

C3: GENDER @ WORK SCENARIOS

AIM

By the end of the session, participants will have:

- ▶ Reviewed the ways in which patriarchal masculinities and subordinate femininities affect the 'culture' of the party/organization.
- ▶ Identified actions that can be taken in response to specific incidents of harmful behavior within the party/organization in order to change its patriarchal 'culture'.

STEP-BY-STEP

1. Present the learning aims of the session .
2. Divide participants into smaller groups based on the number of scenarios that you are using; each small group should work on their own scenario. If there are six scenarios, there should be six small groups.
3. For the next 20 minutes, ask each small group to discuss their respective scenarios, by answering the following questions:
 - ▶ *How realistic do these scenario(s) feel for your party/organizational context?*
 - ▶ *If realistic, what do they tell us about the ways in which patriarchal masculinities and subordinate femininities play out in the 'culture' of the party/organization?*
 - ▶ *If not so realistic, what would be a more realistic scenario for the theme on the card?*
 - ▶ *What is the party /organization already doing to address this type of harmful behavior?*
 - ▶ *What should the party/organization be doing to address this type of harmful behavior?*
 - ▶ *What can you do as men to improve the response of the party /organization to this type of harmful behavior?*
4. While the small groups are discussing these questions, write up a continuum (a line) on the board (or on the floor), with one end marked "Most realistic/relevant" and the other end marked "Least realistic/relevant".
5. When the small groups have completed their discussions, bring everyone back together. Ask the small groups to take it in turns to come up and stick their cards on the appropriate place on the continuum. As they do so, ask them to share the highlights from their discussions of each of their scenarios.

Time: 60 mins

Materials:

- ▶ Flipchart paper and pens
- ▶ Handout C3: Gender@ Work Scenarios

Training Tips:

- ✓ The scenarios described in the Handout reflect NDI's research in many countries on the impact of patriarchal masculinities on political parties and processes. But they are intended to be suggestive rather than definitive. If they do not feel directly relevant to your context, however, feel free to revise them accordingly.
- ✓ In the DRC pilot, these scenarios provoked a defensive reaction from party members. They claimed that none of these scenarios were realistic. This defensiveness can itself be a learning opportunity. As the facilitator, you can use participants' defensive reactions as an opening to discuss the relative invisibility to men of the problems of everyday sexism faced by women.
- ✓ This activity is a valuable opportunity to use available research, by NDI and others, which is specific to your context to inform participants about the problems of gender-based discrimination, sexual harassment and gender based violence faced by women in political life.

6. Lead a large group discussion of the scenarios, with the following questions:
 - ▶ *Which are the most realistic scenarios and why?*
 - ▶ *Reflecting on these scenarios, what is the party/organization already doing to make its internal culture respectful of and not harmful to women?*
 - ▶ *Reflecting on these scenarios, what more could the party/organization be doing to make its internal culture respectful of and not harmful to women?*
 - ▶ *What can you do as men to improve the response of the party/organization to the harmful behaviors presented in these scenarios?*
7. End the session by reminding the group that changing the internal culture of the party/ organization is unlikely to be quick or easy, but it will only happen if more men step up and take a stand against harmful behaviors and the patriarchal culture which they express.