

# RESISTIRÉ Project

## RESponding to outbreakS through co-creaTive inclusive equality stRatEgies

PILOT PROJECT

# EMPLOYERS WHO CARE

Call for proposals

## Guidelines for Applicants



**Acknowledgement and Disclaimer**

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement no. 101015990.

## ABOUT RESISTIRÉ: Objectives and Conceptual Framework

RESISTIRÉ (Responding to outbreaks through co-creative inclusive equality strategies and collaboration) is a two-year project funded by EU Horizon 2020, designed to advance the understanding of gender and other inequalities caused by policy responses to the COVID-19 pandemic.

The objectives of RESISTIRÉ are:

- 1) To understand through qualitative and quantitative research the impact of policy responses to COVID-19 on behavioural, social and economic inequalities in the EU27, Serbia, Turkey and the UK
- 2) To develop and promote policy solutions that can be adopted by policy makers
- 3) To co-create innovative solutions that can be implemented by stakeholders and actors in different sectors to reduce inequalities.

These **Guidelines for Applicants** were conceived in the context of objective no 3.

The conceptual framework of RESISTIRÉ is informed by an **intersectionality** and **gender+** approach.

The term intersectionality describes how different inequality grounds, such as ethnicity, social class, age, gender, sexual orientation and other individual characteristics, intersect with each other and overlap<sup>1</sup>. The result of this interaction is the generation of new and different forms of inequalities<sup>2</sup>. Gender is probably the most universal inequality ground (women make up 51% of world's population)<sup>3</sup>. The gender+ approach focuses on how this specific inequality ground intersects with other inequalities<sup>4</sup>, recognising that women are not a homogeneous group and that "other axes of inequality always intersect gender"<sup>5</sup>.

After collecting and analysing policy responses and related data from a gender+ perspective (objective 1), the project worked to translate them into operational insights and co-created solutions, to mitigate the negative and unequal impacts of COVID-19 (objective 2).

This was accomplished through a co-creation phase consisting of an action-oriented analysis carried out by researchers and civil society stakeholders working together in **Open studios**. Open Studios are a technique developed to design policies and innovative solutions in a participatory way that

---

<sup>1</sup> CRENSHAW, Kimberly (1989) Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. University of Chicago Legal Forum 140: 139–67.

<sup>2</sup> VERLOO, M. (2013) Intersectional and cross-movement politics and policies Signs 38(4), 893–915.

<sup>3</sup>BUSTELO, Maria (2015) Evaluation from a gender+ perspective as a key element for (re)gendering the policymaking process. Journal of Women, Politics and Policy. Special issue in Policy Making.

<sup>4</sup> Ibidem.

<sup>5</sup> This inequality ground probably the most universal one (women make up 51% of world's population).

LOMBARDO, E., MEIER, P., & VERLOO, M. (2017) Policymaking from a gender+ equality perspective. Journal of Women, Politics & Policy, 38(1), 1-19.

brings together different expertise and participants' experience<sup>6</sup>. During Open Studios, participants analyse the current situation and depict possible improved scenarios, thereby co-creating 'better stories'. The 'better stories' identify how a given (negative) social situation can be improved. They serve to inspire and form the basis for the development of more concrete actions, such as pilot projects.

## RESISTIRÉ OPEN CALLS FOR PILOT PROJECTS

The innovative solutions identified in Open studios have been transformed into a series of **pilot project concepts**, valued as potentially effective in reducing gender+ inequalities in specific domains. In addition, these projects are thought to strengthen small-scale resilience in response to current and future pandemics.

RESISTIRÉ intends to apply and develop these pilot projects by involving civil society organizations, through the launch of a series of calls for proposals (objective 3). Organisations selected under these calls will be asked to use the allocated funding to contribute their expertise and demonstrate the effectiveness of the developed innovative solutions.

In this regard, these Guidelines for Applicants detail information on the pilot project entitled **EMPLOYERS WHO CARE**. The Guidelines also provide directions on how to structure and submit an application, information on eligibility and evaluation criteria.

## TECHNICAL SPECIFICATIONS

### Background

The COVID-19 crisis has emphasized the importance of care work in all its shapes, urging the need to improve working conditions, tackle precariousness and recognise decent salaries. However, the attention has mostly focused on institutionalised healthcare workers (healthcare professionals in hospitals and residences), neglecting once again the working conditions of the most marginalised and vulnerable care workers, those working in private households. This group has also been at the frontline and suffered extremely the consequences of the pandemic.

A great proportion of domestic workers (employed in tasks such as cleaning the house, cooking, taking care of children, elderly or sick members of a family) in Europe are women of migrant origin, sometimes with no regular residence permit and/or with no regular contract. Even in situations of regular contract, working conditions are often precarious, with regulations that allow insufficient or low protection. Following the pandemic outbreak, many domestic workers lost their

---

<sup>6</sup> BOYER B., COOK J., STEINBERG M. (2011) In Studio: Recipes for Systemic Change, Helsinki Design Lab

employment, had no access to unemployment benefits, or were trapped into the employer's house (live-in domestic workers), even exposed to aggressions and violence. In some cases, live-in domestic workers who lost their jobs ended up in the street.

In this context, many actors are involved in the transformation of the homecare sector, such as public administrations, civil society organisations, unions and domestic workers themselves. An increasing number of domestic workers have organised among themselves, establishing associations and unions to campaign for their rights across Europe and to build support networks. Likewise, many organisations across Europe have launched initiatives that focus on empowering and offering training to migrant women, sometimes targeting domestic workers specifically. In some cases, municipalities have even set up offices that provide information and support related to domestic work.

While much still needs to be done to reach and support domestic workers, there is also the need and the opportunity to reach the employers (both individuals and families) as the other party in the employment relationship. Employers are regarded in this pilot project as key actors for a sustainable change in the homecare sector. Their involvement is fundamental to improve the working conditions as well as to contribute to the recognition of care work as valuable.

The ultimate goal of this pilot action is the improvement of working conditions, understood not only as compliance with the minimum legal requirements but also as fostering a better working environment, based on mutual understanding, equality and fairness.

Domestic workers, mostly migrant women nowadays, are the ultimate beneficiaries of this pilot action. By involving them, their voices will also be strengthened. Employers would benefit from this project both in terms of having more satisfied employees and more stable and lasting employment relationships and in terms of contributing to the creation of more just employment relationships.

## Description of the pilot project

### Objective(s) of the pilot project

The overall objective of this pilot project is to contribute to the positive transformation of the homecare sector and the working conditions of domestic workers by mobilising “committed” employers as key actors of change and as allies of domestic workers.

More specifically, the pilot project has four main specific objectives:

1. To **mobilise employers** of domestic workers (individuals and/or families) as actors for change;
2. To **raise awareness** among employers of the rights, circumstances and needs of domestic workers and of the importance of acting as allies;
3. To **promote alliances** among grassroots organisations and to **strengthen the voices** of migrant women domestic workers;
4. To **disseminate** the process and outcomes to raise awareness among the general public and other employers.

## Description of the pilot project, including suggested approach

The core idea of this pilot project is to focus on employers as actors of change and allies of domestic workers, in the process of recognising domestic work as a valuable, essential occupation that needs adequate recognition and substantive improvements. To this end, this pilot project seeks to gather those committed employers that could participate in the change, by enhancing their sense of social responsibility and sensitivity towards domestic work. This pilot project seeks to build on that sense of solidarity that emerged during the pandemic and consolidate it as a factor of change and social cohesion.

This call is issued to non-governmental organisations and/or associations that engage with networks of domestic workers and networks of employers. Within the RESISTIRÉ project, we recognise that the voices and agency of domestic workers (individually and collectively) remain at the core of this social struggle and should gain visibility. For this reason, the whole process of design and implementation of awareness-raising activities should be based on a bottom-up approach. In this sense, the ability to connect and involve different representatives and stakeholders will be key.

The expected tasks are the following (organised by objective):

1. To develop a **network of private employers** (individuals and/or families) who support change and are willing to create synergies:
  - a. To **identify and involve** a number of employers that are willing to participate in the activities. The employers will generally be reached using the network of the implementing organisation.
  - b. To **set up a platform** (e.g., Facebook group, Telegram or WhatsApp group) or an equivalent way to channel the communication, information and discussion among the employers. The platform could be used to share reflections, ask questions and expose difficulties that could be addressed through the project.
2. To **design and implement** activities among the network of employers:
  - a. To develop and implement a **programme** of activities to raise awareness on areas such as:
    - i. rights and obligations related to employment relationship beyond the often inadequate or discriminatory legal framework already in place;
    - ii. strategies to develop more equal and fair labour relationships, based on empathy and solidarity;
    - iii. understand the needs and difficulties that domestic workers face due to overlapping inequalities;
    - iv. debunk harmful stereotypes based on gender and race/migration, among others.
  - b. To develop and implement activities to **explore better stories/promising practices** from employers. These would include ways to support domestic workers, ways to improve the working conditions, in the broad sense, of domestic workers, and

strategies and possible actions to act as allies.

Activities implemented within this programme should incorporate a gender sensitive and intersectional approach. They should be carried out through methodologies and techniques that foster participation, inclusion and that are set up in a safe environment, accessible to all as much as possible. Additionally, they could explore the possibility of using artistic means (theatre, poetry, role play, etc.) to convey empathy and generate knowledge.

3. To set up a **team of facilitators** to carry out the activities:

- a. To **map** the different stakeholders at the local and/or regional level, mainly grassroots organisations (e.g., women's networks and associations focusing on migrants' rights) with first-hand experience with the homecare sector and its challenges, as well as existing networks of employers.
- b. To **involve** some of the organisations and actors as facilitators of the activities. The composition of the team would ensure strengthening the alliances between social partners and foster a sustainable impact for the pilot. Care workers should be actively involved in the activities, by sharing their experiences. This would contribute to increasing their voices and recognising their agency.

4. To carry out **dissemination and awareness raising actions** towards society in general:

A set of dissemination and awareness-raising actions targeting society at large should be conducted through different channels, involving as many and as various stakeholders as possible, such as different members of civil society and public authorities at the local or regional level. Expected actions would be, among other, a campaign on social media and an event to present the outcomes of the project. The aim of such actions would be twofold: on the one hand, to raise awareness among society at large and different stakeholders of the importance of the issue; on the other, to make the outcomes available and known to other employers and potential employers.

Dissemination and awareness actions will be created by the selected candidate by leveraging their network and channels. They will be shared with RESISTIRÉ's social media accounts. The content will include full acknowledgement of the RESISTIRÉ project and link to the outputs on the RESISTIRÉ website.

### Required outcomes

1. A **network of employers** set up through social media/website/other, which is sustainable through time (15-20 participants).
- 2.1. A set of **activities** to raise-awareness have been carried out with employers, to equip them with knowledge and tools on how to contribute to change.
- 2.2. A set of **good practices** for developing more ethical working relationships in the private care sector is developed and shared with other potential employers and employer organisations, and to raise awareness among society.

3. **Dialogue and exchange** among the different actors (e.g., employers' network and organisations, associations and representatives of domestic care workers) has been fostered through the activities implemented, and **empowerment** of domestic workers has increased through their involvement in the activities facilitated.

4. **Increased social awareness** on the inequalities faced by domestic workers among society, as well as on ways to act as an ally following a set of best practices, among employers and potential employers. Social media activity and events have been organised to raise awareness and attract potential participants and future agents of change.

### Territorial scope

Due to the limited timeframe and budget allocated to this action, the pilot project should be implemented at the **local or regional level in one of the eligible countries** (EU27+ UK, Serbia, Iceland, and Turkey).

### Timeframe of the project

The pilot project should start in March 2022 and the foreseen end is October 2022. An example of a general work schedule for the implementation of the project could be organised as follows:

#### Months 1 to 3 / March, April, and May

- Reach employers and involve them in a network
- Build or further alliances with different organisations and stakeholders
- Design a programme of activities
- Set up a team of facilitators
- Campaign and dissemination activities

#### Months 4 to 7 / June, July, August and September

- Implement the activities with the employers
- Continuously update the campaign and dissemination activities
- Monitor activities internally

#### Months 8 / October

- Final reporting

Applicant organisations will be asked to provide a detailed work schedule of activities.

### Risks and how to mitigate them

Alongside the risks listed below, the selected organisation can identify and point to others during the course of the project, and provide relevant mitigation strategies where capable.

#### Risks:

1. Risk of not reaching the target (employers). To mitigate this, the applicant is expected to have a solid network of contacts and to be embedded in the local community. Reaching out to potential members of the network will be facilitated by this.
2. Risk of not establishing a constructive dialogue and on equal footing in the activities with employers, facilitated by organisations or representatives of domestic care workers. In particular, it is important to be aware of potential conflicts of interest between employers and domestic care workers. In this sense, specific care will need to be taken in the activities proposed to ensure a safe and inclusive environment for all participants. Stress will be put on potential room for improvement of the working conditions, in a constructive manner. In order to remove potential barriers to interactions between peers, it is not expected that employers and their direct employees participate in this dialogue together.
3. Short timeframe to implement the action (6 months). The number of tasks is clearly identified, to facilitate their completion in time.

## WHO CAN APPLY AND WHAT EXPERTISE IS REQUIRED

Eligible applicants are non-governmental organisations, associations from civil society and municipalities involved in the field of work and labour, migrant-related rights, gender and women's rights, and human rights, as well as employers' organisations, as long as they team up with domestic workers' groups.

They are expected to have collaborations established with other entities that might contribute to develop the project and/or facilitate contacts with the target groups, both domestic care, migrant women workers, and employers.

Due to the limited time frame to implement the project, the public sector may not be the most suited candidate. Nevertheless, we encourage proposals that seek or have established collaborations with public entities.

Under this call, applicants are required to have documented and proven experience in the following areas:

- documented experience and knowledge in the relevant fields (see above);
- established network and collaboration with local associations and grassroots organisations;
- project development in all its components (budgeting, planning, implementation, reporting).
- good command of English to communicate with RESISTIRÉ Consortium members and facilitate monitoring and evaluation.

The following will be an asset:

- experience in European projects;
- membership in European or international networks that might reproduce the pilot in the future.



## HOW TO APPLY

To apply for this call, organisations are invited to use the Application Form for Technical Proposals available on the RESISTIRÉ website.

Applications should be submitted no later than the 31st of January 2021 at 12PM.

Applications must be submitted in English.

## EVALUATION PROCESS

Financial support will be awarded to successful applicants following an open and transparent selection process based on the assessment by a panel of researchers and experts from the RESISTIRÉ consortium.

The basic guarantees of transparency are in the application of the following:

- Publicly disclosed selection criteria for applications
- A documented process of selection through equitable, written assessment of applications against the relevant selection criteria, with reasons provided for decisions to assign funds or not to assign them.

The main evaluation criteria will be related to

- a. Alignment with the RESISTIRÉ objectives and conceptual framework
- b. Alignment with the pilot project objectives
- c. Conformity with the expected outcomes
- d. Description of the pilot project innovation
- e. Scalability and replicability
- f. Justification of the proposed budget
- g. Previous experience of the applicant

For each evaluation criterion, a score from 1 to 5 will be given, except for a) and g), where the score will range from 1 to 10. Following these criteria, the maximum score that can be awarded to proposals will be 45. Proposals scoring below 20 will not be considered eligible for funding.

The three organisations obtaining the highest score will be entered in a shortlist and admitted to the next selection phase. The communication to the shortlisted organisations will be given by email. In case one or more applicants withdraw, those with the higher scores immediately following them will enter the shortlist.

Ultimately, the final selection of one or possibly two successful applicants for the pilot project will be based on written documents, and also complemented by an online Questions & Answer (Q&A) session between the candidates and the RESISTIRÉ jury panel.

## EXTERNAL MONITORING PROCESS

Throughout the project implementation, the candidate will be asked to participate in periodic meetings for the monitoring and evaluation process (to be communicated afterwards).

## BUDGET AVAILABLE AND FINANCIAL CONDITIONS

### Budget available

The total maximum available grant for the project will be 40,000 euros. Project budgets are expected to range between 20,000 and 40,000 euros.

### Financial Conditions

Funding is provided exclusively to meet the costs incurred by the specific project and may not be used to meet costs on another separate project or activity. Any commitment incurred before the grant starting date or any commitment in excess of the amount awarded, is the responsibility of the applicant.

**The maximum grant amount set out in the agreed final budget can NOT be exceeded.** The maximum grant amount of the application is calculated on the estimated and justified eligible costs submitted by the applicants to implement the pilot project. Only justified eligible costs may be used to determine the maximum grant amount.

Payment will be limited to the actual costs within the maximum grant amount set out in the agreed final budget. All costs associated with the project must be itemised and fully justified in the appropriate section F. of the Application Form. ESF, on behalf of the RESISTIRÉ project, reserves the right to examine, in detail, all items of expenditure charged to an award.

The main categories of costs which can be funded by this grant are indicated in Annex 1.

All costs should be included in EUROS (€).

### Payment Conditions

The contract will be a lump sum one. The Grant Agreement will be signed with one organisation only, who will exclusively receive payments, according to the following schedule:

- 33% upon signing of the Grant Agreement
- 34% upon submission of the programme
- 33% upon approval of the final report

## TIMEFRAME OF THE CALL

The timing of the present call for proposals is summarised in the following timetable.

Launch of the call	15 <sup>th</sup> of December 2021
Deadline for applications	31 <sup>st</sup> of January 2022
Selection of a shortlist of applicants	From 1 <sup>st</sup> to the 14 <sup>th</sup> of January 2022
Communication to the shortlisted applicants	14 <sup>th</sup> of February 2022
Online Question and Answer session	17 <sup>th</sup> and 18 <sup>th</sup> of February 2022
Notification to awarded applicants	21 <sup>st</sup> of February 2022
Signature of the Grant Agreement	25 <sup>th</sup> of February 2022
Start date of the Pilot Project	1 <sup>st</sup> of March 2022

## SUPPORT FOR APPLICANTS

The RESISTIRÉ consortium maintains a frequently asked questions (FAQs) section available on the project website: <https://resistire-project.eu/pilots-faq/>. It will be updated on a week basis through the duration of the call. The answers that you cannot find in the FAQs section can be submitted by contacting [aglietti@knowledge-innovation-org](mailto:aglietti@knowledge-innovation-org), [marina.cacace@knowledge-innovation.org](mailto:marina.cacace@knowledge-innovation.org).

## AWARDING ORGANISATION

### Administrative duties

The administrative tasks for the selected applicant, including activity reporting and related documents will be provided during the negotiation and contracting phase.

The selected applicant will be requested to sign a Grant Agreement, after providing appropriate documentation to prove the following:

- Legal existence: Deed or Articles of Association (corporate statutes)
- Legal representative: Copy of Power of attorney document (if applicable), National Identity Card
- Tax Agency Documentation to evidence the fulfilment of tax obligations
- Certificate of up-to-date Social Security payments to evidence the fulfilment of obligations
- Financial statements: P&L, Balance sheets (from the previous year). In the case that it is the first year of activity, it will not be asked any further information
- Bank Account information: IBAN & SWIFT code (if applicable).

## Obligations of beneficiaries

Successful applicants formally accept the following conditions in case of being awarded as the beneficiary of the present call:

- Beneficiaries accept their responsibility for the accuracy and veracity of data and documents submitted for proving the fulfilment of the eligibility criteria when submitting their applications
- Beneficiaries will provide documentary evidence proving the provision of services
- Beneficiaries are obliged to store the documents for external audit purposes until January 2026 either on paper or electronic version
- Beneficiaries will make references to public funding from the EU, including suitable logos, and EU flag
- Beneficiaries will include references to the RESISTIRÉ project and specifically show that funding is 100% under European Union's Horizon 2020 Research and Innovation Programme - Grant Agreement No. 101015990
- Beneficiaries will cooperate with and participate in monitoring and evaluation activities on the implemented pilot action that will be carried out by the RESISTIRÉ project team.

If negotiation with the first applicant of the list eventually fails, negotiation will be initiated with the subsequent applicant(s).

After the contract has been signed, a kick-off meeting with the beneficiary organisation will be scheduled to define the detailed planning and work plan of the pilot project implementation, as well as obligations connected to monitoring and evaluation from the RESISTIRÉ project.

## ANNEX 1

### FUNDED COST CATEGORIES

#### 1) Directly Incurred Costs

‘Eligible costs’ are costs that meet the following criteria:

(i) for actual costs:

1. they must be actually incurred by the applicant or their partner organisations;
2. they must be incurred during the pilot project period,
3. they must be incurred in connection with the selected project and necessary for its implementation;
4. they must be identifiable and verifiable, in particular recorded in the applicants' accounts in accordance with the accounting standards applicable in the country where the project is implemented and with the applicants usual cost accounting practices;
5. they must comply with the applicable national law on taxes, labour and social security, and
6. they must be reasonable, justified and must comply with the principle of sound financial management, in particular regarding economy and efficiency.

(ii) for unit costs:

1. they must be calculated in consistency with the applicants' usual practice, by dividing the full annual cost by the total number of productive units and
2. the number of actual units must comply with the following conditions:
  - a. the units must be actually used or produced during the project period;
  - b. the units must be necessary for implementing the action or produced by it; and
  - c. the number of units must be identifiable and verifiable, in particular supported by records and documentation.

#### Direct Personnel costs

Payroll costs for staff, full or part-time, who will work on the project during the life of the project e.g. employees in local organisations, and/or individuals, and/or other actors in charge of the programme implementation.

In particular this includes:

- costs for employees (or equivalent)
- costs for individuals working under a direct contract
- costs for beneficiaries that are individuals without salary.

Personnel costs are eligible, if they are related to personnel working for the beneficiary under an employment contract or equivalent appointing act, and assigned to the action. Their cost is limited to the share of their time spent on the project.

Exceptional payroll items such bonus, gift vouchers etc. are not eligible.

### Travel and subsistence

Funds for travel and subsistence are not eligible.

### Consumables

The inclusion of consumables is permissible if proportionate to the workplan and is justified as providing clear benefit to the project (e.g., public awareness campaigns)

### **2) Indirect Costs**

Indirect costs are not allowable costs.

Indirect costs are described as non-specific costs, such as overheads.

### **3) Other costs**

Direct costs of subcontracting (including related duties, taxes and charges such as non-deductible value added tax (VAT) paid by the beneficiary) are deemed to be eligible.