

ESREA Active Democratic Citizenship and
Adult Learning Research Network
Institute for Pedagogy and Andragogy,
Faculty of Philosophy, University of Belgrade

MOVEMENTS FOR DEMOCRACY, CRITICAL LEARNING AND THE LIMITS OF WHAT WE KNOW

Book of Abstracts



Belgrade, 2023

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**PAPER
PRESENTATIONS**

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Education: A Path to Emerge from the Shadows of Invisible and Unpaid Labor

In the context of constant re-examination of democracy in society, we consider the issue of visibility of the unenviable position and value of certain categories of employees to be important, which calls for responsibility and active engagement of labor organizations, local communities, legislation, and society as a whole. To get out of the shadow of this important issue, we see education as a light that, to begin with, can point out facts that have been “invisible” until now and illuminate and show the way to solving this problem in the future.

The goal of this empirical research is to examine the capacities of education in overcoming the practice of “invisible” and unpaid work of employees. We analyze the phenomenon of “invisible” and unpaid labor through two contexts, global and work. In the global context, by this phenomenon, we imply the general situation in the labor market where non-standard, more flexible forms of employment are increasingly prevalent, the occurrence of “informal work”, the category of “invisible workers”, as well as the phenomenon of precarious work, the main characteristic of which is the insecure and uncertain position of temporary workers, limited access, and inadequate coverage of legal, social, and health protection systems. In the work context, by “invisible” and unpaid work we assume everyday work tasks and activities that employees perform, which are “hidden”, overtime, unrecognized, and unpaid. Certain categories of employees are particularly affected by this situation.

We conducted the research on a sample of 428 employed respondents in the territory of Belgrade in the second half of 2020 and the first half of 2021, during the COVID-19 pandemic. As an instrument, we used a questionnaire with assessment scales, which was constructed by the researchers. The results of the research provide answers to several questions: to what extent do the respondents estimate that they do “invisible” and

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unpaid work; what are the capacities of education in overcoming this kind of problem, according to their assessment; whether, in relation to the assessment of the degree of expression of “invisible” and unpaid work, the respondents participated in the educational activity “Familiarity with the ethical code of the organization and sanctions in case of its violation”.

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