SESSION 2

NUMBER OF THE SESSION	2
NAME OF THE SESSION	**Men's issues in gender equality**
PRESENTATION	This second session of the training will be based on men's issues in gender equality through identifying non-traditional career choices for men, exploring different scenarios in which gender equality occurs, suggesting solutions for these issues with special emphasis on men and real-life examples of male inequality in different European countries.
TOTAL DURATION OF THE SESSION	2 hours
OBJECTIVES OF THE SESSION	The objectives of the session and planned activities are to: ● raise awareness about the perception of the society on the "non-traditional" career choices for men ● raise awareness about the discrimination of men ● learn about different gender equality experiences ● share and exchange opinion on how to support men in gender equality ● learn about different real-life cases on the discrimination of men in different European countries ● share personal experiences on the discrimination of men as well as the perspective on male equality in their countries

TIME	**DESCRIPTION OF THE ACTIVITIES**	**LOGISTIC AND MATERIALS**
10 minutes	**ICEBREAKER ACTIVITY 1** List of professions - the participants choose the "non-traditional" career choices for men. The trainer divides the participants into pairs. Each pair is given a list of most common professions and asked to circle the "non-traditional" career choices for men (e.g.nurse, elementary teacher, kindergarten teacher, baby-sitter) i.e. the career choices that would be perceived weird or unusual in their country.	PowerPoint Slides:1-4 Handout 1 - Career Choices

	The participants are given 5 minutes to circle the women-related professions and discuss their choices. The trainer asks each pair to present their ideas which is followed by questions to facilitate discussion: *Have you expected the same/different results? Do you agree that some professions are mostly male-dominant while others are female-dominant? What is the underlying cause - the opinion of the society or different set of skills? How many men of these professions have you encountered?*	
45 minutes	**GENDER (IN)EQUALITY SCENARIOS: ISSUES AND SOLUTIONS: ACTIVITY 2** Before the training, the trainer prepares the cards for the participants by cutting apart Handout 2 so that each scenario is on a separate card. For this activity, the participants are divided into groups of three or more. Each group is given a different scenario describing a real-life situation where gender inequality occurs with specific emphasis on men: *a) A male teacher in elementary school/kindergarten* *b) A teenager wanting to study to become a male nurse* *c) A man as a victim of domestic abuse* *d) A man as a victim of harassment at work* *e) A man expressing his emotions* *f) A man asking for flexible working hours because he's taking care of his children* The participants review the given scenario and discuss the questions: *How does the man behave in this specific situation? How does society perceive him? Why is he having difficulties? What advice would you give to him? What can we do to influence changes in the society / workplace?* This activity is aimed to encourage discussion following these questions: *Are men victims of gender discrimination? What role can men have in achieving gender equality? How can we support men to gender equality?*	PowerPoint Slides: 4 - 6 Handout 2 - Scenario cards (to be prepared before the session)
25 minutes	**DISCRIMINATION OF MEN AT WORK: ACTIVITY 3** Before the training, the trainer prepares the cards for the participants by cutting apart Handout 3 so that each example of discrimination of men in different countries is on a separate card. For this activity, the participants are asked to list possible disadvantages that men face at work (e.g. in the recruitment process, dress code, flexible working hours, parental leave etc.) and put them in order of relevance or importance. The participants then present their suggestions.	PowerPoint Slides:7 - 8 Handout 3 - examples of discrimination of men in different countries

	The trainer then divides the participants into groups and gives them handouts with examples of discrimination in different European countries and how those countries solved the problems. There are eight cases involving different European countries and one is given to each group. The participants are asked to think and discuss the following questions: ● *What is your opinion about the outcome of the court's decision?* ● *Has the similar situation ever happened to you, your friends or acquaintances?* ● *What would happen if the same situation took place in your country?*	
10 minutes	**EVALUATION ACTIVITY** The trainer wraps up the session and asks participants to list 3 key words about what they have learned during the session and then to share them with the other participants explaining why they found these 3 key lessons learned important. A group discussion takes place.	

TIPS AND RECOMMENDATIONS
Recommendations for the trainers How to address sensitive topics? ● Set clear objectives (the discussion will allow the participants to develop fair-mindedness and sensitivity to opposing points of view) ● Set clear rules (e.g. listen respectfully, respect others' views, criticize ideas not people, avoid inflammatory language) ● Facilitate civil discussion (if necessary, step in to remind the participants to respect the rights of others to have their own opinion; correct misinformation; make sure the participants do not feel personally attacked by emphasising the focus on ideas not the people who share those ideas ● Deal with high emotions: be ready for some participants to become emotional or angry. Don't gloss over such situations. Instead, stay cool headed and try to turn the situation into a learning experience. ● As a trainer, you should have a super partes role, without showing judgement. Make people think out of schemes without being victims of stereotypes or prejudices.

HANDOUT 1: CAREER CHOICES

Accountant
Actor
Astronomer
Author
Baby-sitter
Baker
Bus driver
Cleaner
Elementary school teacher
Florist
Kindergarten teacher
Librarian
Model
Newsreader
Nurse
Photographer
Secretary
Shop assistant
Translator

HANDOUT 2: SCENARIO CARDS - DISCRIMINATION OF MEN IN DIFFERENT EUROPEAN COUNTRIES

You are one of only two males working at an elementary school, the rest of the staff are female. You try to avoid the teacher's lounge when you are by yourself because sometimes the conversation that the females are having can embarrass you. But today you need to use the copy machine. Sure enough when you enter a group of the younger female teachers are listening to one teacher's colorful description of her date last weekend. You are trying to ignore what is being said, but it is hard with them sitting at the table right next to the copy machine.	You are a male teenager in secondary school, final year. Both of your parents are doctors of medicine. Although you are also interested in medicine, you made a choice to follow a career as a nurse because you love working with people and you feel that you would have a greater opportunity to make a difference for patients on a personal level. Your parents try to talk you out of it and make you follow their career choice, but mainly because they believe that being a nurse is reserved for women.
A friend of yours confides his relationship problems with you. He moved in with his girlfriend six months ago and he tells you that he feels like a servant as she made rules for everything in their day-to-day lives and if he doesn't please her, he gets	Mark recently started working for an insurance business. His colleague Jane, who he works closely with, has repeatedly been subtly insulting and intimidating him during his work day. This is negatively affecting Mark's productivity and

physically abused, once ending up in a hospital with a broken nose. This situation is getting worse and worse and he's reluctant to seek help because he's afraid of being judged.	psychological wellbeing. He decides to talk with his manager about this unreasonable behavior that he has repeatedly been experiencing from Jane, but the manager quickly dismisses Mark and tells him that he's sure that Jane is just teasing him.
31-year-old Lenny is involved in a romantic relationship with his partner of four years. But in the last couple of months his partner started a new job and is working long hours. They have been spending less time together and he feels less close to his partner. He's feeling lonely and insecure and wants to share these feelings with his colleague at work. But the colleague quickly dismisses him by telling him that he's never felt that way and that he has to start acting like a man.	38-year-old Justin and his wife have recently enrolled their child in a kindergarten. His wife got a new job out of town and has to leave very early to work, so she will not be able to drive their child to kindergarten. Justin works in a firm where flexible working hours are possible and are often granted for his female colleagues with children. Justin sets a meeting with this boss where he explains the situation and requests more flexible working hours so he could drive and pick up his child from kindergarten. Justin's boss refuses the request explaining that they are now working on an important project and that kind of request isn't possible at the moment.

HANDOUT 3: GENDER EQUALITY ISSUES AND THEIR SOLUTIONS IN DIFFERENT EU COUNTRIES

BULGARIA

In Bulgaria, in 2010, a waiter's job was advertised online. One male applicant went to the premises to apply in person and was told that they were looking solely for women to work as waitresses. The applicant duly initiated proceedings with the Commission for Protection against Discrimination (CPD). However, the CPD dropped the case because the applicant was unable to prove he had actually applied for the job.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

DENMARK

One Danish kindergarten had a guideline that only female employees should help children during a toilet visit, changing nappies and clothes. A complaint against the kindergarten, sent to the Board of Equal Treatment, in 2016, stated that male employees were being discriminated against, since unlike their female colleagues, they were not entrusted with the task. The Board decided that the guideline was contrary to the Equal Treatment Act.1

- *What is your opinion about the outcome of the court's decision?*

- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

FRANCE

A French male employee working in the social security sector entered into a legal dispute with his employer because he requested the same leave of absence as provided to female colleagues after their maternity leave (1.5 months' full-time leave or 3 months half-time leave). The employee explained that he wanted to care for his child the same way as a female employee would. According to the Court of Appeal, the leave – stipulated in the collective agreement – must be provided to a male employee in the same situation as a female employee. However, the Supreme Court ruled that the leave aims to protect the particular relationship between a mother and child, so that leave cannot be granted to a male employee under these circumstances. According to the Court, the employer's refusal to grant such leave is not discriminatory.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

SWEDEN

A group of male train drivers in Sweden circumvented a ban on wearing shorts in hot weather by wearing skirts to work. Employer Arriva commented that 'one should look decent and proper when representing Arriva … If the man only wants [to wear] a skirt then that is OK'.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

FRANCE

In France, a man applied for a position in a children's holiday centre with responsibility for health and first aid. His application was refused because – in the context of concerns over child sexual abuse – the centre management wanted to recruit a woman. The male job-seeker petitioned the High Authority against Discrimination and for Equality (HALDE). The Authority sent a letter to the employer stating that the decision was discriminatory; it also informed the public prosecutor.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

NETHERLANDS

In the Netherlands, a male homecare worker was specifically scheduled for fewer working hours and his temporary employment contract was not extended, which was not the case for his female colleagues. The employer stated that it did so because female clients preferred to be looked after by a female carer. The College for Human Rights ruled, however, that the employer had discriminated against the employee based on sex.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

FRANCE

A French employer granted female employees a paid half day holiday to celebrate International Women's Day on 8 March. When a male colleague asked for half day rest, his request was rejected, so he went to court. The Court of Appeal decided that the difference in treatment is justified by the need 'to promote the struggle of women in their fight for equality with men not acquired in the workplace'. The employee then went to the Supreme Court claiming that there is no justification for men to be excluded from the fight for gender equality. The Supreme Court, however, confirmed the decision of the Court of Appeal.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*

THE UK

One particular case of bullying in the UK involved a male employee whose manager did not approve of his commitment to family life and his lack of conformity to what the manager defined as 'appropriate' male conduct. This resulted in the employee receiving a low performance appraisal rating. The author of the study argues that this form of gendered bullying is sex discrimination.

- *What is your opinion about the outcome of the court's decision?*
- *Has the similar situation ever happened to you, your friends or acquaintances?*
- *What would happen if the same situation took place in your country?*