



IO3: Toolkit and Training packages for Job Seekers and Employers

GUIDELINES FOR TRAINERS

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O'Bias

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**CAREER
WITHOUT
BIAS**

Online questionnaire & quiz for Gender-Bias Self-Assessment Awareness

The online questionnaire and quiz tool allow the conduction of self-assessment exercises and challenges to assess the degree of "gender" bias of individuals (job applicants and recruiting professionals), regarding gender assumptions, beliefs and practices, and challenges for decision-making regarding gender issues developed to assess the bias in the attitudes of recruiters.



Job Applicants



HR Professionals

THE O'BIAS JOURNEY AND THE OUTPUTS ARE AVAILABLE NOW!

The "O'Bias - Overcoming Gender Bias in Career Opportunities" project pursues the objective of mitigating unconscious prejudices in the labor market, causing gender inequality in job opportunities and offers. O'Bias is a European project, which brings together six different countries, namely Portugal, Spain, Germany, Cyprus, Greece and Poland.

The project aims to promote employability, reducing gender inequality in access to job opportunities and career development.

The project provides tools and methodologies for raising awareness about unconscious gender biases in the labor market. Over these 2 years, various materials were produced and made available with free access to recruiters, job candidates, and other stakeholders interested in the developed methodology.

The partners developed a Guide for Mitigation of of Gender Biases Practices and an online Lab for Gender Bias Awareness and Assessment. In the Lab, professionals and recruiters can find self-assessment tools that can be used in training and are useful to promote the awareness and discussion about gender bias. Also available is an interactive text analysis tool that can analyze job ads and identify words that are more appealing to male or female job applicants. To complement this, the project partners developed also training materials that can be used by professionals and trainers, using the online tools provided, and offering an interesting array of materials ready for the conduction of training and awareness sessions.





4TH TRANSNATIONAL PROJECT MEETING:

On 7-8 November 2022, the partners of the O'Bias project met in Patras (Greece), at the 4th Transnational Partners' Meeting, with the aim of fine-tuning the latest results of the project. They discussed the latest advances in project development, the implementation of the pilot test in each partner country, and the quality reports. The partners also agreed on the methodology for the conduction of the Multiplier Events of the project.



MULTIPLIER EVENTS IN THE PARTNER COUNTRIES

During the last months, O'Bias partners have organised monthly online meetings to discuss the project progress and catch up in the ongoing tasks.

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PARTNERS

