

CURRICULUM

for the national seminars –
Train the Trainer 2

EQ-Train – Train the Trainer for Equal Pay

Institute Sofia

bm:uk



EQ-Train
Equality-Training for Trainers

Objectives of the 3-day seminars

The objective of the 3-day national train-the-trainer seminars is to train multipliers in the field of career counselling in the 5 countries of the partner organisations. By providing basic information and exercises on "Equal Pay", the seminar aims at raising the participants' awareness of the topic. The multipliers can then use the instruments and models in their own professional fields in order to foster career counselling that is sensitive to gender and income. The trainers will adapt the curriculum of the 3-day seminar according to the situations in their countries and the needs of their target groups.

Topics - Overview

Day 1

Topic 1: Start – Introduction and Getting to Know Each Other

Topic 2: Basic Information on Equal Pay

Day 2

Topic 3: Legislation and Equal Pay

Topic 4: Women and Money

Day 3

Topic 4 (continued): Women and Money

Topic 5: Negotiating about Money

Topic 6: Conclusion

Didactics

The transfer of knowledge will be achieved through various didactic methods in order to foster the learning process: input and discussion, Powerpoint-presentation, working in small groups, role playing, imaginary journey, video, working with symbols, checklist, worksheets, working with texts etc.

As this is a train-the-trainer seminar, each unit will be followed by a phase of reflection.

This will enable the trainers to reflect on the methods used in regard to the multipliers' various target groups.

Course material – the seminar folder

The trainers of the national seminars will be provided with the following material:

- the detailed seminar folder of the transnational Train-the-Trainer Seminar 1.

- the documentation of this transnational seminar, including suggestions for adaptation.

The folder contains basic information on every topic addressed in the seminar and can be adapted to the respective target groups by the trainers. Method sheets describe the individual exercises which the trainers can also choose and adapt according to target group.

Description of Objectives and Content of the Curriculum

Objectives:

- Raising the awareness of multipliers in career counselling for the topic "Equal Pay" by providing them with basic information on the statistical, economic, legal and psychological aspects.
- Transfer of knowledge and dissemination of methods and exercises centering around the topic of "Equal Pay".
- Discussing the use of these methods and exercises and necessary adaptations for specific target groups.

DAY 1

Topic 1: Start – Introduction and Getting to Know Each Other

Objectives	Content	Methods	Duration
Getting to know each other and low-threshold introduction to the topic	<ul style="list-style-type: none"> • First contact by introducing aspects of one's personality • Introduction of one's personal professional background, motivation for attending and expectations of the seminar • Making visible the potential for diversity among the participants • Introduction of the topic (Bingo-questions and Freecards of Equal-Pay campaigns) • First exchange with a partner 	<p>Bingo (icebreaker exercise)</p> <p>Partner interview (e.g. by selecting cards) and introducing one's partner</p>	1.5 hrs
Connecting participants' expectations to the objectives and the content of the seminar	<ul style="list-style-type: none"> • Collecting und summarising participants' expectations • Introducing the agenda, the objectives and the schedule 	<ul style="list-style-type: none"> • Flipchart or cards with participants' expectations • Flipchart with agenda and objectives (prepared in 	15 mins

		advance)	
Forming a cooperative seminar group	<ul style="list-style-type: none"> • Agreement on binding rules for dealing with each other (confidentiality, commitment to participate, punctuality, personal responsibility, respectful treatment of others) 	<ul style="list-style-type: none"> • Collecting participants' suggestions, adding further points if necessary 	15 mins

Topic 2: Basic Information on Equal Pay

Objectives	Content	Methods	Duration
Overview of data and facts on income gap – building a common base	<ul style="list-style-type: none"> • Current gendered data on income gap • Short explanation of statistical basis of data (e.g. gross hourly wages) • Finding components which partly explain the gender gap (part-time work, horizontal and vertical segregation of the labour market, gendered distribution of time and labour) 	Quiz	2 hrs
Background information on income gap: learning about obstacles and strategies to counteract them	<p><i>Further components which cause differences in income:</i> Socialisation, gender role stereotypes, psychological factors</p> <ul style="list-style-type: none"> • Disadvantages and discrimination by employers • Labour market and economic policy • Legislation <p><i>Strategies for Equal Pay:</i></p> <ul style="list-style-type: none"> • Psychosocial measures • Measures in the field of labour market and social policy • In-house measures in companies • Legal measures • PR measures 	Small groups on obstacles to and strategies for Equal Pay (3 groups on: political level, company level and individual level) Further information added by Powerpoint presentation (if necessary)	2 hrs
Getting an overview of particular national characteristics	National studies on income differences	Presentation of national information and	0.5 hr

(studies, figures)		material (studies, figures)	
Getting to know campaigns and material as well as positive international examples	Campaigns on Equal Pay and related topics	<p>Presentation of material</p> <p>Sites on the Internet</p> <p>material from KLARA! (e.g. movie, Freecards), EU-campaign, videos on You Tube</p>	0.5 hr

DAY 2

Topic 3: Legislation and Equal Pay

Objectives	Content	Methods	Duration
Overview of the legal framework	<ul style="list-style-type: none"> • Legal framework: Equality Law (international, European, national) • What is Equal Pay? • Burden of Proof • Direct and indirect discrimination • National Equality Bodies 	Input – Powerpoint presentation	2 hrs
Application of knowledge on discrimination	Case studies (real cases from the European Court of Justice and national legal practise) to determine whether it is (direct or indirect) discrimination.	<p>Work on cases in small groups</p> <p>Presentation, discussion and results of legal practise</p>	1 hr
Application of law in national context	<ul style="list-style-type: none"> • What can a woman do if she feels discriminated against? • Which institutions provide support? 	Presentation of information material	0.5 hr

Topic 4: Women and Money

Objectives	Content	Methods	Duration
<p>Providing basic know-how about gender-specific patterns in dealing with and access to money</p>	<ul style="list-style-type: none"> • Sociological patterns, e.g. women as efficient administrators of tight budgets • Forms of financial violence against women • Counter strategies • Women's strengths in dealing with money 	<p>Input (Powerpoint)</p> <p>Discussion</p>	<p>1 hr</p>
<p>Finding out about the effects of gender-specific socialisation on the income situation</p>	<ul style="list-style-type: none"> • Mental patterns – attitudes towards money, gender stereotypes • Girls' and boys' choice of profession and the income situation in "typical" jobs for women and or men • Connection between income and costs of living 	<p>Exercises: Imaginary Journey (only for participants with adequate training)</p> <p>and the 3 exercises: "Gender Stereotypes", "Financial Competence" and "What to do with all the money?" – in small groups working at the same time</p> <p>Presentation of results achieved in small groups and discussion with the whole group</p>	<p>1.5 hrs</p>
<p>Reflection on and adaptation of exercises to the participants' professional backgrounds</p>	<p>Reflection on exercises:</p> <ul style="list-style-type: none"> • Were the exercises understandable? Interesting What did you learn? • Suggestions for adaptation for respective target groups 	<p>Discussion with the whole group</p>	<p>1 hr</p>

Day 3

Topic 4 (continued): Women and Money

Objectives	Content	Methods	Duration
Finding out about the effects of gender-specific socialisation on the income situation	<ul style="list-style-type: none"> • Division of labour inside the family (paid and unpaid work) • Lack of transparency about salary structures • Know-How for job starters 	<p>3 exercises: "Salary Transparency", "Paid and Unpaid Labour" and „Checklist for Job Starters" - in small groups working at the same time</p> <p>Presentation of results</p> <p>Discussion with the whole group</p>	1.5 hrs
Reflection on and adaptation of exercises to the participants' professional backgrounds	<p>Reflection on exercises:</p> <ul style="list-style-type: none"> • Were the exercises understandable? Interesting What did you learn? • Suggestions for adaptation for the target groups the participants will work with 	Discussion with the whole group	1 hr

Topic 5: Negotiating about Money

Objectives	Content	Methods	Duration
Strengthening women's competence for negotiating about money as part of an intervention on an individual level	<p>Career counselling can help support women and girls on various levels:</p> <ul style="list-style-type: none"> • Emotionally and psychologically: strengthening women's self-confidence • Cognitively and intellectually: developing a plan and a strategy for the negotiation • Physically: practising one's 	<p>Input Powerpoint Discussion</p>	1 hr

	performance and self-presentation		
Becoming aware of and learning to use successful strategies for negotiations	Individual reflection on negotiating successfully (unrelated to topic): <ul style="list-style-type: none"> • Strategies used • What was helpful, what obstructive? • Which aspects can be used in salary negotiations? • Checklist: negotiating successfully about money 	Exercise: Negotiating Successfully or: Role play	2 hrs

Topic 6: Conclusion

Objectives	Content	Methods	Duration
Planning how to use the information, instruments and models in one's own professional field	Overview and summary of the seminar: <ul style="list-style-type: none"> • Which parts do we want to use in our own trainings? • Which exercises can we use? • Which opportunities for further networking and cooperation do we have? • Remaining questions 	Small groups Presentation for the whole group	1 hr
Evaluation of the seminar	Individual reflection: <ul style="list-style-type: none"> • Highlights? • Learning experience? • Did the seminar meet my expectations? Filling in of evaluation sheets	Individual reflection Everyone makes a final statement. Evaluation sheets (prepared in advance)	0.5 hr