

CÚRAM

"BALANCED CAREGIVING STRENGTHENS EQUALITY AT HOME AND AT WORK. WHEN ORGANIZATIONS REMOVE CULTURAL AND STRUCTURAL BARRIERS AND LEADERS MODEL SHARED RESPONSIBILITY, BOTH PEOPLE AND WORKPLACES GAIN IN INCLUSION, WELL-BEING, AND PERFORMANCE"

Closing the Gender Care Gap in Europe's Workplaces

SHARING CARE, SHARING OPPORTUNITIES

Explain the importance of balanced caregiving for gender equality and workplace inclusion.

✓ The module increase understanding of how unequal caregiving drives gender inequality and built participants' ability to identify barriers, propose solutions, and support policies that promote shared caregiving.

📈 Participants gain clearer insight into how unequal caregiving affects gender equality and develop practical strategies to promote shared responsibility through policies, culture, and leadership.



Design and Implement HR Policies and Strategies that Encourage Men's Participation in Caregiving

✓ Participants learn to assess HR policies for gender bias and design inclusive solutions—such as equal leave and flexible work—that encourage men's caregiving participation and support shared responsibility.

📈 The activity strengthen participants' ability to evaluate existing HR policies, identify gendered gaps, and design inclusive parental leave and flexibility strategies that promote men's caregiving participation and support shared responsibility at work



Committing to Organizational Change for Balanced Care and Work Responsibilities

✓ Participants strengthen their commitment to fostering cultures that support balanced caregiving, identify practical change levers, and articulate personal leadership actions to advance equity and inclusion in their organizations.

📈 Participants recognize how leadership attitudes shape caregiving norms, identify policy and cultural levers for balanced care, and commit to specific actions that promote equity, inclusion, and how to share responsibility in their organizations.



Workshop wrap-up and evaluation

✓ Participants consolidate their understanding of caregiving equity, reflect on key insights, assess their learning progress, and identify concrete actions to advance inclusive, care-supportive practices within their organizations.

📈 Participants deep their awareness of caregiving equity, articulate key learnings, and identify organizational changes to pursue. They evaluate the workshop's impact, clarify next steps, and strengthen their commitment to promoting inclusive, care-supportive workplace cultures.

