

Closing the Gender Care Gap in Europe's Workplaces

UNDERSTANDING THE GENDER CARE GAP

Understanding Care in Everyday Life

Participants gain a clearer understanding of how workplace norms, everyday behaviors, and HR practices shape their ability to use leave, flexibility, and support.

Participants can identify workplace cultural barriers, such as inconsistent practices or unspoken expectations, and recognize inclusive behaviors that strengthen family wellbeing.



Exploring the Gender Care Gap

Employees reflect on their personal role in reinforcing gender stereotypes around care. They identify the cultural shifts needed to make shared caregiving the new normal for men and women.

Leaders can accurately describe the gender care gap and its business impact on retention and productivity. They understand why addressing it is a strategic necessity, not charity.



Addressing the Care Gap in Practice

HR professionals and managers receive practical tools to analyze bias in common scenarios (e.g., promotion, leave requests) and develop inclusive solutions on the spot.

Participants can confidently apply specific HR strategies (flexible work, reintegration programs) and effectively coach managers to communicate about caregiving support fairly across all genders.



Reflect, commit, and lead change

Employees reflect on their personal role in reinforcing gender stereotypes around care. They identify the cultural shifts needed to make shared caregiving the new normal for everyone.

Participants feel empowered to champion supportive organizational culture, commit to personal action plans, and advocate for equality and work-life balance within their teams.

