

BLACK BULLETS
(Extracts of the black bullets identified in the Book)

- **A revolution within the Romanian language dictionaries is missing!**
A mass-culture invaded by patriarchal-denigrator messages addressed to women.
Few anti-stereotype messages about the role of women and men in the daily life.
The cumulative effects of patriarchal-denigrating messages addressed to women coming from different social institutions with strong educative/formative mission.
Conservatory gender socialization intermediated by different social institutions: family, school, church, mass media, and politics.
- **Unclear terminology/ terminological inconsistency/Induced conceptual ambiguity**
See examples of currently used terminologies:
 - equal opportunities for women and men;
 - equal chances between women and men;
 - equal opportunities and treatment between women and men
 - gender equality;
 - equal opportunities between women and men;
 - equal chances;
 - the principle of equal chances between sexes;
 - the principle of equal chances and non-discrimination!!!!!!The taking over of the language as a slogan.

Generalizations/over-generalizations that lead to the **erasing of the diversity between and within certain social groups** (such as women or men).
The exclusive usage of the concept of equal opportunities between sexes (and not gender equality).
- **The copy-paste type of formulating definitions within the domain:** lack of adaptation of terms to the Romanian language and especially to the Romanian realities/situations.
Conceptual and institutional inconsistency.
- **There is a huge Lack of Funds** for gender sensitive research.
Gender sensitive politics not-budgeted!
- “Magical” language, alienated, specialized, with restricted usage

There is a development of a “new”, poor and insignificant “**wooden**” language.

Sonic names (agencies/ counsels/ national commissions) that hide new weakly developed institutions with limited (financial, expertise, human etc.) resources.

There is a human, institutional, legislative, financial, conceptual dilution

and segmentation.

The gender domain is perceived as quite unpopular among the beneficiaries, cut from their real needs, a domain that seems to live only for the satisfaction of its own needs.

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There is **no database with the experts** in this domain.

The **amateurism** in the elaboration of documents and politics persists.

Pseudo-specialization (the specialization of “gender expert” is inexistent in the official job registry);

The institutional recognition of gender specialists is almost inexistent.

The field of study and research on gender issues is unrecognized by the academic community in Romania.

“Occupation” filled with prejudices.

There is a tender and “tensioned” dialogue between activists and the theoreticians.

Tender and **inconsistent dialogue, collaboration between the main academic centers** (Bucharest, Cluj, Timisoara, Iasi etc.)

Strong “drain brain” vs. “brain grain” concerning the local feminism

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Very low number of men involved in the domain/area

Men show very strong lack of interest for the domain (both academic and activist).

There is a **marginalization of men in the women’s movement.**

Cultural stereotypes towards gender sensitive men (and especially towards the declared feminists).

Unbalanced approach to gender in the context of women’s movement and of gender studies (**often gender problems= women’s problems**)

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Many forms...less (no) content/funds

Institutional “mushrooming”

Institutional “donut” (an institutional infrastructure pumped, without reasonable safety in finances, in the pursuit for the development of human and material resources)

The National Agency for Equal Opportunities between women and men, the institution responsible for the achievement and the coordination of the gender equality politics has limited power both institutional and regarding the resources: **huge plans, low powers!**

“Maze” of attributes of various institutions (left has no idea what right is doing).

●●● **There is an underdeveloped collaboration and cooperation culture among the feminist NGOs or women’s organizations.**

There is a huge absence of campaigns for the promotion of women’s rights and **lack of a lobby** in this domain.

The **collaboration is many times only “on paper” or “via internet”**, without any materialization in concrete actions for the benefit of women/women’s rights/gender equality.

The type of power relations inside the coalitions makes often activities inefficient as some NGOs try to take over the image capital of some networks/coalitions and use it in personal interests and not for a particular cause.

The information about the networks and coalitions activities is reduced.

●●● **Institutional inflation** (over-institutionalization)/vs./**ideas deflation**

The lack of continuity: **Reinventing permanently the wheel!**

Monologues (Inter-institutions, inside institutions, between-women, between men, etc) not dialogues!!!!

Good laws which or are not known, or are not applied!

Weak capacity of reaction from the feminist movement!

Women NGOs: less and less each year; non-reactive; unattractive for the youth (the NGO sector itself is unattractive in general); gap between academic and activism.

An elitist women’s movement more often than it should be, non inclusive and often “deaf” towards the gender “sounds” coming from within the society.

There is no transparency, for example, regarding the funds allocated to the development of the institutions that work with the equal opportunities problem.

No debates about how to gender mainstream the national budget (*See additional comment at the end of this selection*)

●●● There is sex segregated statistical information, but not enough gender sensitive (mainly qualitative) data.

There is a lack of segregated statistic information separated on sexes in specific domains.

Poor statistical (and also qualitative) information with correlated data based on many indicators (gender, age, ethnicity, area, social status, etc.).

No training courses/modules on how to gender mainstream statistics.

There is a **lack of a culture of evidence** in the field of equal opportunities between women and men (there is not a sufficient pressure upon the Institute of Statistics to genderize their statistics!).

- There are **no satisfactory links between “beneficiaries” of the equal opportunities services and the “providers” of this kind of services.**

Double discrimination: women have in general less access to information than men;

The **lack of centralized information brought to present.** Nor the Foundation for the Development of Civil Society (FDSC) data base (that covers a vast domain), nor the documentation centers (such as ANA) have not had the organizational and financial capacity to offer updated systemized information about this domain's institutions.

- There are **almost no writings** (research, studies, essays, MAs thesis, etc) about:

- elder women, pensioners, single mothers;
- the experience of being a grandmother, remaining a widow, divorcing, raising alone the children, impossibility of having a child;
- physically challenged women and men with their problems;
- masculinities;

- The specialized literature **lacks an integral historical synthesis about the activities of the Romanian women.**

- **Multiple discrimination is a marginalized or ignored subject within the literature or writings within the domain.**

- **No woman president in the history of Romania.**

The **lack of powerful women as models** (in history, in manuals, in the newspapers... in politics).

- More than 80% of the Roma families live under the limit of poverty; more than 20% of the Roma women are unemployed; 38% of the Roma girls over 10 years old are illiterate and only 3.9% of the Roma women have graduated higher education. (OSI report, March 2006)

- After the Second World War, the **Women's House** (Splaiul Independentei 47 Bucharest) was nationalized and received a different destination. No pressure to recuperate such a “place of our own” has been made.

(Translation by Matei Lucaci)

Comment (page 59 from the Romanian version)

We consider that the way the **national budget** is calculated makes discrimination towards women's labour and work. Activities like child caring, old persons' caring, washing and dishes, shopping, cleaning are mostly done by women and they are not included in the income part of the national budget. If this work were to be amounted, it would cost a lot taking into consideration the prices charged by the companies that are providing for this type of services. If this work of women were to be counted, for sure the government would appreciate more the contribution of women to the national budget. A first step in this process would be to recognise that there are women and men working in this country and a second step would be recognising that mostly women are doing a work that is not counted/considered/recognised.

Making a gender sensitive budget would help to reveal the unequal distribution of resources from a gender perspective, meaning the differences of incomes that exists between the economic sectors where women are the majority of workers compared with the sectors where men are the majority. A good example of structural discrimination in these terms represents the following situation: the concentration of men within sectors like defence, police, gendarmerie, army and protection of these areas by restrictive measures to harden the access of women to them. Also, making by governmental decision the incomes in these areas higher compared with areas where mostly women work is another example of indirect discrimination towards women within the national budget. Within the area of secondary education, where women are predominant, there are no policies designed by the Ministry of Education or by the Romanian Government to encourage or attract more men to teach or work in the educational field. By having mostly women in these areas of activities, stereotype thinking is indirectly supported: women are naturally given the skills of caring, teaching, patience, nursing and that's why they must work as educators. These skills are not encouraged or appreciated to men. And the same rationality works for the area of medicine, social assistance, medical assistance, caring of the children, teachers. If things would be seen as more nuanced towards these type of differences, what is evident for some would become known to others!

(Translation Ioana Borza)