



### Task clarification | Scenario: Recruitment agency

<b>Target group (s):</b>	Training group participants
<b>Aim:</b>	To hold gender consultations: practice task clarification
<b>Method:</b>	Work in 2 groups / work in gender teams
<b>Task:</b>	<ul style="list-style-type: none"><li>• Prepare the canvassing discussion/task clarification discussion with the main protagonist in accordance with the scenario below or a self-selected scenario from an individual project in working groups of a maximum of 5 people.</li></ul> <p>Preparation time 45 minutes</p> <ul style="list-style-type: none"><li>• This canvassing discussion will be performed as a role-play in the plenary session.</li></ul> <p style="text-align: right;">Time</p> <p>30 minutes</p> <ul style="list-style-type: none"><li>• Establish within the working group who will be the gender team and who will be the protagonists on the client's side.</li></ul>
<b>Scenario:</b>	The Recruitment company wants to be innovative in dealing with gender mainstreaming. The head of the company is the main facilitator (but is not present at the discussion).
<b>Recruitment agency in city XY</b>	<p>The aim is to implement gender mainstreaming by integrating gender perspectives into the Recruitment Agency.</p> <p>Target groups are: top-notch executive (8 people, mostly male), and a second management level comprising 65 people (a few more men than women). The managers have no previous experience with gender issues.</p> <p>Protagonists:</p> <ul style="list-style-type: none"><li>• 2 commissioners for women's affairs, one works inside, the other outside</li><li>• Gender team</li></ul>



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**Evaluation:**

The canvassing discussion is conducted as a role-play in the plenary session. Other group members observe the discussion in terms of the following:

- How does the gender team present itself?
- What are the main focuses of the concept in terms of content?
- Are all relevant issues addressed and clarified? (see task clarification questionnaire)?

Evaluation of the following points after the role play:

- Reflection by the protagonists: how did I feel in the respective role? What was good, what could be improved?
- Feedback from observers: What stood out? What went well from an observer perspective, what could be improved?

**Time:**

2 hours (45 minutes in working group, 30 minutes role play, 45 minutes evaluation)

**Materials:**

Flipchart, pens, table and chairs for role play

**Note:**

**Tool (s):**

Task clarification questionnaire