despre_noi._minoritati_sexuale_in_romania.pdf)  
(accessed February 9, 2009)

**Keywords:** homosexuality, LGBT, history of homophobia, religion and homosexuality, HIV/ AIDS, Romania

This publication documents the history of Romanian legislation on homosexual relations, including the criminalization of homosexuality, and also sketches some roots of homophobia in Romanian society. The volume also includes a chapter on religion and homosexuality and on HIV/AIDS.

7. Neamțu, Nicoleta. 2003. *Evoluția plasamentului familial în România – O perspectivă istorică* [The evolution of foster care in Romania - An historical perspective]. *Studia Universitatis Babeș-Bolyai – Sociology* 1-2: 177-194.

**Keywords:** foster care, history of foster care, Romania

This study analyzes foster care policy in Romania in different historical periods until the present (ca. 2003). The article underlines the evolution of foster care from an informal to a formal, legally recognized service, and from voluntary and involuntary foster family placements with nonprofessional caregivers to the professional and specialized form of foster care.

8. Oaneș, Cristina. 2003. Alternative la modelul familiei nucleare și schimbări ale comportamentului legat de fertilitate în Europa postbelică și în societatea românească, după 1990 [Alternatives to the nuclear family model and recent changes of fertility patterns in Europe and in the Romanian Society, after 1990]. *Studia Universitatis Babeș-Bolyai – Sociology* 1-2: 149-166.

**Keywords:** nuclear families, alternative family arrangements, Romania

This article deals with the major changes that have occurred in the familial and reproductive behavior of the European population and of the actual Romanian society, from the point of view of their impact upon the descending trend of fertility. Family structure and family relationships have become more diverse in Romania, after 1990, to include living situations such as cohabitation, divorce, births outside marriage. The article contains a brief presentation of some data regarding divorce and births outside of marriage, and some factors that could explain such events, from economic concerns, to ideational shifts, to the impact of gender on the changes in family and reproductive patterns. Emphasis on two alternatives to the “nuclear family” model – the mono-parental, and extended families – elected and analyzed for the specific outcomes they produce on the demographic behavior of young adulthood.

9. Mihăilescu, Ioan. 2000. De la familie la familii. Schimbări în modelele familiale din România și implicații asupra politicii în domeniul familiei [From family to families. Changes in the family models in Romania and implications for family policies]. In: *Un deceniu de tranziție: Situația copilului și a familiei în România*, ed. Tudorel Butoi, Sorin Cace, Dana Costin Sima, 17-25. București: UNICEF.

**Keywords:** family policy, demography, Romania

This article reviews trends in marriage behavior and family patterns in Romania, set against data from other European countries. The author finds that families have shifted towards more diversity in living arrangements. Some hypotheses around the effects of various policy actions are also explored.

## 3.2 Publications in English

### 3.2.1 Publications in English: Focus on Romania

10. Cârstocea, Sînziana. 2006. Between acceptance and rejection. Decriminalizing homosexuality in Romania. In: *The gays' and lesbians' rights in an enlarged European Union*, ed. Anne Weyembergh and Sânziana Cârstocea, 207-222. Brussels: Editions de l'Universite de Bruxelles.

**Keywords:** homosexuality, criminalization of homosexuality, discrimination, gay rights, EU accession, Romania

The chapter explores the decriminalization of homosexuality in Romania as part of the process of fulfilling the political criteria for EU accession. The major focus of the paper is on the main actors that contributed to the success of the initiative to repeal Art. 200 of the Romanian Criminal Code, which punished homosexuality with imprisonment. The chapter concludes it was “external pressure from the European institutions that created the opportunity to launch the debate on decriminalizing homosexuality in Romania” (p. 221). However, domestic actors directly pushed for change, using the context of European integration. Thus, the author claims, decriminalization of homosexuality in Romania was a matter of awareness of European conditions much more than an endorsement of human rights.

11. Robilă, Mihaela. 2004. Child Development and Family Functioning within the Romanian context. In: *Families in Eastern Europe (Contemporary perspectives in family research)*, ed. Mihaela Robilă, 141-154. London: Elsevier Ltd. EN

**Keywords:** child development, family, transition

This study provides an overview of the impact of socio-political and economic changes on families in Romania. The transition from communism to democracy, with its appealing civil liberties and decentralized and competitive free markets, has also brought economic insecurities and challenges. Under these conditions, people in Romania have developed survival strategies to cope with the lack of resources. Families in Romania continue to remain the filters of socio-economic transformations for individuals. Family relationships and childrearing are highly valued among Romanians. The author argues that as societal changes continue to be associated with difficulties, families need to find effective ways to support both children and adults in their efforts to be successful. In this light, developing programs and policies to support families in their endeavors is of maximum importance. Thus, systematic research on family processes in Romania needs to be conducted in order to provide basic knowledge of family matters, which could allow the development of strategies and programs to support family members during these times of significant transformations.<sup>8</sup>

12. Lovin, Laura. 2003. Re-imagining 'Romanianness': the LGBT movement challenging the heteropatriarchal order of the nation. Gender Studies MA Thesis. Budapest: Department of Gender Studies, Central European University. Unpublished paper.

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<sup>8</sup> Based on the author's concluding remarks, p. 154.

**Keywords:** homosexuality, 'Romanianness', LGBT movement in Romania, gender, sexuality and nation, lesbian women

This paper examines how the categories of gender, sexuality and nation have been re-conceptualized by the Romanian LGBT activists so that "Romanianness" becomes inclusive of homosexuality. It also explores sexual politics in Romania from a gender perspective by looking at the participation of women within the project of reforming the hetero-patriarchal order of the nation.

As the interfaces between gender, sexuality and nationalism represent a relatively new area of scholarly interest, the analysis is informed by theoretical concepts coming from the following directions: feminist theorizing of the nation and nationalism, Foucauldian account on modern sexualities, and theoretical works on sexual politics (queer theories and identity politics).

The research uses multiple methods: feminist qualitative methodology, archival research and ethnographic fieldwork. One of the aims of the research was to give voice to the "invisible" lesbian women involved in the Romanian LGBT movement. Their narratives explore their own political invisibility through the lens of heterosexism and patriarchy.

13. Roman, Denise. 2003. Between "Ars Erotica" and "Scientia Sexualis": Queer subjectivities and the discourse of sex. In: *Fragmented identities: Popular culture, sex and everyday life in post-communist Romania*, 123-143. Lanham, Boulder, New York, Oxford: Lexington Books.

**Keywords:** queer experience, queer identity, queer subjectivity, discrimination, marginality, the subversive, Eastern/ Western identities, Romania

This study investigates Romanian queer experiences. It starts with a presentation of Romanian post-communism as background for the construction of a queer identity. Then, the research locates Eastern European queer identity between what Michel Foucault calls "*scientia sexualis*" and "*ars erotica*," underlining the specificities of Romanian queer subjectivity in comparison with the construction of Western queer identity. The chapter also refers to cases of queer discrimination and reviews the advocacy against the Criminal Code that continued to incriminate same-sex relations until 2001. Finally, the chapter "seeks spaces of marginality, liminality and the subversive, where queer subjectivities emerge as border identities" (p. 124).<sup>9</sup>

14. Human Rights Watch (written by Scott Long). 1998. *Public scandals, sexual orientation and criminal law in Romania*. <http://www.hrw.org/reports97/romania/> (Accessed February 20, 2007)

**Keywords:** abuse of homosexuals, abuse by police, discrimination, criminalization of homosexuality, Romania

This is a human rights report about abuses against homosexuals in Romania, mainly by police, before Art. 200 of the Romanian Criminal Code was repealed. The article presents homosexuality as a sexual perversion, punishable by imprisonment.

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<sup>9</sup> Based on the author's summary, p. 124.

### ***3.2.2 Publications in English: Comparative studies***

15. Quinn, Sheila. 2006. Accessing Health: the Context and the Challenges for LGBT People in Central and Eastern Europe. International Lesbian and Gay Association (ILGA). [http://www.ilga-europe.org/europe/publications/non\\_periodical/accessing\\_health\\_the\\_context\\_and\\_the\\_challenges\\_for\\_lgbt\\_people\\_in\\_central\\_and\\_eastern\\_europe\\_april\\_2006](http://www.ilga-europe.org/europe/publications/non_periodical/accessing_health_the_context_and_the_challenges_for_lgbt_people_in_central_and_eastern_europe_april_2006) (accessed February 9, 2009)

**Keywords:** LGBT, access to health care, Bosnia and Herzegovina, Hungary, Macedonia, Moldova and Romania

This research project is the first of its size and scope has to be carried out among LGBT communities in Bosnia and Herzegovina, Hungary, Macedonia, Moldova and Romania. As such, the initiative is of groundbreaking importance and the data collected will serve to inform ongoing advocacy and policy work. The report presents the findings on health and access to the health care system by the LGBT communities in five Central and Eastern European countries, as well as draws conclusions and makes recommendations to the relevant stakeholders, including international organizations. It also introduces a methodology and lessons learnt, which could be used for further research.

16. Weyembergh, Anne and Sânziana Cârstocea, eds. 2006. *The gays' and lesbians' rights in an enlarged European Union*. Brussels: Editions de l'Universite de Bruxelles.

**Keywords:** gays' and lesbians' rights, homosexual couple, discrimination, sexual orientation, Belgium, France, Slovenia, Poland, Hungary, Romania, the Balkans

This volume is a multidisciplinary collection of studies that document the “impressive evolution” (p.2) in the field of protection against discrimination based on sexual orientation, at the EU level, but also at different national levels. The volume deals extensively with legal situation, anti-discrimination work and same-sex partnerships. The first part brings together contributions related to gays' and lesbians' situations in the (then) 15 Member States of the European Union. One issue that the first part discusses at length is the homosexual couple. Frederic Jorgens focuses on the tensions between law and social norms. David Paternotte deals with the process of legal recognition of same-sex couples in Belgium.

The volume also addresses the situation of sexual minorities in the new Member States. Is there a better place for gays and lesbians? Slovenian situation is analyzed by Roman Kuhar. Developments in Polish laws concerning discrimination based on sexual orientation are the topic of Patricja Pogodzinska's contribution. Judit Takacs gives a historical account of the Hungarian legislation concerning anti-discrimination on the basis of sexual orientation. Finally, two last articles explore the situation of gays and lesbians in Romania (Sinziana Carstocea) and the Balkans society (Jean Arnault Derens).

## 4. Gender-based Violence

### 4.1 Publications in Romanian

1. Sînzianu, Simonu Gabriela. 2006. *Violența în familie prezentată în presa din România*. [Family violence reflected in the Romanian press]. Iași: Lumen.

**Keywords:** media analysis, violence against women, violence against children, violence against elderly, Romania

Using content analysis, the author describes how the media report violence. The author examines two newspapers, *Libertatea* (Freedom) and *Ziarul de Iași* (The Iassy News), over a period of three months in 2003. The novelty of the analysis rests on the inclusion of violence against children and violence against elder members of the family. Some recommendations for journalists are also included.

2. Diaconescu, Maria. 2005. Dificultăți structurale în prevenirea violenței [Structural difficulties in the prevention of violence]. In: *România socială. Drumul schimbării și al integrării europene* [Social Romania. The path of change and European integration], ed. Petru Iliuț, Laura Nistor și Traian Rotariu, 129-135. Cluj-Napoca: Eikon.

**Keywords:** gender roles, patriarchy, religious customs, domestic violence, Romania

The author claims that patriarchal gender roles and religious customs are the most resilient sources of domestic violence in Romania. She further makes the case for the importance of socializing boys and girls into partnership roles and initiating inter-religious dialogue as ways of preventing domestic violence.

3. Centrul Parteneriat pentru Egalitate. 2003. *Cercetarea națională privind violența în familie și la locul de muncă. România* [National research on domestic and workplace violence]. București: CPE.

**Keywords:** violence in the family, psychological violence, physical violence, social violence, economic violence, sexual violence, workplace violence, statistics, Romania

This research report presents the findings of a complex quantitative and qualitative research on violence, carried out in 2003. A survey on domestic violence and workplace violence was conducted on two samples: one that was representative for the whole adult population (18 years and above); and another that was representative for the population of women/girls from 8 to 18 years of age. In addition, two institutional questionnaires were carried out: the first, on a sample of county-level institutions with attributions in preventing and responding to domestic violence; and the second, among a group of 191 experts. The findings of the research and the subsequent analyses (which are also part of the report) provide a comprehensive picture of the size of the phenomenon in Romania, the main factors that contribute to reproducing violence, and the experts' perceptions on main actions needed to stop domestic and workplace violence.

4. Dunăreanu, Ion și Eftimia Avram. 2003. *Violența în familie* [Violence in the family]. Târgu Mureș: Editura Universității Petru Maior.

**Keywords:** domestic violence

*Annotation not available. The author unable to consult this title at the time of writing the report.*

5. Muntean, Ana, Marciana Popescu și Smaranda Popa. 2001. *Victimele violenței domestice: Copiii și femeile* [Victims of domestic violence: Children and women]. Timișoara: Eurostampa.

**Keywords:** gender inequality, domestic violence, qualitative analysis

The authors single out gender inequality in the family and social tolerance towards domestic violence as causes for the resilience of violence against women and children. The research used a feminist methodology and the study presents a qualitative analysis of victims' perspectives on domestic violence.

6. Rădulescu, Sorin M. 2001. *Sociologia violenței (intra)familiale : Victime și agresori în familie* [The sociology of (intra)family violence: Victims and perpetrators in the family]. București: Lumina Lex.

**Keywords:** domestic violence

*Annotation not available. The author unable to consult this title at the time of writing the report.*

7. Muntean, Ana. 2000. *Violența domestică și maltratarea copilului* [Domestic violence and child abuse]. Timișoara: Eurostampa.

**Keywords:** domestic violence, child abuse

*Annotation not available. The author unable to consult this title at the time of writing the report.*

8. Popescu, Mariana și Ana Muntean. 2000. *Violența domestică – De la realitate importantă la asumarea unei stări de fapt* [Domestic violence – From an important reality to assuming the facts]. In *Un deceniu de tranziție : Situația copilului și a familiei în România*, ed. Tudorel Butoi, Sorin Cace, Dana Costin Sima, 37-53. București: UNICEF.

**Keywords:** domestic violence, Romania

This article first examines the “reality” of domestic violence, as portrayed by available statistics, and then current national and local responses to domestic violence. The article concludes that social attitudes, and particularly the perception of domestic violence as a family issue, present major barriers to implementing legislation and policy measures to combat domestic violence. Domestic violence, the author claims, should become an issue on the social change agenda, not just on the political agenda.



## 4.2 Publications in English

### 4.2.1 Publications in English: Focus on Romania

9. Diaconu-Mureșan, Ada. 2003. *Attitudes of professionals (potentially) dealing with victims of domestic violence in Cluj-Napoca, Romania*. MA Thesis. Budapest: Department of Gender Studies, Central European University. Unpublished paper.

**Keywords:** domestic violence, professionals, feminist NGOs, Cluj-Napoca

Based on the results of a questionnaire, the author assesses conceptions about domestic violence and proper methods of intervention held by psychiatrists, surgeons, and orthopedic doctors, as well as by social work students from Cluj-Napoca. The responses to the questionnaire reveal the widespread lack of knowledge about the dynamics of domestic violence among professionals. The patterns of responses suggest that there are specific types of problematic conceptions, such as an individualistic approach of pathologizing the abuser among psychiatrists and an intervention approach aimed at preserving the family, in the case of social work students. Another important conclusion of this research is that the impact of training and formation programs is very limited, as shown by perceptions of most respondents.<sup>10</sup>

10. Lăzăroiu, Sebastian and Monica Alexandru. 2003. *Who Is the Next Victim? Vulnerability of Young Romanian Women to Trafficking in Human Beings*. Bucharest: IOM.

**Keywords:** trafficking in women, migration, family, values and attitudes, violence, Romania

The study is based on both quantitative and qualitative data collected in Romania in 2003. The study presents some factors that have made Romanian women and girls more susceptible to trafficking: relative poverty (or perception of poverty), desire to seek work abroad, abusive family environment, low attachment to education, and lack of information on the dangers of being trafficked. The research also finds that young Roma women are more exposed to trafficking in human beings than the rest of the population of Romania.

11. Băban, Adriana. 2000. Women's sexuality and reproductive behavior in post-Ceausescu Romania: A psychological approach. In: *Reproducing gender: Politics, publics, and everyday life after socialism*, ed. Susan Gal and Gail Kligman, 225-255. Princeton: Princeton University Press.

**Keywords:** women's sexuality, reproduction, sexuality and the body, abortions, pro-natalist policies, Romania

This chapter is based on the author's research regarding Romanian women's beliefs and attitudes about reproduction, sexuality, and the body. The author investigates the impact of both communist anti-abortion policies and cultural traditions on women's experiences of sexuality and partner relations in Romania. The generation of women who were fertile during the 25-years period of anti-abortion regulations in Romania experienced sexuality

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<sup>10</sup> Based on the abstract provided by the author, as a preface to the thesis.

as "a male thing" (p. 242), and as a constant threat because of the possibility of becoming pregnant. Such traumas still influence the perceptions of sexuality, reproduction and the body of women in Romania's transition.

#### ***4.2.2 Publications in English: Comparative studies***

12. Corrin, Chris. 2005. "Transitional road for traffic: Analyzing trafficking in women from and through Central and Eastern Europe" *Europe - Asia Studies* 57 (4): 543-560. EN

**Keywords:** trafficking in women, prostitution, militarization, feminization of poverty, Central and Eastern Europe

"This articles analyses aspects of the changing rhetoric and realities since 1989 of the traffic in women from and through Central and Eastern Europe and the former Soviet Union1 (CEE)." (p. 543) Trafficking in women is linked, the author claims, to the feminization of poverty, demands for prostitution from militarized zones, and the subordinate status of women to men in the societies of the countries that are compared (Romania included). Suggestions are offered for policy-makers and legislators to move from "protective reaction" to trafficking in women for prostitution and sexual abuse to "proactive enablement" of women's rights. (p. 544)

13. Kligman, Gail and Stephanie Limoncelli. 2005. "Trafficking women after socialism: To, through, and from Eastern Europe." *Social Politics* 12 (1): 118-140.

**Keywords:** trafficking in women, global sex trade, militarization, post-socialism, poverty, gender, Eastern Europe

The authors "underscore that trafficking forms part of forced labor migration as well as the global service economy into which women and children from the former socialist states have been incorporated, further diversifying the labor pool" (p. 129). Kligman and Limoncelli argue that trafficking in women is constantly fueled by incentives on "the demand-side," such as the presence of militarized zones in South Eastern Europe, and by the poverty that certain groups of particularly vulnerable women struggle with.

### III. Mapping of Competences

#### 1. OPERA – Gender Training Manuals

Below are the most relevant gender training books, articles or manuals that have been produced in Romania.

##### Romanian

1. Ministerul Integrării Europene. 2005. *Ghidul egalității de șanse* [A Guide to Equal Opportunities]. <http://www.mie.ro/index.php?p=264> (accessed February 9, 2009).

This is a general-use guide, which is intended for public information on equal opportunities between women and men. It has been produced by the Ministry of European Integration, in partnership with the Ministry of Labor, Social Solidarity and Family, the National Council for Combating Discrimination, the Center Partnership for Equality, the Center for Curriculum Development and Gender Studies – FILIA, and the National Association of Citizens' Counseling Offices.

The following fields are covered in the guide:

- I. Equality of opportunities
- II. Discrimination
- III. Labor market
- IV. Rights of working parents, protection of mothers, parental leave
- V. Harassment, sexual harassment, sex-based discrimination
- VI. Responses to discrimination on the labor market

2. Bălan, Elena, Elena Anghel, Marcela Marcinschi-Călineci și Elena Ciohodaru. 2005. *Fete și băieți. Parteneri în viața publică și privată* [Girls and boys. Partners in public and private life]. București: Nemira.

This guide is a practical instrument that provides definitions, some theoretical aspects, methods, activities and exercises for teaching gender partnership. It has been produced by the Center Partnership for Equality, for the use of high school teachers.

3. Livia Aninoșanu, Florentina Bocioc, Dana Martiș and Irina Sorescu. 2004. *Ghid de informații și bune practici în domeniul egalității de șanse pentru femei și bărbați*. [Guide to information and best practices in the field of equal opportunities between women and men]. București: Centrul Parteneriat pentru Egalitate.

This is a legislative and institutional guide to equal opportunities between women and men in Romania, compiled for the use of councilors working in the Citizens' Counseling Offices, a special public information structure that functions within each municipality in Romania. The following fields are included:

- a. Equality of opportunities between women and men
- b. Equality of treatment on the labor market in: access, training, professional development, wages, firing and sanctions.
- c. Maternity protection
- d. Sexual harassment

- e. Violence in the family
- f. Trafficking in human beings
- g. Education, culture and health

4. Oancea, Ana Maria, Alexandru Postu și Diana Calenic. 2004. *Ghid de educație pentru prevenirea traficului cu femei* [Training manual for preventing trafficking in women]. București: Nemira.

This is a guide to the prevention of trafficking in women. It contains useful information for personnel that works with girls who are placed in foster care institutions. It has been produced by the Center Partnership for Equality.

5. Bursuc, Bogdana, Domnica Petrovai, Elena Salomia, Raluca Anca, Raluca Tătaru. 2004. *Fii european: promovează și susține egalitatea de gen!* [Be European: Promote and support gender equality!]. București: Centrul Parteneriat pentru Egalitate.

This is a civic education guide, which has been produced for the use of high school teachers. It offers examples of actions to promote and support the gender balanced representation of women and men in education, on the labor market, in decision-making processes and in social life. It has been produced by the Center Partnership for Equality.

6. Bocioc, Florentina, Doina Dimitriu, Roxana Teșiu, Cristina Văileanu. 2004. *Gender mainstreaming. Metode și instrumente* [Gender mainstreaming. Methods and instruments]. București: Neva.

This guide offers a comprehensive picture on gender mainstreaming, the national and European legal frameworks on gender mainstreaming, the methods of implementing the strategy of gender mainstreaming, and various concrete examples of practical realization of gender mainstreaming. It has been produced by the Center Partnership for Equality.

7. Centrul de Resurse Juridice. 2002. *Politici sociale și ocuparea forței de muncă* [Social policy and employment]. București: Centrul de Resurse Juridice.

This is a legislative guide for the use of civil servants, with a chapter on equality of opportunities between women and men. It has been produced by the Center for Legal Resources.

8. Munteanu, Emilia. 2002. *Violența domestică – Ghid de recunoaștere și asistare* [Domestic violence – A guide to identification and response]. Iași: CMSC.

9. Văduva, Grațiana. 2002. *Analiza și prevenirea violențelor în familie* [The analysis and prevention of violence in the family]. București: Editura Ministerului de Interne.

This is a guide to the legal framework, methods of prevention and response to domestic violence and practical examples of intervention for the primary use of police.

10. Bălașa, Mirela, Georgeta Cîrstea, Liliana Coica, Eugenia Haida. 2001. *Drepturile femeii angajate*. [The rights of employed women]. București: “Solidarity”.

11. Council of Europe. Directorate General II – Human Rights. 1998. *Abordarea integrată a egalității între femei și bărbați* [Gender mainstreaming]. București: Centrul de Informare și Documentare al CoE.

This is the Romanian translation of a Council of Europe publication of gender mainstreaming. The guide offers an introduction to the conceptual framework, the methodology and some best practices of gender mainstreaming. It has been produced by the Council of Europe expert group on gender mainstreaming.

12. Moroianu-Zlătescu, Irina. 1996. *Șanse egale, Șanse reale: Studii și cercetări privind drepturile femeii*. [Equal chances, Real chances: Studies and research on women's rights]. București: Institutul Român pentru Drepturile Omului.

## **English**

13. Neimanis, Astrida. 2005. *Gender mainstreaming in Practice: A Handbook (Second edition)*. Bratislava: UNDP Regional Center.

This is a comprehensive guide to gender mainstreaming with a special focus on the UN institutional system. The handbook is divided into two main parts. The first one offers a general discussion of gender mainstreaming, while the second part, while the second one provides guidelines for mainstreaming gender in the following specific sectors: macroeconomics and trade; governance and participation; labor; education; health; poverty; justice and human rights; science, research and information and communication technologies; mass media; environment and sustainable development; defense, conflict and peace building. The handbook is designed specifically for policy-makers who are not experts in gender issues, but who nonetheless are charged with the day-to-day responsibility of gender mainstreaming, according to organizational mandates. The handbook is meant to guide these professionals in their work.

## 2. FRAGEN – Archives and Documentation Centers

### **Romanian Parliament**

The Romanian Parliament maintains a complete online archive of the entire legislative process from 1996 onwards. The archive can be accessed online, at :

[http://www.cdep.ro/pls/proiecte/upl\\_pck.home](http://www.cdep.ro/pls/proiecte/upl_pck.home) (Chamber of Deputies)

[http://www.cdep.ro/pls/proiecte/upl\\_pck.home?cam=1](http://www.cdep.ro/pls/proiecte/upl_pck.home?cam=1) (Senate)

This on-line archive documents the entire legislative process for all legislative proposals that have entered parliamentary debates in either one of the two chambers of the Romanian Parliament, whether successful or not. In particular, it also keeps a full record of all reports of amendments made to legislative proposals. In respect of certain laws, such as the law against violence in the family, these amendments are many times the result of the lobby of various NGOs, although such information is, of course, not specified in the report.

### **National Council for Combating Discrimination**

Piața Valter Mărăcineanu, 1-3, București

Phone/ fax: +4 021/312 65 78; +4 021/312 65 79; +4 021/312 65 85

Email: [contact@cncd.org.ro](mailto:contact@cncd.org.ro)

Web: <http://www.cncd.org.ro/>

The National Council for Combating Discrimination has an information center, which was opened in August 2006. The center is located in the building of the Council, at the address: Piața Valter Mărăcineanu, 1-3, București.

From the information available at the moment of writing the present report, it was still uncertain whether the center was opened for the general public, or only for internal use. However, it is certain that the center would be open for the general public in the near future.

The center provides access to information about the activities of the National Council for Combating Discrimination, and maintains a library of publications in the field of anti-discrimination.

### **AnA – Society for Feminist Analyses**

There used to be a documentation center at AnA that specialized in feminist publications. Due to lack of funding, the center has recently closed. There are no immediate plans for re-opening the center, and many of the publications have been removed from the Center.

### **ACCEPT**

Str. Lirei, nr. 10, București

Phone./fax: +4 021 252 56 20, +4 021 252 16 37, +4 021 252 90 00

E-mail [accept@accept-mail.ro](mailto:accept@accept-mail.ro)

The leading LGBT association in Romania maintains a library and documentation center, which can be accessed online also:

[http://accept-romania.ro/index.php?option=com\\_content&task=view&id=33&Itemid=49](http://accept-romania.ro/index.php?option=com_content&task=view&id=33&Itemid=49)

**Center for Curricular Development and Gender Studies - FILIA/**

Centrul de Dezvoltare Curriculară și Studii de Gen – FILIA, SNSPA

Str. Povernei nr. 6-8, sector 1, București

Phone/fax +4 0212129390; +4 0216594497; +4 0212125286

E-mail [centrul\\_filia@bizein.com](mailto:centrul_filia@bizein.com)

The Center has a gender studies library, but it is only open to MA students of the Gender and European Policies program.

**Infoeuropa Center**

Calea Victoriei 88, Bucharest (hosted by the Central University Library)

Cod postal: 010085

Phone/fax +40 21 315 34 70

E-mail: [contact@infoeuropa.ro](mailto:contact@infoeuropa.ro)

Web : <http://www.infoeuropa.ro/jsp/page.jsp?cid=71&lid=1>

This is the EU Information Center in Romania. The Center maintains a library of publications on the EU, community policies and programs, and Romania's accession process. The Center also offers a reference service that can provide assistance with specific searches on particular topics.

**Center for Information and Documentation of the Council of Europe**

Str. Al Donici, nr. 6, Sector 2, București

Phone: +4 021 2116810 ; Fax: +4 021 2119997

The Center for Information and Documentation of the Council of Europe maintains a large library of publications and CoE documents that can be very relevant for QUING. It also has a reference service that can provide assistance with specific searches on particular topics.

### 3. OPERA – Gender Training

The most significant providers of gender training for employees of public bodies in Romania have so far been NGOs, particularly the **Center Partnership for Equality** ([www.cpe.ro](http://www.cpe.ro)), international NGOs, and international organizations. National equality bodies have not yet become active in the field of gender training, although there are indications that they will develop such activities in the future.

#### **Center Partnership for Equality**

Str. Căderea Bastiliei nr. 33, sector 1, București  
Phone: +4 021-2121196/97, Fax +4 021-2121035  
e-mail: [info@cpe.ro](mailto:info@cpe.ro); [www.cpe.ro](http://www.cpe.ro)

CPE has carried out the following training programs that included representatives of public bodies:

- Gender training for 60 professionals in human resources management, who work for companies, SMEs, or state institutions, 2006
- Equal opportunities training in the field of national and European labor relations, for the 80 members of the National Unions Confederation “Cartel ALFA”, 2005
- Gender mainstreaming training for 65 national and local NGOs, as part of the project “Romanian NGOs more active in gender mainstreaming”, 2004  
More information is available on the project website:  
<http://www.gendermainstreaming.ro/>
- Equal opportunities training for 112 councilors from the Citizens’ Counseling Offices (public servants), 2004
- Equal opportunities training for 10 trainers from the Citizens’ Counseling Offices (public servants), 2004
- Training on equal opportunities between women and men for 58 representatives of public authorities and civil society from Bucharest and Timisoara , 2003

All training programs were financed from EU sources (PHARE programs) or aid organizations, such USAID, or the Canadian Agency for Development.

#### **National Agency for Equal Opportunities between Women and Men**

Bulevardul Gheorghe Magheru nr. 6-8, Etajul 5, Sector 1, București  
Phone: +4 021/ 316 20 44, Fax: +4 021/ 316 20 43  
Email: [informatii@anes.ro](mailto:informatii@anes.ro)  
Web: [www.anes.ro](http://www.anes.ro)

The national gender equality body has only been operational since April 2005, and has so far not organized any gender trainings. ANES employees have rather been at the receiving end of gender training programs. The following are some of the training programs that ANES employees have participated in:<sup>11</sup>

- May 30 – June 3, 2005: Training of trainers as part of the PHARE Twinning Project between Spain and Romania RO02/IB/SO-01, “Establishment of the National Agency for Equality of Opportunities between women and men”. 21 participants were trained.

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<sup>11</sup> The information was provided via email by ANES.



- November 15-19, 2004: Training of trainers for 21 civil servants from local public administration as part of the PHARE Project RO02/IB/SO-01.
- May 23-27, 2005: Training of trainers for 15 labor inspectors, as part of the PHARE Project RO02/IB/SO-01.
- April 18-22, 2005: Training of trainers for 14 labor relations inspectors, as part of the PHARE Project RO02/IB/SO-01.
- March 28 – April 1, 2005: Training of trainers for 15 labor relations inspectors, as part of the PHARE Project RO02/IB/SO-01.
- April 4-8, 2005: Training of trainers for 17 civil servants, as part of the PHARE Project RO02/IB/SO-01.
- March 13-17, 2006: Training of trainers for 10 employees of the National Agency for Equality of Opportunities between Women and Men and 12 local civil servants.
- Study visits to Spain as part of the PHARE Project RO02/IB/SO-01. A total of 34 civil servants, representatives of labor unions and employers' associations completed one study visit to Spain.
- Training for 10 employees of the National Agency for Equality of Opportunities between Women and Men, and 22 members of the National Commission for Equality of Opportunities as part of the UNDP Project "An Integrated Approach to Gender Balanced Political Empowerment and Participation".
- Training on structural funds for 10 employees of the National Agency for Equality of Opportunities between Women and Men, as part of the PHARE Project RO 0108.02 "Social Services Institutional Building in Romania".

#### **National Council for Combating Discrimination**

Piața Valter Mărăcineanu, 1-3, București

Phone/ fax: +4 021/312 65 78; +4 021/312 65 79; +4 021/312 65 85

Email: [contact@cncd.org.ro](mailto:contact@cncd.org.ro)

Web: <http://www.cncd.org.ro/>

The National Council for Combating Discrimination<sup>12</sup> has organized several training sessions on anti-discrimination legislation and practice in 2006, as part of a PHARE program. The training was offered to prosecutors, judges and magistrates, and was organized in four regions of Romania.

The National Council for Combating Discrimination also carries out a campaign (2005-2007) to train so-called "anti-discrimination mediators". Participants in this campaign/ training are police, journalists, university professors, and NGOs.

#### **National Agency for the Protection of the Family**

2-4 D wing, Dem I. DOBRESCU Street, sector 1, Bucharest, ROMANIA

Phone/ fax: +4 021 314 83 22

Email: [presedinte@anpf.ro](mailto:presedinte@anpf.ro)

Web: <http://www.anpf.ro/>

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<sup>12</sup> This information is based on two phone conversations with the National Council for Combating Discrimination.

The employees of the National Agency for the Protection of the Family have participated in a training in the field of violence against women, organized in Cluj, May 18-22, 2004, as part of the PHARE project “Social Services: Institutional Building in Romania” – Part 2: Introductory session for professional training in the field of violence in the family. All 14 employees of the Agency participated in the training, along with 42 civil servants, working the divisions responsible for combating domestic violence from the county-level offices for Labor, Social Solidarity and the Family.

The employees of the National Agency for the Protection of the Family will participate in a course on preventing and combating violence in the family, in the second part of this year, 2007.<sup>13</sup>

### **National Democratic Institute**

Phone: 402-1-3139-452

Email: sandersen@ndi.org

The National Democratic Institute has organized training on equal opportunities/ gender equality for senators’ offices and women MPs.

### **UNDP**

United Nations House, 48A Primaverii Blvd, 011975 Bucharest, Romania

Phone: (+40 21) 201 7872 - 76

Fax: (+4021) 201 7828

As part of the UNDP project “An Integrated Approach to Gender Balanced Political Empowerment and Participation”, training was provided for 10 employees of the National Agency for Equal Opportunities between Women and Men, and 22 members of the National Commission on Equal Opportunities between Women and Men.

### **Availability of information on gender training:**

Monthly information on available training programs in the NGO sector (general, not gender training) can be found in the electronic newsletter *Voluntar* (Voluntary), published by the Foundation for the Development of Civil Society (FDSC), in Bucharest.

Additionally, information is also published in the bulletin *Divers*, published by the Ethnocultural Diversity Resource Center. (<http://www.divers.ro/>)

ACCEPT also publishes a monthly bulletin. The publication is entitled *Buletin informativ ACCEPT* (Information Bulletin ACCEPT), and is distributed electronically to all interested persons, upon filling in an online request.

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<sup>13</sup> All information was received via email and fax from the National Agency for the Protection of the Family.