



Learning Pathway 3 Social Sustainability

UNIT 3.1: Equal treatment of women

BEFORE Mobility



Activity Title: Women in the labour force over the years

Duration of
activity

20 minutes

Type of
activity

- ☒ Lecture
- ☐ Discussion
- ☐ Group activity
- ☐ Individual activity
- ☐ Assessment
- ☐ other:

Resources

- ☒ PowerPoint Presentation:
Scout4GreenApp_WP3_Unit3.4_Lecture_Women in the labour force over
the years.pptx
- ☐ PDF/handout:
- ☐ online resource:
- ☐ Flipchart:
- ☐ other:

Description of activity (step-by-step) Address the trainer directly.	This lecture is given with the support of a PowerPoint presentation. Use this as introduction to the overall situation of women in the labour force and their situation with all changes over the years. Focus mainly on the obstacles women still face to set the ground for the necessary changes. However, avoid focusing on just the negative to not making their situation sound too bad, as learners should not feel sorry for them.
Sources / Further reading	European Commission (n.d.). Women's situation in the labour market. https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/women-labour-market-work-life-balance/womens-situation-labour-market_en Federal Anti-Discrimination Agency (n.d.). The Directives on Equal Treatment of the European Union. https://www.antidiskriminierungsstelle.de/EN/about-discrimination/order-and-law/directives-of-the-eu/directives-of-the-eu-node.html#:~:text=Council%20Directive%202002%2F73%2F%20EC,with%20regard%20to%20working%20conditions. Fruttero, A. et al (2020). Women in the Labor Force: The Role of Fiscal Policies, in Staff Discussion Notes No. 2020/003, International Monetary Fund. https://www.imf.org/en/Publications/Staff-Discussion-Notes/Issues/2020/02/11/Women-in-the-Labor-Force-The-Role-of-Fiscal-Policies-46237 Gonzales, M. (2022). Workplace Discrimination Erodes Confidence in Women's Abilities. Women and men perceive women as less capable, due to discrimination in <i>SHRM News</i>. https://www.shrm.org/topics-tools/news/inclusion-equity-diversity/workplace-discrimination-erodes-confidence-womens-abilities International Labour Organization (2023). Spotlight on Work Statistics n°12 in <i>ILO Brief</i>

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<https://genderdata.worldbank.org/en/data-stories/flfp-data-story?p%25252525252525252525253D71393>

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Learning Pathway 3

Social Sustainability

UNIT 3.1: Equal treatment of women

BEFORE Mobility



Activity Title: Calculate the women quota in your company

Duration of
activity

15 minutes

Type of
activity

- ☐ Lecture
- ☐ Discussion
- ☐ Group activity
- ☒ Individual activity
- ☐ Assessment
- ☐ other:

Resources

- ☐ PowerPoint Presentation:
- ☒ PDF/handout: Handout: Calculating the Women Quota
- ☐ online resource:
- ☐ Flipchart:
- ☐ other:

Description of activity (step-by-step) Address the trainer directly.	To assess the current women quota in a company, it is essential to understand the existing representation of women in the workforce. This activity helps you to demonstrate the differences in women and men in the companies of the participants. Give them an introduction about the importance of equal representation (refer to the introductory PowerPoint if need be). Hand out the paper to each individual and let them work through it. The handout explains the content well and provides the template for the individual calculation. Support individuals if they have difficulties. After everyone has calculated their own numbers, encourage discussion about the results and what they mean for the different companies and the society as a whole. The calculation provides a snapshot of the current gender ratio and can serve as a baseline for setting future target quotas.
Sources / Further reading	50FOLDS (n.d.). What is Gender Ratio? What is the formula and why it is important. https://www.alexanderjarvis.com/what-is-gender-ratio-what-is-the-formula-and-why-it-is-important/#:~:text=To%20find%20the%20gender%20ratio,to%20men%20in%20your%20company. European Commission (n.d.). Women's situation in the labour market. https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/women-labour-market-work-life-balance/womens-situation-labour-market_en HiBob (n.d.). Driving diversity: HOW TO EVALUATE KEY DEI&B METRICS. https://www.hibob.com/guides/diversity-and-inclusion-metrics/ International Labour Organization (2023). Spotlight on Work Statistics n°12 in <i>ILO Brief</i> https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@stat/documents/publication/wcms_870519.pdf International Labour Organization (2022). The gender gap in employment: What's holding women back? in <i>Info Stories</i>.

	https://webapps.ilo.org/infostories/en-GB/Stories/Employment/barriers-women#intro Leibniz Association (2021). Guide for setting target quotas for 2025 to increase the proportion of women in science and research in the Leibniz Association. Namely (n.d.). The Top 5 Gender Diversity Metrics HR Should Track. https://blog.namely.com/top-5-gender-diversity-metrics-hr-should-track/ PayAnalytics (2023). Fundamentals of Gender Pay Gap Calculations: Part 1. https://www.payanalytics.com/resources/articles/how-to-calculate-pay-gap-mean-average-median The World Bank Gender Data Portal (2022). Female labor force participation. https://genderdata.worldbank.org/en/data-stories/flfp-data-story?p%25252525252525252525253D71393 World Economic Forum (2023). Global Gender Gap Report 2023 in <i>INSIGHT REPORT June 2023</i>. https://www3.weforum.org/docs/WEF_GGGR_2023.pdf
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 Learning Pathway 3 Social Sustainability	
UNIT 3.1: Equal treatment of women	BEFORE Mobility
Activity Title: Discrimination against women in the work field 	
Duration of activity	25 minutes

Type of activity	☐ Lecture ☐ Discussion x Group activity ☐ Individual activity ☐ Assessment ☐ other:
Resources	☐ PowerPoint Presentation: x PDF/handout: Scouts4GreenApp_WP3_Unit3_Group Activity Gender discrimination ☐ online resource: ☐ Flipchart: ☐ other:
Description of activity (step-by-step) Address the trainer directly.	Gender discrimination is a prevalent issue in the workplace, affecting individuals based on their gender identity, sexual orientation, and race. This activity aims to raise awareness about different forms of gender discrimination at work. Separate the participants into groups of three, let them read through the information and watch and discuss the video. The handout names different forms of gender discrimination. If you know any more that you would like to share with the participants, feel free to do so. The same is true for the legal framework. Guide the learners with the discussion points and help them stay focused on the topics of the video to not get overwhelmed with all the different types of gender discrimination. To get into action, ask each participant to commit to one specific action to counteract gender discrimination in the company. Each group shall present their results to the others. Participants with the same action commitment can form alliances and decide on concrete steps together.

Sources / Further reading	American Psychological Association (2008). Understanding sexual orientation and homosexuality. https://www.apa.org/topics/lgbtq/orientation		
	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (n.d.). Gender. https://www.bmz.de/de/service/lexikon/gender-14414?enodia=eyJleHAiOiE3MTYzNjU3MDQsImNvbnRlbnQiOiOnRydWUslmF1ZCI6ImF1dGgiLCJlb3N0Ijoid3d3LmJtei5kZSIsIlNvdXJjZUIQIjoiMTQxLjg4LjIzNS4xNDgiLCJDb25maWdJRCI6IjhhYWRjZTEyNWZkMmMzOTMyYjk0M2I1MmU5ZDJjZDY1MDU3NTRIMTYyMjEyYTJjZTFiYjVhZjE1YzBkNGJiZmUifQ==.m7SeHLvYI_kJRkzFhR63nAzUSGOYVbBtDdBkpiJtBMM=		
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	Collins	Dictionary	(n.d.) gender. https://www.collinsdictionary.com/dictionary/english/gender
	Federal Anti-Discrimination Agency (n.d.). The Directives on Equal Treatment of the European Union. https://www.antidiskriminierungsstelle.de/EN/about-discrimination/order-and-law/directives-of-the-eu/directives-of-the-eu-node.html#:~:text=Council%20Directive%202002%2F73%2F%20EC,with%20regard%20to%20working%20conditions.		
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	International Labour Organization (2023). Spotlight on Work Statistics n°12 in <i>ILO Brief</i>		

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Learning Pathway 3 Social Sustainability

UNIT 3.1: Equal treatment of women

BEFORE Mobility

Activity Title: The topic of “gender”: What it means, who is included



Duration of
activity

15 minutes

Type of
activity

- ☒ Lecture
- ☐ Discussion
- ☐ Group activity
- ☐ Individual activity
- ☐ Assessment
- ☐ other:

Resources

- ☒ PowerPoint Presentation: Scout4GreenApp_WP3_Unit3.4_Gender.pptx
- ☐ PDF/handout:
- ☐ online resource:
- ☐ Flipchart:
- ☐ other:

Description of activity (step-by-step) Address the trainer directly.	Everybody talks about gender – but what does it really mean? Guide the learners through a basic introduction to gender using the PowerPoint. If time and audience allows, add specific examples or little activities (e.g. for gender socialisation) to the pure lecture.
Sources / Further reading	American Psychological Association (2008). Understanding sexual orientation and homosexuality. https://www.apa.org/topics/lgbtq/orientation Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (n.d.). Gender. https://www.bmz.de/de/service/lexikon/gender-14414?enodia=eyJleHAiOiE3MTYzNjU3MDQsImNvbnRlbnQiOnRydWUslmF1ZCI6ImF1dGgiLCJlb3N0Ijoid3d3LmJtei5kZSIsIlNvdXJzUUIQljoIMTQxLjg4LjIzNS4xNDgiLCJDb25maWdJRCI6IjhhkYWRjZTEyNWZkMmMzOTMyYjk0M2I1MmU5ZDJjZDY1MDU3NTRIMTYyMjEyYTJjZTFiYjVhZjE1YzBkNGJiZmUifQ==.m7SeHLvYI_kJRkzFhR63nAzUSGOYVbBtDdBkpiJtBMM= Cambridge Dictionary (n.d.) gender. https://dictionary.cambridge.org/de/worterbuch/englisch/gender Cherry, K. (2023). GENDER IDENTITY. What You Should Know About Gender Expression in <i>verywellmind</i>. https://www.verywellmind.com/what-is-gender-expression-5187952 Collins Dictionary (n.d.) gender. https://www.collinsdictionary.com/dictionary/english/gender Gonzales, M. (2022). Workplace Discrimination Erodes Confidence in Women's Abilities. Women and men perceive women as less capable, due to discrimination in <i>SHRM News</i>. https://www.shrm.org/topics-tools/news/inclusion-equity-diversity/workplace-discrimination-erodes-confidence-womens-abilities

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Learning Pathway 3 Social Sustainability

UNIT 3.1: Equal treatment of women

BEFORE Mobility



Activity Title: A policy to be open to all genders

Duration of
activity

25 minutes

Type of
activity

- ☐ Lecture
- ☐ Discussion
- ☒ Group activity
- ☐ Individual activity
- ☐ Assessment
- ☐ other:

Resources

- ☐ PowerPoint Presentation:
- ☒ PDF/handout: Scouts4GreenApp_WP3_Unit3_Group Activity_Setting Up a Gender Policy
- ☐ online resource:
- ☐ Flipchart:
- ☐ other:

Description of activity (step-by-step) Address the trainer directly.	In this 25-minute group activity, guide the learners through the process of establishing a company policy that is open and inclusive to employees of all genders. The goal is to create a plan that promotes diversity, equity, and belonging in the workplace. By the end of this activity, the learners will have defined the key principles and values of a gender-inclusive policy, identified specific actions and initiatives to support the policy and outlined a plan to effectively communicate and implement the policy. Separate the learners into groups of 3-5 people. Make up the groups of people from comparable companies so the policies set up are as specific as possible and can actually be applied in the learner's work context. Let the participants discuss gender inclusivity and the importance of creating a gender-inclusive workplace. The handout contains specific guideline questions for it that you can add to. Encourage the learners to brainstorm policy elements. This should result in a list of specific elements to include in their gender-inclusive policy. Ask them to focus on certain areas mentioned in the handout. Support the learners in creating an implementation plan to effectively communicate and implement their gender-inclusive policy. Make sure they really focus on how to introduce the policy to all employees, resources or support that needs to be provided, the measurement of success and impact of the policy over time. Finally, the learners should set key milestones or deadlines for implementing the policy. Ask them to present and discuss their gender-inclusive policy and implementation plan to the larger group. Encourage discussion and feedback from the other participants.
Sources / Further reading	50FOLDS (n.d.). What is Gender Ratio? What is the formula and why it is important. https://www.alexanderjarvis.com/what-is-gender-ratio-what-is-the-formula-and-why-it-is-important/#:~:text=To%20find%20the%20gender%20ratio,to%20men%20in%20your%20company. American Psychological Association (2008). Understanding sexual orientation and homosexuality. https://www.apa.org/topics/lgbtq/orientation

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