



3 Kitchens

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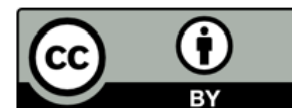
Employability Programme - Food Industry Skills

M2.5 Overcoming Sexism

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Understanding sexism in the kitchen

Understanding sexism in the kitchen

In this sensitive module, we will explore what sexism looks like in the kitchen, provide practical examples, and offer strategies to handle these situations effectively.

Sexism in the culinary industry can manifest in various and insidious ways. The aim of this module is to help you recognize these behaviours and address them.

We will also cover the legal framework in place to protect you. Each section includes a quiz to test your knowledge,



Understanding sexism in the Kitchen

Unequal treatment

01

Women may be given less important tasks or fewer opportunities to advance compared to their male colleagues.

For instance, while men might be assigned to the grill or sauté stations, women may be relegated to the salad station, which may be perceived as less prestigious or challenging.

Understanding sexism in the Kitchen

Unequal treatment

01

How to face it :

By promoting yourself:

If you are given less challenging tasks compared to your male colleagues, you need to speak up.

Politely ask your supervisor for more responsibilities and explain how you can handle them.

You could say, "I've noticed that I've been working on the salad station for a while. I'm confident in my skills and would love the opportunity to work on the grill station."

Understanding sexism in the Kitchen

Inappropriate comments

02

Comments about a woman's appearance or abilities based on gender are unfortunately common.

For example, a male chef might tell you, "Are you sure you can handle that? It's pretty heavy for a girl," implying that women are not strong enough for certain tasks.

Understanding sexism in the Kitchen

Inappropriate comments

02

How to face it :

- Addressing the comment:

If someone makes this kind of comment, you can respond by saying, "That comment is not appropriate and makes me uncomfortable. Please stop."

Another one, if a colleague says, "You're pretty good for a girl," you could respond, "I'd prefer if you judged my work based on its quality, not my gender."

Understanding sexism in the Kitchen

Exclusion

03

Being left out of team meetings or networking social events can impact a woman's career.

It seems small but after-work drinks or social events are crucial to develop your network and get to know your colleagues better. But perhaps this is not part of your culture. If this applies

How to face it :

Express your desire to be included to your supervisor or HR, by putting spotlight on how your participation is beneficial for the team. You might say, "I think my input could be valuable. Can we ensure I'm included in future discussions?"

Quiz : Understanding sexism in the kitchen



Question 1:

What is an example of unequal treatment in the kitchen?

- a) Women being given fewer opportunities to advance
- b) Equal task distribution among all staff
- c) Men receiving less important tasks



Answer to Question 1:

What is an example of unequal treatment in the kitchen?

Answer: a) Women being given fewer opportunities to advance



Question 2:

Inappropriate comment

How might you respond to an inappropriate comment?

- a) Stay silent and ignore it
- b) Politely ask them to stop the inappropriate comment
- c) Make a similar inappropriate comment back



Answer to Question 2: Inappropriate comment

Answer: b) Politely ask them to stop the inappropriate comment



Question 3: Exclusion

What should you do if you are excluded from important meetings?

- a) Complain to your colleagues
- b) Speak to your supervisor about being included
- c) Stop attending meetings altogether



Answer to Question 3: Exclusion

Answer: b) Speak to your supervisor about being included



Your rights to address sexism in the workplace

Your rights to address sexism in the workplace



Across EU countries, there are laws and regulations in place to protect you from sexism and discrimination in the workplace.

Find in the next slides, examples of laws and directive created to protect you.

This legal framework serves as a shield, empowering you to advocate for yourself and others in the culinary industry.

Your rights to address sexism in the workplace

The Gender Equality Directive [The Gender Equality Directive](#)

The Gender Equality Directive (2006/54/EC) ensures that men and women are treated equally at work, including in job opportunities, promotions, and working conditions. It stops any unfair treatment based on sex, especially concerning pay.

By knowing this directive, you can recognize if you are being treated unfairly compared to male coworkers. It empowers you to challenge unfair practices and seek justice for any gender-based inequality at work.

Your rights to address sexism in the workplace

The Victims' Rights Directive

[The Victims' Rights Directive](#) (2012/29/EU) sets rules to support and protect victims of crime, ensuring they are treated with respect. This includes victims of gender-based violence and harassment at work.

If you have faced sexism or harassment in the culinary industry, this directive helps you get the proper support and protection. It also ensures you can access justice and gives guidelines for employers on handling such issues.

Your rights to address sexism in the workplace

The Work-Life Balance Directive

The Work-Life Balance Directive (2019/1158) aims to improve access to family leave and flexible work arrangements. It recognizes the challenges faced by working parents and caregivers, promoting equal opportunities and treatment in the job market.

This directive helps you, especially if you juggle multiple roles. It supports your right to request flexible work schedules and take family-related leave without the fear of discrimination or losing your job.

Your rights to face sexism in the workplace

Harassment Policies

Your employer should have policies that protect you from harassment. These policies should clearly define what constitutes harassment and outline the steps to report it.

Familiarize yourself with your workplace's policies on discrimination and harassment.

- Ask employer/HR for a copy of the employee handbook

Your rights to face sexism in the workplace

Reporting Mechanisms

Keep a record of incidents, including dates, times, and details of what happened. This can be crucial if you need to provide evidence to support your claims.

There should be a clear process for reporting incidents of discrimination or harassment. This might include contacting your employer, speaking to a designated compliance officer and filling out a report form.

If you experience or witness sexism, report it to your employer/HR department or a trusted supervisor. Be clear about what happened and provide as many details as possible.

QUIZ

Multiple Choice Questions

1 . What is the Gender Equality Directive (2006/54/EC) focused on?

- a) Ensuring equal treatment of men and women at work
- b) Protecting against workplace violence
- c) Providing maternity leave
- d) Promoting flexible work arrangements



Multiple Choice Answer

1 . What is the Gender Equality Directive (2006/54/EC) focused on?

Answer: a) Ensuring equal treatment of men and women at work



Multiple Choice Questions

2. What does the Victims' Rights Directive (2012/29/EU) ensure?

- a) Access to justice and support for victims of crime
- b) Equal pay for equal work
- c) Gender equality in promotions
- d) Availability of family-related leave



Multiple Choice Answer

2. What does the Victims' Rights Directive (2012/29/EU) ensure?

Answer: a) Access to justice and support for victims of crime



Multiple Choice Questions

3. What is the purpose of the Work-Life Balance Directive (2019/1158)?

- a) To stop gender-based violence
- b) To improve access to family leave and flexible work arrangements
- c) To ensure equal pay
- d) To provide training programs



Multiple Choice Answer

3. What is the purpose of the Work-Life Balance Directive (2019/1158)?

Answer: b) To improve access to family leave and flexible work arrangements



Multiple Choice Questions

4. Which of the following is a step you should take if you experience discrimination or harassment at work?

- a) Ignore the incident
- b) Report it to your HR department or a trusted supervisor
- c) Complain to colleagues
- d) Quit your job



Multiple Choice Answer

4. Which of the following is a step you should take if you experience discrimination or harassment at work?

Answer: b) Report it to your HR department or a trusted supervisor



Multiple Choice Questions

5. Why is it important to keep a record of incidents of discrimination or harassment?

- a) To inform your colleagues
- b) To provide evidence to support your claims
- c) To write a blog post
- d) To file a lawsuit



Multiple Choice Answer

5. Why is it important to keep a record of incidents of discrimination or harassment?

Answer: b) To provide evidence to support your claims



03 Support networks



Support networks

Being part of networks can help you to remember that you are not alone and that there are resources available to support you. Indeed, you can contact local and online organizations and people outside your workplace to have an outside perspective.

You can join networks such as European Network of Migrant Women (ENoMW) to strengthen your rights. This network aims to empower you through advocacy, networking, and capacity-building. Click and take a look at **ENoMW's website**.

If you need support services, such as a helpline, counselling, and legal assistance, you can contact the network Women Against Violence Europe (WAVE). **WAVE Network Website**

Support networks

In addition, find below a list of networks you can contact,

- **France**

Fédération Nationale Solidarité Femmes (FNSF): This organization coordinates a network of shelters and support services for women victims of violence. [Visit FNSF](#)

- **Netherlands**

Mama Cash: Provides funding and support to feminist and women's rights groups working on issues such as gender-based violence and discrimination. [Visit Mama Cash](#)

Support networks

Sweden

- **Swedish Gender Equality Agency:** Promotes gender equality in all areas of society and ensures that a gender equality perspective is brought into policymaking. [Gender Equality Agency Website](#)

Ireland

- **National Women's Council of Ireland (NWC):** Conducts campaigns to raise awareness and combat sexism, including targeted sexist and racist attacks on women in public life. [NWC Website](#)
- **Immigrant Council of Ireland:** Provides legal services and leads integration and policy campaigns benefiting trafficked migrant women, including those exploited in the sex industry or through forced marriages. [Immigrant Council of Ireland Website](#)



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