Title: Pay me for what I do (and not for who I am)

Introduction:

Despite various initiatives to promote gender equality, amongst which SDG 5, analysis of the labour market still shows great discrepancies between the wages being paid to men and women. One of the reasons is that there still exists gender stereotyping with relation to certain jobs.

Local statistics have shown that during the current year, the Gender Pay Gap (GPG) has increased by 11% across all sectors.

Objectives of the WebQuest:

- Raise awareness of the reality of gender stereotypes and GPG
- Outline any predisposition in students thinking regarding gender stereotype and GPG
- Gets students thinking on reasons that give rise to gender stereotype and GPG
- Fostering skills and competencies in students on advocating to reduce gender stereotype and GPG

Main Text

Tasks:

Task 1: Setting up a company/organization (class to divide in groups of 4)

The four of you have decided to set up a company/organization and thus you are the board of directors. You need to choose what services your company will be offering and consequently go around the school to employ people witin the organization's structure.

You need to use the template in Annex 2 to employ the following people:

CEO (Chief Executive Officer)
HR Manager
Payroll Manager
Accounts Manager
Receptionist
7 workers

You need also to list down the name and wage you will be giving to each of the employees. Total wage budget per month cannot exceed €25,000. Also each group cannot have the same students on their list.

Task 2: Discussion of results (whole class)

Each goup is to give a short presentation on the recruitment process. After each presentation the table in Annex 3 is to be filled out in order to have data on which to start the discussion.

Is there a difference between the number males/females that were employed?
Where certain roles given only to males/females?
Is there a difference between the wages paid to males/females?
What reasons can effect gender stereotyping and GPG in employment?

Task 3: Creating an awareness campaign

Using the links provided below, each group is to create an awareness campaign by writing an article for the school/local newspaper or producing an information leaflet that can can be distributed within companies in the local community.

Suggestions for action

Process:

At the beginning and end of the tasks the students should fill the evaluation table in order to monitor any changes in their perspectives/believes and to raise self consciousness of the learning process (Annex 1).

Resources:

EU statistics:
https://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics

GPG Malta article:
http://www.independent.com.mt/articles/2018-04-23/local-news/Gender-pay-gap-has-risen-to-11-per-cent-in-Malta-6736188641

SDG 5:
http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-5-gender-equality

Photographs (Optional according to students' choice)

VIDEO (Optional according to students' choice)

Gender stereotypes: https://www.youtube.com/watch?v=G3Aweo-74kY
Reasons behind GPG: https://www.youtube.com/watch?v=nGKqENDkbGU /
                    https://www.youtube.com/watch?v=mpE8ttCEd-w
The other side of teh story: https://www.youtube.com/watch?v=QcDrE5YvqTs

Learning Outcomes

I am aware of gender stereotypes in work related issues and gender pay gap.
I am able to outline reaons giving rise to gender stereotyping and gender pay gap.
I am able to devise methods to reduce the above mentioned phenomenon.

Evaluation

Acquired competences	Social Skills	Knowledge
Carrying out an investigation. Researching the internet. Applying knowledge and skills to real life scenarios. Being aware and overcoming personal biases.	Collaborative and cooperative learning skills. Involve in discussion. Outline arguments based on findings.	Awareness of geneder stereotyping related to employment. Awareness of gender pay gap and factors giving rise to GPG. Knowledge to SGD 5 and its implications in the real life.

One can add headings.

Annex 1:

	☺ Yes	🤔 Not Sure	☹ No
1. Do you believe that there exists inequalities related to gender?			
2. Do you believe that there exists inequalities related to gender in Malta?			
3. Do you think that everybody gets paid the same amount of money for doing the same job?			
4. Do you think you have to be a male/female to carry out certain jobs?			
5. Do you feel that you have certain bias regarding males/females doing certain jobs?			
6. Do you feel confident in advocating for equality?			

Annex 2:

Company Name: _____ Service Provided: _____

Role	Name and Surname	Wage
CEO		
HR Manager		
Accounts Manager		
Receptionist		
Worker 1		
Worker 2		
Worker 3		
Worker 4		
Worker 5		
Worker 6		
Worker 7		

Annex 3:

		Goup 1	Group 2	Group 3	Group 4	Average Wage
CEO	Male					
	Female					
HR Manager	Male					
	Female					
Accounts Manager	Male					
	Female					
Receptionist	Male					
	Female					
Workers	Male					
	Female					