

Workshop “Discrimination in hiring”

OBJECTIVE:

To allow young people to reflect on the notion of discrimination in order to develop their critical thinking and their knowledge of this topic on the job market, as well as the means they have to act in such situations.

DURATION: 2 hours

MATERIAL:

- Flip chart
- Pens and pencils
- Printed photos and text
- Mobile or laptop (or projector)
- Internet connection

Part 1. Introduction

Objective: to develop and be aware of the sense of being discriminated

Duration: 30 minutes with discussion

Step 1 (10 minutes): Energizer

To start the facilitator invites few participants (3/4 according to the number of participants) to form a group (based on a pre-defined common characteristic as shoe or t-shirt colour, for example). We can call this group “A”. The rest of the participants form another group “B”.

Then, the facilitator gives a funny task to the group B. The members of the group can play a game that involved leg movement while holding each other’s hands. The group A is not involved to participate and will take part as an observer which will lead them to feel frustrated and confused like an outcast because they did not receive any task to do.

The group “A” should be close to the group B (about 2 meters). The group B needs to ignore the group A and not to communicate with them. This “introductory” energizer can be a starting point for starting the discussion about discrimination and how it is common in our societies.

Step 2 (10 minutes): Discussion about the feelings

- Ask the participants what they felt about the energizer. Did group A feel discriminated? Did group B were aware of the position of group A?
- Ask if someone felt excluded
- Ask what the participants who were included felt about the ones that were excluded, and vice-versa.

Step 3 (10 minutes): Sharing own experiences or friends experiences

The facilitator will give a small task to the participants: To think about one life situation in which they felt discriminated and try to explain the situation and what was the reason behind the discrimination (because you were young, female, other religion, etc...). How did they react? If some participants feel uncomfortable sharing their own experience they can also share the stories of people they know.

The facilitator can use flipchart and write on the left side the reasons for discrimination, and on the right side their reaction or feelings that was caused by discrimination. The final conclusion should be that when someone is discriminated, it makes negative connections with some of negative feelings and the part of their identities.

Part 2. Revealing the discrimination in the process of finding a job

Objective: to develop critical thinking and be aware of different discriminative situations related to the job market. To differentiate the notions of prejudices, discrimination and limitation.

Duration: 45 minutes

Step 1 (15 minutes): Portrait stories

The facilitator will separate the participants into 3 or 4 groups (preferably groups of three persons from different countries). The facilitator will put on the table or on the floor the following pictures (without text). Text below the pictures should be separated from the photos and printed out on a cards.



RAKIB, 38 years old migrant from Bangladesh. He came to France four months ago and he knows to speak just few words in French. He speaks English well. Skilled car mechanic without any diploma. Looking for a job in car industry.



RICARDO, 33 years old professional driver. He suffered serious spine injury in a car accident and he use a wheelchair for moving. He wants to apply for a job in several taxi companies.



ANGELIKY, 24 years old Greek girl. Converted to Islam in non-Muslim society two years ago and decided to wear hijab. She is trained hairdresser and she wants build her career in this field. She is looking for an employer, which will recognize her skills and talent.



KOSTAS, 28 years old Greek. His hobby is modeling and he likes tattoos. He is graduated kindergarten teacher and he has just applied for a job as kindergarten teacher in a small conservative town in Greece.

Each group will choose one picture and translate it in a possible life situation related with the job market. They need to think about obstacles that the chosen person needs to face during his/her process of finding a job, in their countries. They need to try to distinguish the discrimination elements from some specific personal characteristics and limitations for doing a job (e.g, lacking of language knowledge). Also, they need to think about cultural context in which selected story is happening. Each group also can write or draw some story about the process of searching for the job. They will invent a background story about the given picture and present it to the whole group.

Step 2 (30 minutes): Writing people's stories

The facilitator will give to each group the real story related with each picture (printed on the cards), according to the following descriptions:

These stories include limitations and non favorable conditions for those people to get the job they want. Each group will have to write on a flip chart a list of advantages and disadvantages that the person of this story has in order to find a job. Based on this list, each group will create a story telling of this person entering the job market and present it to the whole group.

After some time,

The facilitator may support the debate taking into account the circumstances and how real can be these stories in reality. After each group present their work, the facilitator will try to distinguish discrimination elements in their story from the elements that we can connect with some personal limitations or lacking the qualification. The facilitator will get onto notions of limitations and discrimination giving examples of different point of view according to the society (cultural background depending to the countries), personal opinions, moral, etc.

Part 3. Identifying mechanism for preventing/protecting for discrimination and employment in referral countries.

Objective: to learn and reflect about the tools and mechanisms for preventing and protecting from discrimination in the Labour Market.

Duration: 45 minutes (depending of the number of national groups)

Step 1 (20 minutes): research

Participants will be divided in groups by countries and they must search on internet for National and European legislation, initiatives from their local communities and good practices focus on discrimination, limitations and inequality. The research must be focus on the Portrait Stories of the 2nd phase of this workshop, with the objective of finding solutions and supportive information for each case. They write the list of mechanisms on the flipchart and at the end, share it with rest of the people.

Step 2: (25 minutes): presentation and reflection

Each national team presents the research to the whole group of participants and they can reflect and discuss together about their findings, the level of satisfaction with existing laws and suitability of those laws for the cases presented or in general to similar situations in our Societies.

We can end with this video which explains EU legislative / employment equality directive:

<https://www.youtube.com/watch?v=mQYmPI3DFt0>