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| CRPD Draft General Comment on art. 27 | Berlin | 06.12.2021 |

**Opinion on draft Article 27 on the rights of people with disabilities to work and employment**

Who we are - Starke, Frauen, machen. e.V.:

Starke .Frauen.Machen. e.V. - Federal Network of Women's Representatives in Institutions is an association of women's representatives and their deputies from all over Germany.

One result of the study "Living situation and stress situations of women with disabilities", which the (BMFSFJ )= Federal Ministry for Family, Seniors, Women and Youth commissioned, was the implementation of women's representatives in the workshops and anchoring them in the workshops participation law.

The establishment of this interest representation has been legally mandatory for the workshops since 2017.

The UN Committee on Labor calls for the continued creation of work and employment opportunities that are in accordance with human rights.

This demand will affect the future of workshops for disabled people.

The women on the board of Starke.Frauen.Machen e.V. give their opinion on selected questions:

* How do women with disabilities rate their opportunities to participate in the 1st labor market?

Bad to very bad, as there are mainly internship offers, which unfortunately lead to in- company jobs too rarely and only in individual cases to employment subject to social insurance.

There is little information and education about practical implementation options.

The situation is even worse in rural areas. There aren't that many companies and it is time-consuming to navigate.

The educational work and the exchange between workshops and employers is not good.

There is a lack of training and communication.

Women with severe multiple disabilities need 1: 1 care. It's hard to imagine that this is feasible. Ultimately, this probably means that they no longer have any part in working life.

* How do you think women assess their opportunities to participate in a workshop?

Mostly positive because they feel safe and comfortable. There are differentiated offers. There is support for the selection. There is time. Attention is paid to the women. You will not be overlooked.

There are support options for women that are not available in this form on the first labor market. You don't feel under pressure to perform.

The women assume that they will be affected by unemployment significantly more frequently when they cut workshop positions.

* How do women experience working in a workshop in terms of their pay?

The wages are too low for the work, as the women often have extra stress due to their illness. Personally, you cannot help the fact that your performance is restricted. Many women are not entitled to care or support. For example, this is often not the case with psychological impairments.

It is unfair pay with regard to pay in the 1st labor market.

There is also an injustice within a workshop. Everyone gets almost the same amount of money, even though they make different contributions.

If someone works harder and tries harder, the increased amount is largely deducted from the basic security, for example.

The money from the workshop is not enough to support himself. As a result, there is still a relationship of dependency to the office.

The development of a new, fairer pay system can help achieve the goal of the UN CRPD, which is to enable people with disabilities to earn a living through work. - Without losing existing legal claims, for example in pension law or services.

* Are women protected from harassment and discrimination and / or violence?

In contrast to the 1st labor market, women feel better protected.

They feel more secure within the workshops because they see themselves in a certain way as equals and develop togetherness.