

VR BALANCE

Advancing Gender Equity
in Work and Home Life
through Virtual Reality



Funded by
the European Union



VR BALANCE TEAM



AUREA NAVARRO

ANDRÉS MARCHANT

TOMÁS SANTALUCÍA

PEPITA GIMÉNEZ-BONAFÉ

MAR GALLEGO

ANNA MANZANO

PRE-SURVEY



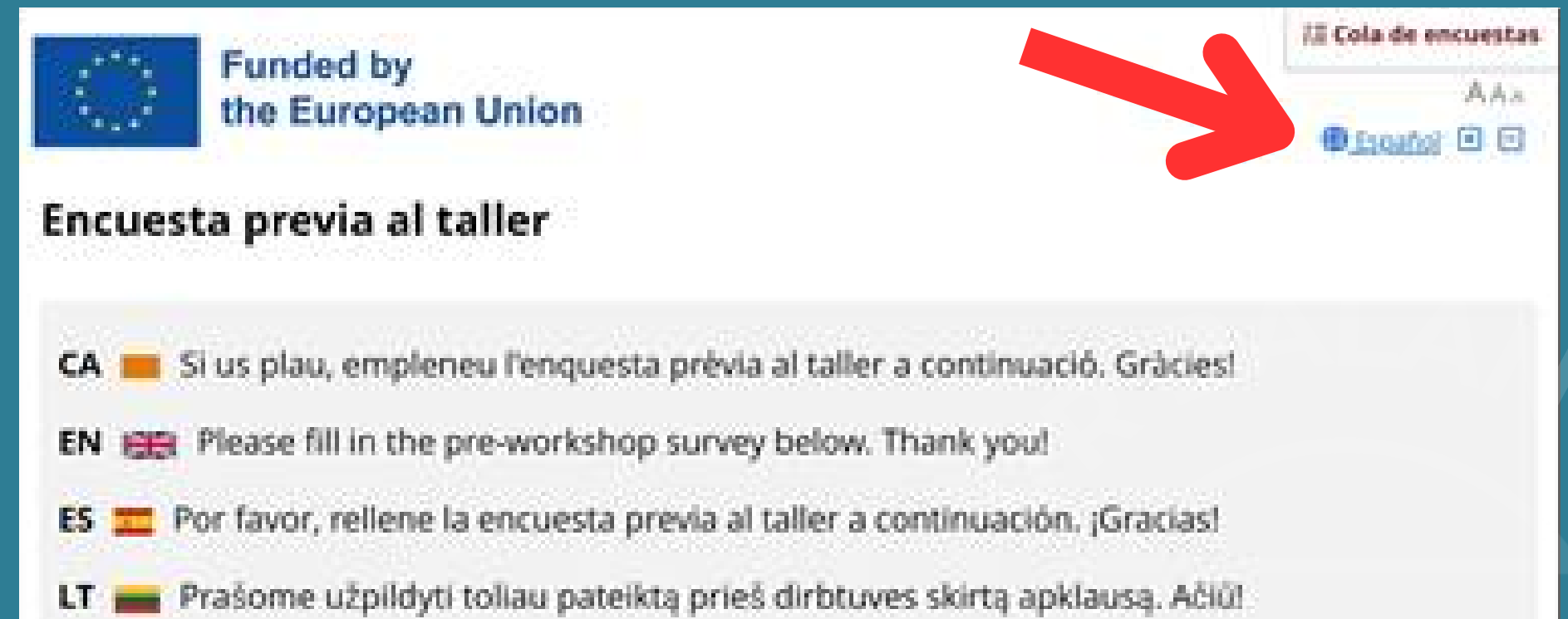
PRE-SURVEY: INSTRUCTIONS

1



SCAN THE
CODE

2

A screenshot of a web page titled 'Encuesta previa al taller' (Pre-workshop survey). At the top, it says 'Funded by the European Union' with the EU flag. A red arrow points to a 'Cola de encuestas' (Survey queue) button in the top right corner. Below the title, there are instructions in four languages: CA (Catalan), EN (English), ES (Spanish), and LT (Lithuanian).

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the European Union

Cola de encuestas

Encuesta previa al taller

CA 🇪🇸 Si us plau, empleneu l'enquesta prèvia al taller a continuació. Gràcies!

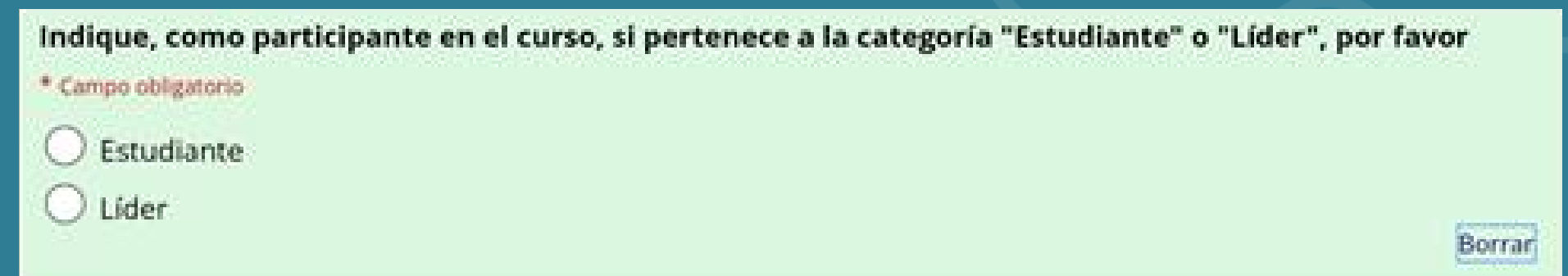
EN 🇬🇧 Please fill in the pre-workshop survey below. Thank you!

ES 🇪🇸 Por favor, rellene la encuesta previa al taller a continuación. ¡Gracias!

LT 🇱🇹 Prašome užpildyti toliau pateiktą prieš dirbtuves skirtą apklausą. Ačiū!

CHOOSE YOUR LANGUAGE

3

A screenshot of a form titled 'Indique, como participante en el curso, si pertenece a la categoría "Estudiante" o "Líder", por favor' (Indicate, as a participant in the course, if you belong to the category 'Student' or 'Leader', please). It has a red asterisk and the text 'Campo obligatorio' (Mandatory field). There are two radio button options: 'Estudiante' and 'Líder'. A 'Borrar' (Clear) button is in the bottom right corner.

Indique, como participante en el curso, si pertenece a la categoría "Estudiante" o "Líder", por favor

* Campo obligatorio

☐ Estudiante

☐ Líder

Borrar

SELECT YOUR GROUP

PRE-SURVEY: INSTRUCTIONS

4

Cola de encuestas

Obtenga el enlace de su cola de encuestas

A continuación se muestra su cola de encuestas, donde aparecen todas las demás encuestas que aún no ha completado.

Para comenzar la siguiente encuesta, haga clic en el botón "Iniciar encuesta" que se encuentra junto al título.

Estado	Título de la encuesta
✓ Completado	Consentimiento informado
✓ Completado	Encuesta previa al taller
Empezar la encuesta	Encuesta posterior al taller

SAVE YOUR LINK

6

¡CORREO ENVIADO!

Su correo ha sido enviado correctamente a **usuario@ejemplo.com**.

Cerrar

5

Obtenga el enlace de su cola de encuestas

Para obtener el enlace de su cola de encuestas, que le permitirá volver a ella en el futuro, puede copiar y pegar el enlace que aparece en el cuadro de texto de abajo, o bien puede hacer que se le envíe a su dirección de correo electrónico.

Copie y pegue el enlace de la cola de encuestas

<https://redcap.idibell.cat/surveys/?sq=3LzGhB7...>

— OR —

Envíe el enlace de la cola de encuestas en un correo electrónico

Introduzca la dirección de correo electrónico **Envíe**

* Su dirección de correo electrónico no se asociará ni se almacenará junto con sus respuestas a la encuesta.

Cerrar

TYPE
YOUR
EMAIL

7

ubidi@idibell.cat <redcap@idibell.cat>

Per a:    

Por favor, siga este enlace a su Cola de Encuestas para completar sus encuestas:
<https://redcap.idibell.cat/surveys/?sq=3LzGhB7r3k>

 Respon  Reenvia

RETRIEVE YOUR LINK

GENDER DISCRIMINATION AT WORKPLACE: CONSEQUENCES OF THE GENDER CAREER GAP AND CAUSES OF ECONOMIC INEQUALITY



PURPOSES OF THE WORKSHOP



INCREASE AWARENESS

Educating about gender equality issues, including the challenges faced by working mothers, such as pay gaps and limited career opportunities.

PROMOTE INCLUSIVE LEADERSHIP

Equipping with the skills and knowledge needed to create a supportive environment for working mothers, as implementing flexible working arrangements and tackling bias in hiring and advancement.

ENHANCE WORKPLACE POLICIES

Developing and implementing 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

Empowering to advocate for gender equality and equal opportunities for working mothers in their communities and workplaces, fostering a culture of inclusion and support.

INTRODUCTION



GENDER DISCRIMINATION THROUGHOUT HISTORY

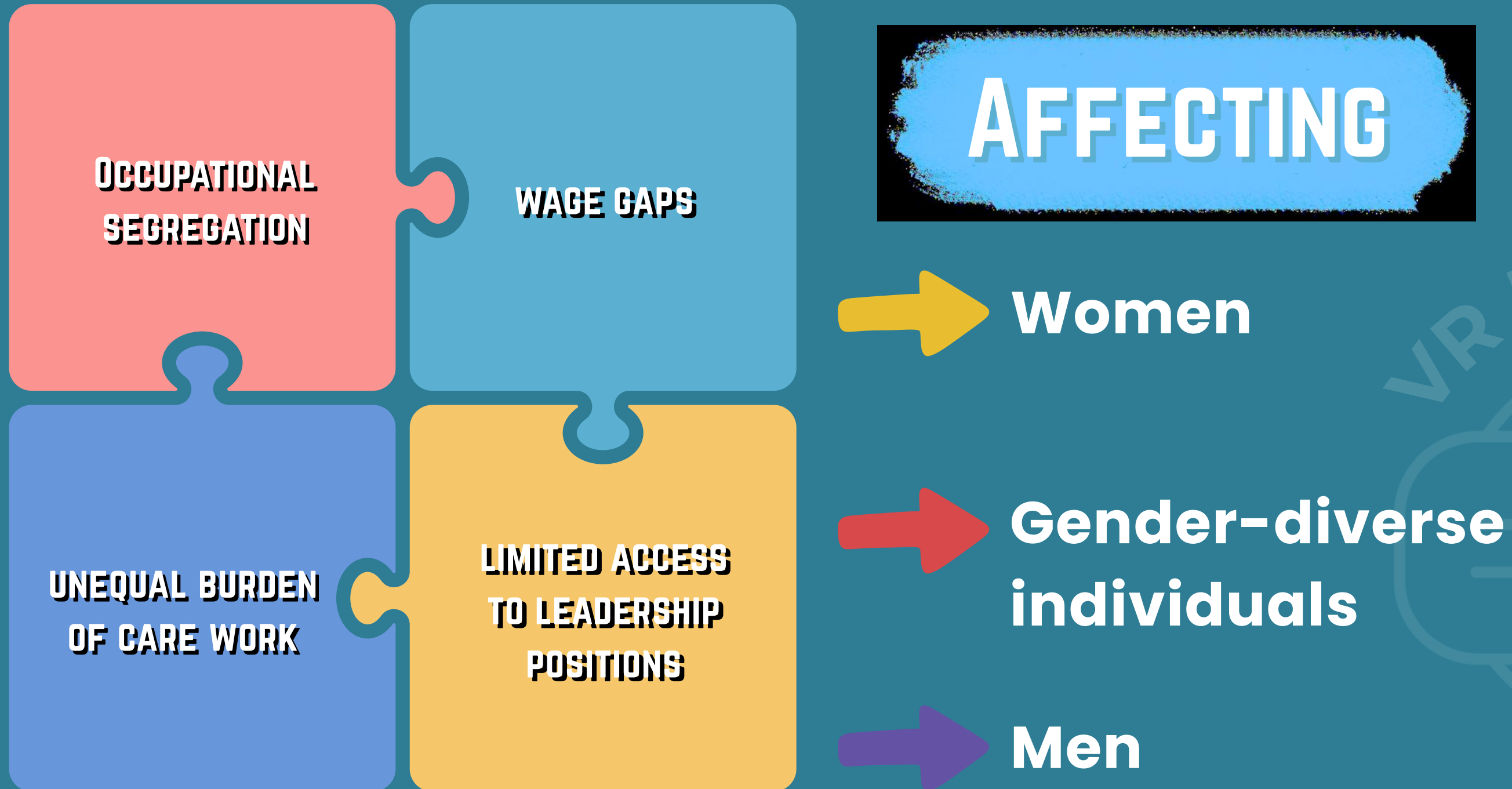


Industrial
revolution

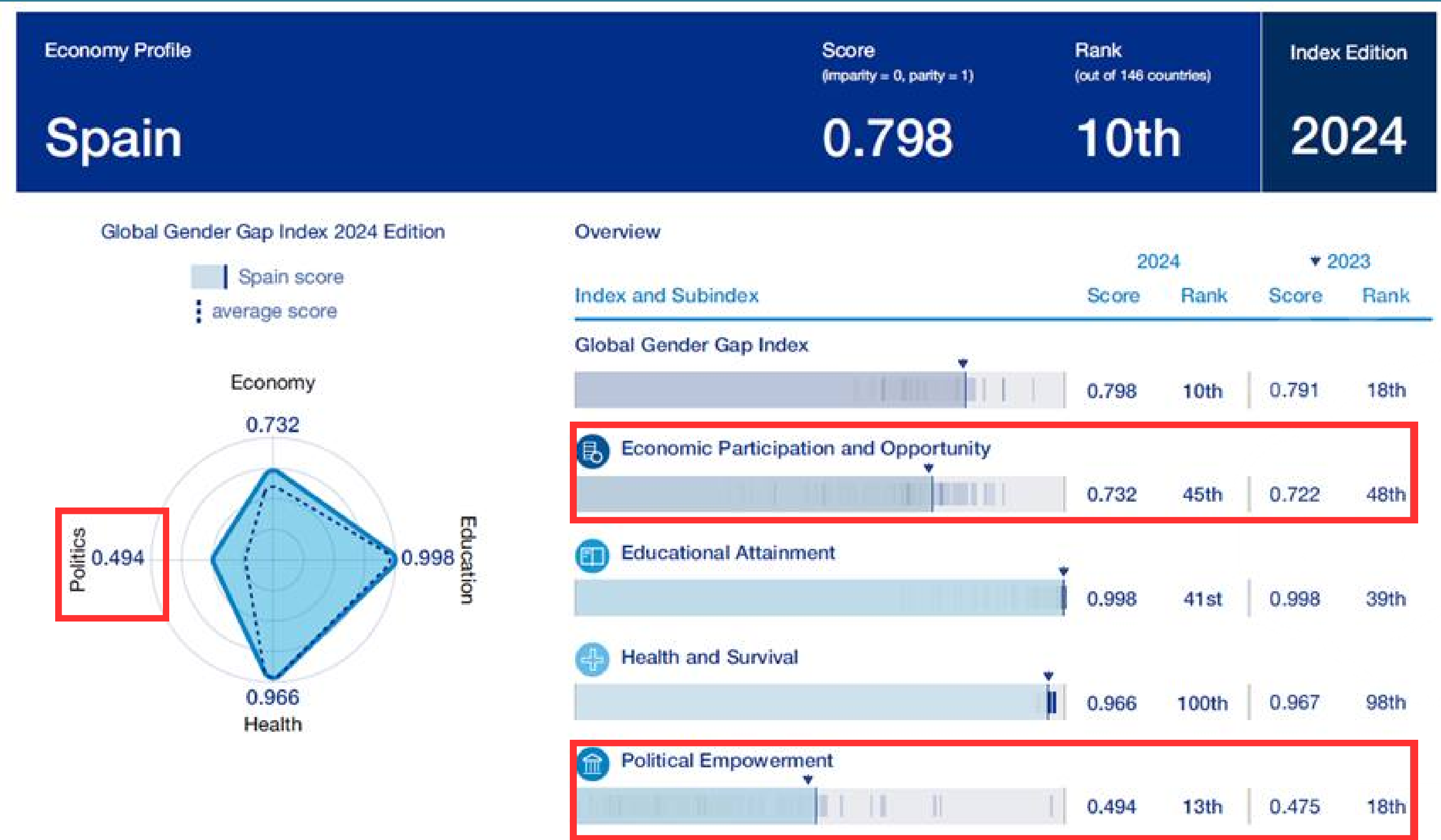


VR BALANCE

GENDER DISCRIMINATION TODAY



SPANISH CHALLENGES IN GENDER GAPS



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

CAUSES OF GENDER DISCRIMINATION IN THE WORKPLACE



CAUSES OF GENDER DISCRIMINATION AT WORK

SOCIOCULTURAL

GENDER
STEREOTYPES

SOCIAL NORMS
IN CAREING

MEN

WOMEN



BRAVERY
ADVENTUROUS
LIFESAVING
FORMAL
PROFFESIONAL
STRONG
LEADER

CAREING
SENSIBLE
EMPATHETIC
PRETTY
DELICATE
AWARE
QUIET

MIXED

UNEQUAL DISTRIBUTION
OF UNPAID WORK

MALE-DOMINANT
ORGANIZATIONAL
CULTURE

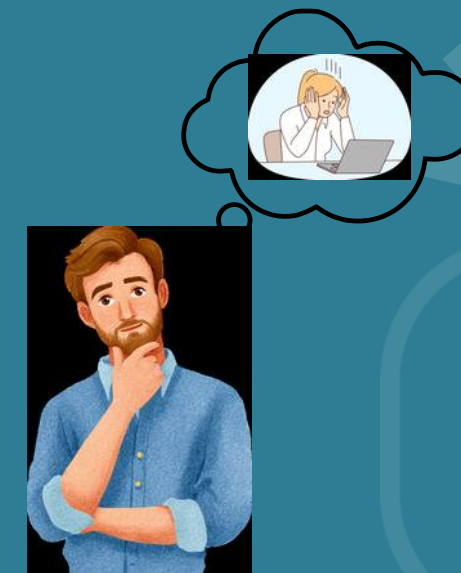


STRUCTURAL

IMPLICIT BIAS

HISTORICAL GENDER
INEQUALITIES

WEAK INSTITUTIONAL
FRAMEWORKS



DETERMINANTS OF GENDER DISCRIMINATION AT WORK

SOCIOCULTURAL

GENDER
STEREOTYPES



HORIZONTAL
OCCUPATIONAL
SEGREGATION

BIASED HIRING
PRACTICES

SOCIAL NORMS
IN CAREING



MOTHERHOOD
PENALTIES

GENDER GAP IN
WORKING HOURS

MIXED

UNEQUAL DISTRIBUTION
OF UNPAID WORK



LIMITED TIME
AVAILABILITY

INTERRUPTED CAREER
TRAJECTORIES

MALE-DOMINANT
ORGANIZATIONAL
CULTURE



LACK OF FLEXIBLE
WORK ARRANGEMENTS

EXCLUSION FROM
INFORMAL NETWORKS

STRUCTURAL

IMPLICIT BIAS



BIASED PERFORMANCE
EVALUATIONS

PROMOTION
GAPS

HISTORICAL GENDER
INEQUALITIES



VERTICAL
OCCUPATIONAL
SEGREGATION

STRUCTURAL
GENDER PAY GAP

WEAK INSTITUTIONAL
FRAMEWORKS



ABSENCE OF
EQUALITY POLICIES

LABOR
INFORMALITY



Fundacja
na Europejskie

GENDER GAPS

VERTICAL

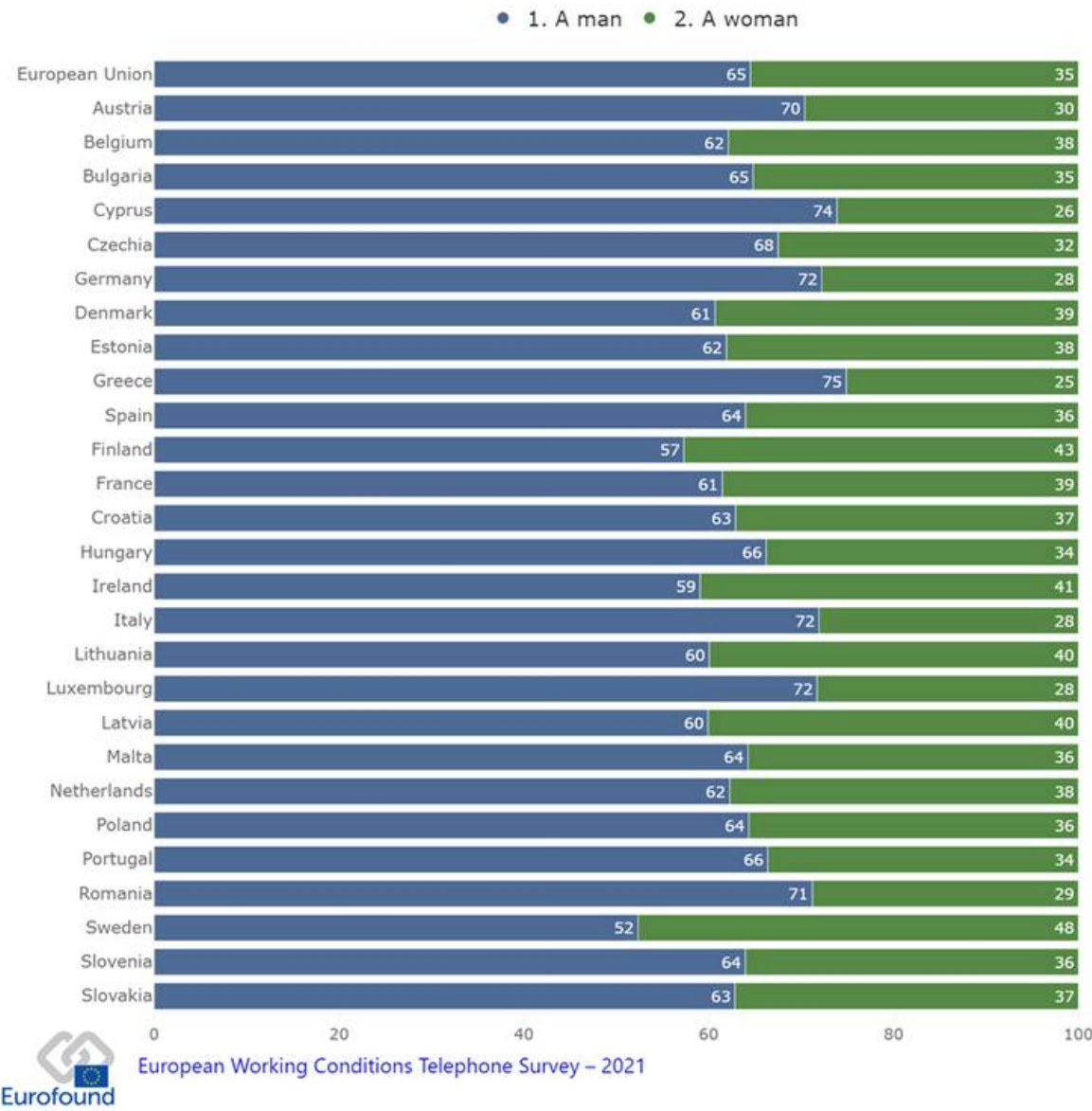
OCCUPATIONAL

PAY

PROMOTIONAL

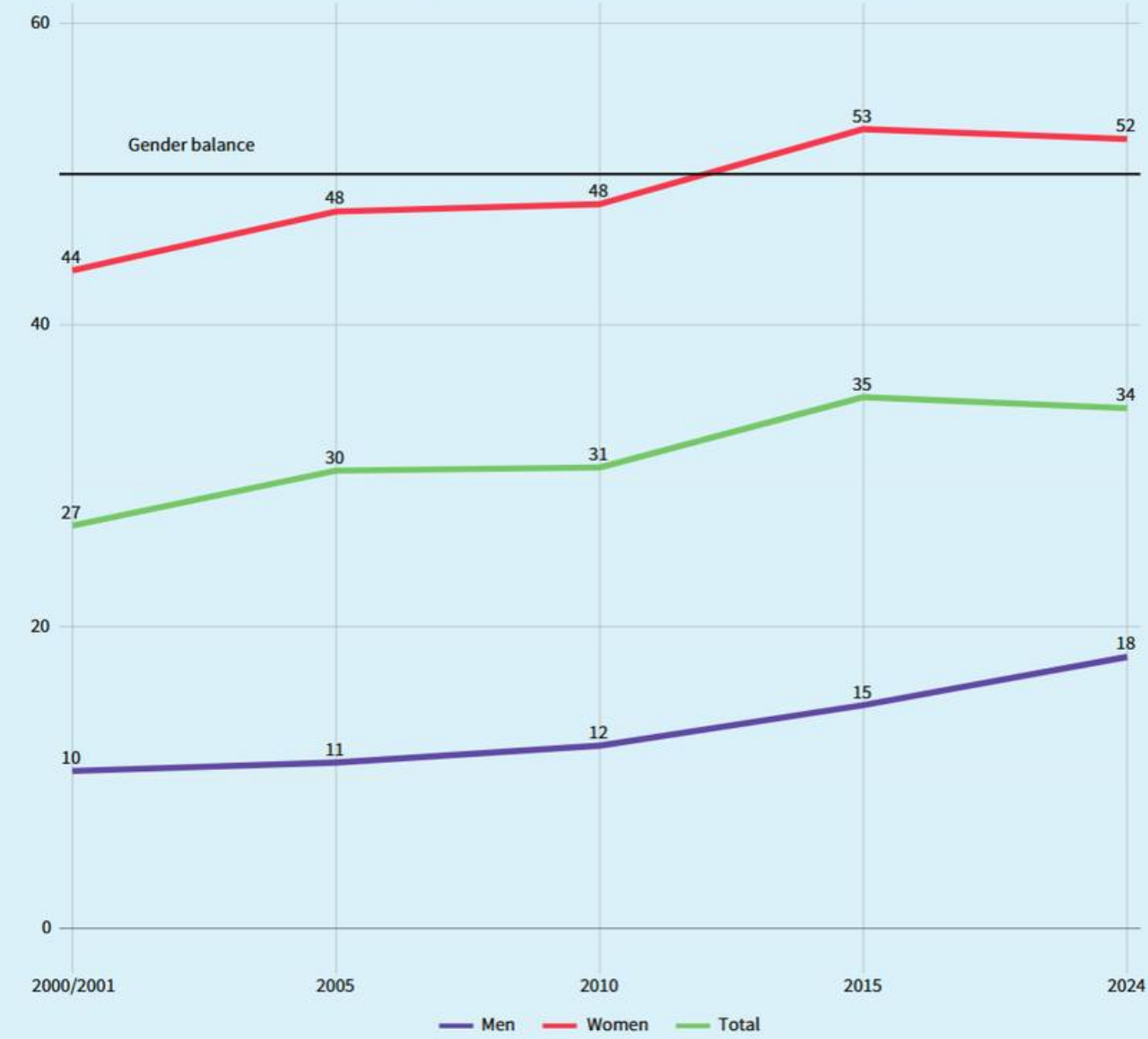
Job context – Gender of boss

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



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.

GENDER GAPS

VERTICAL

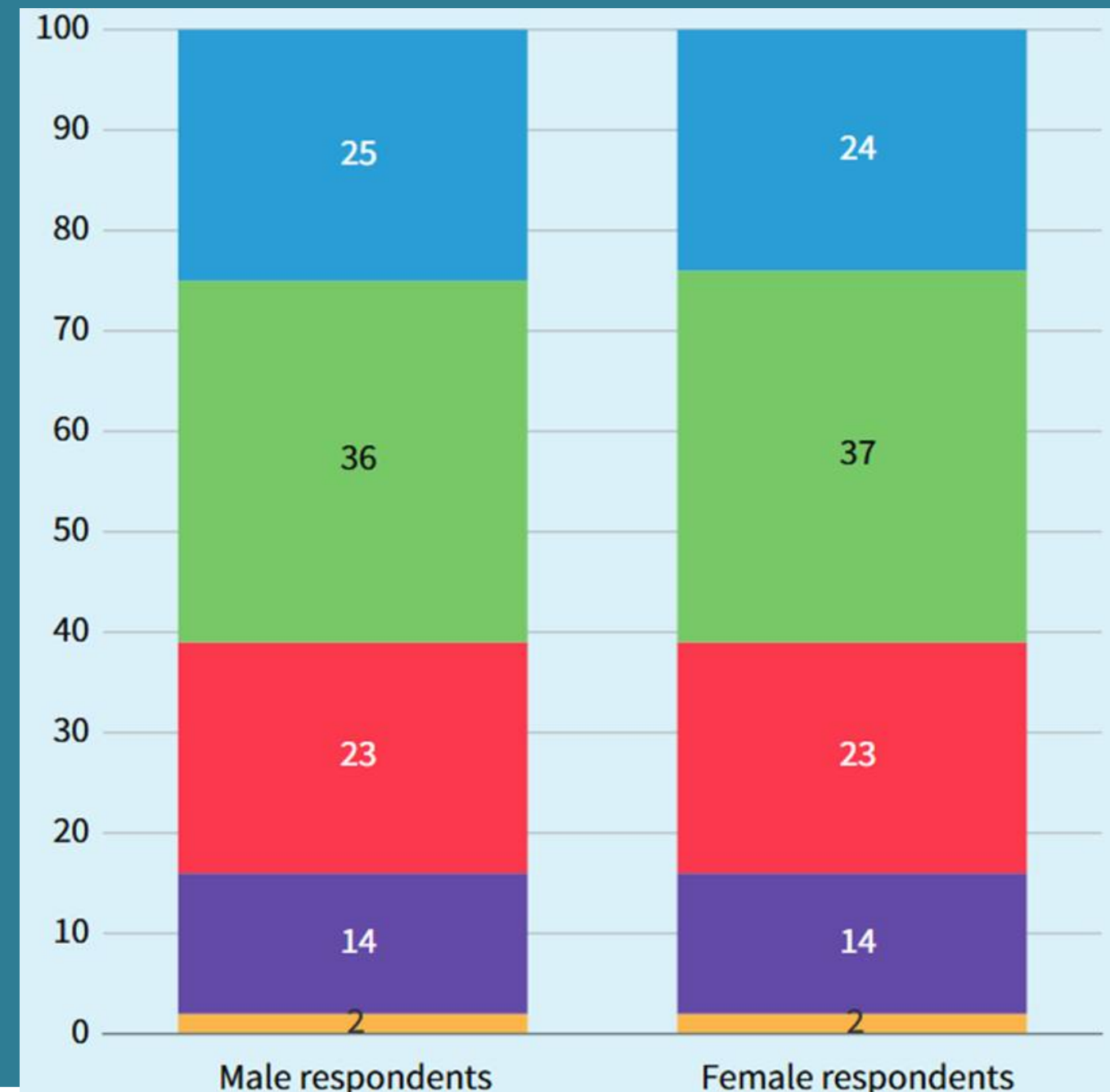
OCCUPATIONAL

PAY

PROMOTIONAL

Share of coworkers with the same gender as respondent, EU-27(%)

- All colleagues are the same gender
- Most colleagues are the same gender
- There is an equal mix of genders
- Most colleagues are a different gender
- All colleagues are a different gender



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

GENDER GAPS

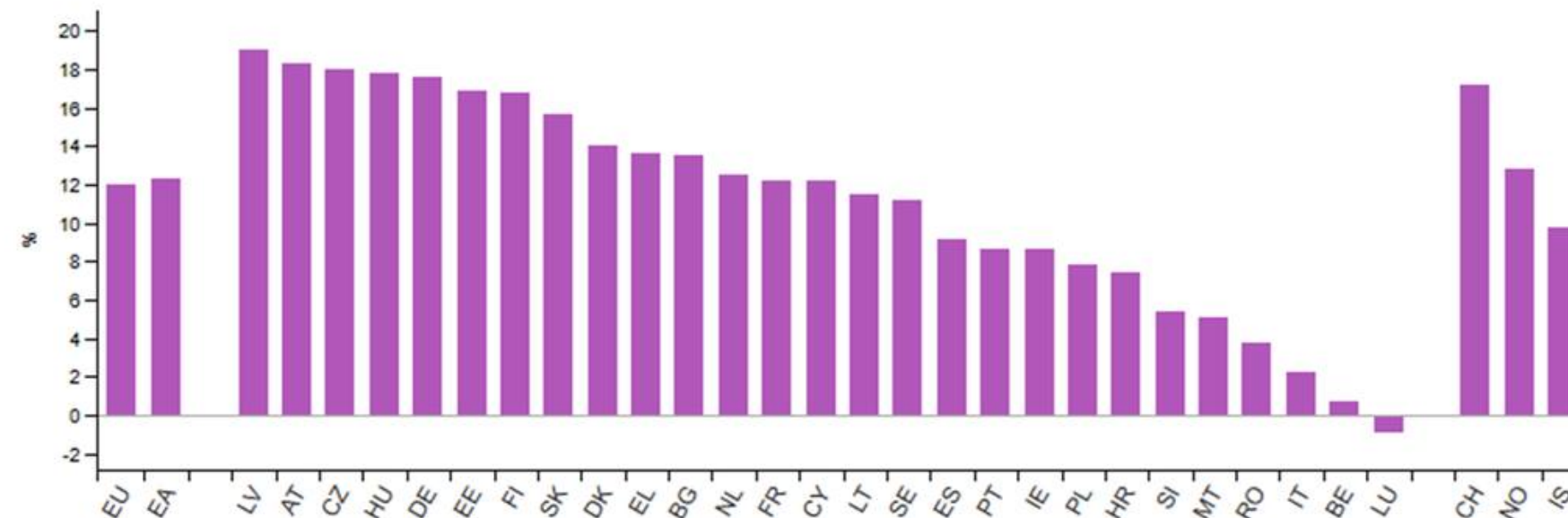
VERTICAL

OCCUPATIONAL

PAY

PROMOTIONAL

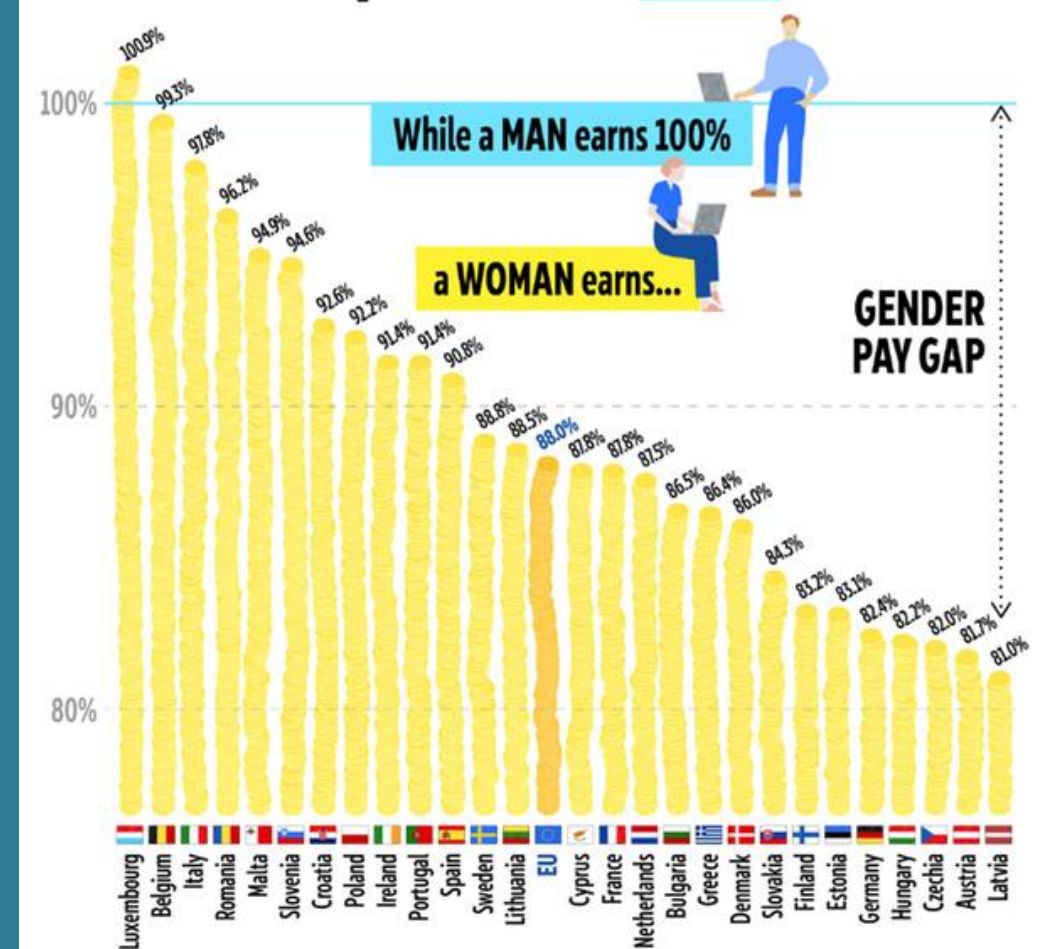
The unadjusted gender pay gap, 2023 (difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q. Gender pay gap data for 2020 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024
(*) Estimated data
(†) Definition differs (see metadata)
(‡) 2018 data
Source: Eurostat (online data code: sdg_05_20)

eurostat

What does a **woman** earn compared to a **man** ?



The unadjusted gender pay gap represents the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.
Source: Eurostat (SDG_05_20) - most recent data available (2023)

European Parliament

GENDER GAPS

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 CAREER GAP



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.

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 G. 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

POLAND'S CONSTITUTIONAL AND LEGAL FRAMEWORK



Constitutional Provisions: **Article 33(2)** ensures equal rights for women and men in education, employment, promotion, and equal compensation for work of similar value.

Labour code: Prohibits direct and indirect discrimination, including harassment and sexual harassment in employment, mandating equal treatment in recruitment, training, promotion, and working conditions

Equal Treatment Act (2010)

Outlines measures and designates authorities responsible for preventing discrimination based on gender and other grounds.



LITHUANIA'S LEGISLATIVE FRAMEWORK



Labour Code Requirements: Employers with 50+ employees must establish and implement an equal opportunities policy accessible to all employees.

Obligations of the Labour Code for Employers to Help Employees Fulfil Family Responsibilities.

Article 26. Gender equality and non-discrimination on other grounds

The State Program for Equal Opportunities for Women and Men (2022-2025).



QUESTIONS?



ACTIVITY

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

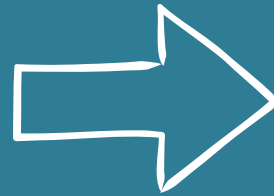


ACTIVITY

1.

GROUP UP

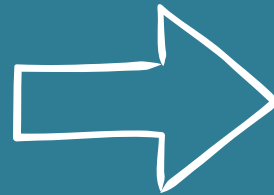
3-5 PEOPLE



OPEN YOUR ENVELOPES, AND SHARE YOUR PROFILES.

2.

DISCUSS AND REFLECT



-WHAT CHALLENGES DID THIS PERSON FACE BECAUSE OF THEIR GENDER?

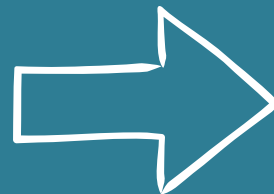
-HOW DID THEY CHALLENGE OR DEFY GENDER STEREOTYPES IN THEIR FIELD?

-WHAT IMPACT DID THEIR ACTIONS HAVE ON THEIR INDUSTRY OR SOCIETY?

-WHAT LESSONS CAN WE TAKE FROM THEIR STORIES FOR OUR OWN LIVES?

3.

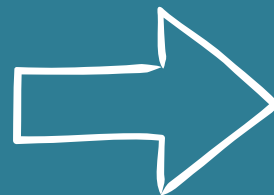
SHARE LESSONS LEARNED



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



POST-SURVEYS



POST-SURVEY 1/2: INSTRUCTIONS

Cola de encuestas

Obtenga el enlace de su cola de encuestas

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Para comenzar la siguiente encuesta, haga clic en el botón "Iniciar encuesta" que se encuentra junto al título.

Estado	Título de la encuesta
✓ Completado	Consentimiento informado
✓ Completado	Encuesta previa al taller
Empezar la encuesta	Encuesta posterior al taller

CHOOSE BETWEEN:

GOING BACK TO YOUR BROWSER
AND CONTINUE WHERE YOU LEFT

OR

CLICK THE LINK ON YOUR
EMAIL, AND RETRIEVE
YOUR PROGRESS

ubidi@idibell.cat <redcap@idibell.cat>

Per a:

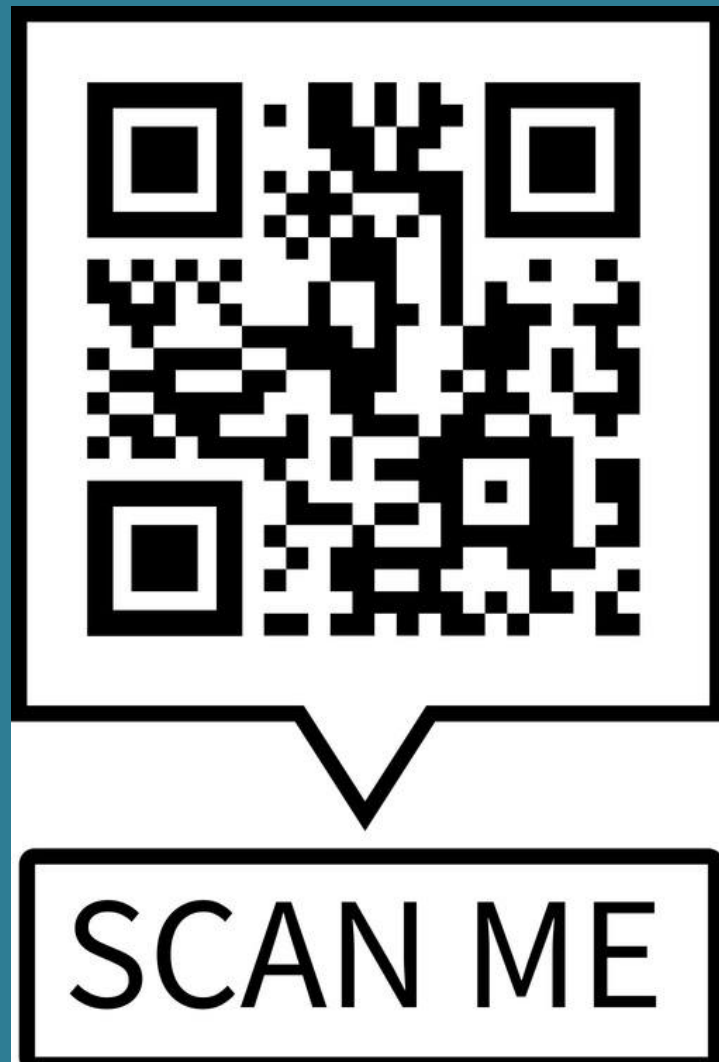
Por favor, siga este enlace a su Cola de Encuestas para completar sus encuestas:

<https://redcap.idibell.cat/surveys/?sq=3LzGnB7r3K>

Respon Reenvia

POST-SURVEY 2/2: INSTRUCTIONS

1



2

Pages

About

Programme

Quality and Effectiveness

General questions

Personal data

1 What is this survey about

Dear participant,

Thank you for accepting to take part in the EU Survey on Justice, Rights and Values.

The purpose of the survey is to collect information on the quality of the events funded under the calls for proposals of the CERV programme and the effects these activities have. The survey is also pivotal to better understand the perception of the values promoted by the programme and the level of awareness of the various tools for the promotion of European values and rights.

As such, your feedback directly contributes to the European Commission's efforts to monitor and evaluate the performance of the programme.

The survey is anonymous. Your personal data will not be collected unless you agree to being contacted and provide your email address in the last question.

The survey will take you approximately 10 minutes and can be completed in any of the 24 official EU languages.

You can download a copy of the survey in pdf format and print it.

Your contribution is valuable and will have an impact on the activities under the programme.

Thank you in advance for your time and willingness to participate!

Next

POST-SURVEY 2/2: INSTRUCTIONS

3

Pages

About

Programme

Quality and Effectiveness

General questions

Personal data

2 Project Information

* 2.1 Reference of the project

101191101

* 2.2 Type of activity:



Training



Mutual Learning



Awareness-raising

2.3 Title of the event:

VR Balance

2.4 Date of the event:



DD/MM/YYYY

2.5 Did the event take place physically or was it online?



Physical event



Online event



Hybrid

2.6 Place of the event: ?

Universitat de Barcelona, Campus Bellvitge

Previous

Next

101191101

VR Balance

Universitat de Barcelona, Campus Bellvitge

POST-SURVEY 2/2: INSTRUCTIONS

4

Pages

About

Programme

Quality and Effectiveness

General questions

Personal data

5.10 To be downloaded here:

[Privacy_statement_EU_survey_on_justice_rights_and_values.pdf](#)

Previous

Submit

VR BALANCE



A man and a woman are shown from the chest up, facing each other and holding hands. The man, on the left, has dark hair and a beard, and is wearing a light blue button-down shirt. The woman, on the right, has long brown hair and is wearing a black top. They are both smiling warmly at each other. The background is a plain, light gray. Overlaid on the image is a title in bold, black, sans-serif capital letters.

**GENDER DISCRIMINATION AT WORKPLACE:
CONSEQUENCES OF THE GENDER CAREER GAP
AND CAUSES OF ECONOMIC INEQUALITY**