

ACTIVITIES YOU'LL EXPLORE TODAY

- ✓ Visual analysis of real-life caregiving scenarios
- ✓ Group discussion: What's fair? What's outdated
- ✓ Reflection on your own assumptions
- ✓ Strategy-building: How do we support shared caregiving?



WHAT'S THIS WORKSHOP ABOUT?

Despite social progress, caregiving remains deeply gendered in our society. From family responsibilities to workplace leave policies, women still take on the majority of unpaid care work – often at the cost of their own careers, health, and economic independence.

This workshop challenges assumptions like:

- “Women are naturally better caregivers.”
- “Men who care are weak.”
- “Taking time off to care isn't leadership material.”

CARE IS ESSENTIAL. BUT WHO'S EXPECTED TO GIVE IT — AND AT WHAT COST?

 Optional Follow-Up
Complete the Reflective
Self-Assessment
Link or QR code → [Insert link
here]

Evaluate your personal
growth after the workshop.

 Want To Get Involved?
Contact Us!

TACKLING GENDER STEREOTYPES AND THE CARE GAP

This training is part of VR Balance:
Advancing Gender Equity in Work
and Home Life through Virtual
Reality, a project co-funded by
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Organizers: University of
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Key Concepts

Gender Stereotypes in Caregiving

- Women = emotional, nurturing, available
- Men = rational, breadwinners, detached from domestic life



The Care Gap

- In the EU, **66% of unpaid caregivers** are women
- Women face reduced job opportunities, lower pensions, and career penalties

LEARNING OUTCOMES

After this workshop, you will:

- Understand how caregiving stereotypes impact women and men differently
- Reflect on your own assumptions and biases

Identify strategies to promote shared responsibility in your workplace and personal life

TAKE ACTION

What's one thing you can do this month to challenge gender roles in caregiving?

- Example: "Normalize men taking parental leave in my team."
- Example: "Bring caregiving responsibilities into HR policy discussions."

Impact on Equality

- Caregiving is a major factor in the gender career gap
- When care isn't shared, neither is economic power



Real Life Reflection

- A true story from the workshop materials:
- A trans* woman shared how her brothers refused to care for their elderly mother out of "modesty" — but after she transitioned, she was expected to take over as the "daughter." Gender expectations override reality.
- Ask yourself:
- Who in your family was expected to care?
- Would a man in your role be asked the same?