SESSION 4

NUMBER OF THE SESSION	4
NAME OF THE SESSION	**Now, the action is yours!** **Developing an action plan on men involvement on gender issues**
PRESENTATION	This fourth and final session of the training will be based on the creation of an Action Plan developed for different contexts, such as at the workplace or inside an association. Each participant can choose the situation that better resembles his/her experience, to be more motivated for this Plan development.
TOTAL DURATION OF THE SESSION	2 hours
OBJECTIVES OF THE SESSION	Giving the aim goals of the session and the attended results of the activities. *Examples:* ● *Capacity building on programming an action plan* ● *Development of skills related to the identification of problems and related solutions* ● *Problem solving skills development*

TIME	DESCRIPTION OF THE ACTIVITIES	LOGISTIC AND MATERIALS
5 minutes	**Introduction to the session** The trainer will explain the activities of this session, introducing the methodology that will be used.	Flipchart with the objectives illustrated
15 minutes	**Introductory activity - Let's enter the topic!** This activity will introduce the topic of the session: gender discrimination at workplace. The trainer will give the definition of gender discrimination at workplace. **Definition**: Workplace gender discrimination comes in many different forms, but generally it means that an employee or a	

	job applicant is treated differently or less favorably because of their sex or gender, or because the person is affiliated with an organization or group that is associated with a particular sex or gender. Once given the definition, the trainer will ask to the participants to give some examples of discrimination at the workplace Here listed some examples for the trainer to help the discussion:[1] ● not being hired, or being given a lower-paying position because of your sex (for example, when an employer refuses to hire women, or only hires women for certain jobs) ● being held to different or higher standards, or being evaluated more harshly, because of your sex, or because you don't act or present yourself in a way that conforms to traditional ideas of femininity or masculinity ● being denied a promotion, pay raise, or training opportunity that is given to people of another sex who are equally or less qualified or eligible as you ● being subject to unwelcome sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature (If you think you've experienced sexual or gender-based harassment) ● being rejected for a job, forced out on leave, or given fewer assignments because you're pregnant	
15 minutes	**Activity 1 - How to develop an Action Plan** **SMART PLAN** The trainer will explain how to develop an Action Plan, giving the general guidelines, following the Smart Plan template and instruction. See the document: **https://docs.google.com/document/d/1i_-xffziEzR9OYXCrvaMTimONqj14pSm/edit?rtpof=true**	Flipcharts, markers of different colours, slides

[1] https://www.equalrights.org/issue/economic-workplace-equality/discrimination-at-work/

50 minutes	**Activity 2 - Action Plan development** Participants are divided in groups and each one receives its situation. For each case study the groups have 30 minutes to study the case, share ideas on feasible solutions/intervention as workers. The group members need to discuss and agree on common solutions/ways they would propose/apply, creating an Action Plan. The facilitator will present three different situations to the participants, who will choose the closest one to their situation of interest on which they will build an Action Plan. Participants must remind to **give emphasis to the role of men in each situation** Situation 1 - The faculty of Social Services - a branch of Pedagogy and Education - registered 90% of female students. The job placement area does not succeed to meet all the job requests of male students. The board of professors need to develop an Action Plan to involve more male students to the faculty who are often victims of the prejudice “social sciences are female affairs”. Situation 2 - You manage a real estate company and different male customers have difficulty in renting rooms or houses because the owners often prefer to rent their properties to women, victim of the prejudice that women take care of the houses more than men that ruin the houses and the rooms. You need to meet your customers' needs. Situation 3 - The board of directors of an IT company need to face some complaints coming from the employees concerning harassment[2]. It is believed that this is just a problem of women but both women and men complained. They need to build an action plan to prevent these problems inside the company. If possible, the groups have to specify in their Plan: **Who to contact - To whom to present the action plan - Which witnesses to collect - which data to consider - which actions to carry out.**	

[2] https://www.equalrights.org/issue/economic-workplace-equality/sexual-harassment/

	Back in plenary the groups present the outcomes of the work done and the Action Plan they identified.	
20 minutes	**Final brainstorming** According to all the solutions found during the previous activities, participants will share experiences, and ideas on how to overcome discriminatory situations in their workplace or in general, in their daily life. During the brainstorming the trainer will take notes of the key-words or the most important ideas and concepts emerged in a board.	
15 minutes	**EVALUATION ACTIVITY** **Evaluation and closure of the session** *Did you find it interesting to learn more on how to use the SMART plan tool? Do you consider it useful and applicable to other possible contexts?* The trainer will prepare a poster with different aspects to be evaluated: methodology used in this session, contents learned, possibility to discuss and to be listened, atmosphere of the group. Each participant will put an emoticon (previously prepared by the trainer) that will represent his/her level of satisfaction: **:D** (very satisfied) **:)** (satisfied) **:/** (not very satisfied) **:(** not at all satisfied	

Final evaluation of the training	The trainer will give a final evaluation questionnaire to the participants to receive feedback on the entire training. **Questions:** *About the activities:* - What are the main learning results you got from this training? - What are the most positive aspects of this training? - What are the aspects you would suggest to improve?	E-form to be sent https://forms.office.com/Pages/ShareFormPage.aspx?id=t35OmQCcy0eZ9AZapzDor0QwRH9xw_NDiUaDHz2QisJUMDdDUlpPUzlBUE1JSlM5SFhIRVRZMElYRS4u&sharetoken=oh

	- What would you change among the activities carried out? - Which activities were less interesting for you and why? - In which way do you think this training would be useful to raise awareness about gender issues? - Please give a score to the 4 sessions: Session 1 - 1 2 3 4 5 Please comment Session 2 - 1 2 3 4 5 Please comment Session 3 - 1 2 3 4 5 Please comment Session 4 - 1 2 3 4 5 Please comment *About personal feelings:* - How do you evaluate the atmosphere of the group? - In which activities you felt most at ease and most uncomfortable and why? - Did you think that your opinions have been respected and listened to during the activities? - How do you evaluate the trainer in leading the activities? Do you have any suggestions for improvement? - Would you recommend other people to participate in this training?	wnUOSBO9LoaK7a1CgI

TIPS AND RECOMMENDATIONS
Unique for all sessions?