

VR BALANCE

Advancing Gender Equity
in Work and Home Life
through Virtual Reality



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GENDER STEREOTYPES AND THE GENDER CARE GAP

GENDER DISCRIMINATION AT WORKPLACE



PURPOSES OF THE WORKSHOP



INCREASE AWARENESS

- To comprehend how gender stereotypes perpetuate gender discrimination in caregiving and at work.
- To educate about gender equality issues, including the challenges faced by working mothers, such as pay gaps and limited career opportunities.

UNDERSTAND GENDER GAPS

- To examine the gender care gap and its effects on individuals and society.
- To comprehend the origin of work disparities, the determinants of gender discrimination at workplaces, and their consequences.

ENHANCE WORK CONDITIONS

- Through the development and implementation of policies that ensure equal pay and benefits for all employees, regardless of gender or parental status, and provide support for maternity leave and childcare.

EMPOWER ADVOCACY

- Encouraging for advocacy on gender equity at home and at work.
- To promote the adjustment of work culture, to make it more equal on opportunities of access and promotion for all, fostering a culture of inclusion and support.



INTRODUCTION



THE GLOBAL GENDER INDEX GAP - BY REGION

AMERICA

Northern America			
Economy	Rank		Score
	Regional	Global	
Canada	1	36	0.761
United States of America	2	43	0.747

Latin America and the Caribbean			
Economy	Rank		Score
	Regional	Global	
Nicaragua	1	6	0.811
Ecuador	2	18	0.788
Costa Rica	3	19	0.785
Chile	4	21	0.781
Barbados	5	31	0.773
Argentina	6	32	0.772
Mexico	7	33	0.768
Guyana	8	35	0.765
Jamaica	9	37	0.758
Peru	10	40	0.755
Bolivia (Plurinational State of)	11	44	0.746
Colombia	12	45	0.745
Panama	13	50	0.742
Suriname	14	53	0.739
Honduras	15	59	0.726
Brazil	16	70	0.716
Uruguay	17	71	0.715
Paraguay	18	81	0.707
Dominican Republic	19	82	0.706
Guatemala	20	93	0.697
Belize	21	95	0.696
El Salvador	22	96	0.695

ASIA

Central Asia			
Economy	Rank		Score
	Regional	Global	
Armenia	1	64	0.721
Georgia	2	69	0.716
Kazakhstan	3	76	0.710
Kyrgyz Republic	4	90	0.700
Azerbaijan	5	103	0.685
Uzbekistan	6	108	0.681
Tajikistan	7	112	0.673

Southern Asia			
Economy	Rank		Score
	Regional	Global	
Bangladesh	1	99	0.689
Nepal	2	117	0.664
Sri Lanka	3	122	0.653
Bhutan	4	124	0.651
India	5	129	0.641
Maldives	6	132	0.633
Pakistan	7	145	0.570

ASIA – OCEANIA – AFRICA

Middle East and Northern Africa			
Economy	Rank		Score
	Regional	Global	
United Arab Emirates	1	74	0.713
Israel	2	91	0.699
Tunisia	3	115	0.668
Bahrain	4	116	0.666
Jordan	5	123	0.652
Saudi Arabia	6	126	0.647
Qatar	7	130	0.640
Kuwait	8	131	0.636
Lebanon	9	133	0.632
Egypt	10	135	0.629
Oman	11	136	0.628
Morocco	12	137	0.628
Algeria	13	139	0.612
Iran (Islamic Republic of)	14	143	0.579
Sudan	15	146	0.568

Eastern Asia and the Pacific			
Economy	Rank		Score
	Regional	Global	
New Zealand	1	4	0.835
Australia	2	24	0.780
Philippines	3	25	0.779
Singapore	4	48	0.744
Thailand	5	65	0.720
Viet Nam	6	72	0.715
Mongolia	7	85	0.705
Timor-Leste	8	86	0.704
Lao PDR	9	89	0.700
Republic of Korea	10	94	0.696
Indonesia	11	100	0.686
Cambodia	12	102	0.685
Brunei Darussalam	13	105	0.684
People's Rep. of China	14	106	0.684
Vanuatu	15	111	0.673
Malaysia	16	114	0.668
Japan	17	118	0.663
Fiji	18	128	0.642

Sub-Saharan Africa			
Economy	Rank		Score
	Regional	Global	
Namibia	1	8	0.805
South Africa	2	18	0.785
Mozambique	3	27	0.776
Burundi	4	38	0.757
Rwanda	5	39	0.757
Cabo Verde	6	41	0.755
Liberia	7	42	0.754
Eswatini	8	47	0.744
Zimbabwe	9	52	0.740
United Rep. of Tanzania	10	54	0.734
Botswana	11	57	0.730
Madagascar	12	66	0.720
Kenya	13	75	0.712
Togo	14	77	0.710
Ethiopia	15	79	0.709
Sierra Leone	16	80	0.708
Uganda	17	83	0.706
Ghana	18	88	0.701
Zambia	19	92	0.697
Cameroon	20	97	0.693
Lesotho	21	98	0.691
Mauritius	22	107	0.683
Senegal	23	109	0.679
Gambia	24	110	0.679
Angola	25	113	0.668
Comoros	26	119	0.663
Burkina Faso	27	120	0.661
Côte d'Ivoire	28	121	0.655
Nigeria	29	125	0.650
Benin	30	134	0.629
Niger	31	138	0.628
Congo, Dem. Rep. of the	32	140	0.609
Mali	33	141	0.604
Guinea	34	142	0.601
Chad	35	144	0.576

THE GLOBAL GENDER INDEX GAP - BY REGION

EUROPE

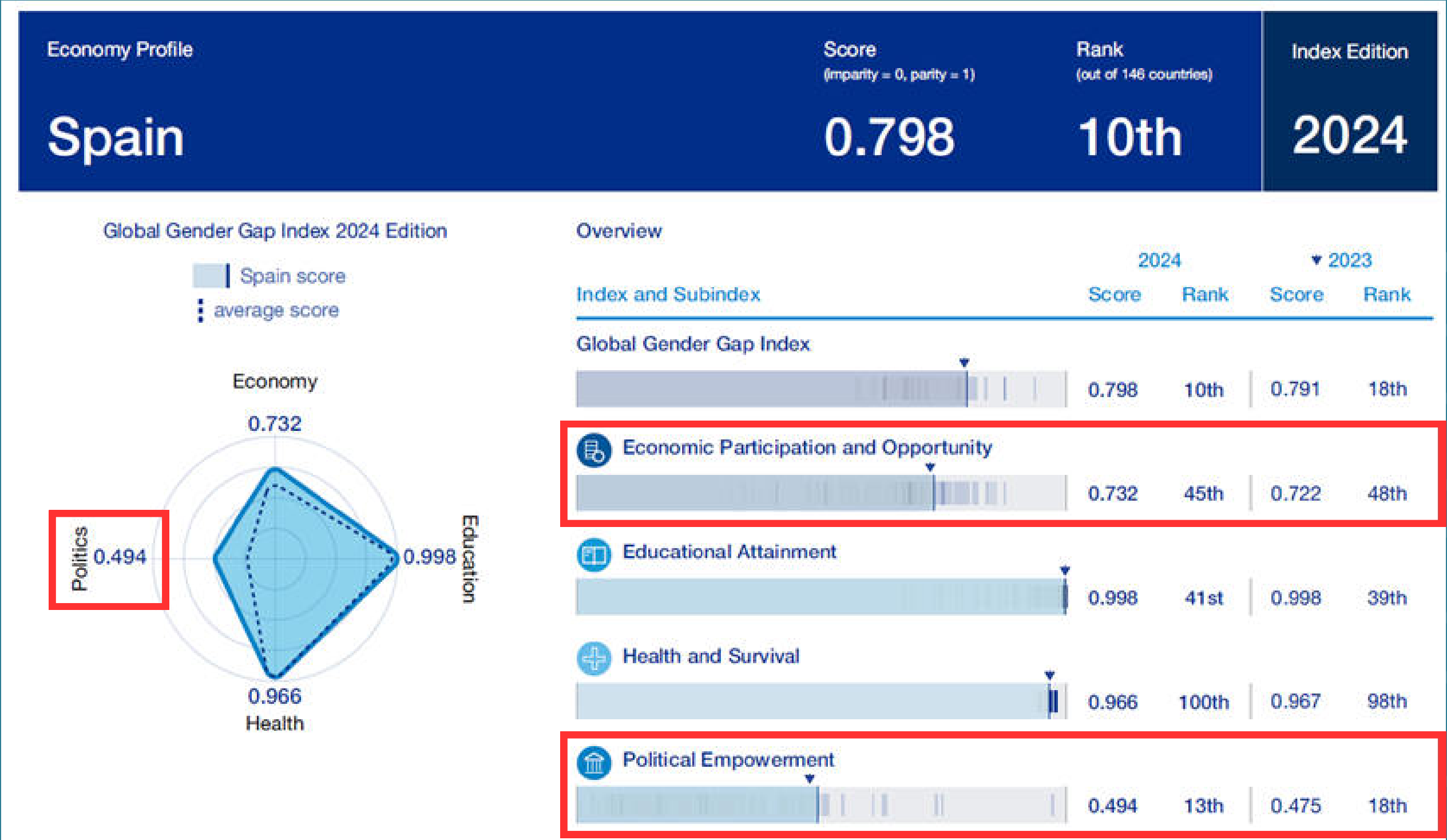
Economy	Rank		Score
	Regional	Global	
Iceland	1	1	0.935
Finland	2	2	0.875
Norway	3	3	0.875
Sweden	4	5	0.816
Germany	5	7	0.810
Ireland	6	9	0.802
Spain	7	10	0.797
Lithuania	8	11	0.793
Belgium	9	12	0.793
Moldova	10	13	0.791
United Kingdom	11	14	0.789
Denmark	12	15	0.789
Portugal	13	17	0.787
Switzerland	14	20	0.785
France	15	22	0.781
Albania	16	23	0.780
Serbia	17	26	0.779
Netherlands	18	28	0.775
Estonia	19	29	0.774
Latvia	20	30	0.773
Slovenia	21	34	0.766
Luxembourg	22	46	0.744
Austria	23	49	0.743
Poland	24	51	0.740
Belarus	25	55	0.733
Slovakia	26	56	0.731
Republic of North Macedonia	27	58	0.727
Bulgaria	28	60	0.723
Croatia	29	61	0.723
Malta	30	62	0.722
Ukraine	31	63	0.722
Montenegro	32	67	0.718
Romania	33	68	0.717
Greece	34	73	0.714
Bosnia and Herzegovina	35	78	0.710
Cyprus	36	84	0.705
Italy	37	87	0.703
Hungary	38	101	0.686
Czechia	39	104	0.684
Türkiye	40	127	0.645

Europe

Economy	Rank		Score
	Regional	Global	
Spain	7	10	0.797
Lithuania	8	11	0.793
Belgium	9	12	0.793
Moldova	10	13	0.791
United Kingdom	11	14	0.789
Denmark	12	15	0.789
Portugal	13	17	0.787
Switzerland	14	20	0.785
France	15	22	0.781
Albania	16	23	0.780
Serbia	17	26	0.779
Netherlands	18	28	0.775
Estonia	19	29	0.774
Latvia	20	30	0.773
Slovenia	21	34	0.766
Luxembourg	22	46	0.744
Austria	23	49	0.743
Poland	24	51	0.740



GENDER GAP: KEY AREAS IN SPAIN



EVOLUTION OF GLOBAL GENDER GAP TOP 10 OVER TIME

		Edition																	
		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2021	2022	2023	2024
1 st		SWE	SWE	NOR	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL
2 nd		NOR	NOR	FIN	FIN	NOR	NOR	FIN	FIN	FIN	NOR	FIN	NOR	NOR	NOR	FIN	FIN	NOR	FIN
3 rd		FIN	FIN	SWE	NOR	FIN	FIN	NOR	NOR	NOR	FIN	NOR	FIN	SWE	FIN	NOR	NOR	FIN	NOR
4 th		ISL	ISL	ISL	SWE	SWE	SWE	SWE	SWE	SWE	SWE	SWE	RWA	FIN	SWE	NZL	NZL	NZL	NZL
5 th		DEU	NZL	NZL	NZL	NZL	IRL	IRL	PHL	DNK	IRL	RWA	SWE	NIC	NIC	SWE	SWE	SWE	SWE
6 th		PHL	PHL	PHL	ZAF	IRL	NZL	NZL	IRL	NIC	RWA	IRL	NIC	RWA	NZL	NAM	RWA	DEU	NIC
7 th		NZL	DEU	DNK	DNK	DNK	DNK	DNK	NZL	RWA	PHL	PHL	SVN	NZL	IRL	RWA	NIC	NIC	DEU
8 th		DNK	DNK	IRL	IRL	LSO	PHL	PHL	DNK	IRL	CHE	SVN	IRL	PHL	ESP	LTU	NAM	NAM	NAM
9 th		GBR	IRL	NLD	PHL	PHL	LSO	NIC	CHE	PHL	SVN	NZL	NZL	IRL	RWA	IRL	IRL	LTU	IRL
10 th		IRL	ESP	LVA	LSO	CHE	CHE	CHE	NIC	BEL	NZL	NIC	PHL	NAM	DEU	CHE	DEU	BEL	ESP

Note
BEL = Belgium; CHE = Switzerland; DEU = Germany; DNK = Denmark; ESP = Spain; FIN = Finland; GBR = United Kingdom; IRL = Ireland; ISL = Iceland; ; LSO = Lesotho; LTU = Lithuania; LVA = Latvia; NAM = Namibia; NIC = Nicaragua; NLD = Netherlands; NOR = Norway; NZL = New Zealand; PHL = Philippines; RWA = Rwanda; SVN = Slovenia; SWE = Sweden; ZAF = South Africa.

- Central Asia
- Eastern Asia and the Pacific
- Europe
- Latin America and the Caribbean
- Middle East and Northern Africa
- Northern America
- Southern Asia
- Sub-Saharan Africa

Source: World Economic Forum, Global Gender GAP Index 2024.

RAISING AWARENESS

Important definitions



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KEY CONCEPTS

Sex vs Gender

- Anne Oakley (1972):

"Sex differences may be natural, but gender differences have their source in culture"
– Ann Oakley –

→ Sex: **BIOLOGICAL** (genes, reproduction, hormones)

How many sexes?

→ Gender: **EXPECTATIONS** and **socially defined behavior**.
Different in each culture

How many genders?

Gender is both a **SOCIAL** and a **CULTURAL CONSTRUCTION**

OTHER IMPORTANT DEFINITIONS



Simone de Beauvoir, “The Second Sex” (1949):

- “One is not born, but rather becomes, a woman” **No feminine essence**
- Concept of **alterity**: men are **subjects** and women “**the others**”

Gayle Rubin, “The Traffic in Women: Notes on the Political Economy of Sex” (1975):

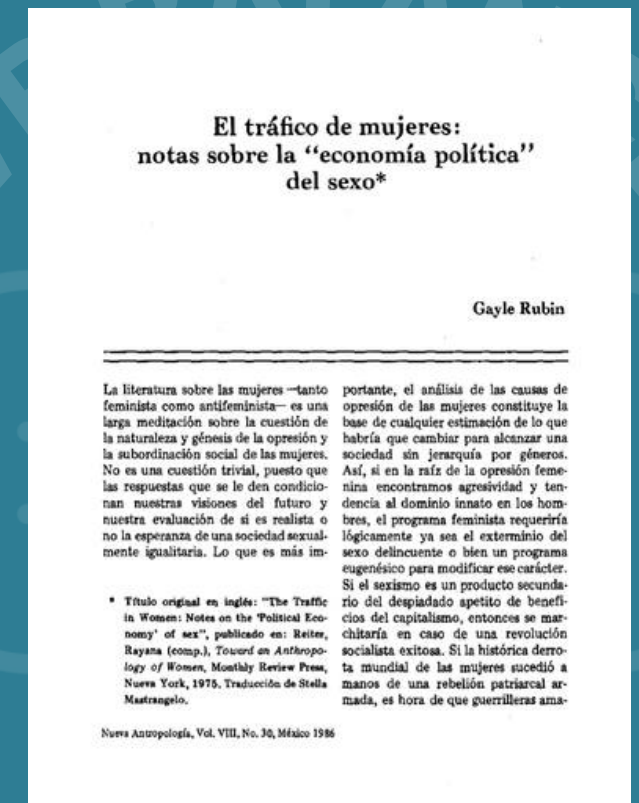
“All social relations are **gendered** and those social relations—and not biology—contribute to **women’s oppression**”.



Marcela Lagarde:

- Gender as a **relational category**:

Men and women are “gendered subjects” (1996: 29).



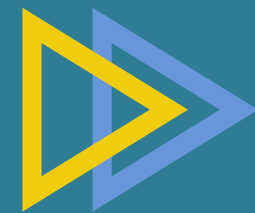
GENDER IDENTITIES AND GENDER BINARY



The Importance of **Self-Definition** vs. **Imposed Definitions**:



The Plurality of Gender Identities

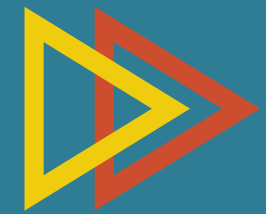


The concept of a **gender binary**:

*“A system that categorizes gender into two mutually **exclusive** and **fixed** options: male and female. This classification is often based on biological characteristics such as reproductive organs, chromosomes, and hormones. Within binary gender systems, individuals are expected to **conform to social norms** associated with the gender assigned to them at birth” (Oxford Review Briefings).*



EMBRACING



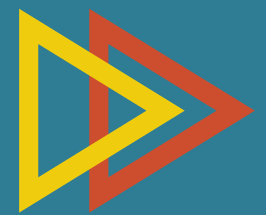
Heterosexuality is imposed as part of the **system of patriarchal power**:

Adrienne
Rich

Monique
Wittig

Teresa de
Lauretis

Judith
Butler

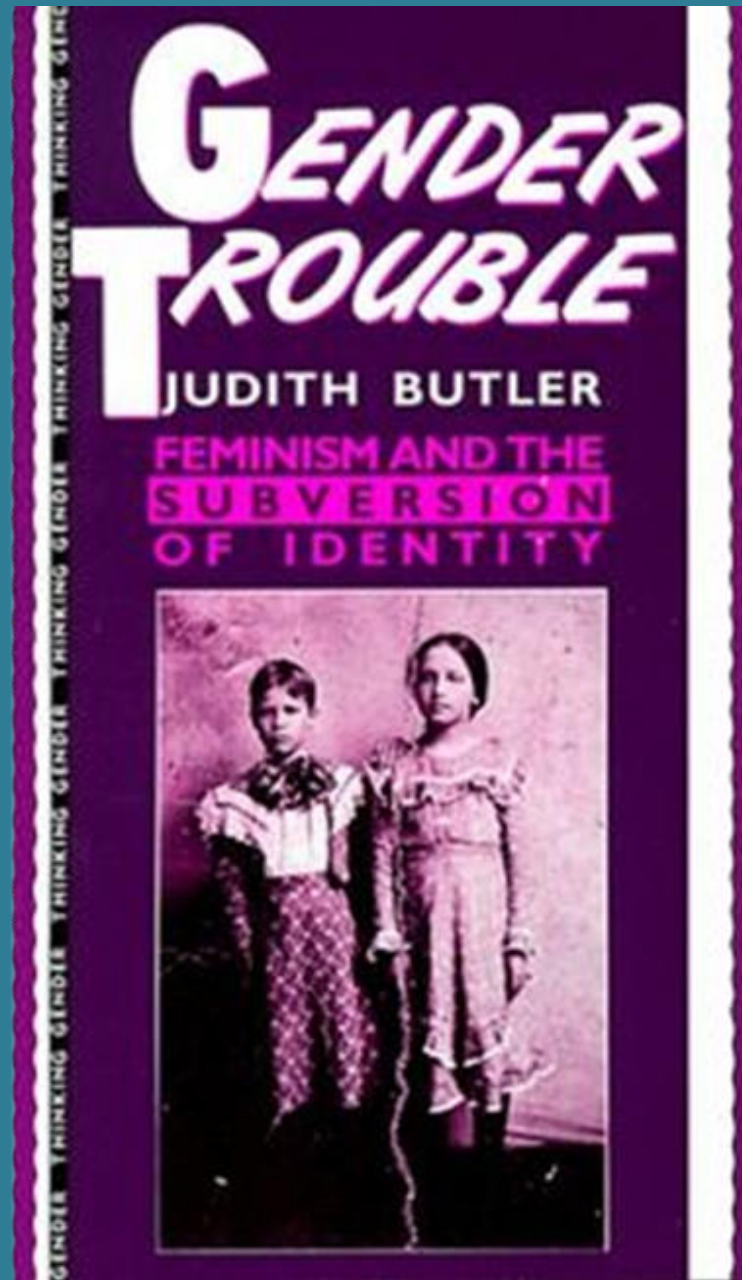


Acknowledging **Diverse Gender Identities** implies:

- Fostering inclusivity and equity, contributing to a more just and equitable world for everyone.
- Moving away from the gender binary, **recognizing the existence** of non-binary, transgender, and gender-fluid identities.



GENDER PERFORMATIVITY



→ Judith Butler, "Gender Trouble" (1990): **Gender is Performative**

*"Gender is not something that one is; it is something one does—an **act of 'doing'** rather than a state of **'being.'**"*

*"There is **no gender identity** behind the expressions of gender."*

*"If the immutable character of sex is contested, perhaps the construct called 'sex' is **as culturally constructed as gender**; perhaps it was always already gender, with the consequence that the distinction between sex and gender turns out to be **no distinction at all**" (pp. 9–10).*



RESUME SO FAR

- Sex vs Gender
- Binarism vs diversity
- Rejection of imposed heterosexuality, embracing diversity
- Gender identity vs Gender expression/performativity

Now, let's talk about gender discrimination...



GENDER DISCRIMINATION DEFINITIONS

Gender Stereotypes

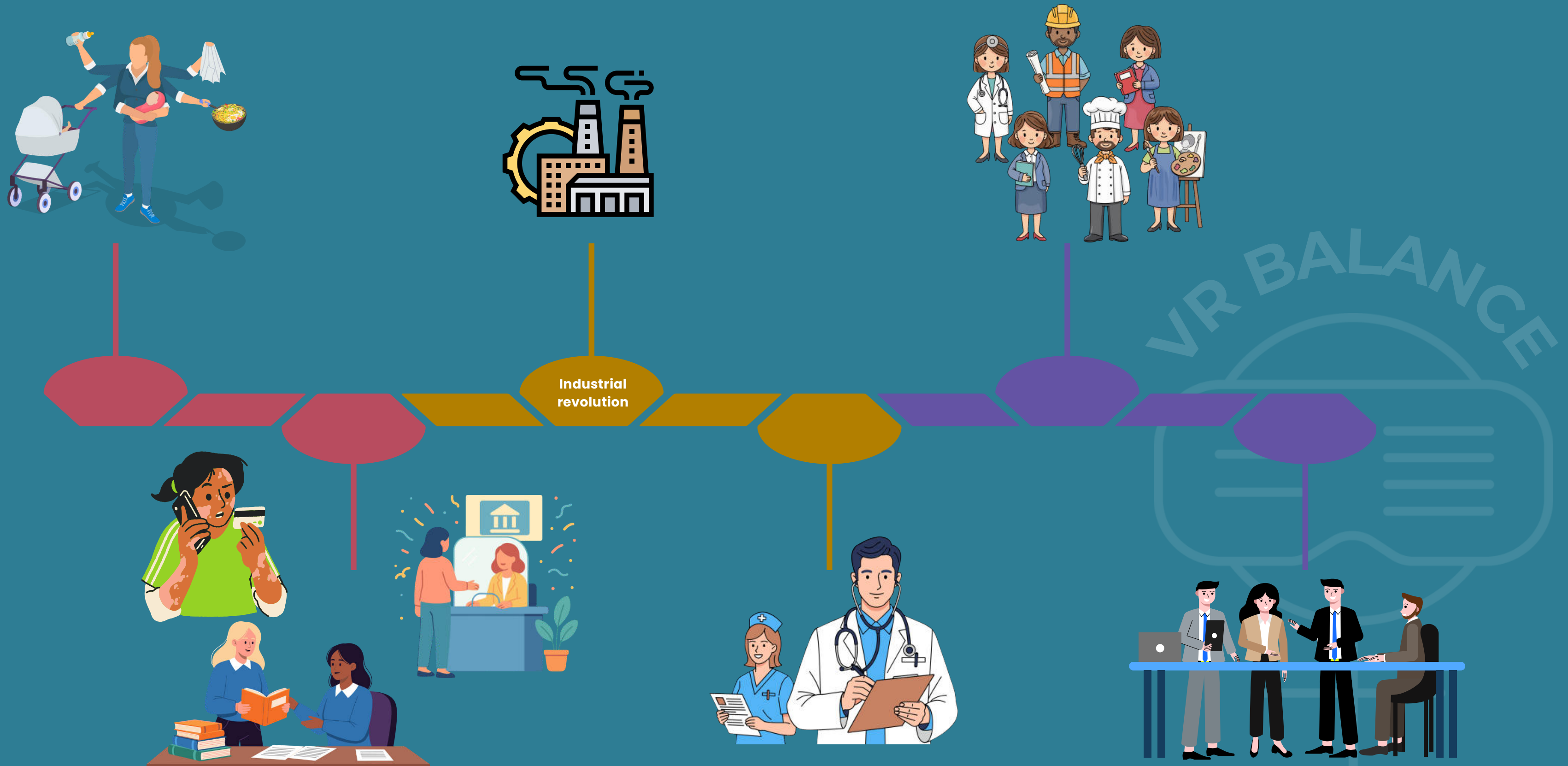
Preconceived ideas through which males and females are arbitrarily assigned characteristics, behaviours, and social roles that are determined and limited by their gender.



Gender Mandates

These stereotypes often impose normative expectations—such as framing caregiving as a “female” responsibility—which result in the unequal distribution of roles and duties.

GENDER DISCRIMINATION THROUGHOUT HISTORY



GENDER DISCRIMINATION TODAY

Structural Sexism

Gender-Based Violence

AFFECTING

Cyberviolence

Women

Symbolic Violence

**Gender-diverse
individuals**

Political Violence

Men

Economic Violence

**OCCUPATIONAL
SEGREGATION**

WAGE GAPS

**UNEQUAL BURDEN
OF CARE WORK**

**LIMITED ACCESS
TO LEADERSHIP
POSITIONS**



CAUSES OF GENDER DISCRIMINATION



CAUSES OF GENDER DISCRIMINATION

SOCIOCULTURAL

GENDER
STEREOTYPES

SOCIAL NORMS
IN CAREING

MIXED

UNEQUAL DISTRIBUTION
OF UNPAID WORK

MALE-DOMINANT
ORGANIZATIONAL
CULTURE

STRUCTURAL

IMPLICIT BIAS

HISTORICAL GENDER
INEQUALITIES

WEAK INSTITUTIONAL
FRAMEWORKS



GENDER DISCRIMINATION: EXAMPLES

SOCIOCULTURAL

GENDER
STEREOTYPES

SOCIAL NORMS
IN CAREING



- HIRING PERSONNEL BASED ON SOCIETAL UNDERSTANDING OF GENDER ATTRIBUTES.
- SOCIAL PENALTIES TO SOCIAL MOTHERS (LOWER WAGES OR FEWER PROMOTIONS).
- UNWILLINGNESS TO ADAPT WORK POLICIES FOR WORKING MOTHERS REALITIES.

MIXED

UNEQUAL DISTRIBUTION
OF UNPAID WORK

MALE-DOMINANT
ORGANIZATIONAL
CULTURE

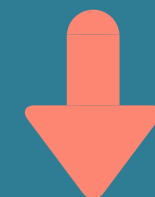


STRUCTURAL

IMPLICIT BIAS

HISTORICAL GENDER
INEQUALITIES

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FRAMEWORKS



GENDER DISCRIMINATION: EXAMPLES

SOCIOCULTURAL

GENDER
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MIXED

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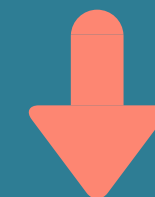
- HAVING TO GIVE UP TO PROMOTIONS OR EXIT FROM WORK FOR A PERIOD OF TIME.
- KEY DECISIONS MADE IN MALE-DOMINATED SOCIAL SPACES.
- LONG WORKING HOURS INCOMPATIBLE WITH CAREGIVING.

STRUCTURAL

IMPLICIT BIAS

HISTORICAL GENDER
INEQUALITIES

WEAK INSTITUTIONAL
FRAMEWORKS

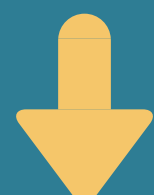


GENDER DISCRIMINATION: EXAMPLES

SOCIOCULTURAL

GENDER
STEREOTYPES

SOCIAL NORMS
IN CAREING



- **HIRING PERSONNEL BASED ON SOCIETAL UNDERSTANDING OF GENDER ATTRIBUTES.**
- **SOCIAL PENALTIES TO SOCIAL MOTHERS (LOWER WAGES OR FEWER PROMOTIONS).**
- **UNWILLINGNESS TO ADAPT WORK POLICIES FOR WORKING MOTHERS REALITIES.**

MIXED

UNEQUAL DISTRIBUTION
OF UNPAID WORK

MALE-DOMINANT
ORGANIZATIONAL
CULTURE



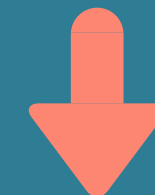
- **HAVING TO GIVE UP TO PROMOTIONS OR EXIT FROM WORK FOR A PERIOD OF TIME.**
- **KEY DECISIONS MADE IN MALE-DOMINATED SOCIAL SPACES.**
- **LONG WORKING HOURS INCOMPATIBLE WITH CAREGIVING.**

STRUCTURAL

IMPLICIT BIAS

HISTORICAL GENDER
INEQUALITIES

WEAK INSTITUTIONAL
FRAMEWORKS



- **“GLASS CEILING” IN HIGHER HIERARCHICAL LEVELS.**
- **NO HARASSMENT PROTOCOLS OR PAY TRANSPARENCY MEASURE**
- **PERSISTENT WAGE DIFFERENCES DESPITE SIMILAR QUALIFICATIONS.**
- **HIGHER FEMALE CONCENTRATION IN PRECARIOUS EMPLOYMENT.**



CONSEQUENCES OF GENDER DISCRIMINATION: GENDER GAPS



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THE GENDER GAP IN CARE WORK

The gender care gap refers to the disparity between men and women in **caregiving roles** and **domestic work distribution**.

Women are more likely to take on caregiving responsibilities, often at the expense of their careers and personal lives.

This gap is influenced by societal expectations and gender stereotypes.



1. WORKLOAD DISPARITY

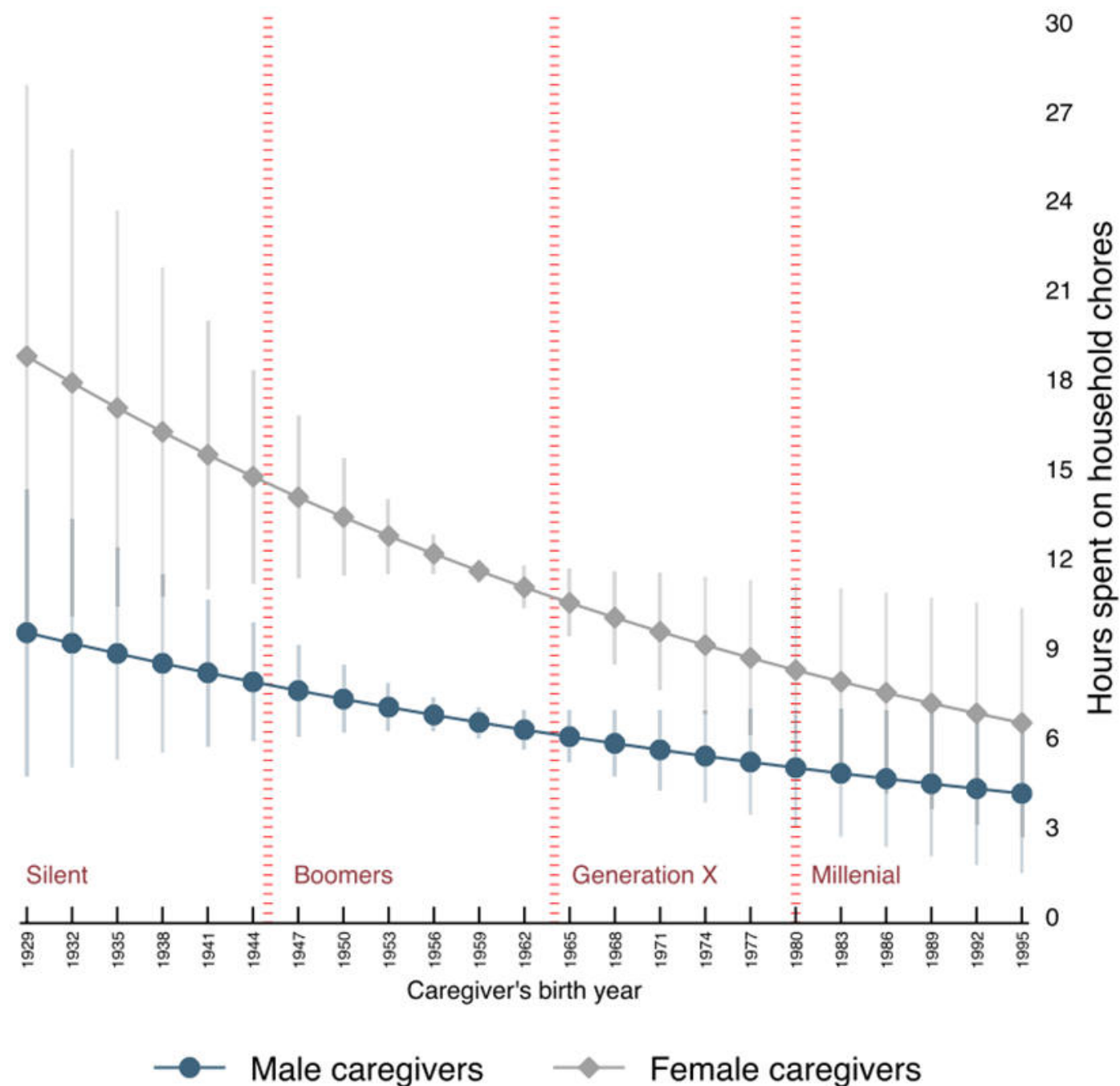


Fig. 2 Cohort effects—Time spent on household chores across generations

While women's household work has decreased over generations, **men's involvement hasn't increased.** Instead, the workload is often shifted to specialized personnel, **mostly women**, highlighting ongoing gender disparities in caregiving.

Pacheco Barzallo D, Schnyder A, Zanini C, Gemperli A. Gender Differences in Family Caregiving. Do female caregivers do more or undertake different tasks? BMC Health Serv Res. 2024.



CONSEQUENCES OF GENDER DISCRIMINATION

A Child's View of Household Roles *-Based on a real-life case*

Context

Emma is a 5-year-old girl living in Spain with her mother, María. Since Emma was born, María has been in charge of all household tasks: cooking, setting and clearing the table, washing dishes, and cleaning.

Situation

María recently started a relationship with Juan, who shares household responsibilities equally. He cooks, clears the table, and washes the dishes together with María.

Key Moment

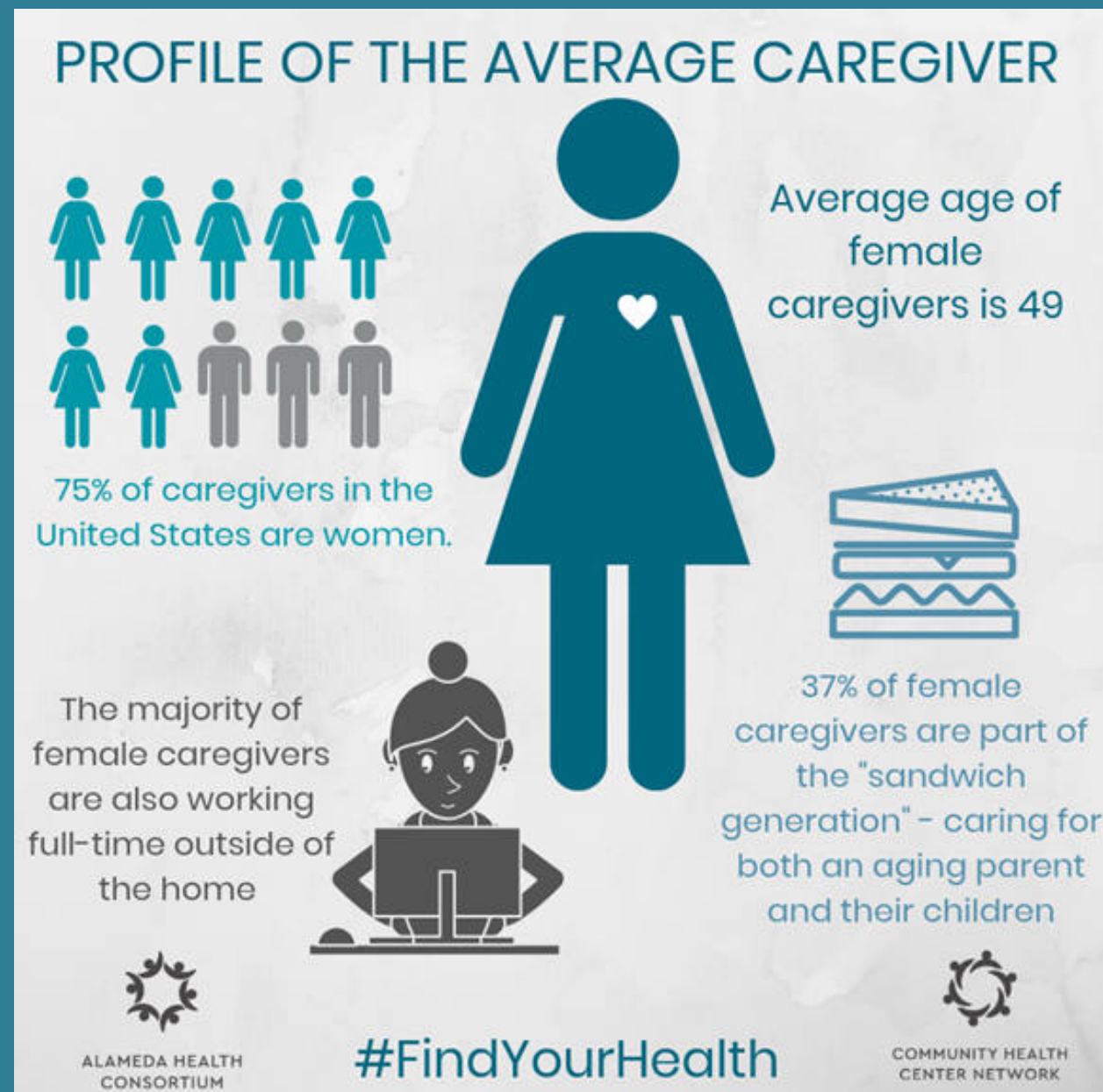
One evening, while Juan was clearing the table, Emma told him: “Those tasks are for mum.”

Reflection

Emma's reaction shows how gender stereotypes about household roles are learned at an early age through everyday observation.



2. GENDER DIFFERENCES IN FAMILY CAREGIVING



Women as Primary Caregivers: Approximately **two out of three** family caregivers are women.

Women often bear the majority of household caregiving responsibilities, including cleaning, cooking, childcare, laundry, shopping, and managing finances.

Many women find themselves caught between caring for their children and elderly parents, assuming most of these tasks.

Pacheco Barzallo D, Schnyder A, Zanini C, Gemperli A. Gender Differences in Family Caregiving. Do female caregivers do more or undertake different tasks? BMC Health Serv Res. 2024.



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CONSEQUENCES OF GENDER DISCRIMINATION

Gender Transition and Care Roles *-Based on a real-life case*

Context

Lucía is a trans woman living in Spain. Before her transition, she was socially perceived as a man and was not expected to take responsibility for caregiving or domestic work within her family.

Situation

After her gender transition, Lucía notices a change in expectations from her family and social environment. She is now assumed to be more responsible for caring tasks, emotional support, and household duties.

Key Moment

Lucía is told by a relative:

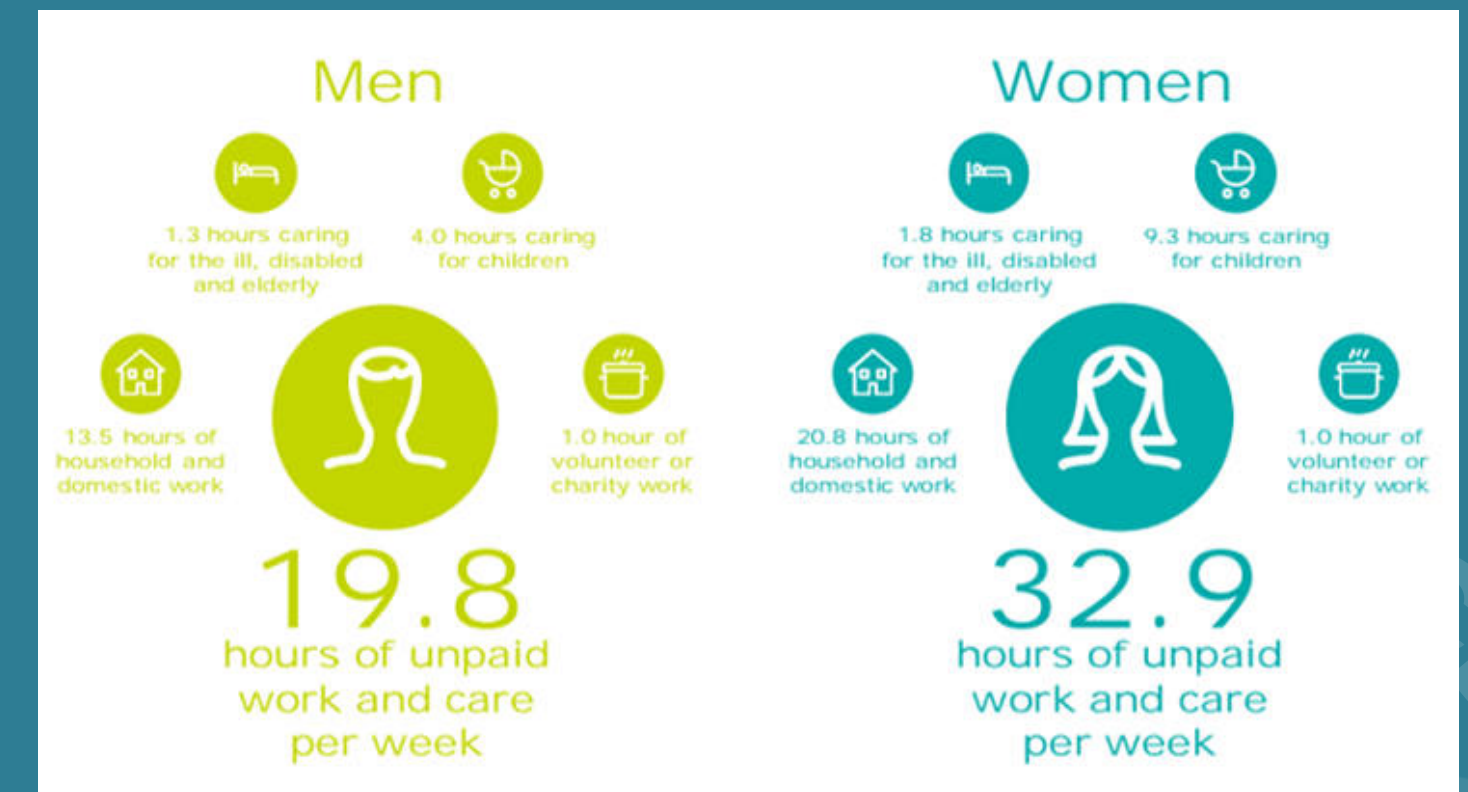
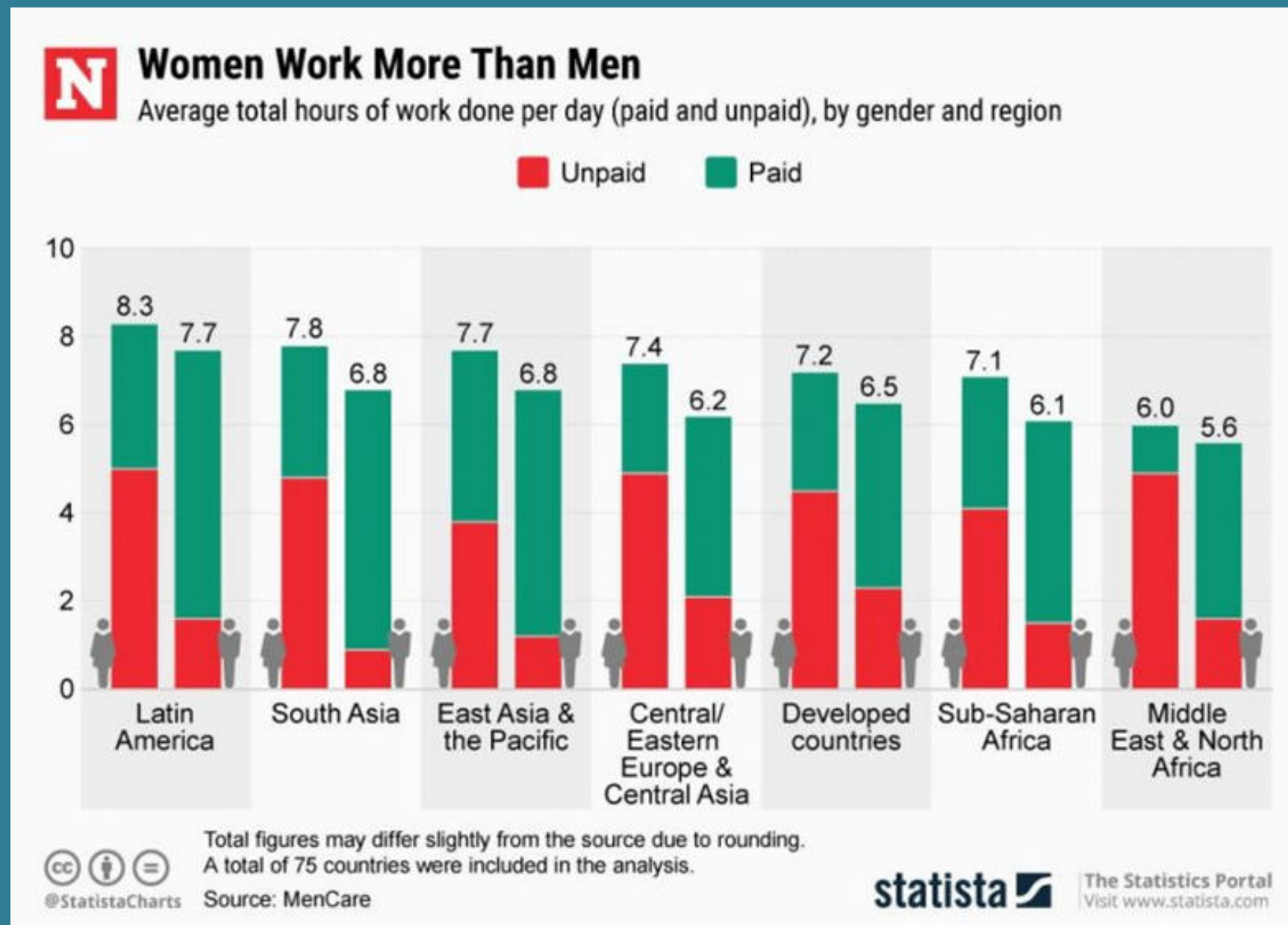
“Now that you are a woman, you are naturally better at taking care of others.”

Reflection

This case illustrates how caregiving roles are socially linked to gender, not biology, and how gender stereotypes are imposed even during gender transitions.



3. GAP IN UNPAID HOURS PER DAY



Time Spent on Caregiving:
Women typically spend more hours on caregiving tasks than men.

Emotional and Financial Stress:

Women are more likely to experience emotional and financial stress due to caregiving responsibilities.



CONSEQUENCES OF GENDER DISCRIMINATION

Effects on women's careers and personal lives

CAREER ADVANCEMENT

Women may experience **slower career progression** due to taking time off for **caregiving responsibilities** or **working part-time** to balance paid work and care. This often results in **fewer opportunities for promotion** and **limited access** to professional development

JOB PERFORMANCE

The **stress** of managing both work and caregiving responsibilities can negatively affect job performance, leading to **reduced productivity** and higher levels of **absenteeism**.

PERSONAL LIFE

The demands of caregiving can place **strain on personal relationships** and significantly **reduce** the **time** available for **self-care, rest, and leisure** activities.



THE GENDER GAP IN WORKPLACES

Differences in opportunities, pay, representation, and treatment between people of different genders within the workplace.

This gap is influenced by societal expectations and gender stereotypes as well.

And it is **perpetuated** under masculine work culture.



GENDER GAPS IN WORKPLACES

VERTICAL

OCUPATIONAL

PAY

PROMOTIONAL



GENDER GAPS IN WORKPLACES

VERTICAL

OCCUPATIONAL

PAY

PROMOTIONAL



**UNEQUAL DISTRIBUTION OF
WOMEN AND MEN ACROSS
HIERARCHICAL LEVELS WITHIN
ORGANIZATIONS/OCCUPATIONS.**



GENDER GAPS IN WORKPLACES

VERTICAL

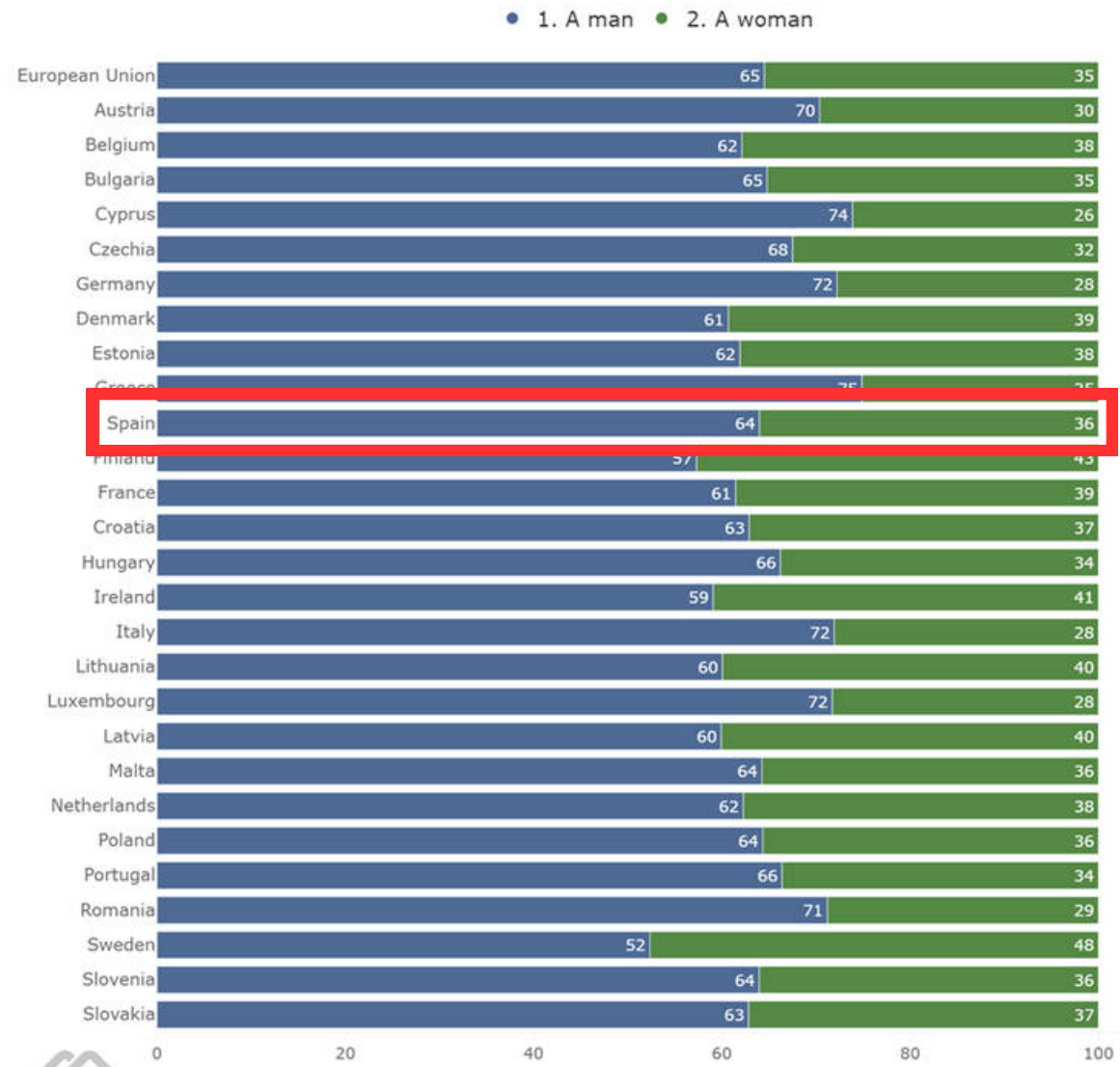
OCCUPATIONAL

PAY

PROMOTIONAL

Job context – Gender of boss

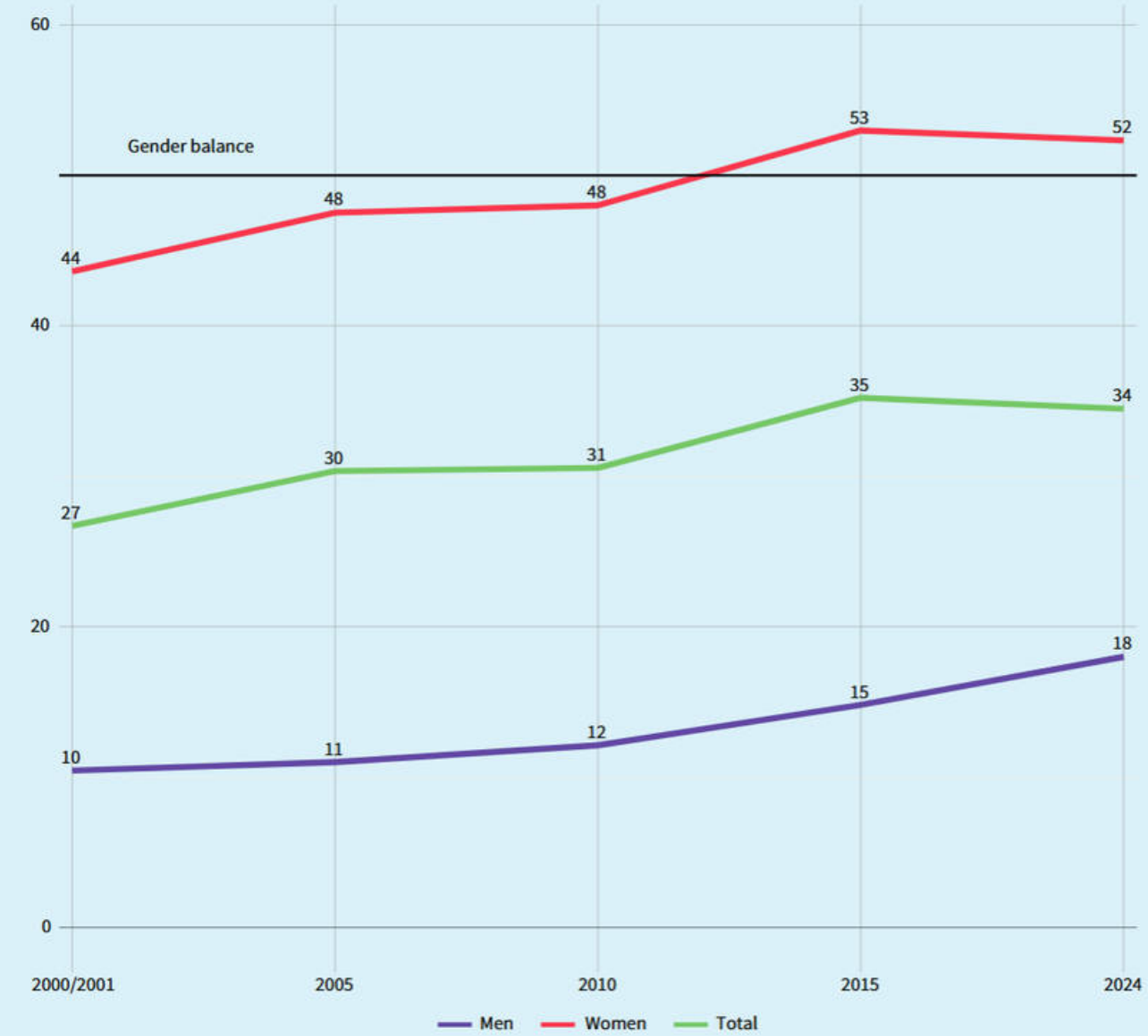
Is your immediate boss a man or a woman? - Category selected: All. (% response). Note:



Eurofound European Working Conditions Telephone Survey – 2021

Source: The European Working Conditions Telephone Survey (EWCTS) 2021.

Figure 36: Proportion of female bosses, by gender of respondents, EU-27, 2000–2024 (%)



Note: Weighted data. Answer categories 'I have no boss', 'other', 'don't know' and 'refused' are not displayed (Q67).

Source: The European Working Conditions Survey (EWCS) 2024.



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GENDER GAPS IN WORKPLACES

VERTICAL

OCCUPATIONAL

PAY

PROMOTIONAL



**IT DESCRIBES CONCENTRATION OF
MALE/FEMALES AMONG DIFFERENT
TYPES OF JOBS OR OCCUPATIONS,
TENDING TO HAVE OVER AND
UNDERREPRESENTATION IN SOME FIELDS.**



GENDER GAPS IN WORKPLACES

VERTICAL

OCCUPATIONAL

PAY

PROMOTIONAL



**THE AVERAGE DIFFERENCE IN EARNINGS
BETWEEN WOMEN AND MEN, EXPRESSED
AS A PERCENTAGE OF MEN'S EARNINGS.**



GENDER GAPS IN WORKPLACES

VERTICAL

OCCUPATIONAL

PAY

PROMOTIONAL



**IT REFERS TO GENDER DIFFERENCES IN
RATES OF PROMOTION AND CAREER
PROGRESSION.**



GENDER GAPS IN WORKPLACES

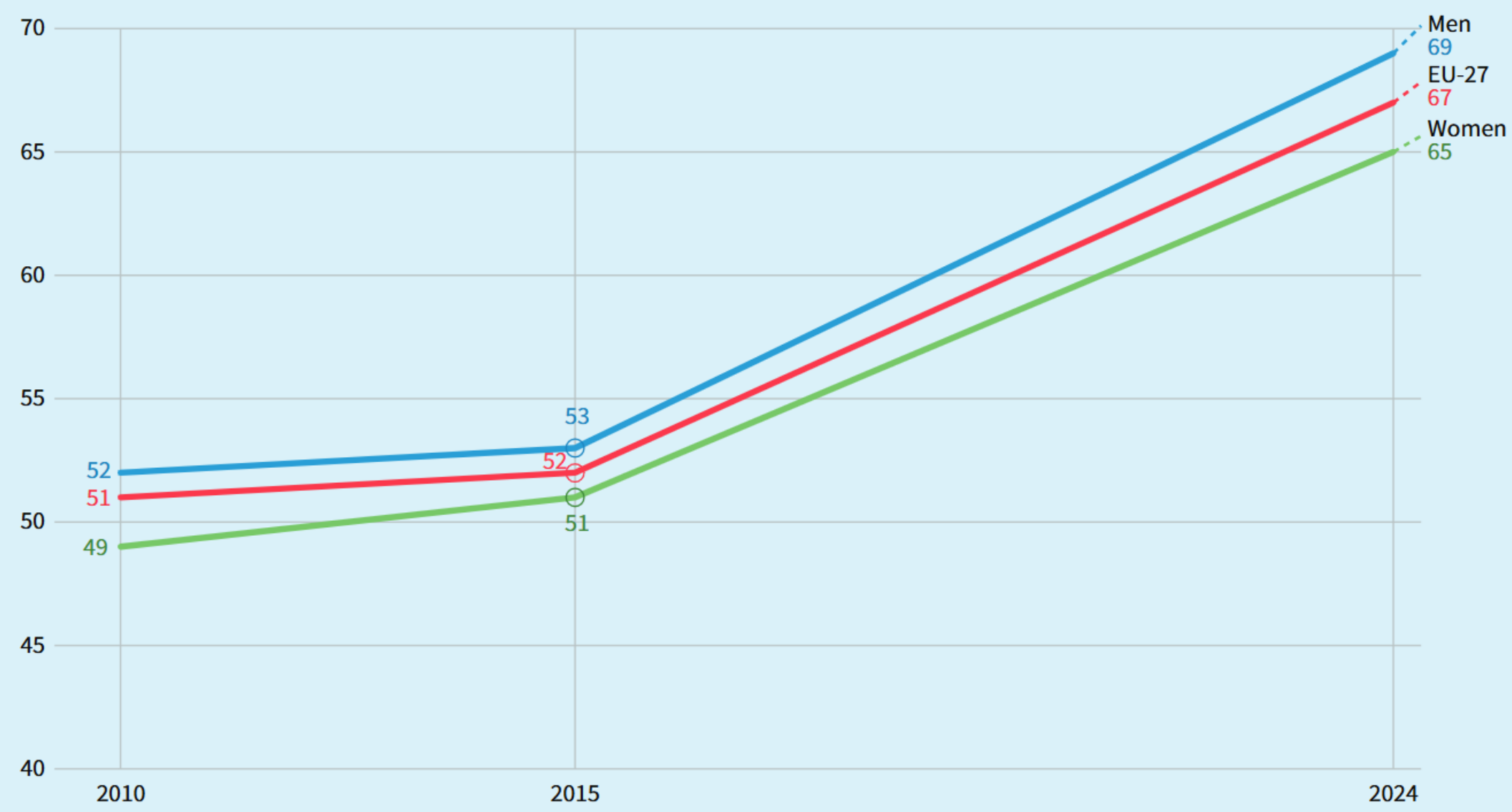
VERTICAL

OCCUPATIONAL

PAY

PROMOTIONAL

Figure 19: Prospects index (0–100), by gender, 2010–2024, EU-27



Source: The European Working Conditions Survey (EWCS) 2024.

CONSEQUENCES OF THE GENDER GAPS



CONSEQUENCES OF THE GENDER CAREER GAP

FOR INDIVIDUALS

- Burnout
- Pay gap
- Time use
- Arrangements
- Exit from workforce
- Career limitations
- Slower careers

FOR ORGANIZATIONS

- Talent loss
- Lower innovation
- Reputation risks
- Legal exposure

FOR SOCIETIES

- Economic inefficiency
- Reinforced inequality cycles



DIRECTIONS



DIRECTIONS: WHAT TO DO?

ORGANIZATIONS

- ➔ Implement transparent pay & promotion criteria
- ➔ Applying a bias-aware recruitment protocol
- ➔ Normalize flexible work condition
- ➔ Consider **ACCOUNTABILITY** for leadership roles

Managers: interrupt bias, sponsor talent.

Peers: amplify voices, share credit.

Employees: document, seek allies.

Family members: raise awareness, talk out,
question your dynamics.

Everyone: question “neutral” norms.

INDIVIDUALS



GENDER EQUALITY PLANNING IN EUROPEAN WORKPLACES



Gender equality in the workplace is a priority across Europe, with countries implementing various legislative frameworks and national initiatives to ensure equitable opportunities for all employees.

Every country approaches the gender equality planning through their unique legal requirements, implementation strategies, and ongoing challenges.



SPANISH LEGAL FRAMEWORK IN GENDER EQUALITY



CONSTITUTION

Article 14 guarantees equality before the law without discrimination on the basis of sex.

Article 9.2 obliges public authorities to promote conditions for real and effective equality.

Organic Law for Effective Equality between Women and Men (Ley Orgánica 3/2007)

Equality Plans & Implementation Rules

Real Decreto 901/2020 – regulates the content, negotiation, and registration of Equality Plans in companies.

Real Decreto 902/2020 – focuses on pay equality and transparency, requiring pay audits and records to tackle gender pay gaps.

Law 15/2022 on Equality of Treatment and Non-Discrimination

Parity Law 2/2024

Aimed at acquiring a balanced representation of women and men in political and decision-making bodies – in both the public sector and selected private contexts



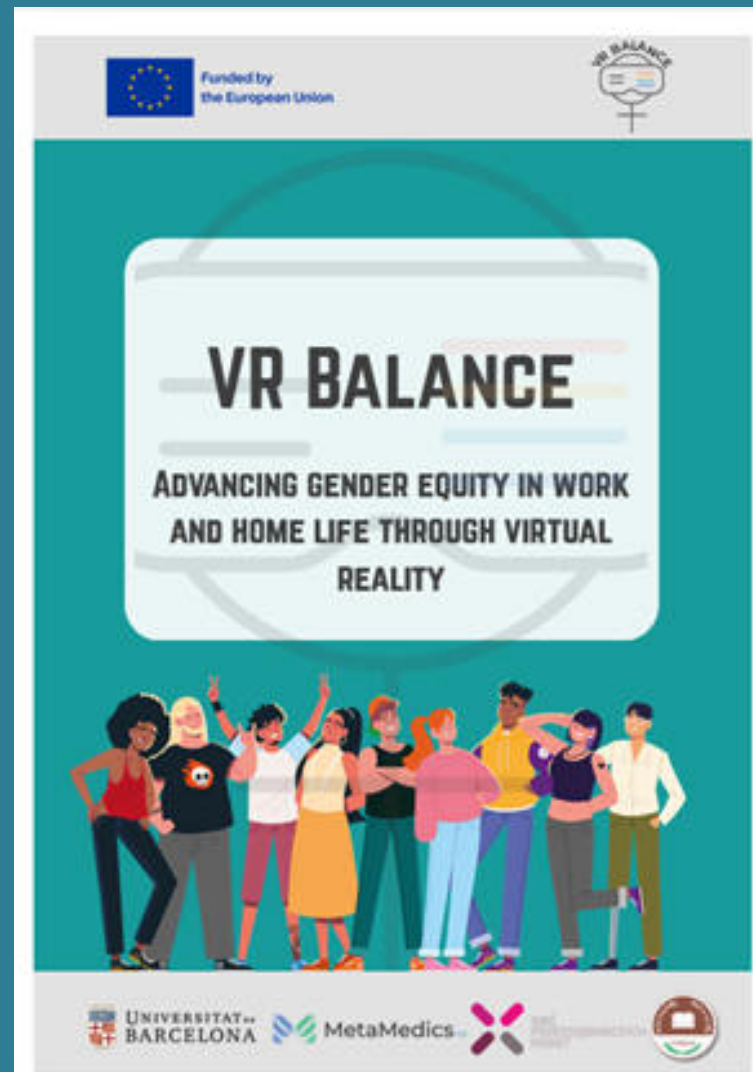
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Can you flip the script?

QUESTIONS?



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ACTIVITY Nº1

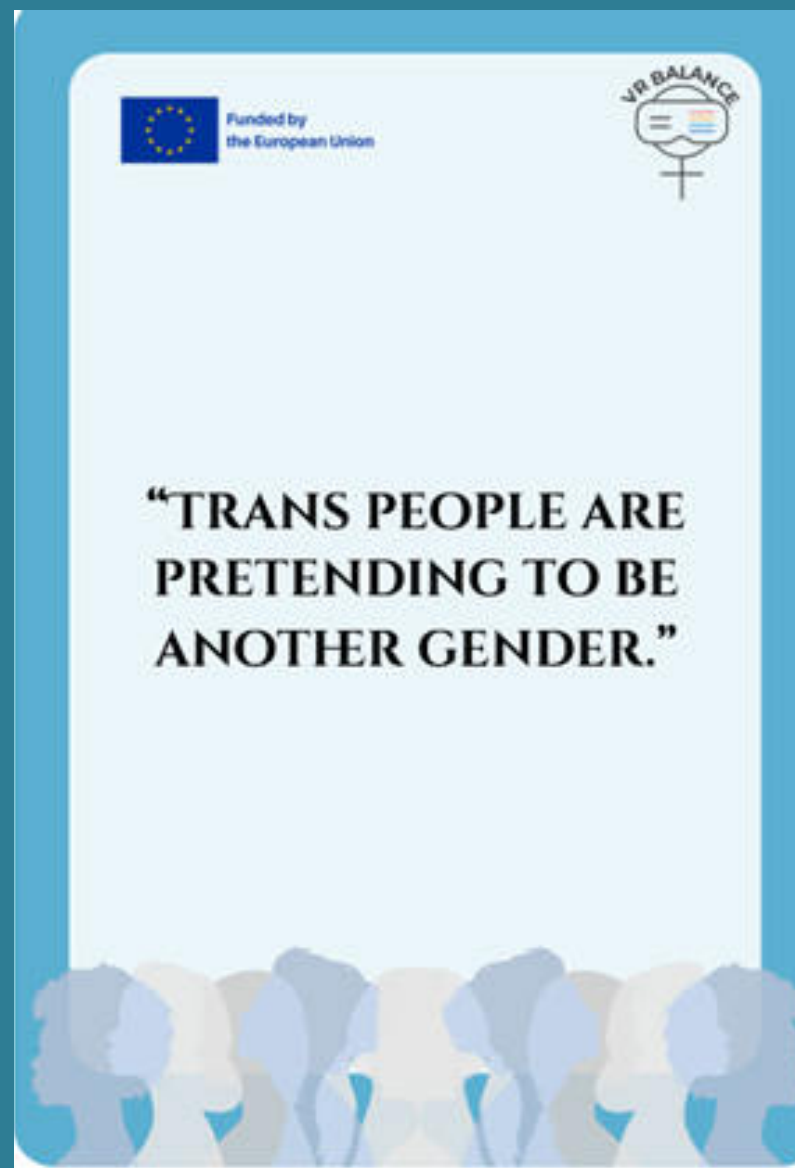
**GENDER STEREOTYPES AND THEIR INFLUENCE IN GENDER CARE
GAP – UNPACKING BIASES AND ASSUMPTIONS –**



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ACTIVITY

ANALYZE THE FOLLOWING PHRASES



ACTIVITY

CHECK THE SITUATION N° 5



ACTIVITY

CHALLENGE THE STEREOTYPE



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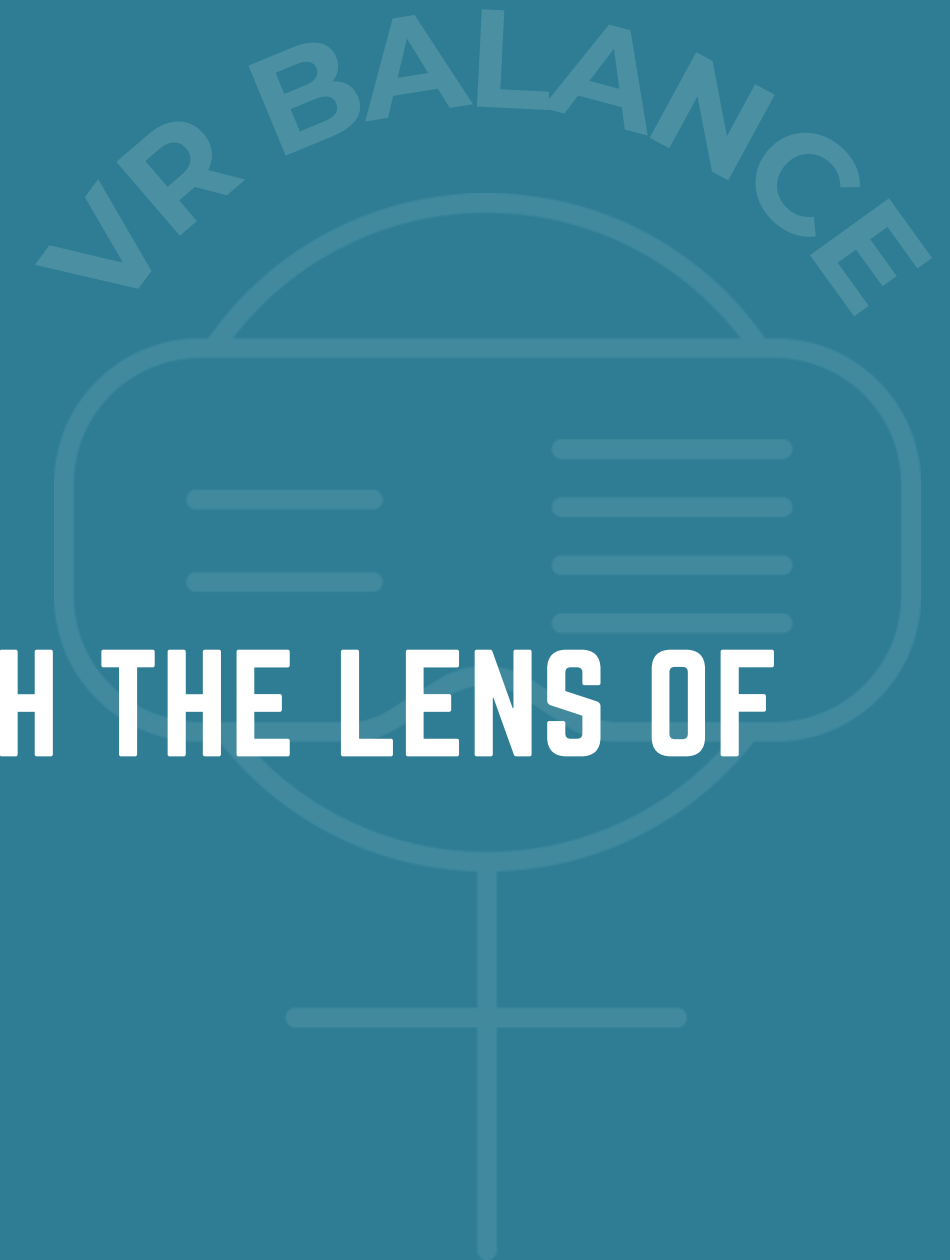


ACTIVITY N°2

“BREAKING BOUNDARIES – GENDER BIAS THROUGH THE LENS OF INFLUENTIAL FIGURES”



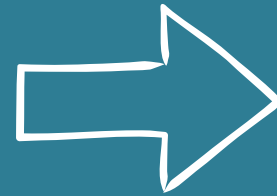
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ACTIVITY

1.

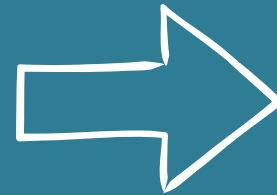
GROUP UP
3-5 PEOPLE



OPEN YOUR ENVELOPES, AND SHARE YOUR PROFILES.

2.

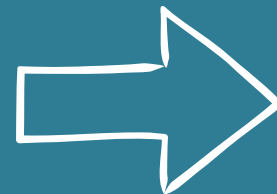
**DISCUSS AND
REFLECT**



- WHAT CHALLENGES DID THIS PERSON FACE BECAUSE OF THEIR GENDER?
- HOW DID THEY CHALLENGE OR DEFY GENDER STEREOTYPES IN THEIR FIELD?
- WHAT IMPACT DID THEIR ACTIONS HAVE ON THEIR INDUSTRY OR SOCIETY?
- WHAT LESSONS CAN WE TAKE FROM THEIR STORIES FOR OUR OWN LIVES?

3.

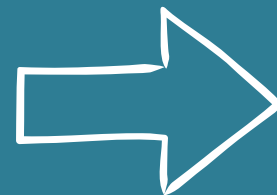
**SHARE LESSONS
LEARNED**



BRING YOUR INSIGHT UP TO THE AUDIENCE

4.

**MAP IT TO
ACTION!**



LET'S DISCUSS ABOUT THE BARRIERS THAT MIGHT ARISE WHEN TRYING TO BREAK GENDER BIASES AND HOW THESE CAN BE OVERCOME





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Frida Kahlo

"No estoy enferma. Estoy rota. Pero estoy feliz de estar viva mientras pueda pintar." ("I am not sick. I am broken. But I am happy to be alive as long as I can paint.")

"Artist known for her surreal and deeply personal works. Kahlo challenged traditional gender roles by addressing themes such as female identity, pain, and independence in a way that resonated worldwide."





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Carmen Laforet

"La libertad es algo que se conquista cada día." ("Freedom is something that must be earned every day.")

"One of the most important writers of the 20th century in Spain, her novel Nada (1945) challenged the rigid expectations of women's roles during Franco's regime. Through the portrayal of a young woman who rebels against social and familial norms, she questioned gender roles and explored the complexity of female independence in a male-dominated society."





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Malala Yousafzai

"We cannot succeed when half of us are held back."

"Advocate for girls' education and the youngest-ever Nobel Peace Prize winner, Malala challenged the Taliban's oppressive gender norms that forbade girls from attending school."







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"I don't like to lose — at anything — yet I've grown most not from victories, but setbacks."

Serena Williams

"One of the greatest tennis players in history, Williams has faced both racial and gender discrimination in the world of sports. She has been a strong advocate for equal pay and gender equality."





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Nikki Hiltz

"I want to prove that trans and nonbinary athletes belong in elite sport."

"Elite non-binary middle- and long-distance athlete, Nikki Hiltz has broken barriers in professional athletics by competing openly as a trans and non-binary person. They are a strong advocate for inclusion and diversity in high-performance sports."





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Ona Carbonell

"Ser mujer en el deporte de élite es luchar el doble para que se reconozca la mitad." ("Being a woman in elite sports means fighting twice as hard to get half the recognition.")

"One of the most renowned synchronized swimmers, she broke barriers by challenging the traditional image of women's sports and has raised awareness of the inequalities faced by female athletes."



VR BALANCE TEAM



AUREA NAVARRO

PEPITA GIMÉNEZ-BONAFÉ

MAR GALLEGO

ANNA MANZANO

ANDRÉS MARCHANT

TOMÁS SANTALUCÍA



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