

GENDER AT WORK SCENARIOS FOR INTERNAL WORKSHOPS

1. You notice that your recently hired female colleague is becoming increasingly frustrated at work. When you ask her what's wrong, she tells you that she has repeatedly been sidelined at meetings, and that her male colleagues keep talking over her and claiming her ideas as their own. She said she also raised this issue to a senior male employee, but he told her not to be so sensitive.
2. A male employee asks his boss for more work flexibility. He mentions that his wife has started a new job online which requires her undivided attention for long periods of time, and he needs to spend more time caring for his children, given that they are not in school due to the COVID pandemic. His boss tells him that would not be possible, as this would not be fair to other colleagues. "Besides", he adds, "if you take time off for children, you will give the impression you are under the control of your wife!"
3. A colleague of yours makes a statement that women are best suited to perform administrative and secretarial work, since most people assume that they're admin assistants in meetings anyways. How do you respond to redirect their thinking?
4. You're facilitating an in-country training session for election observers and one of the attendees makes a sexist comment. What do you do?
5. A recently promoted woman senior leader in the party/organization feels that she has to act "like a man" in order to be taken seriously as a manager. She senses that many people in the office do not associate femininity – or women – with strong leadership.