

Case studies/example situations for reflexion

Situation 1 Gender representation

When preparing an information booklet on a new project, a colleague criticizes gender stereotypical language and images. The project leader says: "We don't need to use gender sensitive language or illustrations here. We have little time, and gender is not our topic. Let's just make a note at the beginning of the brochure that everyone is included. I think that's enough. We have other problems at the moment."

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 2 Professional life

At last year's symposium, the proportion of women speakers was very low. Therefore, a colleague from the coordination team who was in charge of the content of the conference was asked by a co-financing partner from the steering team not to have a man give the keynote speech again this time. "Now that's an example of discrimination against men!" says the colleague. „Beyond that,“ she says, „there are hardly any women who have worked on this focus. Where will we end up if in the future we have to staff people according to gender and not according to their experience and qualifications. That is very worrying. The quality would suffer.“

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 3: Workshop situation

Participants of an anti-discrimination workshop - some are white, but more are persons of colour - talk about how it feels to be stopped and frisked by the police more often as a black man. They agree this is racism. In response, one white participant says that when he goes on holiday in Tanzania, he is also often stared at and approached by people. That is actually racist too.

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 4: Involved father

When a colleague says he wants to stay at home and look after the children, a colleague asks him, "And who will feed your family?"

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 5: Violence

It is boys' day at the youth centre. The boys sit together and talk about violence. One of the boys tells them that he was harrassed and pushed by other boys in the underground yesterday. "Be a bit of a fighter next time, fight back," says another boy from the group, "punch them in the face. Be a man, for once."

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 6: Education

John grew up in the working class and now attends a private college in the technical field. There he is repeatedly subjected to harassment from his fellow students. "With you working classe guys, it's common practice to have your wives under control. We could learn something from you, there," a fellow student said to him the other day with a smile.

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 7: Youth centre

A summer party is being organised at the youth centre. Everyone is sitting together in a planning meeting. Then a youth worker comes in the door and shouts: "I need three boys to carry tables!"

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 8: Employment agency

Mr G is the father of two children aged 5 and 3. He is a waiter but is currently unemployed and he receives unemployment benefit every month. Once a month he goes for counselling at the state employment agency. This time the counsellor has news for him. A vacancy has arisen in a renowned restaurant. But the restaurant is 200 kilometres away from his home. The counsellor says it's no problem, he can spend the night there and he'll be home at the weekend anyway. He should definitely introduce himself there.

Please discuss the following questions:

- What message is being conveyed?
 - What gender assumptions underlie this example?
 - Tell the story in a way that creates a better solution.
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Situation 9: Career

An employee is going to be a father in two months. He approaches his supervisor at work and says he wants to reduce his working hours in the next three years in order to spend more time with his child. The supervisor says that he can of course do this, it is not a problem, he has a right to it. However, he

also had to understand that in this case he would have to transfer him to another job (lower-level activities), and since it was a traditional company, he would have to tell him in confidence that a career was out of the question in this case. That is clear.

Please discuss the following questions:

- What message is being conveyed?
- What gender assumptions underlie this example?
- Tell the story in a way that creates a better solution.