



HUMAN RESOURCES RECRUITMENT INTERVIEW QUESTIONNAIRE TOOL

**DEVELOPED BY: ACTION AGAINST HUNGER
BANGLADESH**

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GENDER QUESTIONS IN INTERVIEWS

The Action Against Hunger office in Bangladesh is committed to asking at least one gender and protection related question in each interview.

The objectives of this are:

- 1 To ensure that the organisation avoids recruiting people that have inflexible and overly conservative attitudes towards gender issues which could negatively affect their work or the working environment at Action Against Hunger.
- 2 To encourage the recruitment of people with progressive attitudes towards gender to join the organisation.
- 3 To highlight to all potential staff members that gender is an issue which is taken seriously by Action Against Hunger Bangladesh.

This can however present a challenge to interview panels on how to evaluate responses to gender & protection questions (although even if such questions are not marked, they still fulfil objective 3).

When evaluating basic gender questions, a simple scoring system can be used, where candidates receive a mark if they touch on key gender issues. For example, if the total marks for the question is '5' then the candidate will get a mark for each of the following points:

KEY ISSUE	MARKS	DETAILS
Understanding that there are barriers to women's full involvement and opportunities in society	1 mark	<ul style="list-style-type: none"> Most candidates will recognise that it can be tough for women in countries like Bangladesh as they have lots of work and not many opportunities.
Recognition of the difference between gender and sex	1 mark	<ul style="list-style-type: none"> Some candidates will talk about the social construction of what is seen by society as masculine (related to men) behaviour and what is feminine (related to women) behaviour. To get this mark they must show that these differences are cultural / social rather than biological.
Gender as a rights issue	1 mark	<ul style="list-style-type: none"> Both men and women's have the same rights and must have the same opportunities. For this mark - rights or human rights must be mentioned.
Knowledge of specific barriers that women face	1 mark	<ul style="list-style-type: none"> Although many candidates will be able to mention general barriers, i.e. culture, religion, sexism, for this mark they need to articulate specific concrete examples: laws, inheritance practices, feeding practices etc.
Recognition of gender from a male perspective	1 mark	<ul style="list-style-type: none"> Few candidates will be able to identify the pressures and challenges that social construction also impose on men i.e. stresses of having to be a provider and protector of the family, expressing emotion seen as weakness etc.
TOTAL	5 marks	

Note that for this marking system to work, questions need to be quite open to allow candidates room to touch on all points.

SAMPLE INTERVIEW QUESTIONS RELATED TO GENDER:

1. What is gender equality? How could you promote this in the position?
2. Please share a previous experience where you have used gender-sensitive skills in your work. What was the result?
3. Can you give an example of how you have considered the different needs of men and women in an emergency?
4. Why is it important to have both men and women on your team?
5. Can you give an example of the importance of working on gender issues with men?