



The gender divide

Theme World economic system; gender equality

Age group 16 +

Group size 12-25

Time 90 minutes minimum

Overview

In this simulation game the participants experience the gender divide in the economic sphere throughout the world.

Objectives

- To experience the different workload of men and women
- To reflect upon gender inequalities in the economic system
- To reflect upon economic inequalities between different parts of the world

Material and room

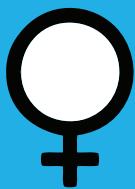
- 6 x scissors
- 6 x pencils
- 6 x different coloured pencils (yellow, green, red, blue, purple, orange – or others, if you don't have these)
- 6 x pencil sharpeners
- 30 x sheets of A4 paper
- 5 x rulers
- A watch to time the days
- 3 facilitators (a game leader, a banker and a World Forum facilitator)

Preparation

- Copy the role cards and instructions for each group.
- Copy the 'day sheet' for the banker.

Instructions

1. Divide the group into six smaller groups.
2. Give each group a pair of scissors, a pencil, a coloured pencil in their colour, sheets of A4 paper and a pencil sharpener. Each group except group 1 receives a ruler. Their colours are: Group 1: yellow; group 2: green; group 3: red; group 4: blue; group 5: purple; group 6: orange.
3. Explain that in the game the six groups each represent a woman or a man situated in a different country, experiencing a variety of social, religious and political pressures. Two groups form a couple (a man and a woman) coming from one world region. The groups are not specific to



any country or culture, but their circumstances are based upon a broad range of real life scenarios that affect women's and men's lives today.

A two-week period is simulated, with each day lasting five minutes. One practice day can be played before the week starts.

4. Each group has to produce a certain amount of credits each day to survive. The credits are symbolised by paper shapes which have to be cut out and coloured.
The amount each group has to produce is different and relative to the different workloads expected of a woman and a man around the world.
Make sure everyone understands the rules and produces the right shapes in the practice round.
5. Before each day is finished, each group must take their credits to the bank in order to progress without a forfeit. Some groups have to produce credits for their partner groups. If they don't produce the amount asked for, they and their partner groups will get a forfeit.
6. It is forbidden to work between the days. In this time the game leader will let all groups know how the others are doing and announce possible meetings or forfeits.
7. During the weekends, a World Forum will take place with representatives from each group. It gives the players the possibility to discuss what is happening and possibly change the rules of the game. The game ends with a World Forum including all participants.

Banker

One facilitator takes the role of a banker. The banker needs the 'day sheet'. It is a breakdown of what credits are expected from each group. A representative from each group must give the required shapes to the banker who will then mark off the relevant square on the chart.

The banker must be strict in accepting the shapes. Bad sizing or colouring may result in shapes not being accepted. It is up to the Banker to use their judgement as to how strict they are with particular groups.

Game leader

The Game leader is the timekeeper and general facilitator for the game. The game leader has to make sure that everyone plays according to the rules. After the game leader has called 'end of day', they announce how each group has done and announce possible forfeits if a group didn't produce enough credits.

World Forum facilitator

The World Forum facilitator organises and chairs the World Forum which takes place during the weekends (days 3/4 and 7/8).

- Group 1:** Represented by group 2 - no vote
- Group 2:** One representative for groups 1+2 - no vote
- Group 3:** One representative - one vote
- Group 4:** As many representatives as they like - two votes
- Group 5+6:** One representative for groups 5+6 - two votes

At the end of the second day of each weekend, every group may propose one change in the rules, apart from group 4 who can make two proposals. These are then voted upon and the new rule made



into law upon a 2/3 majority. Any new laws will be adhered to in the morning of the next day (days 5 and 9).

Group 2 cannot take part in the second day's proceedings. They can however write a proposal during the first day which the other groups will vote upon.

Final World Forum

To stimulate discussion for everyone and to allow everyone to take part in a World Forum, all members of each group will participate on days 11 and 12. For 10 minutes, each group will discuss amongst themselves one new law that they would like to propose. Each group's presentation has to be exactly 1 minute long.

After each presentation, there will then be a vote on the new laws. Every person gets a vote each; however group 4's count x 3 and group 1 and 2's only count for 1/2 a vote.

Debriefing

- How did you feel at various points during the game?
- Which countries did you feel you were in?
- Is there anything you feel you would have liked to change within the game?
- Are there any similarities between the game and experiences you had in real life?
- Do you conform to any of the gender roles within the game?
- Do you think the world's international institutions such as the U.N, Security Council, World Bank, World Trade Organisation are biased to support men or women or the level of development in a country?
- Can you write a list of gender stereotypes or examples of personal experiences where men and women have been treated differently in the economic sphere? Also can you think of any expectations of men and women that has particularly to do with their gender?
- Do you feel you would like to confront global gender stereotypes, and if so how?

Important notes

As with all role play/simulation activities they are never played the same way twice and different people and groups may react in very different ways. It is very important that the game leader is able to adapt the game as they see fit. The World Forum encourages people to change the rules of the game, so also the Banker and World Forum Facilitator must be prepared to adapt.



Instructions for groups

Group 1

You are a woman. You share a ruler with Group 2, your husband. Your colour is yellow. Someone from your husband's group will represent you at the World Forums on the weekends. They do not have to discuss the conference with you. Each day lasts exactly 5 minutes. There will be an announcement by the game leader after each day has finished. The new day will not start until the announcement is over. It is forbidden to work while the day is over and the game leader is speaking. You must give in your daily quota before the end of each day. This chart shows you how much you have to produce each day in order to survive. One yellow rectangle (2cm x 3cm) counts as 10 credits.

Training day	Day 1 weekday	Day 2 weekday	Day 3 weekend	Day 4 weekend	Day 5 weekday
150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself
	50 credits for group 2	50 credits for group 2	50 credits for group 2	50 credits for group 2	50 credits for group 2

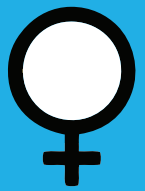
Day 6 weekday	Day 7 weekend	Day 8 weekend	Day 9 weekend	Day 10 weekend	World Forum for everyone
150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	
50 credits for group 2			50 credits for group 2	50 credits for group 2	

Group 2

You are a man. You share a ruler with Group 1, your wife. Your colour is green. Someone of your group can represent your group and group 1 at the World Forums on the weekends. You will have the chance to make one proposal for each World Forum. This will be proposed, written down and then voted on by the other groups on the second day. You will not have a vote that counts or be present for the vote. Group 1 knows there is a World Forum, but it is up to you if you want to listen to any requests they may have. Each day lasts exactly 5 minutes. There will be an announcement by the game leader after each day has finished. The new day will not start until the announcement is over. It is forbidden to work while the day is over and the game leader is speaking. You must give in your daily quota before the end of each day. This chart shows you how much you have to produce each day in order to survive. One green rectangle (2cm x 3 cm) counts as 10 credits.

Training day	Day 1 weekday	Day 2 weekday	Day 3 weekend	Day 4 weekend	Day 5 weekday
150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself

Day 6 weekday	Day 7 weekend	Day 8 weekend	Day 9 weekend	Day 10 weekend	World Forum for everyone
150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	150 credits for yourself	



Group 3

You are Group 3, a woman married to Group 4, a man. Your colour is red. One person from your group has the opportunity to represent your group at the World Forums and has one vote. Each day lasts exactly 5 minutes. There will be an announcement by the game leader after each day has finished. The new day will not start until the announcement is over. It is forbidden to work while the day is over and the game leader is speaking. You must give in your daily quota before the end of each day. This chart shows you how much you have to produce for yourself and for your husband each day to survive. One red rectangle (2cm x 3 cm) counts as 50 credits.

Training day	Day 1 weekday	Day 2 weekday	Day 3 weekend	Day 4 weekend	Day 5 weekday
150 credits for yourself	150 credits for yourself	150 credits for yourself			150 credits for yourself
	50 credits for group 4	50 credits for group 4	50 credits for group 4	50 credits for group 4	50 credits for group 4
Day 6 weekday	Day 7 weekend	Day 8 weekend	Day 9 weekend	Day 10 weekend	World Forum for everyone
150 credits for yourself			150 credits for yourself	150 credits for yourself	
50 credits for group 4	50 credits for group 4	50 credits for group 4	50 credits for group 4	50 credits for group 4	

Group 4

You are Group 4, a man married to Group 3, a woman. Your colour is blue. You can send as many representatives as you want to the World Forum, but you only have two votes. Each day lasts exactly 5 minutes. There will be an announcement by the game leader after each day has finished. The new day will not start until the announcement is over. It is forbidden to work while the day is over and the game leader is speaking. You must give in your daily quota before the end of each day. This chart shows you how much you have to produce each day to survive. One blue rectangle (2cm x 3 cm) counts as 50 credits.

Training day	Day 1 weekday	Day 2 weekday	Day 3 weekend	Day 4 weekend	Day 5 weekday
150 credits for yourself	150 credits for yourself	150 credits for yourself	Day off	Day off	150 credits for yourself
Day 6 weekday	Day 7 weekend	Day 8 weekend	Day 9 weekend	Day 10 weekend	World Forum for everyone
150 credits for yourself	Day off	Day off	150 credits for yourself	150 credits for yourself	



Group 5

You are Group 5, a woman. You are in a long-term relationship with Group 6, a man. Your colour is purple. At the World Forum on the weekends, one person from either group 5 or 6 may participate and has two votes. You must discuss with group 6 to decide who shall be chosen. Each day lasts exactly 5 minutes. There will be an announcement by the game leader after each day has finished. The new day will not start until the announcement is over. It is forbidden to work while the day is over and the game leader is speaking. You must give in your daily quota before the end of each day. This chart shows you how much you have to produce for you and your partner each day to survive. One purple rectangle (2xm x 3 cm) counts as 40 credits.

Training day	Day 1 weekday	Day 2 weekday	Day 3 weekend	Day 4 weekend	Day 5 weekday
160 credits for yourself	80 credits for yourself	80 credits for yourself		Day off	80 credits for yourself
	80 credits for group 6	80 credits for group 6	80 credits for group 6		80 credits for group 6
Day 6 weekday	Day 7 weekend	Day 8 weekend	Day 9 weekend	Day 10 weekend	World Forum for everyone
80 credits for yourself		Day off	80 credits for yourself	80 credits for yourself	
80 credits for group 6	80 credits for group 6		80 credits for group 6	80 credits for group 6	

Group 6

You are Group 6, a man. You are in a long-term relationship with Group 5, a woman. Your colour is orange. At the World Forum on the weekends, one person from either group 5 or 6 may participate and has two votes. You must discuss with group 6 to decide who shall be chosen. Each day lasts exactly 5 minutes. There will be an announcement by the game leader after each day has finished. The new day will not start until the announcement is over. It is forbidden to work while the day is over and the game leader is speaking. You must give in your daily quota before the end of each day. This chart shows you how much you have to produce for you and your partner each day to survive. One orange rectangle (2xm x 3 cm) counts as 40 credits.

Training day	Day 1 weekday	Day 2 weekday	Day 3 weekend	Day 4 weekend	Day 5 weekday
160 credits for yourself	80 credits for yourself	80 credits for yourself	Day off	80 credits for yourself	80 credits for yourself
	80 credits for group 5	80 credits for group 5		80 credits for group 5	80 credits for group 5
Day 6 weekday	Day 7 weekend	Day 8 weekend	Day 9 weekend	Day 10 weekend	World Forum for everyone
80 credits for yourself	Day off		80 credits for yourself	80 credits for yourself	
80 credits for group 6		80 credits for group 5	80 credits for group 5	80 credits for group 5	

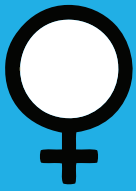


'Day sheet' for the banker

- Group 1 – yellow; each shape is worth 10 credits
- Group 2 – green; each shape is worth 10 credits
- Group 3 – red; each shape is worth 50 credits
- Group 4 – blue; each shape is worth 50 credits
- Group 5 – purple; each shape is worth 40 credits
- Group 6 – orange; each shape is worth 40 credits

	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Training day	150 credits for themselves	150 credits for themselves	150 credits for themselves	150 credits for themselves	160 credits for themselves	160 credits for themselves
Day 1 weekday	150 credits for themselves 50 credits for group 2	150 credits for themselves	150 credits for themselves 50 credits for group 4	150 credits for themselves	80 credits for themselves 80 credits for group 6	80 credits for themselves 80 credits for group 5
Day 2 weekday	150 credits for themselves 50 credits for group 2	150 credits for themselves	150 credits for themselves 50 credits for group 4	150 credits for themselves	80 credits for themselves 80 credits for group 6	80 credits for themselves 80 credits for group 5
Day 3 weekend	150 credits for themselves 50 credits for group 2	150 credits for themselves	50 credits for group 4	Day off	80 credits for group 6	Day off
Day 4 weekend	150 credits for themselves 50 credits for group 2	150 credits for themselves	50 credits for group 4	Day off	Day off	80 credits for group 5
Day 5 weekday	150 credits for themselves 50 credits for group 2	150 credits for themselves	150 credits for themselves 50 credits for group 4	150 credits for themselves	80 credits for themselves 80 credits for group 6	80 credits for themselves 80 credits for group 5
Day 6 weekday	150 credits for themselves 50 credits for group 2	150 credits for themselves	150 credits for themselves 50 credits for group 4	150 credits for themselves	80 credits for themselves 80 credits for group 6	80 credits for themselves 80 credits for group 5
Day 7 weekend	150 credits for themselves	150 credits for themselves	50 credits for group 4	Day off	80 credits for group 6	Day off
Day 8 weekend	150 credits for themselves	150 credits for themselves	50 credits for group 4	Day off	Day off	80 credits for group 5
Day 9 weekday	150 credits for themselves 50 for group 2	150 credits for themselves	150 credits for themselves 50 credits for group 4	150 credits for themselves	80 credits for themselves 80 credits for group 6	80 credits for themselves 80 credits for group 5
Day 10 weekday	150 credits for themselves 50 for group 2	150 credits for themselves	150 credits for themselves 50 credits for group 4	150 credits for themselves	80 credits for themselves 80 credits for group 6	80 credits for themselves 80 credits for group 5

World Forum for everyone



Forfeits (if groups fail to deliver credits)

Group 1 and 2

In three countries (the Comoros, Federal States of Micronesia, and Saudi Arabia), the number of women in parliament is 0. Because of the lack of female representation in government, a law has been passed and your land has been taken away from you. There is nothing you can do about it. Your means to produce have dramatically decreased. This means that group 1 needs to produce 200 credits to survive the next two days in addition to any other work you need to do for yourselves or other groups.

Group 1 and 2

Women do two-thirds of the world's work, but receive only 10% of the world's income. Group 2 has gone away looking for paid work. While they are away, Group 1 still has to provide for their family and look after the crops. This means group 1 need to produce 240 credits to survive the next two days in addition to any other work you need to do for yourselves or other groups.

Group 1 and 2

A foreign force has invaded your country in the name of freedom. You are forced to leave your home and everything you own. 80% of the world's 27 million refugees are women. This means group 1 needs to produce 250 credits to survive the next two days in addition to any other work you need to do for yourselves or other groups.

Group 3 and 4

You live in North America. One year out of college women earn 20% less than men and 10 years later 31% less. Unfortunately your job is taken by a less qualified but male friend of the manager. You must produce 200 credits per day for the next 3 days in addition to any other work you need to do for yourselves or other groups.

Group 3 and 4

The United Kingdom comes 49th (out of 154 countries) in terms of women's representation in parliament. Unfortunately you are underrepresented in parliament. A new proposed law promoting gender equality has been defeated. You must produce an additional 260 credits for the next three days.

Group 5 and 6

You live in Peru, one of two countries where women are more active in starting a business than men. Fortunately your new business venture is very successful. You do not need to change the amount of credits you produce.