



## Overcoming Gender Bias in Career Opportunities



### Content:

O'bias  
July 2022

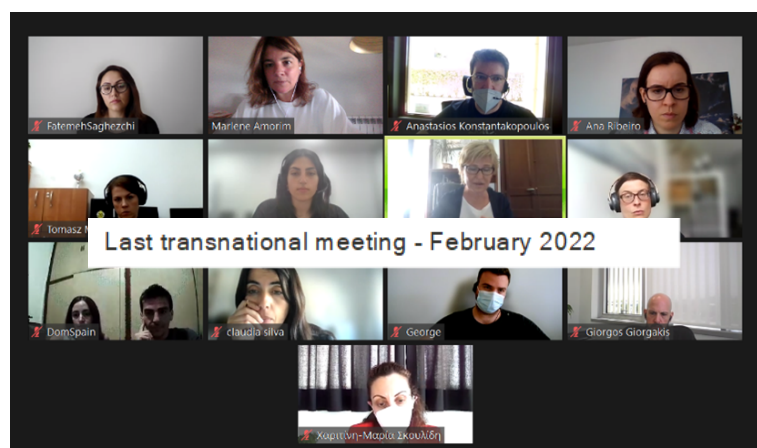
## THE PROJECT

### O'Bias Partners get together for the 3rd Transnational Project Meeting

The Partners met online in the beginning of February for the 3rd Transnational Project Meeting. The partners discussed the advancements in the development of the Online Tools previewed in the project: the “Online questionnaire for Gender-Bias Self-Assessment” and the “Online Interactive Tool for CV and Job Descriptions Content Analysis. The partners will be piloting the online tools until the month of July 2022 to prepare the final versions that will be available in the project website.

O'Bias is an initiative that aims to address unconscious gender bias in recruitment and work contexts! The ultimate goal is to create a fair working environment for employees with the support of company managers. The project aims to increase employability while reducing gender inequality in access to job opportunities and career development.

The tools and methodologies produced during the implementation of this project will ensure that jobseekers and employers are better prepared to identify gender bias in the labor market so that they can minimize the impact of this bias on a future opportunity. The products of this project will contribute to achieving the priorities of Social Inclusion, promoting gender equality in access to work.

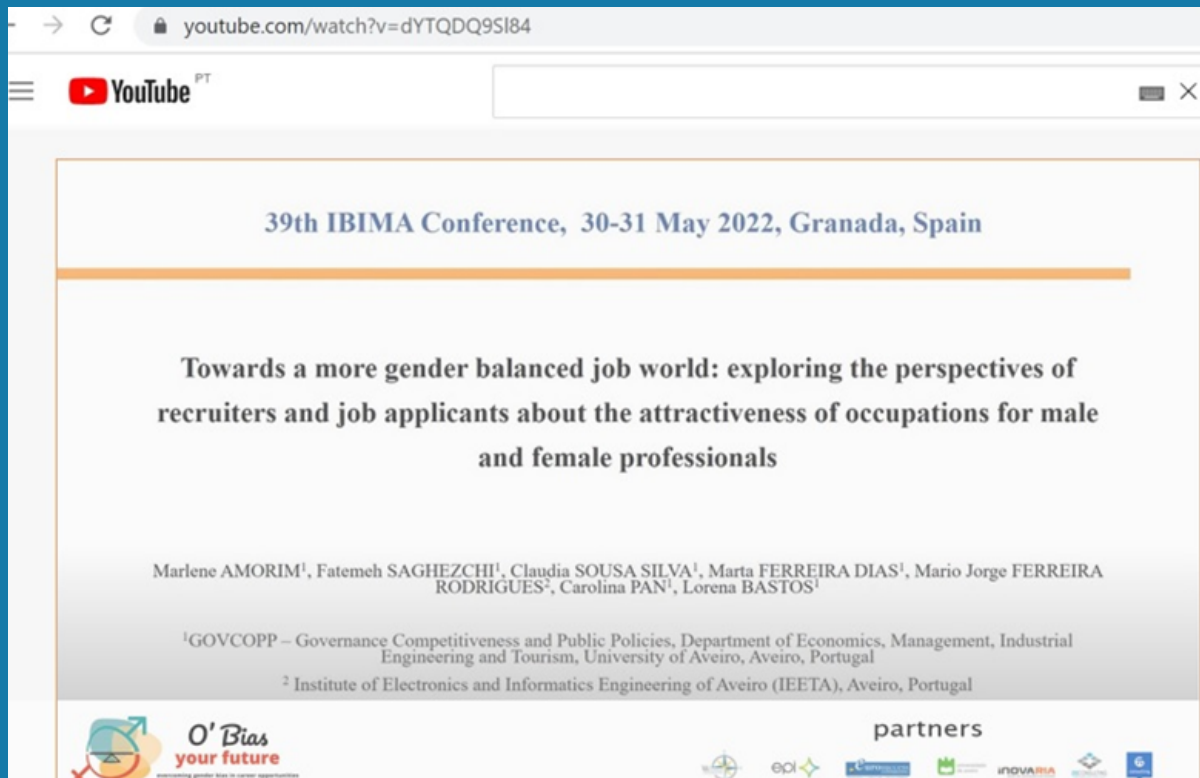


## The results for the project O' Bias are published and disseminated in the IBIMA Conference

Last May some preliminary results of the project were published and presented in the International IBIMA Conference. The data collected by the project partners via questionnaires led to the development of the article "Towards A More Gender Balanced Job World: Exploring the Perspectives of Recruiters and Job Applicants About the Attractiveness of Occupations for Male and Female Professionals". The conference addressed a number of important topics in all major business areas and includes numerous papers and presentations by academics and researchers around the world.

The presentation is available at:

<https://www.youtube.com/watch?v=dYTQDQ9SI84>

youtube.com/watch?v=dYTQDQ9SI84

**39th IBIMA Conference, 30-31 May 2022, Granada, Spain**


**Towards a more gender balanced job world: exploring the perspectives of recruiters and job applicants about the attractiveness of occupations for male and female professionals**

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**O' Bias your future**  
overcoming gender bias in career opportunities

partners





**O' Bias**  
**your future**

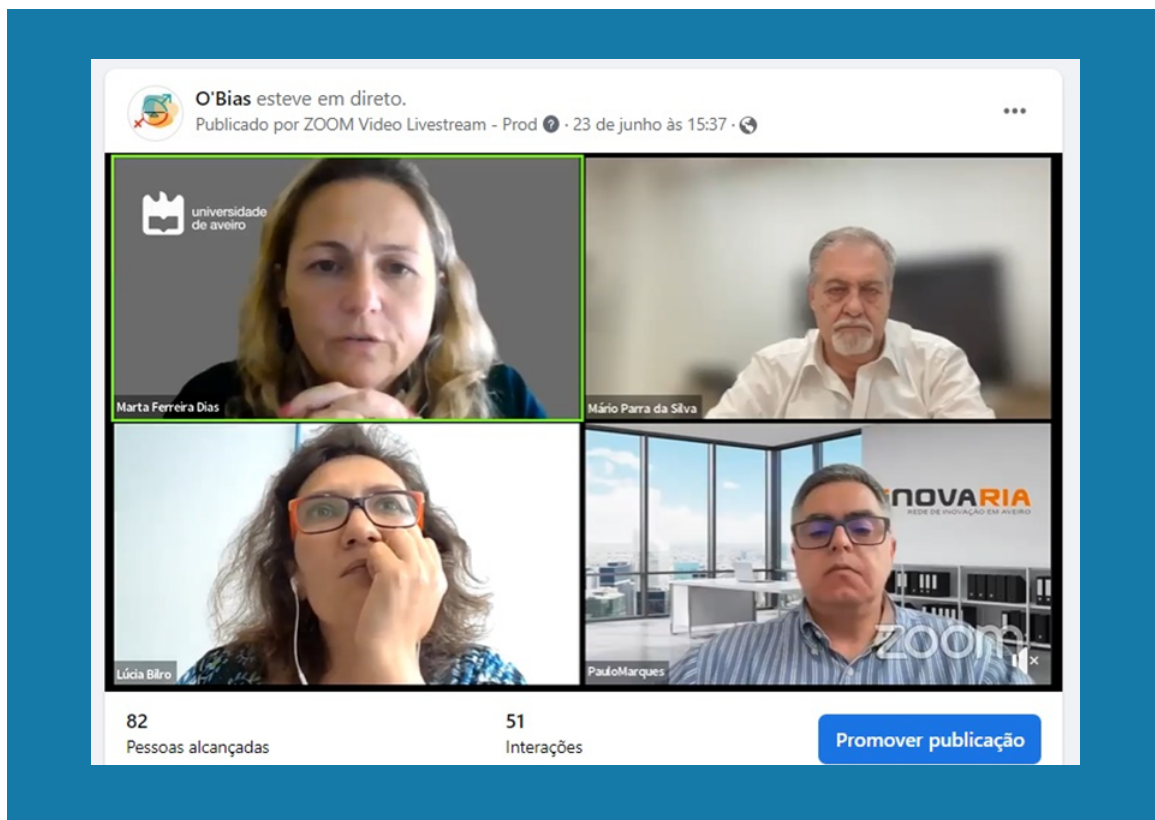
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## O' Bias topics discussed in a now webinar!

On June 23, the webinar "Concepts and Prejudices in the Attractiveness of Professions" was also held and the event was broadcast via Facebook Live. The objective disseminate some of the latest results and tools developed within the project, as well as providing a moment of sharing and reflection on gender biases, which, although unconscious, persist in the recruitment processes in the labor market.

## O' Bias partners are now engaged in the development of IO3

The project partners are now engaged in the development of the final Intellectual Output of the project the "Toolkit and Training Packages" that will make it easier for anyone to make use of the tools developed in the project. The partners have already agreed on the structure of the training materials and each country is responsible for creating some training activities that make use of the Online Tools of the Project. These will include exercises for writing and rewriting job advertisements, and also highlights about how to avoid gender bias in job interviews. The materials will contribute to illustrate the usability of the Online Tools and promote its use!



## Partners



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