

ACTIVITIES YOU'LL EXPLORE TODAY

- ✓ Analysis of real-life bias scenario
- ✓ Group discussion: spotting unconscious bias
- ✓ Case study: barriers in hiring & promotion
- ✓ Strategy session: how to build fairer workplaces



WHAT'S THIS WORKSHOP ABOUT?

Even in 2025, the workplace isn't an equal space. From unequal pay to biased promotion systems, gender discrimination still defines many career paths — especially for women, working parents, and those from marginalized communities.

This workshop challenges assumptions like:

- “She’s less committed — she just had a baby.”
- “Leadership doesn’t suit her personality.”
- “He’s more assertive — must be more capable.”

**LET'S LOOK AT HOW CAREERS
ARE SHAPED — AND WHO
GETS LEFT BEHIND.**

 Optional Follow-Up
Complete the Reflective
Self-Assessment

Link or QR code → [Insert
link here]

This helps track your progress
and feeds into our research
on training effectiveness.

 Want To Get Involved?
Contact Us!

THE GENDER CAREER GAP AND ECONOMIC INEQUALITY

This workshop is part of VR
Balance: Advancing Gender
Equity in Work and Home Life
through Virtual Reality, co-funded
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Project Partners:
University of Barcelona | Social
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MetaMedicsVR



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Key Concepts

The Gender Career Gap

- Unequal opportunities in hiring, promotion, pay
- Disproportionate career breaks taken by women
- Underrepresentation in leadership roles



Economic Inequality

- Pay gap in the EU is ~13%
- Fewer women in high-paying industries
- Career penalties linked to caregiving responsibilities

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."

Horizontal & Vertical Segregation

- Horizontal: Women concentrated in lower-paid sectors (e.g., care, admin)
- Vertical: "Glass ceiling" blocks women from top leadership



Reflection Scenario

- You're in a hiring panel. A woman takes a career break for maternity leave; a man with similar experience doesn't. Who's seen as "more reliable"? Who's asked about future family plans?
-  Ask yourself:
- Would I make assumptions based on gender?
- How do these expectations shape real careers?