



**WORK
THAT WORKS
FOR ALL**

WORK THAT WORKS FOR ALL

*in co-operation with the
Youth Department of the Council of Europe*

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Dear reader,

Through the days we have been living, we continue to see young people's experiences in inequality and precarity in their working life increase. More and more young people get discriminated through unpaid internships, longer working hours, insufficient wages and no long term employment guarantee, as the working conditions are still dictated by profit-seeking decisions instead of providing social rights to workers.

With the ongoing armed conflicts, automatised production, and the crisis that COVID-19 brought to the face of the World, the young people have been facing even a greater deal of economic and social distress in their lives. Which, as a result, also prevents them from participation in the democratic work of organisations, activism and decision-making processes.

Age-based discrimination is the most prevalent form of discrimination at work, with young workers among those reporting the highest levels of discrimination. Despite this fact, many members of the CoE still didn't make any functioning labour legislation protecting the population up to this day.

This is why Cooperation and Development Network (CDN) and Federation of Young European Greens (FYEG) organised a study session "Work that Works for all: Shaping Europe's Future of Work" which took place from 15th to 20th of November 2021 in the European Youth Centre in Budapest, Hungary.

During this study session, we:

1. Explored the legal, structural and societal challenges and barriers young people face while accessing their right to decent work in different European countries;
2. Enhanced participants' understanding of youth unemployment and youth precarity, their social (political, economic) and individual (physical and mental health) consequences, and the intersection of these consequences;
3. Explored the existing opportunities and initiatives for young people in accessing meaningful work, adequate standard of living and social security, as well as developed participants' understanding and solidarity about the social and economic conditions their peers are facing;
4. Equipped the participants and their organisations with the tools for countering the challenges and consequences of inaccessible Social rights.
We hope the takeaways and practical sessions from this study session will motivate you and provide you the tools to help to tackle the challenges concerning accessing social rights in local working environment, and give you more strength to further your activist life.

Editorial team,
Edna, Masha, Onur and Pablo

TABLE OF CONTENTS

5	TABLE OF CONTENTS
8	WORKERS RIGHTS ARE HUMAN RIGHTS
12	HISTORY OF WORKERS' RIGHTS
15	BARRIERS AND CHALLENGES FOR THE YOUNG PEOPLE TO ENTER THE JOB MARKET
20	MENTAL HEALTH: HOW TO TAKE CARE OF OURSELVES AND OTHERS
23	INTERCULTURAL EVENING STORIES
28	GIG ECONOMY
31	GREENS' POSITION ON THE FUTURE OF WORK
35	ROLE PLAY ON THE WORKERS' RIGHTS
48	POLITICAL DEBATES AND ROLE PLAY

AGENDA OF THE EVENT



	Arrival 14.11	Day 1 15.11	Day 2 16.11	Day 3 17.11	Day 4 18.11	Day 5 19.11	Day 6 20.11	Departure 21.11
7:30-9:00		Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
9:00-9:30		Introduction to the event	Morning circle Decent work and other definitions	Morning circle	Morning circle Gig Economy and digitisation	Morning circle Mental health	Morning circle Open Space	
9:30-11:00		Break	Break	Intersectionality	Break	Break	Break	
11:00-11:30		Teambuilding	Youth dimension		Social Security	Physical safety and hazardous work	Future of work	
11:30-13:00		Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
13:00-15:00		Human rights and social rights	Barriers and challenges	Migrant workers and solidarity		Unionising	Follow up planning	
15:00-16:30		Break	Break	Break		Break	Break	
16:30-17:00		Evolution of the workers' rights	Legal aspects and red flags	Information on workers' rights	Free afternoon	Democratic participation and workers' rights	Evaluation	
17:00-18:30		HEG	HEG	HEG		HEG		
18:30-19:00	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
19:00-21:00	Getting to know each other	Game night	Organisational night	Intercultural night	Free evening	Movie night	Farewell Party	
21:00-...								

WORKERS RIGHTS ARE HUMAN RIGHTS

“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood”

Article 1, Universal Declaration of Human Rights, 1948

Workers’ rights encompass a large array of human rights from the right to decent work and freedom of association to equal opportunity and protection against discrimination. Specific rights related to the workplace include health and safety in the workplace and the right to privacy at work, amongst many others. Given the relationship between workers, employers and the state, worker’s

rights are where business and human rights most often intersect.

What are Human Rights?

Human rights are inherent to all human beings.

Regardless of race, colour, gender, language, religion, political or other opinions, national or social origin, property, birth, or other status, all human beings are equally entitled to all human rights. This is because human rights derive from the inherent dignity and worth of all human beings.

Human rights are inalienable.

No one can be deprived of their human rights. Human beings’ enjoyment of their rights may be limited

only in specific situations and according to due process.

Human rights are universal.

Human rights apply equally and without discrimination to everyone, everywhere in the world. States shall promote and protect all human rights and fundamental freedoms, regardless of their political, economic and cultural systems.

Human rights are indivisible, interdependent, and interrelated.

The enjoyment of some human rights cannot be put in front of others, as they are all equally important and equally essential to respecting the dignity and worth of every person. The improvement of one right facilitates the advancement of others. Likewise, the deprivation of one right often affects the enjoyment of others.

Human rights are guaranteed under international law.

In 1948, the United Nations adopted the Universal Declaration of Human Rights, and since then they have adopted nine core international human rights treaties and their additional protocols. When States become parties to international human rights treaties, they agree to be bound by the obligations set forth in those treaties and to be held accountable for their duties and responsibilities.

WHOSE CONCERN ARE HUMAN RIGHTS?

Every human being is inherently a rights-holder and is entitled to the enjoyment of human rights and fundamental freedoms under international law.

Everyone is equally entitled to the enjoyment of their rights, without discrimination. Non-discrimination and equality before the law are fundamental principles of international human rights law. Everyone is entitled to equal respect for their rights and to freedom from discrimination on prohibited grounds, such as race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth, or other statuses. Groups of individuals may also be rights-holders.

Rights that are held by groups of individuals as opposed to one individual are called collective rights. Even though everyone is equally entitled to the enjoyment of their rights, without discrimination, people around the world continue to be excluded, marginalised, distinguished, and restricted in the exercise of their rights.

The State is the principal duty-bearer under international human rights law. It has primary responsibility for respecting, protecting and fulfilling the human rights of all persons in their jurisdiction.

Human rights obligations may also arise for non-State actors.

For example, transnational corporations should support and respect the protection of human rights and should make sure that they are not complicit in human rights abuses.

WHY STAND UP FOR HUMAN RIGHTS?

Human rights free us from fear.

When respected and protected, they empower us to express our beliefs and opinions, to form associations and to participate in public affairs.

Human rights also free us from need. Human rights entitle everyone to education and an adequate standard of living. In a nutshell, human rights call for every person's safety, dignity and potential to be fully realised.

WORKERS' RIGHTS – ISSUES OF TODAY'S WORKERS

Unfortunately, the miserable wages, abusive treatment and unsafe working conditions that most workers experience do not occur in spite of the modern industry's structure, but because of it. The structure relies on systematic violations of workers' rights, including wage theft, gender-based violence and abuse, violations of workers' right to organise and violations of workplace health and safety standards.

The pressure to cut costs wherever possible leads business owners and managers to squeeze labor in turn. Beyond low wages, workers experi-

ence this price squeeze in the forms of wage theft, safety violations, excessive overtime and violations of their right to organise, to name a few. Although there are laws in most countries that set standards on worker protections such as minimum wages, overtime rules and safety standards, the governments of these countries are often unwilling or unable to enforce their own laws. There is too much economic pressure: governments fear that if they enforce labor standards, which would increase business' costs, international brands will simply relocate to countries that have less regulations, that has happened already many times.

WORKPLACE HEALTH AND SAFETY

Despite the existence of national and international laws that protect workers' right to safe and healthy working environments, factory conditions remain unsafe across the garment industry. The risk of transmission of Covid-19 in crowded workplaces has introduced yet another serious threat to workers' health.

Many of these safety and health hazards are longstanding. Some factories have lacked proper safety equipment for workers or exposed them to dangerous chemicals. Others had unsafe electrical wiring, which increases the risk of fire—a danger often compounded by a lack of adequate

alarm systems and escape routes. Some factories, particularly in Bangladesh and across the South Asia, are structurally unsound, which increases the risk of a building collapse like the one at Rana Plaza in 2013, which killed 1,137 workers.

GENDER-BASED VIOLENCE AND DISCRIMINATION

Women workers face particular challenges in addition to those faced by all workers. In an effort to avoid the costs associated with providing legally required benefits, managers often fire pregnant workers, sometimes even forcing all women employees to take pregnancy tests before being hired. Even if pregnant women are allowed to keep working, they are often denied benefits required under national laws, including maternity leave, child care and time and space to breastfeed.

Women also face sexual harassment and abuse at the workplace and may risk being fired if they respond negatively or report the harassment to superiors. In most workplaces, since most workers low on hierarchy are women and most managers and executives are men, the verbal abuse that workers face becomes gendered..

Gender-based violence does not happen in a vacuum: the risk for gender-based violence is increased in contexts where workers cannot exercise their right to bargain collectively and organise.

RIGHT TO ORGANISE AND BARGAIN

Freedom of Association, the right of workers to speak up collectively about abusive treatment and conditions, to organise, join and participate in unions and to protest and strike, is, along with the right to bargain collectively with employers, a fundamental workplace and human right.

This right is protected in international conventions, from the UN Universal Declaration of Human Rights to ILO conventions, and by national laws in nearly all countries. The right to speak out, organise and negotiate with employers is a crucial enabling right that empowers workers to raise vital concerns regarding health and safety, wage-and-hour violations, and harassment and discrimination.



HISTORY OF WORKERS' RIGHTS

When talking about work, the definition we most often rely on is that work implies an exchange between an employer, who provides a form of payment, and employee who, in return for receiving a payment, offers a service or involvement in production of goods. Throughout history, work has shifted through several stages, lead by changes in technology and efforts of unions and labor movements.

What did work use to be in the past? What is work now? What will the future of work be? Exploring these questions would help us to be better prepared for the evolution of work. In the preindustrial economy, work was synonymous with craftsmanship, the creation of products or

the delivery of complete outcomes. The earliest known forms of work appeared during feudalism. Work during feudalism was carried out through serfdom, with employer being a landowner, workers being primarily peasants and their payment – being allowed to live on the land they were working on and feed on a part of the product they helped grow. Although this stage is considered as an early form of work and employment, it involved little to no workers rights, and in forms is detached from today's definitions. Workers were, for example, bound to the land they were working on, meaning that in case of a change in ownership, they were sold off together with the land. Although the owners of the land were

a minority within the work hierarchy, they ruled over the workers for centuries, with progression of the rights of workers greatly stagnating. The shift of work to new stages was conditioned by the industrial revolution, and not the very basis and core element of production and labor – the workers themselves.

However, after the first industrial revolution, both the workers rights and the work industry started gaining a momentum and experiencing rapid change and development. The period of time from the late 18th century, up until today, have been marked by events of great significance, contributing to what the work market has to offer at the present moment, and further in our future. The industrial revolution changed this conception of work, as industrialists realised that products could be manufactured faster and cheaper if end-to-end processes were converted into repeatable tasks in which workers (and, later, machines) could specialise in. With the invention of steam engine and the spinning jenny, there was already a birth of the capitalist idea occurring within the work environment. Higher efficiency of production meant a greater profit for industry titans, that quickly turned into exploitation of workers. Conditions under which workers had to operate reflected the lack of government interference within industries. Workers faced long

working hours that they were severely underpaid for, while working in poor work conditions and involving child labor in the mix. This state of work led to the rise of communist idea, showcasing its prominence through written works of "Communist Manifesto" and "Das Kapital", providing a basis for the anticapitalist discourse. It also marked the occurrence of first trade unions, and their legalisation in multiple countries, a practice which the rest of the world in a certain capacity followed on shortly.

Fight against unethical work practices, that were comparable to a legalised workers exploitation, continued further. Marked by worldwide events such as Haymarket Riots and October Revolution, it presented a clear message that workers rights violation would not be allowed to pass by quietly. Fueled by the Great depression and post World War II inflation, there has been a new approach to employment, workers rights, the value of work, and work as related to individuals.

Every stage that work has taken on has led to today, where we are able to consider all the aspects and existing issues of work critically and with contextual background in mind. While the history of work and workers rights were stamped by the occurrence of unions and request for a new form of employment and ownership,

today, we face new challenges. The very social contract between employers and employees has altered dramatically as well. Organisations now have a broad continuum of options for finding workers, from hiring traditional full-time employees, to availing themselves of managed services and outsourcing, independent contractors, gig workers, and crowdsourcing.



As the “who” and the “what” of work shift, so does the workplace. Where once physical proximity was required for people to get work done, the advent of digital communication, collaboration platforms, and digital reality technologies, along with societal and marketplace changes, have allowed for and created the opportunity for more distributed teams. With new technologies, there has been a steady rise in transitioning to a digital work format. Gig economy is climbing up the ladder of the industries with the biggest number of employees, as it offers a greater flexibility and a sense of self-employment that better fits the requirements of today's tempo of life. Today's work is also shaped by the effects of the Covid-19 pandemic, and associated with issues of parental leave, length of a working day and legitimacy of a 2-day weekend, minimum wage requirements, safety at the workplace and equal pay. The fight for human and workers rights is still ongoing. It will lead to a further development as long as our lifestyles, technologies, general needs, and work market are evolving. Mapping the history of work and labor movement allows us to oversee and predict how exactly these changes will happen, and how we can accelerate and guide them towards inclusivity, fairness and general equality.

History of work and the evolution of workers' rights

Workers' rights have been developing for centuries. Starting from the feudalist system as the earliest form of work as we know it, to today's era of digitalisation and gig economy, work and workers rights have evolved beyond recognition. Their development has been marked by important dates and events, movements and constant struggle for improvement.

- 1834**
First turnout of "mill girls" in Lowell, Massachusetts, to protest wage cuts.
- 1886**
Haymarket Protests, labor demonstrations demanding 8h work days. It marked the origins of Labor day, 1st of May.
- 1899**
"Uprising of the 20,000" female shirtwaist makers in New York strike against sweatshop conditions.
- 1909**
October revolution promoting socialist values. In this period of time, communism and socialism were in the forefront of workers' values. This, for better or for worse, marked a victory in workers systemic change efforts.
- 1917**
The longest successful strike in the history of the United States, the Frontier Strike, ends after 6 years, 4 months and 10 days.
- 1919**
One of every five workers walked out in wave of nationwide strikes, including national clothing, coal and steel strikes, a general strike in Seattle, and a police strike in Boston.
- 1919**
ILO - The oldest agency for establishing international labor standards, with 187 member states today.
- 1974**
Coalition of Labor Union Women founded.
- 1997**
Pride At Work, a national coalition of lesbian, gay, bisexual and transgender workers and their supporters; becomes an AFL-CIO constituency group; AFL-CIO membership renewed growth.
- 1998**
The AFL-CIO and the National Day Laborer Organizing Network form a partnership to collaborate with local worker centers on immigration reform and other issues.
- 2006**
The AFL-CIO and the National Day Laborer Organizing Network form a partnership to collaborate with local worker centers on immigration reform and other issues.

Work That Works for All History of workers rights

BARRIERS AND CHALLENGES FOR THE YOUNG PEOPLE TO ENTER THE JOB MARKET

Each of us experiences different challenges in this current job market. Some have university degrees but can't find a job in their field. Others are not university educated but want to work in a place that will compensate them fairly for their time and input. But education is not the only barrier. Discrimination, bureaucracy, corruption, capitalism, and mental health crisis play a role in the current job market.

In the study session, we looked at five main challenges (corruption, capitalism, mental health, administrative procedures, and discrimination) and brainstormed about the solutions.

Corruption

Corruption is the abuse of entrusted power for private gain. It includes behaviors like elected officials misusing public money, using their power to grant public jobs to their family members or friends, and corporations bribing officials. Corruption benefits big businesses, politicians, and government officials. The roots of corruption are greed and the need for power. This leads to various problems like nepotism, lack of opportunity for people (to get fairly selected for a job or fairly elected), poverty, unequal opportunities, lack of transparency, lack of media free-



dom and accuracy, distrust in politics and media, deteriorating democracy, dysfunctional public institutions, and public frustration.

What are the solutions?

To fight corruption, we need to embrace transparency, critical thinking, activism, and free media. Receiving accurate information from elected officials and public workers is a

human right. As citizens and voters, we should be active in participatory democracy by calling out corruption and demanding answers from government officials. We have the right to protest and engage in activism (create informative and independent educational materials for people). These practices may not end corruption, but we need to do as much as we can to show politicians and cor-

porations that we won't let them off the hook.

Capitalism

In simple terms, capitalism is an economic system based on private ownership of the means of production. The main motive for capitalism is to make a profit (no matter what it takes to do so). Young greens generally are anti-capitalist. Our cities are built in the interests of capitalism, thus they are very inaccessible to many people and their needs, as well as environmentally unfriendly. Many of us grew up thinking that time is money and that we should strive for higher education and do everything to acquire wealth. This generation sees that capitalism has created a very demanding job market that benefits only a certain type of people. Participants concluded that current problems are pressure to go to university (and get the "right" kind of education), unrealistic requirements for inexperienced workers, unpaid internships, youth unemployment, job migration, class division and unequal opportunities.

What are the solutions?

As much as we would like to destroy the current economic system, it's unlikely to happen overnight. But what can we do? We can participate in elections, and join different movements, whether a political party, ac-

tivist group, union, or organisation everyone needs a space to share their frustrations with the current system and space to organise.

Young greens advocate for paid state-sponsored internships, a 4-day working week and 6-hour workday, universal basic income, anonymous recruitment, and better communication between universities and private sectors.

Mental health

Mental health includes our emotional, psychological, and social well-being. It affects the way we think, feel and behave.

To this day, mental health is a stigmatised topic.

There's a lack of accessibility to mental health providers and medication. And many people feel alienated because of their diagnosis and medication use.

Issues that give us anxiety are extreme individualism, obsession over productivity, employers exploiting employees, and financial instability (job scarcity, long and unbearable working hours, low wages and salaries, lack of social security). This stress that we experience in the job market lowers our confidence and self-worth, impacts our relationships, increases unemployment rates and substance abuse, as well as suicidal thoughts, and leaves many people unable to work.

What are the solutions?

As greens, we encourage breaking down social taboos and creating educational materials for society on mental health and emotional intelligence. We are advocating for safe space policies in workplaces and creating physical space for workers where they can go if they need time alone. We think that UBI, mental health sick leave, and more accessible treatments would help the current mental health crisis, it might not cure the system, but it would help.

Administrative procedures

Administrative procedures are a system of rules that govern the procedures for managing organisations and institutions. This system is for efficiency, consistency, responsibility, and accountability. But there are some root problems in this process, for example, bureaucracy, unqualified employees, legal language, lack of communication between the state and institutions, unclear laws, and society's lack of knowledge of procedures and responsible institutions. This chaotic system makes many young people feel confused and stressed out. After all, they can't fully advocate for themselves because they feel lost in the bureaucracy and legal language. This leads to violation of rights, inequality, and unemployment.

What are the solutions?

Firstly, youth education in schools to introduce young people to legal language and the system of institutions and how they function.

Secondly, providing legal assistance for people who need it.

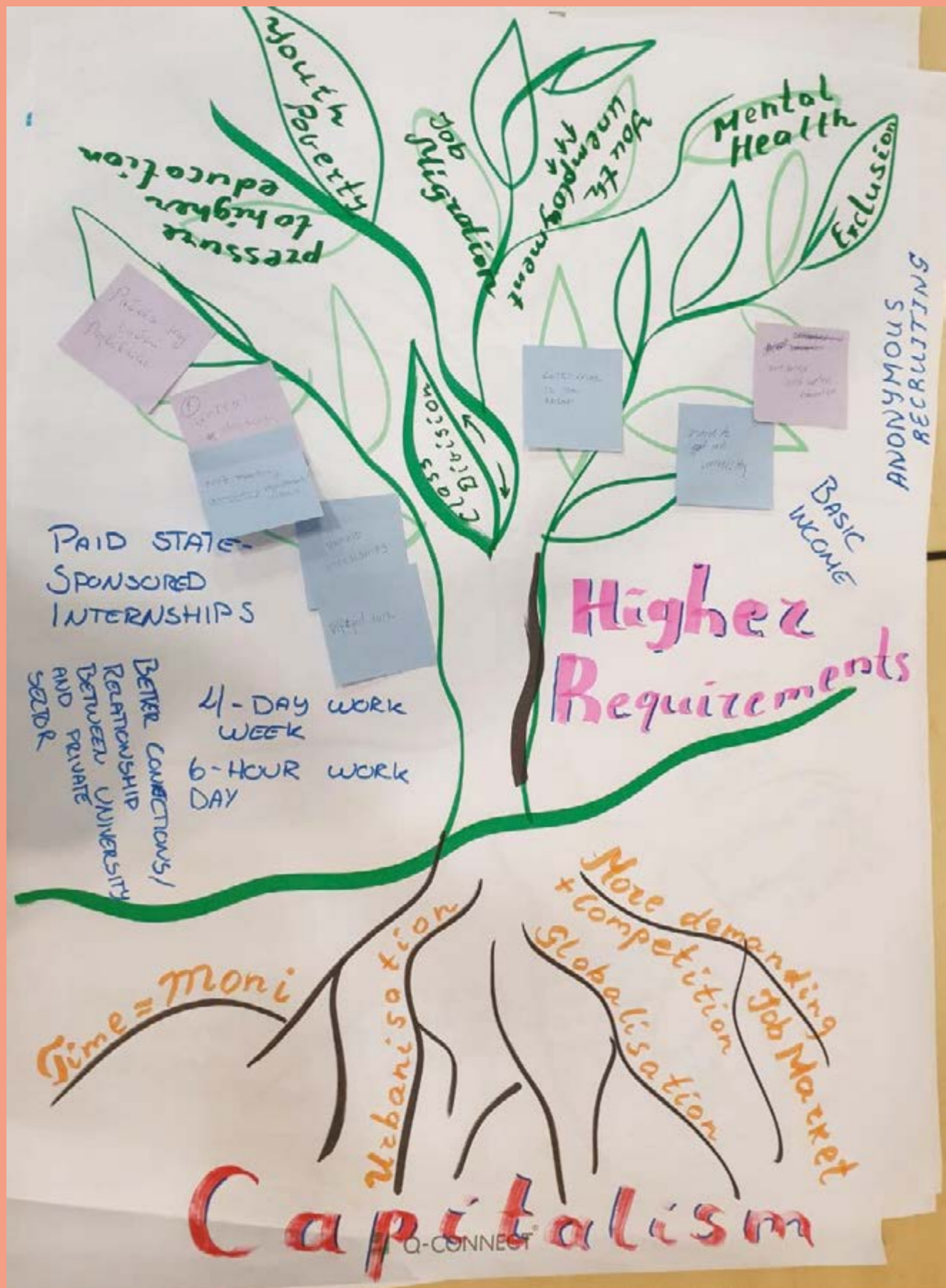
Thirdly, standard procedures and accessible locations and working hours.

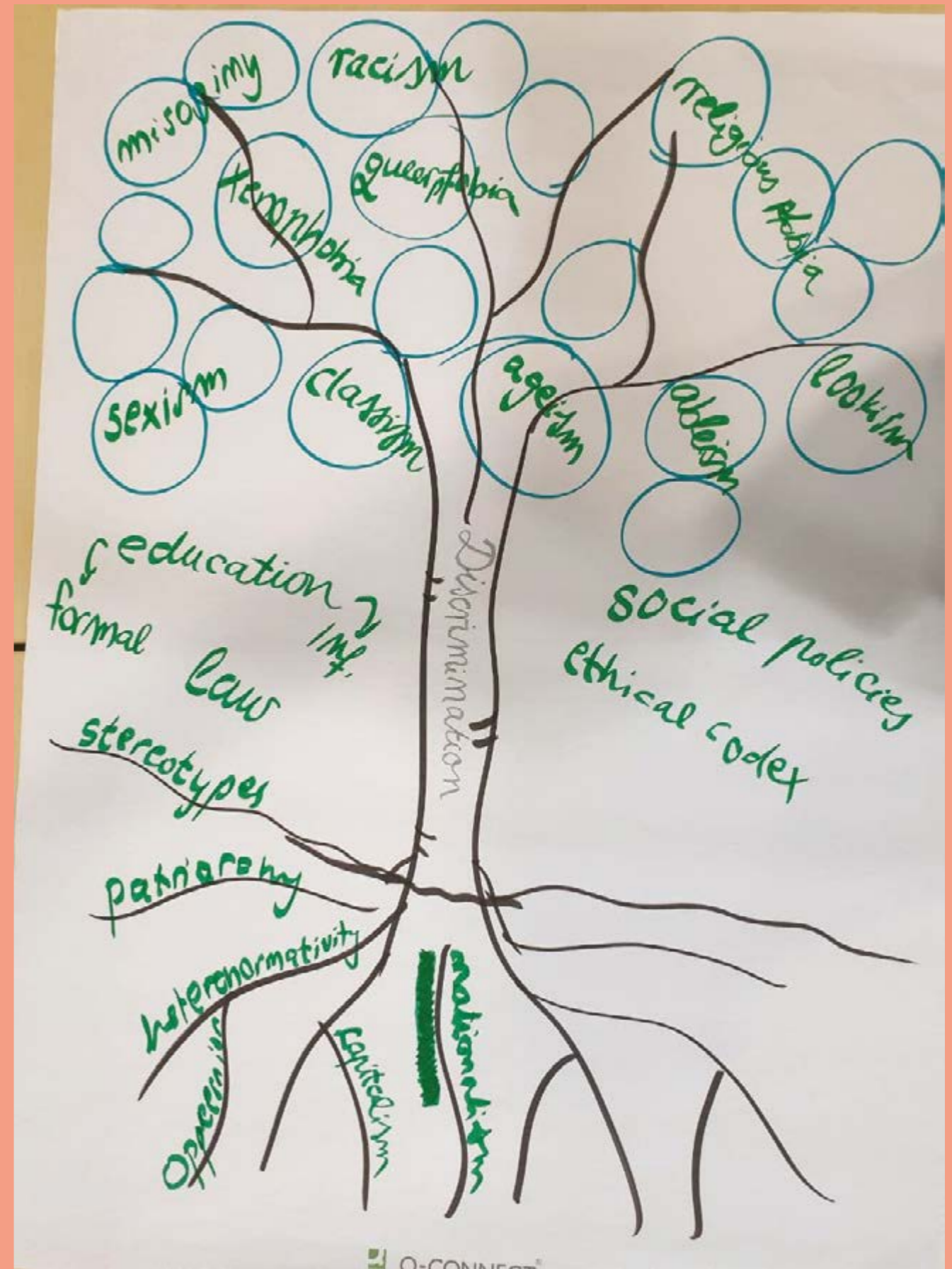
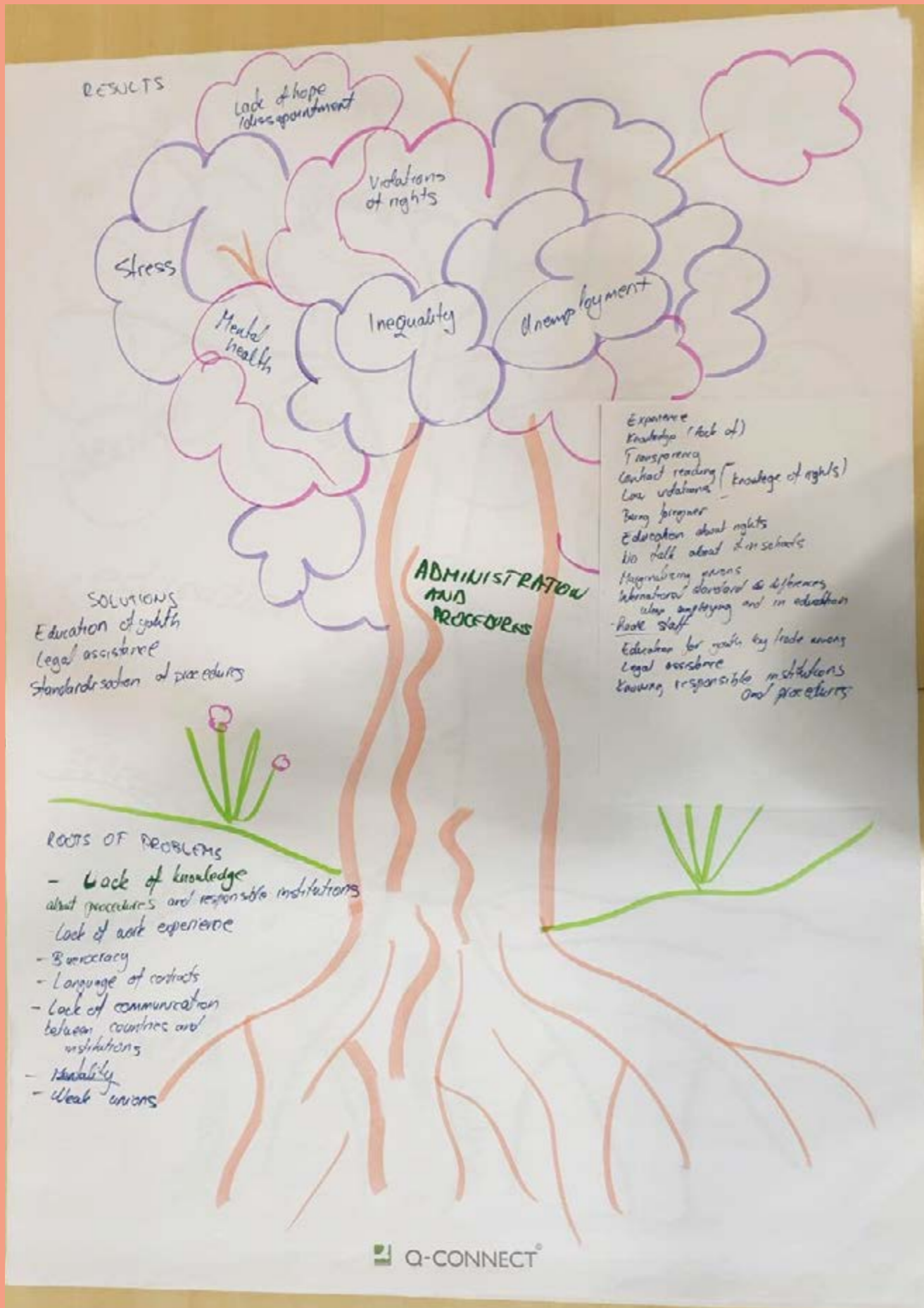
Discrimination

Discrimination is an unjust and prejudicial treatment of people and groups based on characteristics such as gender, race, age, physical and mental ability, nationality, religion, sexual orientation, etc. Capitalism and our current job market cultivates patriarchy, heteronormativity, and class division, therefore creating unjust access to jobs.

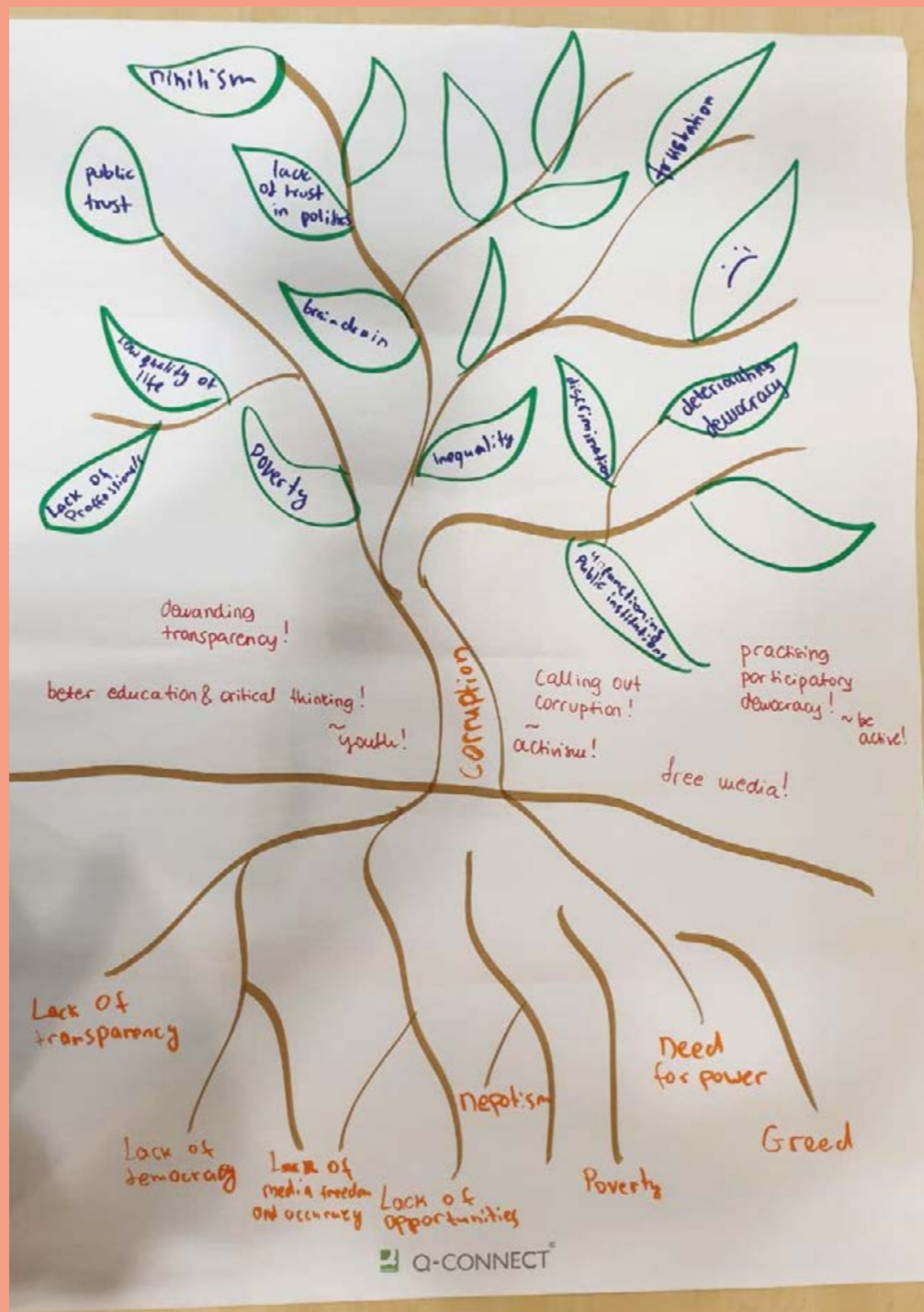
What are the solutions?

While it's important to educate people, it won't change the system. To eliminate discrimination and prejudice, we need to change policies. We can write petitions, write letters to our representatives, we can join political parties and organisations. We can organise protests and actions. It might take some time to see policy changes, but we must organise and show the elected officials what we want, and that we won't stop until we get it.





MENTAL HEALTH: HOW TO TAKE CARE OF OURSELVES AND OTHERS



In recent years, mental health has become a highly discussed topic. From the pandemic and climate change to war and capitalism, we don't live in a rose garden, and our mental health shows it.

Lines between work and free time are blurred. Some believed that they gained freedom with flexible working hours but now have fallen into a never-ending grind. Others are doing manual labor for low pay that barely gets them by. Working-class people are being blamed and shamed for their situation. Injustice and predatory work environments are bringing us down. So, what can we do?

In the study session Work That Works for All, we looked at three points—

toxic workplace culture, how we treat ourselves at work, and communities' impact on our mental health.

Toxic workplace

A toxic workplace is a working environment that negatively impacts the viability of an organisation, meaning that it is ineffective and destructive to its employees.

We concluded that we often hide our true thoughts and opinions at our workplaces because we feel like we are not valued as individuals, but as tools. Many of us accept bad practices as normal because we are too intimidated to speak up. Also, many of us choose to be silent because we don't want to make our work environment tenser. This acceptance leads to even more un-

resolved problems and tension. Another huge problem is discrimination. Many of our participants admitted that they still experience sexism, ageism, xenophobia and ableism in their workplaces.

What can we do?

Firstly, we should start solving problems with our internal team. For example, start communicating and opening up to our co-workers because we can't change our workplaces alone.

If possible, workers should ask management to provide a safe space room for workers. It's important to have a space for people to go if they need to have time alone.

If problems can't be resolved internally, then workers should notify authorities of misconduct and violations in the workplace.

Also, workers have the right to protest and strike if problems continuously don't get resolved.

How we treat ourselves at work

Employers should ensure our safety and well-being at workplaces. But we need to make sure that we are taking care of ourselves as well.

People often don't take breaks, allow work to get into their free time, and work overtime for no extra pay.

Another bad practice is not being able to say no, which leads to accept-

ing unrealistic deadlines and extra time at work.

Also, many of us still prioritize work over health. Most people are scared that taking time off for health could lead to consequences like their boss getting angry at them for calling in sick or even firing them.

What can we do?

Firstly, workers should start taking their rest time seriously. It's important to take breaks in time and leave computer or physical working space while resting. Eating good meals for energy is also very crucial.

Secondly, we should start respecting our boundaries and limits, saying no when we want to and we have to.

Thirdly, being realistic about tasks and time management and only agreeing on realistic deadlines, and not taking up too many responsibilities. Overworking won't make you a better employee and surely won't help your mental well-being and overall health.

Fourthly, accepting the ebb and flow of efficiency. It's human to be less energetic some days and more energetic others. And we shouldn't blame ourselves if we are not our best selves (in the capitalist system, the best selves mean to be the most productive selves).

Finally, expressing concerns, thoughts, and opinions in a workplace. Many companies present

themselves as caring towards their workers. But when it comes to real-life situations, it's not true. That's why we need to stand up for ourselves and advocate for our rights as workers in our workplaces. As well be clear about our boundaries otherwise, no one else will.

Communities' impact on our mental health

People influence each other. Our attitudes, beliefs, and behavior impact other people around us. During the study session, we looked at our communities and their impact on us. One of the most common problems is people talking behind each other's backs but not giving actual feedback face to face. This kind of behavior leads to distrust that weakens the community.

Mental disorders and psychological help like therapy and medication are stigmatised in many communities. It leads to shame and secrecy. Often we feel that we can't be honest with people around us and we start to underplay our problems.

What can we do?

We should give people feedback face to face and eliminate talking behind people's backs.

Secondly, we should cultivate safe spaces and develop functioning support systems in our communities.

Thirdly, respect other people's need

for personal space.

Lastly, it's important to come together in celebrations and daily life. As well, as well as not forget to thank others for their work and impact on the community.

We may not live in a garden of roses, but each of us must cultivate a safe space in our workplaces and communities. It can be hard to break the ice, but step by step, from fight to fight, we should continue to advocate for our mental health in the system that is trying to sting us day by day.



INTERCULTURAL EVENING STORIES

Lucija Resetar Croatia

My story is about a current situation in Croatia. It is about a serious human rights violation that isn't spoken about enough.

The person I will talk about is my stepmother. She is from Zagreb, Croatia and she is involved in children with developmental difficulties activism.

She contributed to raising compensation for the so called nursing mothers, whose children are in constant need of care and supervision due to their condition. This hard work is often overlooked and many would say that those mothers don't do anything because they don't have a regular job – a prejudice these mothers often

face – and that they only take care of their child, and still get payed for it. But they don't understand what a difficult job that is – both on physical and especially on emotional level.

These mothers don't have time or space to self-develop or do any other job besides taking care of their child, so if they don't have other family members to help them financially, the state subsidy is the only source of money they have. This amount of money should be enough to pay their basic living costs, but unfortunately – it is not. It is not even close. Especially because these children aren't provided the medicine or other types of therapy they need. It is up to the family to pay for it, which is often very expensive.

If a mother is for some reason incapable of taking care of her child, the child should be taken to the institution where the needed care will be provided, but these institutions lack the quality of this care. A very sad example is a story about a boy with cerebral paralysis from Croatia. His mother needed to go to the hospital for some time due to the embolism, so her relatives took care of the boy for some time, but since they all had jobs they could do it for a limited amount of time, so they decided to transfer him to a certain institution which was supposed to take care of him. At the end, the boy got pleurisy there and died. The mother came home from the hospital, only to find out her child passed away...

In addition, if a child passes away, the subsidy is taken right away and mothers are instantly left without any personal income, and at such an emotionally and mentally difficult time for them. How can anyone be expected to find job right away in such a condition and after many years of not having a "regular" job?

Now, imagine how much more difficult it must have been for them during COVID pandemic – just a "simple" isolation has a great cost for these families. Children could have been taken away to these institutions if it would have turned out that mother and other family members needed to isolate.

So, the state of Croatia used to give very small subsidies (about 330€), but thanks to my stepmothers' work through interviews, speeches and protests, it got raised (up to about 530€). I would say that the main reason it got raised is due to the elections which were happening at the time in Croatia, as a way for politicians to get votes, but it is still a success.

She inspires me because she showed me that changes can be made, however small they may be, just by doing what you feel is right.

Vesna Divkovic Bosnia and Herzegovina Saving Dita

After the war in Bosnia and Herzegovina many factories were sold for little to no money and brought to bankruptcy. Some of the biggest ones were Polychem, Dita, Guming and Konjuh and all of them worked in Tuzla and places around Tuzla. But how is the story of Dita different?

Dita is a detergent factory in Tuzla and many years ago it seemed like her destiny will be just the same as for other factories. First bankruptcy then everything would be sold so that the production becomes impossible and finally everyone would lose their job and that would be the end for the factory. Fortunately, workers from Dita had slightly different ideas on

their minds. Person that represents the fight of Dita workers is Minka. She was one of the first workers in Dita and then she led the fight to save it. She was really smart and brave in that fight but it was really obvious that she was in it with her heart. She was the one who knocked the doors of the director who didn't want to speak with it's workers and later stood up in the meeting to fight him. They began their fight striking, just like all the other workers and it didn't have any success, just like all the other examples. Workers decided to step up their game and started physically guarding their factory. They knew that everything would be destroyed and stolen if they didn't protect it. They were patrolling 24 hours a day, no matter the weather conditions and at that time workers were without any income. All that sacrifice paid off, they saved the factory from destruction! Thankfully, workers were really stubborn and knew that they had to animate the public and media. In one of their actions they decided to march to Orašje. There are 70 kilometers from Tuzla to Orašje and they were going by foot to seek asylum in the European Union. By that action they got really good media coverage. Whole Europe learned about the Dita and fight from their workers. In their next demonstrations workers were marching to the cantonal government building. Those protests turned into

violent ones because a lot of people joined including hooligans. Hooligans set the government building on fire and attacked the police. Workers were the one protecting the police and trying to calm things down. After years of struggle, the workers finally entered and started cleaning the factory. Everyone started helping Dita as much as they could. They started producing their famous 3D dish-washing detergent. Workers worked 24 hours a day, without heating during the biggest minuses but they kept their factory alive. To the threats by administrative, workers responded that they have chemicals and are not afraid to use them. Dita rose from the ashes and everyone was buying their products partly out of spite and partly because everyone was proud of their fight. Dita was later bought and continued its production. Minka earned her pension in 2017. Dita is the perfect example how workers with help of the citizens saved the factory.

The story of Dita and their hero Minka is something everyone is proud of and gladly supports it.

Anonymous Belarus

The story itself will be about the protests against the «parasite» decree that exists in Belarus. The document

was adopted in 2015 and at the beginning required unemployed people to pay about \$250 as «compensation for lost tax revenues» [1]. It is obvious that people who, for one reason or another, don't have work, don't have extra money to pay a fine, and the decree itself is absolutely absurd: in some other countries, unemployed people are paid benefits, when in Belarus the regime only makes their lives worse.

When the document came into force and fines started being collected from people, they became outraged, which caused mass protests in 2016-2017. Demonstrations of people were actively dispersed by riot police; activists and just random people were arrested, but protesters didn't give up, which is why Lukashenka suspended the decree and ordered scientists to edit it. Now it works in the following

way: unemployed people who have their own real estate must pay 100% of utilities when all the others allegedly don't pay 100%.

We very much hope that this decree will be canceled fully as soon as we get rid of the dictatorship. Many people are fighting the lawlessness of the Belarusian regime, many went out to protest even before the «famous» protests in 2020, including marches against the «parasite» decree. This also applies to two of us, participants of the study session «Work that Works for all: Shaping Europe's Future of Work»

I was 17 years old when the protests against the parasite decree began. My mom doesn't work, and it was her who was affected personally by this stupid innovation. She, like everyone else, received a huge fine, which she paid for fear of getting an



even bigger fine or arrest. It was she who pushed me to go to the protests, we were there together. At that time I was studying at a driving school, which was located in the center of Minsk, and sometimes I went to protest sites or city marches right away from classes or even exams.

In February 2017, I turned 18, and on March 25, the protest against the decree was combined with Freedom Day, a holiday banned in Belarus (this is not a joke). On that day, the authorities knew that something had to be expected, so the entire center of Minsk was cordoned off, including the meeting place. But this didn't stop people, we were coming from different directions in order to eventually come to the right place.

So, at the age of 18, I saw violence from the police for the first time. I've seen old people beaten, because of what my heart was torn. My mom and I were in the epicenter of the protest, but somehow we managed to escape. However, I will remember this day for the rest of my life.

Another participant of this event, protested in his hometown, Mahilioŭ. He attended one of the protests against the decree, which took place on March 15, 2017, and did it with broken arms. Unfortunately, he was arrested. In the end, he stayed in the prison for 12 hours and was later released, receiving a fine of 20 basic units (460 BYN, around 242\$ (2017)) [2][3].

At that time, he himself had not worked for 6 months, so the decree affected him. He told me that he was also inspired to participate in the protests by streams from other Belarusian cities, as well as video stories of those people who had a hard time because of fines to pay for their unemployment.

“It was hard for me to listen to the stories of ordinary people. Therefore, I went out not only for myself but also for them, fighting injustice. And I was very disgusted that the government openly spits under our feet and does not respect us,” — said he.

Well, in the end, I just want to show that even here, at the event in Budapest, at least two of us have some protest stories. Unfortunately or fortunately, now almost every conscious person from Belarus has their own history behind their back. And we really hope that we will not stop making our lives better. Let it become a motivation for you as well.

What doesn't kill us make us stronger.

Жыве Беларусь!

GIG ECONOMY

What is a gig economy?

A gig economy is a free market system in which temporary positions are common and companies hire independent workers for short-term commitments. The term “gig” is a slang word for a job that lasts a specified period of time. Traditionally, the term was used by musicians to define a performance engagement.

Examples of gig workers include freelancers, independent contractors, project-based workers and temporary or part-time hires. Gig apps and digital technology are often used to connect customers and gig workers.

The gig economy involves the exchange of labour for money between individuals or companies via digital platforms that actively facilitate

matching between providers and customers, on a short-term and payment-by-task basis. In a gig economy, temporary, flexible jobs are commonplace and companies tend to hire independent contractors and freelancers instead of full-time employees. A gig economy undermines the traditional economy of full-time workers who often focus on their career development.

The gig economy is a recent trend, with a number of factors contributing to its rise. Key characteristics of gig economy can be summarised as:

- The gig economy is based on flexible, temporary, or freelance jobs, often involving connecting with clients or customers through an online platform.

- The gig economy can benefit workers, businesses, and consumers by making work more adaptable to the needs of the moment and the demand for flexible lifestyles.
- At the same time, the gig economy can have downsides due to the erosion of traditional economic relationships between workers, businesses, and clients.

Digital revolution and gig economy

Digital revolution can be seen as a shift from mechanical and analogue electronic technology to digital elec-

tronics. Digital revolution, or digitalisation, is considered widely to be the third industrial revolution. It entails the transfer of most activities traditionally held in physical spaces, into a virtual or a digital format. It has been largely accelerated by the sudden need to adapt to online spaces and physical distance due to the pandemic of Covid 19.

As well as being its own developing entity, digital revolution also greatly contributes to the increase of gig economy, by making remote jobs, one-time tasks, more accessible, and for offering a platform on which to



make faster and more efficient payments. When considering digitalisation and its role in the gig economy, it is also important to remember that the technology that is being used for the both of these is created by none other than us – humans.

Humans create technology in order to increase productivity by lifting the hardship of work off a person and transferring it to a machine or an electronic device. If the platform that hosts gigs or is a source for those practicing gig economy does not seem fitting, fair, or welcoming, it still has a human backing it up. It has a human working on it, shaping it based on the latest market trends. It's made by people, for people. Defining the meaning of this relation contributes to understanding gig platforms as what they are – workplaces, that still have to respect all the workers' rights and offer equal opportunities, but compressed into a digital format, brought to the employee through their digital devices.

Workers' rights and people in gig economy

What makes digital labour and gig platforms so different? Platforms are agile and organise work in a fundamentally different ways than traditional businesses. They connect employers and employees and shape labour processes with immense implications for the future of work.

Work on online based platforms is a primary source of income for 1/3 of all workers.

The gig economy provides consumers with an alternative to commercial products and industries. They turn to the gig economy for convenience, better service or both. This is the case with ride-hailing apps, like Uber, and food delivery services, like Grubhub. Gig apps have also met consumer demand where a service is in short supply or expensive.

Most workers on those platforms expressed the desire to work more, however, they are unable to get extra gigs because of excess labour supply and scarcity of tasks. In addition, many workers, especially those from developing countries, are excluded from accessing work and well paid jobs due to the restrictions imposed by the platform or the client. This has serious negative impact on workers autonomy, access to work and pay.

Is it all so dreamy?

Liberated and empowered, or limited by circumstances? With the rise of gig economy and digitalisation, it is highly necessary to provide a set of rights, obligations and regulations to contribute to their fairness and safety. Gig economy is a still developing area that requires new approaches and perspectives in order to optimise it and ensure the rights of all gig workers.

GREENS' POSITION ON THE FUTURE OF WORK

Non-discrimination & Equality

We as greens see nondiscrimination and equality as crucial aspects of workplace culture. We demand the implementation of safe space policies and the creation of special departments in companies that are directly addressing discrimination and aiming to prevent violations of human rights and safe space policies in day-to-day work. We encourage institutions to have an intersectional approach in their strategies to support their employees regardless of their identity and social status. Nurturing and respecting various identities can help establish healthier, more open minded and positive working environment, which will surely benefit

everyone, through increase of productivity and wellbeing in the workplace. Additionally, employees from marginalized communities themselves should be supported in taking an active part in decision-making and unionising. Departments working on the human rights aspect should be educated and trained on the topics of non-discrimination and equality to be able to make non biased judgments. Legal departments should be up-to-date with progressive policies. We demand the abolishment of the gender gap and equal opportunities and treatment for everyone. Interviews and employment process should be non biased and standardised, personal plans for future, such as for family, should not affect com-



petences evaluation, salary or benefits of the workplace.

We encourage calling out pinkwashing and its use for spreading misinformation about green values/ideologies and addressing it to the relevant stakeholders.

Flexibility Social Security

Without social security, we are left with suppressed, exploited and vulnerable people. Decent work forms an indivisible part of human dignity. We, as young greens, believe that no one should live to work but have the work that allows them to have fulfilling life.

To this end, we believe people should

be secure not only at their workplace but also outside of it. Falling sick, having a family, going on a strike and unionizing should not bar anyone from enjoying the right to work to its full potential.

New Types of Work

We live in an era of the Third Industrial revolution. We see the rising importance of the digital world and the need to remodel the way we lived and treated this planet.

One of the biggest challenges is climate change. This is an existential threat to our planet and humanity, but at the same time, this is a historic opportunity. You might ask how can the threat be an opportunity? There is a simple answer, we as the Greens believe that as we fight against climate crisis we create millions of decent green jobs in the renewable industry. Those people who worked before in life-threatening coal mines or oil fields will now have a chance to work at a wind park or solar farm and have a well-paid job - guaranteeing safety and social security.

For that we need state intervention because we know that we cannot leave everything to market, we have seen that before and we know it does not work well this way; we cannot allow to sit and wait until the market decides to go Green. Yes, we need to cooperate with the private sector but we, as a state, cannot stay on the

sidelines. Hence, the Green offer is the state taking responsibility - investments in Green jobs and supporting workers in transition as we phase out life-threatening, dirty energy.

Alongside with Green transition, we are overseeing how the digital world is becoming more and more indivisible from our physical existence. Just like climate change, this is an enormous opportunity but also a danger. With the increasing importance of the digital world, we have no democratic control over it as it is fully owned by private giants and there is no mechanism for people to intervene. So we, as the state, have a responsibility to make sure the digital world is available and safe for every single user. For that, the Green proposal is to create manuals for users to guide them in the digital world and at the same time, we want to introduce democratic control over this new emerging universe. We believe that the internet should serve the public not profit.

Mental Health & Safe in the Context of Workplace

In a Green future the workplace is a safe and supportive environment. All structures of society aim to support everyone's mental health and protect workers' rights to a good state of health.

Education and safe, open public discussion on the themes of mental health and well-being in the work-

place is needed. Freedom of expression and the right to be open about mental health topics will be protected. The workplace will be a safe space with support whenever needed. Universal safe space policies that benefit all will be implemented.

A strong and free public healthcare service recognized mental health as equally important to physical health. Mental health reasons are an equally valid reason for sick leave than any physical condition.

In a Green future, society recognizes how different overlapping systems of oppression limit the right to a good state of mental health of marginalized groups. Intersectional feminism is an important tool in building a society and a workplace that respects, protects and supports everyone and their unique needs.

Democracy at the Workplace & Solidarity

As greens, we must bear in mind that unions play a vital role in ensuring a good life for working people.

In today's globalised world, it is also important for workers to cooperate internationally.

In order to guarantee that workers are empowered and represented, international institutions must provide a legal framework for independence, transparency and inclusivity of trade unions all over the world.

We value democracy in our political

life, but democracy is often forgotten in the place, where workers spend huge chunk of their lives - the workplace.

Workers contribute their time and energy to the company and it's important that their voices are heard. That is also how we make companies work for the general society and their workers, not just for profit.

In company decision making institutions (for example, the board) there must be worker representation.

We must also encourage and support democratic workers cooperatives as an alternative to the 20th century business model.

Democratic participation and workes rights

We agree that the informed democracy is the most suitable type of governance nowadays. For democracy to work, most of the people should participate in it and contribute to it.

When we hear participation, we often associate it with voting. Voting, indeed is one of the basic democratic rights, without which the democracy wouldn't be able to function. Voting, however is an important decision and this is why it is crucial that he populations inform and educate themselves on the matters of the society, which is impossible if they have 12 hour shifts or have to study after work.

Self education and following politics becomes another way of political

participation as it often requires some sacrifices. After all, not everyone can afford to read leftist literature in their free time. Voting, unfortunately is not a guaranteed right in many countries of Europe. Votes are falsified and stolen in numerous countries, and in others the votes are cast by extremely little numbers of population. The trust towards the politics and participatory democracy is absent. The social and economic problems prevent the populations from thinking about politics and protesting as they have to meet their ends.

In some cases, the citizens are not allowed to vote. For example if you are Georgian citizen living in Serbia, you cannot vote from Serbia, as there are not enough Georgian citizens there to allow voting. In other countries the votes are disregarded totally.

Except of voting, one is also participating when talking to others about participation. Changing peoples' opinions is a difficult, but necessary task. No one was born with the ideology they believe in. Civilized debates would always result in solution and conclusion.

The most participatory action is of course running and holding a position of power in a government on any level. Many participants expressed fear of doing the conventional politics, but in the end we said "who, if not us?!"

ROLE PLAY ON THE WORKERS' RIGHTS

We are offering you the session outline for the role play on the Worker's rights – as the struggle for the better rights at the workplace continues, it is important that the young people learn how to compromise, communicate around the different rights and empower themselves and their peers around them to step up for the rights at the workplace.

SESSION OUTLINE:

Session starts with moderator reading out the statement of the company "this is who we are". Meanwhile, Other members of team are giving the roles to the people in their hands, that they put up in the air. Papers with roles are closed and no one is allowed to read them.

OUR STORY

We are a company named "Flower Power". We produce women's products, such as menstrual pads, tampons, cups, dietary supplements and healthy snacks.

Our mission is to empower women in their most vulnerable periods and enable them to feel comfortable and confident at all times. We strive to allow women to bring positive change to their own and other people's lives. We are based in King's Landing, Westeros. Our main office is located in a very good location and adjacent to it is our production facilities. This configuration makes our work more efficient as we can coordinate with each other more effectively and concentrate on delivering the value

to our customers. We have a loyal customer base and we strive to meet their needs on a constant basis.

We take pride in creating high quality, natural produce that allow menstruating people to feel empowered. We also pride ourselves with the working environment we have created in our company. We are a team of professionals striving to provide equal employment opportunities and create a nurturing and open workplace culture. To that end, we were nominated in two categories as "Westeros' Best Employer" - "Best Conditions" and "Best Community" in 2019 and we won in the nomination of "The Most Inclusive Workplace" consecutively in 2019 and 2020.

We have 29 staff members allocated across several departments. Those departments are:

- Sales and Management
- Research and Development Department
- Marketing Department
- Production Department
- Food Department
- Maintenance Department

When the moderator is done reading the text, she says that they should open and read their roles, but not show them to each other. Gives some time to read the roles and asks to close the papers and put the roles in the pockets or the badges. Roles cannot be lost! Now everyone closes

their eyes and we do meditative entering to the roles.

Moderator reads out these questions:

1. When do you wake up?
2. What does the space look like around you?
3. What do you do when you wake up?
4. How do you feel?
5. What do you plan to do?
6. What do you have for breakfast?
7. What do you wear?
8. Whom are you surrounded by?
9. How will your day most likely go?
10. How do you go to work?
11. What does your workplace look like?
12. How long do you work?
13. What does your break look like?
14. How will you feel by the end of the day?

Moderator asks everyone to group in departments, spend 5 minutes getting to know each other. They are given department descriptions and plot.

After 5 minutes, they are given the papers with the salaries and development 1 and task 1.

DEVELOPMENT #1:

You and your colleagues from the Department have just received an email attachment providing monthly salaries of the Department staff. You have not had a knowledge of the salaries of other staff members in your or any other Department. Seeing the

disparities in salaries made everyone across the Department confused and angry. Obviously, you are also confused, maybe even angry that there is a huge pay gap among different staff members in the Department regardless the fact that you do same jobs. Your department has already alerted HR about this recent development and requested a meeting. Respectively, the HR has scheduled a meeting with all the Departments of the company in the coming morning.

TASK #1:

- Your department should formulate the list of demands that you will present to the HR. In your meeting with the HR, you should clearly state what you think is wrong with these practice and how it should

be solved. You should also make a formal request to the HR to act on this violation of your rights immediately.

The participants have to prepare for the with the management. The PT members portray the management that doesn't want to hear the complaints of the staff.

DEVELOPMENT #2:

You are at the all-company meeting with HR. All the Departments are present. You are just learning at the meeting that this problem of salary gap is taking place not only in your Department, but also in other Departments. The HR has denied your allegations about having a secretive and illegal pay culture. They have stated that there is no sign of discrimination



against anyone based on their background. The pay was a representation of the labor value created by the the different staff members irrespective of the fact that they have been doing the same jobs.

TASK #2:

You should decide how you are going to approach this issue. You have three choices to take action on these recent developments:

- You can coordinate with your colleagues from other departments and take collective action to impact your General Management's position and remedy existing situation; If you take a collective action and General Management agrees to it, then the remuneration for the similar jobs would get equal.
 - In case you do not take a collective action, you can take an individual action and sue your company in the court. If you sue and win over your company in the court, you may gain higher wage than your colleagues.
 - You continue working and do not take action. Your stand is 'business-as-usual'.
- Two other PT members - a lawyer and a journalist enter the room. Based on the actions of the participants the "management" will make the final decision.

Timeline:

- 00:00-00:05 - Intro, what this session is about
- 00:05-00:10 - reading story, giving the roles
- 00:10-00:20 - getting into roles, explaining next task - division in departments
- 00:20-00:35 - Meeting up in departments, receiving the department texts and plot, getting to know each other within the department
- 00:35 Giving the first development
- 00:35-1:00 talking with management
- 1:00 Giving the second development
- 1:00-1:45 - mingling
- 1:45 Journalist and lawyer entering
- 1:45 - 2:30 Action
- 2:30-2:35 Resolution
- 2:35-2:45 Leaving the roles
- 2:45-3:30 Debriefing

Questions to leave the roles:

1. When do you wake up?
2. What does the space look like around you?
3. What do you do when you wake up?
4. How do you feel?
5. What do you plan to do?
6. What do you have for breakfast?
7. What do you wear?
8. Whom are you surrounded by?
9. How will your day most likely go?
10. How do you go to work?
11. What does your workplace look like?
12. How long do you work?

13. What does your break look like?
14. How will you feel by the end of the day?

Debriefing questions:

1. How do you feel after this exercise?
2. Was your role something you could relate to or was it the total opposite? How did it feel for you?
3. Did you reveal everything about your role?
4. Do you know who leaked the salaries initially?
5. Do you think you understand the people from different marginalised groups better now?
6. What are the violated work related rights of your character?
7. Who knows what intersectionality means?
8. How intersectional was your role?
9. Can you find similarities between the roles we gave you and the real life examples?
10. What about real life situations?

DEPARTMENTS

PRODUCTION DEPARTMENT

Your department is responsible for producing tampons, pads, and menstrual cups. There are 6 people employed in your department. Your department works on the factory floor producing the most important products of “Flower Power”. Your entire department is also exposed to some physical hazard (hot materials for

menstrual cups) as you are directly involved in the production process of the company’s main produce. Without you, there would be no company. Your department always receives acknowledgment for your tireless work in internal and external communications of the company. You are often engaged in marketing activities demonstrating the forefront producing process of the company products. You work side by side with your colleagues in the Food Department.

FOOD DEPARTMENT

Your department is responsible for producing dietary supplements and healthy snacks. There are 6 people employed in your department. You are a newly established department working on the factory floor side by side with your colleagues in the Production Department. Your department prides itself with producing a new innovative product for the market.

MAINTENANCE DEPARTMENT

Your department takes care of keeping the Office and Production facility clean and tidy. Your department is also responsible for fixing and maintaining machines that are very expensive and are crucial for the production. There are 6 people employed in your department. Without you, nobody would be able to be efficient and function in their best capacity. You are an enabler for mak-

ing things happen, so that people feel that the working atmosphere and infrastructure support their effort to be productive in their works.

PR & MARKETING DEPARTMENT

Your department takes care of one of the most important tasks in the company. You decide how to connect with your target market and communicate with customers. You are responsible for advertising your company’s products and driving efficient communication across online and offline channels. There are 6 people in your department. You have managed to do your job very successfully, with your marketing efforts your product has grabbed a significant market share and established itself regardless it is relatively new product. You use mul-

tiple channels to bring your company where your customers are. The company is grateful for your work and you feel proud of being employed in the company.

GENERAL MANAGERS (for bigger groups)

Your department is responsible for managing entire company. You manage people and operations in your company. Also, your department manages the activities related to selling the produce to other business customers. You are responsible that other staff members of the company get the job done and create the value for your company. There are 6 people in your department and you feel that your department has been doing a great job managing the company as every indicator point to that. The



company shareholders are happy with your performance and you also feel valued. Your office is located on the top floor of the company offices.

RESEARCH & DEVELOPMENT DEPARTMENT

Your department is responsible for research and development activities in the company. There are 6 people in your department. It is up to your department to keep the pulse of the newest trends and science in the field of menstrual hygiene and find ways to develop new and innovative products for your business. You also monitor quality of your existing production line and make sure that the Production and Food Departments comply with the production standards. You are appreciated in the company as the quality and expansion of the company is much depended on your work. You feel that you are in a

good place and you like contributing to bigger cause of allowing women to feel more empowered.

PACKAGING DEPARTMENT

Your department is responsible for managing packaging, labeling and inventory in the company. You load items into containers, weigh and label the items appropriately. You also perform final checks for defective items, ensure all working items make it to the inventory, and keep detailed records of materials and shipments. Your job is very important for the company as it ensures to protect products when being handled and shipped to the various retail locations, making sure customers don't receive damaged items that need to be returned or exchanged. As a marketing tool, your good handling of packaging plays an important role, too.



MONTHLY SALARIES

MONTHLY SALARY									
Department	Name	Designation	Month	Year	NET PAY-ABLE SALARY	Bonus	Gender	Youth	Diversity Hire
R&D	1	Head of Research & Development Department	October	2021	W 9,200	W 2,300	M	-	-
R&D	2	Senior Production Engineer	October	2021	W 7,000	0	W	-	-
R&D	3	Middle Production Engineer	October	2021	W 6,000	0	M	-	Yes
R&D	4	Middle Production Engineer	October	2021	W 6,000	0	M	Yes	-
R&D	5	Junior Production Engineer	October	2021	W 3,200	0	M	Yes	-

Classified Data: For reporting purposes only

Classified Data: To be submitted to the Ministry of Economic and Social Equality of Westeros

MONTHLY SALARY									
Department	Name	Designation	Month	Year	NET PAY-ABLE SALARY	Bonus	Gender	Youth	Diversity Hire
Marketing	1	Head of Marketing	October	2021	W 8,100	W 2,300	W	-	-
Marketing	2	Marketing Manager	October	2021	W 5,000	W 1,500	W	-	-
Marketing	3	Communications Manager	October	2021	W 3,500	0	M	-	-
Marketing	4	Campaigns Manager	October	2021	W 2,000	0	W	-	Yes
Marketing	5	Volunteer	October	2021	0	0	M	Yes	Yes

Classified Data: For reporting purposes only

Classified Data: To be submitted to the Ministry of Economic and Social Equality of Westeros

MONTHLY SALARY									
Department	Name	Designation	Month	Year	NET PAY-ABLE SALARY	Bonus	Gender	Youth	Diversity Hire
Food Production	1	Senior Food Processing Specialist	October	2021	W 5,200	W 2,300	M	-	-
Food Production	2	Quality Coordinator	October	2021	W 2,000	W 1,000	W	-	-
Food Production	3	Junior Food Processing Specialist	October	2021	W 1,500	0	W	-	-
Food Production	4	Tester	October	2021	W 1,000	0	W	Yes	-
Food Production	5	Intern	October	2021	W 100	0	M	Yes	-

Classified Data: For reporting purposes only

Classified Data: To be submitted to the Ministry of Economic and Social Equality of Westeros

MONTHLY SALARY									
Department	Name	Designation	Month	Year	NET PAY-ABLE SALARY	Bonus	Gender	Youth	Diversity Hire
Menstrual Produce	1	Industrial Production Manager	October	2021	W 3,100	W 2,300	M	-	-
Menstrual Produce	2	Production Planning Coordinator	October	2021	W 1,300	W 1,500	W	-	-
Menstrual Produce	3	Production Engineer	October	2021	W 1,000	0	W	-	-
Menstrual Produce	4	Production Assistant	October	2021	W 2,000	0	W	Yes	-
Menstrual Produce	5	Machine Operator	October	2021	W 800	0	M	Yes	-

Classified Data: For reporting purposes only

Classified Data: To be submitted to the Ministry of Economic and Social Equality of Westeros

MONTHLY SALARY									
Department	Name	Designation	Month	Year	NET PAY-ABLE SALARY	Bonus	Gender	Youth	Diversity Hire
Maintenance	1	Technician	October	2021	W 3,100	W 2,300	W	Yes	Yes
Maintenance	2	Production Planning Coordinator	October	2021	W 1,300	W 1,500	W	Yes	-
Maintenance	3	Production Engineer	October	2021	W 1,000	0	W	-	-
Maintenance	4	Production Assistant	October	2021	W 2,000	0	M	Yes	-
Maintenance	5	Machine Operator	October	2021	W 800	0	M	-	-

Classified Data: For reporting purposes only

Classified Data: To be submitted to the Ministry of Economic and Social Equality of Westeros

MONTHLY SALARY									
Department	Name	Designation	Month	Year	NET PAY-ABLE SALARY	Bonus	Gender	Youth	Diversity Hire
Packaging	1	Technician	October	2021	W 3,100	W 2,300	M	-	-
Packaging	2	Labeling Officer	October	2021	W 900	0	W	Yes	-
Packaging	3	Packaging Officer	October	2021	W 700	0	M	-	Yes

Classified Data: For reporting purposes only

Classified Data: To be submitted to the Ministry of Economic and Social Equality of Westeros

ROLES			
#	Department	Role	Description
1	R & D	Head of Research & Development Department	You are a 40 year old, hipster guy. You like your job, but also skiing and flying your private, small jet. You are very much into extreme sports and would love to spend more time practicing them, but you have to work a lot. You just can afford to have a 2 week holiday in the mountains in the north of the continent, but you don't have time for anything else. You are experimenting with illegal substances a lot, as you are constantly under stress.
2	R & D	Senior Production Engineer	You are 51 year old lesbian woman, hiding your sexuality at the workplace. You do not think that your colleagues should know about this. It is just a workplace. And your true friends are other queers that you met a long time ago, when you were young and now you are all living together as a happy closed commune at the outskirts of the capital, in a private villa that you share. You have recently adopted a baby and spend a great deal of time outside the workplace. The HR is your close relative and she permitted you to have flexible working hours.
3	R & D	Middle Production Engineer	You are a Middle Product Engineer in the R & D Department. You migrated to Westeros from Essos 1 year ago. You have received a job at Flower Power 9 months ago and you feel very much respected and appreciated. Your General Manager likes you as you two always joke around in the workplace. Even though you did not have your desired career materialised in your home city as you dropped from college while doing master's, you feel successful and realised at Flower Power as you get a decent pay and have all the fun you want with it. Recently, the General Manager has mentioned in one of your cheerful conversations that he is considering your promotion to Senior Product Engineer.
4	R & D	Middle Production Engineer	You are a Middle Product Engineer in the R & D Department. You migrated to King's Landing from Lannisport 4.5 years ago. You are a 34 years old man. You have a PhD degree in product engineering in Lanisport's best university. You have 7-years of working experience in product engineering in your home city. Regardless, you migrated to the capital, because you needed to support your extensive family back home. You got a job at Flower Power immediately after your arrival. You have been working in the company for over 4 years. You are being appreciated for your hard work. You get decent pay that allows you to live in King's Landing and send some money back to your family.
5	R & D	Junior Production Engineer	You are a talented student of the most prestigious technical university in Westeros. You were born in the capital, but your parents are from Lannisport. You are addicted to gaming and spend quite some money on computers and consoles. Would be awesome to have more, so you can afford the newest extensions of the games and subscriptions to your favourite journals. You are also not sure if you are pansexual. And you are a cisgender man.
6	Marketing	Head of Marketing	You're a successful young woman who has a royal lineage and had all the opportunities growing up so you were always "successful" in your life and climbed the ranks quite fast despite being a young woman. You think that all the others who are complaining are lazy and you deserve everything you have. You are working on a social campaign about women's rights, but you know that it is just pinkwashing, but you don't care as long as this brings some money to the company.
7	Marketing	Marketing Manager	You are a woman in your mid 30s, you just bought your first apartment and you are paying off your loan. You like your job, because it matches your degree in marketing. You have some problems with your heart and you cannot go under a lot of stress, you can't work long hours and think about going to work in a place that would provide you with better conditions. But you are not sure about leaving the work, due to the loan.
8	Marketing	Communications Manager	You are a part-time worker who is feeling that you are doing as much as other people who are working full time. You are new to the company, so you feel uncomfortable to complain. You are a single father of lovely twin girls, your girlfriend just gave birth to them and you wanted to take parental leave, as you want your girlfriend to continue working part time at her job. Recently, you asked the head of marketing to work less hours, but she said that she doesn't think you need them.

9	Marketing	Campaigns Manager	You are a 45 years old woman with a long history in the company. You used to work in the Production Department, until a work injury made you wheelchair-bound. As a consequence you now work with marketing, and you often follow the managers on marketing events to show how inclusive the company is. You find this slightly awkward, but you will not complain - you need the job and the money!
10	Marketing	Volunteer	You are always running around and bringing coffee to the managers of the company, even though you are supposed to do the marketing. You came to this company to get some experience for free work, as you are required to have it when you apply for jobs. You thought you liked "Flower power" before you started to "volunteer" there, but now you are not sure if you want to stay here even one more day. You are heterosexual cisgender man, but you like to color your nails sometimes and wear skirts, and you don't understand why heterosexual cisgender men shouldn't be doing that. You do not dare to do so, as you are afraid to be judged by others in your office.
11	Food Production	Senior Food Processing Specialist	You are a 56 years old man. You were supposed to go to pension, but you are quite obsessed with your job, you were working in this company for most of your life. You are obsessed with your wife and want her periods to be painless and this is how you got into cooking the foods that are helping women. She is not menstruating anymore, but you stayed in the business, as it is providing you with big wealth. You live in a huge house at the outskirts of the city, your 5 kids study abroad and you have a horse.
12	Food Productions	Quality Coordinator	You studied food technology for many years. You even have a PhD degree. You love yourself and you know you are great at this position, you deserve more, you deserve the position of the senior food specialist. You can't wait when he leaves the company and you take his place. You do not like anyone in your department and know that you would do everything so much better. You are looking for an opportunity to prove yourself to the management and get promoted to a senior position.
13	Food Production	Junior Food Processing Specialist	You are a Junior Food Processing Specialist working at the company for over 15 months. You moved to Flower Power from a well-respected company with the idea to get on-job training and promotion in one year. For your first year you signed a temporary employment contract. On top of the 9th month, you learned that you are expecting a child and shared this news with your employer expressing your greater willingness to get a permanent contract and fulfill the agreement of promotion. You were turned down for a permanent post as a Middle Food Specialist where a substantial amount of work was to be conducted in high temperatures and also involved heavy weights. You were informed that this decision was made in your best interest so that harm would not be caused to the child because of exposure to heat and weights. This made you furious, however, you still agreed on extension of your temporary contract as you do not want to be unemployed especially as there is a baby coming to your family.
14	Food Production	Tester	You are a 23-years old woman, still living with your parents, which you obviously don't like. You can't afford to rent a flat, because of a low salary. You get paid by the hour and you constantly get poisoned or you have an allergic reaction, when you try the new foods for the menstrual cramps. You are not covered by any social security scheme, so you have to go to the private doctor every time.
15	Food Production	Intern	You're a young person who just finished school and decided to not study in university and find a first job. It took you quite some time to do so, but finally "flower power" hired you for a minimum wage. The bosses are promising a bright future, but you talked with other young people from the company and are unsure where this career choice will lead you. Maybe it was a mistake not to study? Maybe it is still not too late? But maybe studying will not help you get a better job in this world? You are in this dilemma.
16	Food Production	Junior Food Specialist	You are 35 y.o. You work on this place for 10 years already and you do have the flat very far away from your work. The whole free time that you have, is spent on traveling to work and back. You don't have work life balance. You asked that the commuting time was counted as your working hours, but your boss refused.

17	Menstrual Product Production	Industrial Production Manager	You are well educated, 44 y.o. neoliberal viewpoint woman from a northern village of Westeros. You were educating yourself for many years, then travelled to the capital and tried to make ends meet while you were studying production design. You decided to build up your career in “Flower power” because you knew this company is creating great products for women, and you yourself did not have access to these products when you were young. Now you are the boss of the department and you are very proud of yourself. You are sometimes made fun of by other heads of departments, as you are a villager. You are quite well off financially and currently are decorating your own flat in the city center.
18	Menstrual Product Production	Production Planning Coordinator	You are a widowed woman, 53 years old. You worked in this company for many years. Your children are not very much in touch with you because you did not give them enough attention when they were younger. They thought you should have worked less. You like cats and you spend all your high salary on them.
19	Menstrual Product Production	Production Assistant	You are an 18 year old girl, confused, as no one actually properly introduced you to the other staff or to the departments and procedures in the company. You can't recognise people and you don't know who the higher management of the departments are. Luckily you have quite basic tasks, so you can't really mess anything up. You like art. Maybe you should have done something related to this. This place is obviously not for you. At least, you are contributing to creating good products.
20	Menstrual Product Production	Production Engineer	You are a member of hacker group “the wildlings”. You are infiltrating different companies that are pink and greenwashing and exposing them. You are the person that hacked their servers and sent out email to all the departments with the information about the salaries. You do not plan to expose this, as no one actually knows that your hacker group exists. You and your team want this to stay like this. You just do the mundane and low paid job for some time and try to affect the opinions of the other workers, but you are not too aggressive with your points, as you don't want to expose yourself.
21	Menstrual Product Production	Machine Operator	You are 25 year old bisexual woman. You have experience working in an NGO. But it sadly lost all the grants and you had to find another job. You got this manual job at “flower power” as you thought it is a company that contributes to women's wellbeing. But soon you were disappointed. You have depression, but you can't help it, since therapy is pretty expensive and you can't afford it.
22	Menstrual Product Production	Quality Control Inspector	You are an orphan, you grew up in an orphanage. You worked hard to get into university and are studying in the evening, after your shift ends. You do not like that you are doing physically hard work, and also the position is not super great for mental health. You hope that after you graduate you will leave this company and work somewhere with your own profession.
23	Maintenance	Technician	You are a part-time employee of the company. You make sure that all the machinery is in order. You do a very important job at the highest professional standard and take good care of the machines. You are a veterano in this company, working here since its opening. You worked in this company full time until last year, when the Management informed you that instead of letting you go, they were employing you on part-time. You are getting close to your retirement age and thought that this would not be that bad of an idea. However, the family situation urged you to take another part-time job to provide for yourself and your family. Recently, you have learned that transition to part-time employment affected your retirement benefits negatively. You will need to continue working elsewhere to support yourself and your family.
24	Maintenance	Technician	You were hired recently as a part-time employee to maintain the machines. You are a young man in his early 20s. However, you have been struggling to get a job. Your uncle who is a childhood friend of the HR helped you to get a job. You have recently started working at the company and you like it here as a beginner. Your colleague gets a lot done by himself and you have spare time to mind your personal business. Your uncle is frequently checking on you that you are doing fine and together with the manager plans to employ you full time and promote you as soon as your co-worker will be let go.

25	Maintenance	Office manager	You are responsible for caring for the office maintenance and you take pride in it. You take your job seriously and do it professionally. You are always on time as you have a disabled son to take care of. You believe that you have recently received unfavourable treatment at work. You were late at work on occasion and requested leave to be scheduled according to your son's needs. Your requests were refused and you were threatened with dismissal, as well as received abusive comments relating to your child's condition. You did not share this with anyone in the fear of being fired. Your and your family's livelihood depends on your income and it is important that you provide for them.
26	Maintenance	Cleaning Officer	You have just arrived in Westeros. Together with your family, you fled your hometown due to civil unrest. You are learning the language of Westeros and you cannot speak fluently yet. Your acquaintance helped you to get this job and you are grateful to earn a livelihood. You have big plans, plan to enter the vocational educational program and get qualification. Since you got here, you feel that you are not treated fairly. First day when you got to the workplace, you were told you could not wear a headscarf so as not to disturb other staff and visitors. Since then, everytime you come to work, you have to change your clothes and take off your headscarf. This makes you feel very uncomfortable as if you are not wearing clothes. You want to speak to your friend and seek advice, but you are afraid that you might lose your job.
27	Packaging	Packaging Officer	You are responsible for managing product packaging in the company. You load items into containers, and weigh and label the items appropriately. You also perform final checks for defective items, ensure all working items make it to the inventory, and keep detailed records of materials and shipments. You have started working in the company 3 months ago to support your family in this difficult time. This is your additional job that you do part-time to get extra cash. You spend much of your free time working out at the gym, where you met the Managing Director of Flower Power. She had invited you out for dinner several times which you accepted out of politeness. You have been offered this job with the prospect of promotion. You think she might be into you, but you accepted a job offer as it came at the right time. Recently, you have been offered professional training for improving your qualifications as a Packaging Officer. In your 3rd month at the company, you were given a bonus.
28	Packaging	Labeling Officer	You are responsible for product labeling. You have recently been hired as a part-time employee. You have just finished high school, this is your first job to make some money to take a trip with your lover to the North for vacation. You are planning to drop a job once you make enough money. You are not taking this job seriously and try to joke around about it. You got pretty popular with your TikTok videos at work and grew your following. You make funny videos and comment on problems that you encounter at the workplace.
29	Packaging	Packaging Officer	You are responsible for managing product packaging in the company. You load items into containers, and weigh and label the items appropriately. You also perform final checks for defective items, ensure all working items make it to the inventory, and keep detailed records of materials and shipments. You have been working in this company for 4 years. You appreciate being part of this community as they believed in you when nobody else did. After you completed your prison sentence, it was extremely challenging for you to find a job as an ex-offender. You have been doing a great job at the workplace, but still you feel that some colleagues overlook you. You have not had a raise since you work here and you feel frustrated and consider addressing this issue with the HR.

POLITICAL DEBATES AND ROLE PLAY

One of the interesting sessions we had at the event, was a session on social security, that had two formats blended: debates and role play. As this experience was very exciting both for the team and the participants, we are offering the wider public the session outline from it.

SESSION OUTLINE

Name of the session:

Social Security

Short description of the session

In this session the participants will discover the different aspects and types of the Social Security within a state and learn how to argue with each other regarding them.

Duration:
2 hours

Aim of the session:
To explore and analyse different solutions to the social protection system in the context of young workers' rights.

Moderators: 2

Methodology and methods:
Start the session with welcoming everyone. Explain that this session you will dedicate to the social security and welfare state. Ask several participants, what do they think, or know regarding the following terminology. If they get stuck, help them out with definitions:

What is the function of taxation? A tax is a compulsory financial charge or some other type of levy imposed on a taxpayer (an individual or legal entity) by a governmental organisation in order to fund government public spending.

What is minimal wage? A minimum wage is the lowest remuneration that employers can legally pay their employees.

What is Universal Basic Income? Universal basic income (UBI) is a sociopolitical financial transfer policy proposal in which all citizens of a given population regularly receive a legally stipulated and equal financial grant paid by the government without a means test.

What is Parental Leave? Employee benefit that parents receive after a child is born or adopted.

What is Pension? Sum that retired person gets after retirement. It should be regular and can be regulated by state or pension funds.

What is Unemployment benefits? Unemployment benefits, also called unemployment insurance, unemployment payment, unemployment compensation, or simply unemployment, are payments made by authorized bodies to unemployed people.

What other benefits can there be? Veteran, ability, migration background, etc.

(optionally, you can add other ques-

tions, and go a bit deeper with the terminology and types)

After participants discuss these terms, ask them to stand up and make a small energiser, ask them to:

- Group themselves based on their favourite season;
- Group themselves based on their favourite session of the event so far;
- Groups themselves based on the first letters of the name;
- Now based on their family name;
- Make a scale from the introverts to extraverts, based on your own assumptions about yourselves;
- Now make 6 groups and make sure that in each group you have balance of gender, geography and introverts and extraverts.

Now tell the participants following: "you are all political parties of a country that just gained independence peacefully. You are located in the Eastern Europe and out of convenience you decided to have EUR as your national currency. The consumer basket per month (without rent) is EUR 250, housing (minimal EUR100-200).

You will now draw one marker and one paper out of 6 for the order of speaking from this tote bag. "

Each marker represents a party. Green marker for Green party, red

for the Social Democrats, etc. Do not tell participants which color is which party and don't let them peek into the bag. When everyone took their paper and marker, you can say which color is which party.

Then moderator explains that: "now we will have a TV debate, where each of the party will have to argue about each of the 6 topics that we just discussed, the whole country will be watching the TV transmission, your supporters will be calling you and there will be bars with your rating on our TV screen". In reality there is another moderator, that fills up the space for the rating with marker as the speakers will talk in each round.

The "TV screen" with rating (result of our simulation):

Political Debates 2021	
Green Leaves	Serious Party
Worker's Party	For the people
Honourable Eastern European League - HELL	Proud liberty

Criteria for the rating:

Criterion	Number of bars awarded
Joke	1
Argumented point	1
New person in the next round	5
Referring to other speaker's speech	2
Sparing with opponents' argument	2
Thanking and respectful talking	1
Body language, being involved in the whole debate	2

The consequitiveness of each round:

Round 1	1,2,3,4,5,6
Round 2	2,3,4,5,6,1
Round 3	3,4,5,6,1,2
Round 4	4,5,6,1,2,3
Round 5	5,6,1,2,3,4
Round 6	6,5,4,3,2,1

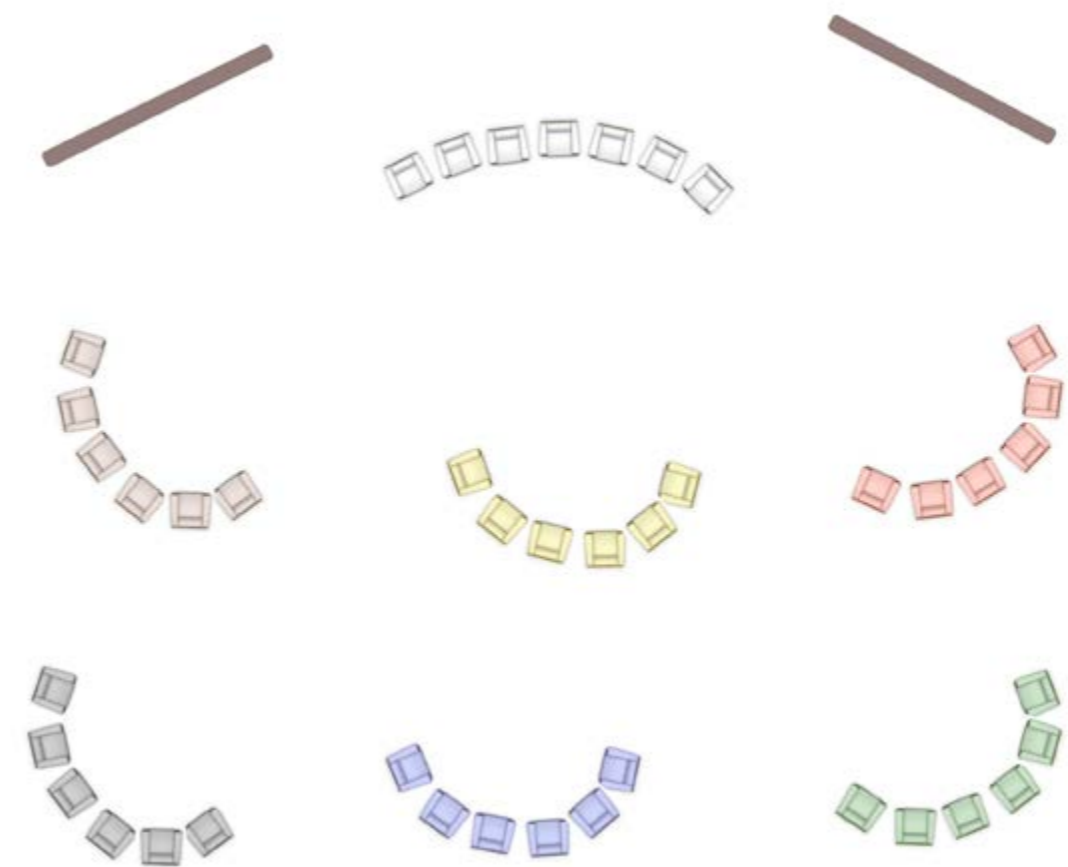
Party position descriptions:

Greens - "Green leaves"	<p>Minimum wage: Minimum wage - it should be set at €400. We can't count on businesses.</p> <p>Tax system - progressive system is needed, especially for the wealthiest class, canceled income tax for people earning minimum wage or less.</p> <p>Parental leave - a total of 2 years to be divided between parents, 100% of the average monthly salary.</p> <p>UBI - should be introduced - 1 minimum wage a month.</p> <p>Pension - only state pension, no hybrids, minimum pension should be set at 1 minimum wage.</p> <p>Social benefits - Jobseeker Support, disability support, youth payment - for young people aged 16-17 who can't live with their parents and are unsupported by them, housing help, child benefits.</p>
Social democrats - "Workers' party"	<p>Minimum wage - it should be set at €250, but the priority is to strengthen labour unions, so that there would be no point in a nationally set minimum wage.</p> <p>Tax system - progressive system is needed, especially for the wealthiest class.</p> <p>Parental leave - A total of 18 months to be divided between parents. The benefit is 100% of average monthly wage.</p> <p>UBI - should be introduced - half of the poverty threshold a month.</p> <p>Pensions - minimum pension should be half the minimum wage, it should be a state pension.</p> <p>Social benefits - unemployment benefit for 10 months, child benefit of €15 per each child. Benefits if you are ill or disabled and can't work.</p>
Neo-liberals - "Serious party"	<p>Minimum wage - should be set at €100, but tax cuts are preferred.</p> <p>Tax system - flat tax, should be as low as possible.</p> <p>Parental leave - 6 months, both parents can divide this time between themselves, 42,0% of average monthly salary is paid.</p> <p>UBI - It is supported, it will be 30€, it's possible to live on this money, right...?</p> <p>Pensions - retirement age should be increased, no minimum pension, as the UBI is planned to be implemented.</p> <p>Social benefits - disability and child benefits should be introduced - anything else is unnecessary.</p>

Centrists - "For the people"	Minimum wage - it should be set at €200. Radical changes will not bring anything good.
	Tax system - progressive tax is needed, but it should contribute to people in need and not harm rich people.
	Parental leave - 2 weeks paternal, 1 year maternal, 75% of average monthly wage is paid during this time.
	UBI - very beautiful idea, but, unfortunately, it's not the priority right now.
	Pensions - state pensions should be implemented, but workers have to save money in the private funds too.
	Social benefits - little bit of everything (group decides itself)
Nationalists - "Honourable Eastern Land League"	Minimum wage - €150 regular, there should be higher wages for parents from traditional families with children, not for the single ones, they don't contribute to the society.
	Tax system - tax cuts for people with children, flat tax is needed.
	Parental leave - only maternal leave, but highly funded, we need to make our precious nation bigger.
	UBI - we don't agree with the idea of UBI.
	Pensions - state pensions - minimum monthly pension has to be the same as the minimum wage.
	Social benefits - we need to grow our nation, so only for the third child, war veterans.
Right-wing libertarian - "Proud Liberty"	Minimum wage - people should be working harder in order to get a better wage. No need for setting a minimum wage.
	Tax system - we don't need income tax at all. People should be able to live off their salary, without the government stealing anything from them.
	Parental leave - no parental leave, people have to ensure their prosperity before getting children.
	UBI - IT'S A NONSENSE.
	Pensions - no state pensions - people have to save money and the children have to support their parents.
	Social benefits - free market will provide prosperity to the people, so that they don't have to get anything from the government.

After the groups read their role descriptions, tell them that they will have some time to prepare for the debates, read about their policies and prepare their arguments. Send them and give them time and while they are away from the main venue, prepare the room like this:

When the participants come back, tell each group where to sit. One moderator sits in the middle and another is standing/sitting near the board with the "TV voting" screen.



The moderator that is now TV host says:

"Welcome dear audience in the studio and those that are watching us on TV or our Website live, we are happy to have our very first political party debate after getting independence. We will have 6 rounds of discussions during this evening. I would like to invite the speakers for the first round – minimum wage on the stage. Each of you will have one minute to present your position, then each of you will have 15 second timeslot to ask a question to another person and they will have 45 seconds to reply to you." (these rules apply to each round)

Make sure to announce the discussion topic before each round.

When all the rounds finish, do short shaking off exercise to release the emotions and tell people to mix up when coming back to a big circle, so that they do not sit with people from the "same party".

Questions for debriefing:

1. Show us your mood after this session with your hands up/down in the air.
2. Was it easy or difficult to portray different parties?
3. What do you think were the criteria for the TV rating calculating?
4. What do you think about the argumentation styles? What was most efficient?
5. Can you connect your local context with these debates? Is it relat-

able?

6. Do you think you fully understand the social security and welfare now?

Program (Timeline):

[Use the following formatting:
hh.mm – hh.mm: [describe what is happening]]

00:00-00:30 Introduction, definitions and discussion

00:30-00:35 Energiser, division in groups, assigning parties and sequence

00:35-01:00 Preparations for the debates within the parties

01:00-01:45 Debates (you can always stretch this part and give more

opportunities

01:45-02:00 Debriefing

Materials needed and space required:
[Bullet list of materials here. Describe necessary space arrangement here. It's important to fill this in with great care so we can prepare room / materials we need]

All the party positions printed, 1 per each participant.

Space organised first in a circle, after as it is in Img 1.

Small hubs/corners for working.

Markers or other colorful items to differentiate the speakers.



