



Project Partners

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ENGLISH

Titel

Work at all costs? A project against exploitation, discrimination and sexual harassment of precariously employed women

Background: Why did you apply for this project? What are the needs you plan to address?

"You always have a hand on your ass" (stern.de 16.05.2021, by a waitress who works in a restaurant)
A stable and existential income, social recognition, personal integrity – these are the indicators of successful integration via labour markets, according to Heitmeyer (2018, p. 22). According to this definition, women in precarious jobs – in catering, cleaning, security services, as low-skilled production workers – are usually disintegrated at all three levels. The European Union gives women rights, demands that it is not allowed to discriminate women on the basis of their gender, that they are entitled to equal pay, that they must be treated with dignity and that (sexual) harassment is prohibited, that they are able to confide in their employer, that the employer must prevent discrimination and that, under certain circumstances, they are entitled to compensation. But the more precarious the job, the more dependent they are on it, the greater their educational or economic obstacles, the less likely it is that the law will apply. They are advised to simply ignore and smile at the harassment – especially in a sector where customers continuously write online reviews. According to Habermas (1993, p. 174), the liberal state is characterized by the possibility of saying yes or no. According to Michael Walzer (1993, p. 71), such a state is characterised by the freedom to leave relationships. The project "Work at all costs?" addresses this gap between rights and legal reality by identifying and establishing European standards for gender-equitable education for employees, which are implemented in local learning environments. It is crucial for the success of the project to take women in their diversity into account – in particular their social and economic conditions as well as possible multiple discrimination. Because it is this diverse gender perspective that is needed to reach this target group. The male worker is still far too often taken as the benchmark for education. We will change that to make adult education more inclusive.



Objectives: What do you want to achieve by implementing the project?

The EZA education network, the European Centre for Workers' Questions, is involved with 69 member organisations in 29 European countries. Via EZA's own thematic platform IPEO (International Platform for Equal Opportunities) we will take up the situation of the target group described with the aim of improving the social and legal situation of these women through educational work as well as implementing a gender-equitable perspective in all educational work in employee education (gender perspective). As a project network, we will analyse experiences, good practice, framework conditions and problems in the reality of these women's lives as well as in the development of work in order to find out which topics are country-specific and which can be generalised across the EU. This is how we create European standards for gender-equitable employee education for local learning environments. We will set this down in a binding charter for the members of EZA. Our goal is to increase the quality and relevance of our work and to better fulfill our genuine mission: supporting women employees through education. The interdisciplinary composition of the project network as well as the many years of experience with all target groups and interests (precariously employed women, employee and employer representatives) ensure quality development. The large network of all partners ensures the goal of giving the topic the necessary reach and clout. All of these prerequisites result in the goal of becoming a European think tank for gender equality issues in the world of work and providing answers for employees and the bodies representing their interests in order to realize equal rights at local, regional, national and transnational level.

Implementation: What activities are you going to implement?

On 5 transnational project meetings, the project partners will carry out a strategic detailed planning for the project products (see next text field). This includes the definition of evaluation needs, the exchange of evaluation results and, as a result, the development of local, regional and national specifics as well as EU-wide generalizable problem situations and solutions. The development of a sales strategy, dissemination and sustainability assurance is also the task of the project partner meetings. The project meetings will be based on the necessary expertise as well as decision makers. 5 learning / teaching activities train multipliers for the "end user groups" women and employers as well as for employee advocacy groups that can support women asserting their rights in the company. The activities form the basis for the train-the-trainer or multiplier curriculum to create and check the usability of the educational modules. In order to achieve the goal of empowering laws, knowledge from the disciplines of law, social and organizational psychology or organizational sociology is imparted. In addition, practical knowledge of the experience and interests of the respective target group as well as the supporting offers in the respective countries are equally present.

1 learning / teaching activity is a user training for the online training, which we provide as a product for women. The complete curriculum and the training of the multipliers consists of three parts according to the three target groups. With the online training, only the module for the target group of the precariously employed woman is transferred and methodically adapted to the conditions of online trainings. In the user training we check the usability and will then make corrections or additions if necessary.



A multiplier event is a conference entitled "Rise above & beyond! Education that makes it possible to participate" The aim is to question the participation and empowerment of the target group of precariously employed women in adult education, with particular attention to possible multiple discriminations. The women themselves are invited as experts as well as experts in the field, trainers and functionaries of the interest groups and trade unions involved.

Another multiplier event is the closing conference with all those involved in the project and especially representatives of the target group of the precariously employed women.

There will also be representatives from the Presidium of EZA and IPEO, representatives from member organizations, representatives from politics, science and the press. The project results will be presented and the charter will be signed. All activities will be evaluated. The evaluations will be used to make strategic adjustments and practical corrections if necessary.

Results: What project results and other outcomes do you expect your project to have?

In order to strengthen the position of women, we will offer several offers for this target group under the title (and the demand) "You deserve more!". The same applies to key players who can support our concern for women (works councils, etc.). National rights, based on EU Directive 2006/54/EC, provide operational key players with an effective tool to prevent or demand an end to discrimination. In addition to this empowerment of rights through legal knowledge, it is also important to provide answers to the question of the best possible "how?" for implementation in companies: How can the prevention of discrimination be implemented organisationally and culturally?

This part is therefore also aimed at the target group that has to implement and guarantee protection against discrimination: the employers' side. Last but not least, it is important to ensure that women are also reached who cannot hope for support from employers or works councils.

The projects mentioned lead to the following products:

A) interdisciplinary training of multipliers who can support all target groups of the project (women, employee advocacy groups, employers), b) three-part curriculum in the respective national languages and the English language according to the target groups and based on the experience of the national training courses. The curriculum also includes the national support offers (psychosocial-legal) for women as well as the support offers for the implementation of discrimination protection for companies and works councils. At the same time, our support services offer coverage to target groups themselves (e.g. distribution of project results via victim protection organisations, employee organisations, employers' organisations). C) An online training for the women described enables cost-neutral participation for women in remote regions as well as for those who cannot expect anything from their employers or works councils. D) A marketing campaign for online training ensures that women will also become aware of online training. We will place the campaign in places where these women are online. Therefore, we will evaluate in advance what the digital behaviour patterns are in the respective countries. E) A campaign film for all target groups is intended to raise awareness of the topic, to be teasers for our products and solutions and to make the situation of women visible. The personal use of her work ("She cleans your room, packs your ordered package, brings your food to your front door...") and the working conditions behind it for the spectator should be brought to the fore. F) The project culminates in a charter for the members of EZA and defines the characteristics of gender-equitable female employee education in a binding manner.