

Parcours for the future

Empowering young people to drive
the green and digital transition.

Online conference

10 October 2023, 10-12 am



**PARCOURS
FOR THE
FUTURE**



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Gender Awareness and Vocational Guidance

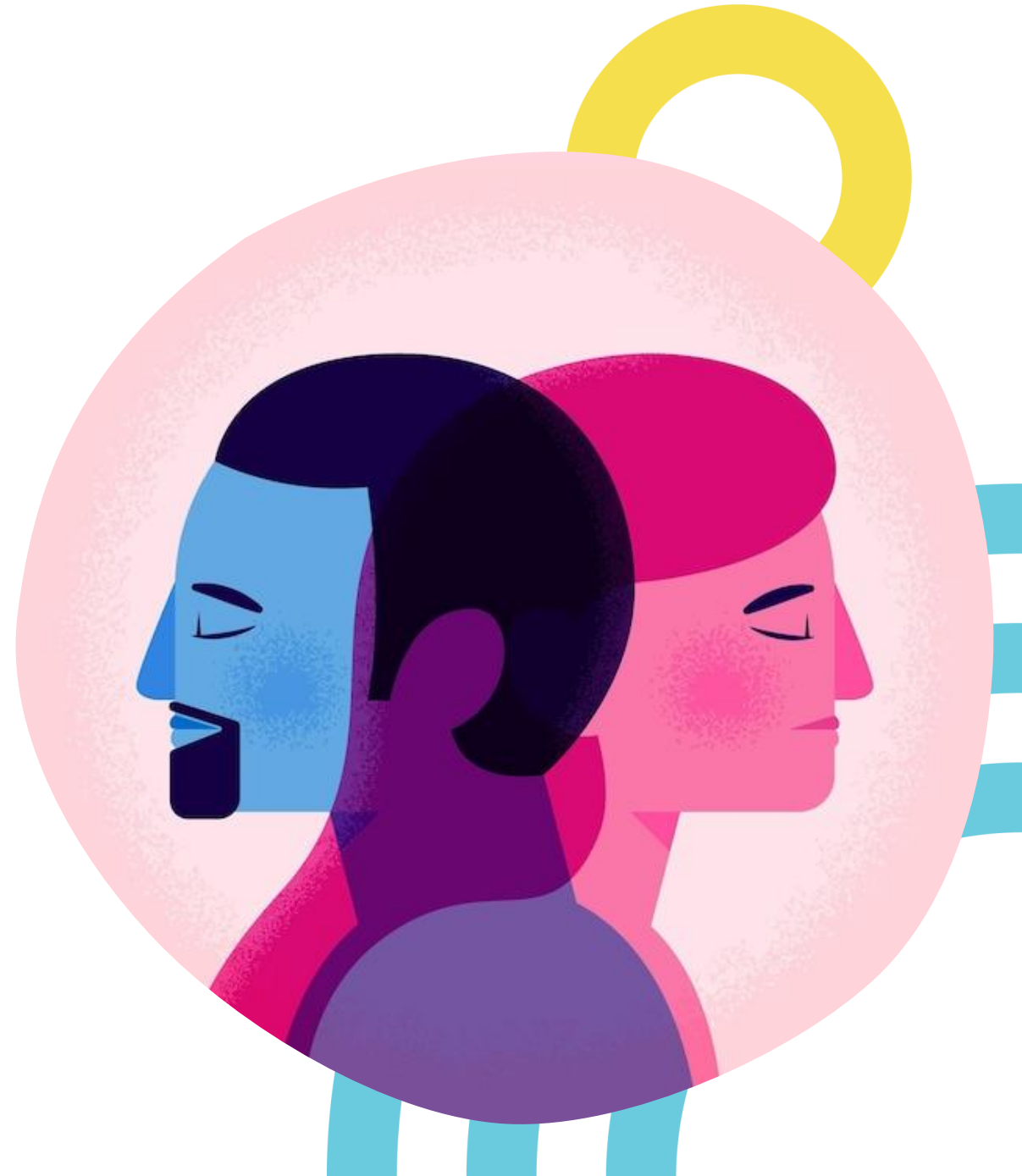
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The Cataract Case Study

- In Sweden almost only men received surgery
- **Hypothesis:** maybe cataract is a male predominant disease?
- **Conclusion: No!** Also, women with more severe forms did not receive surgery sooner than men with milder conditions.
- So what **priority criterion** did the health care system follow?
 - Men with hunting licenses and driving licenses were found to be systematically on top of the waiting lists for surgery



Confidence Gap

- Women tend to get **better grades** at school and university
- **Underqualified and unprepared men** don't think twice before taking the plunge
- **Over-qualified and over-prepared women** hold themselves back

"Women only have self-confidence when they are perfect."





What if school and family were a factory of trust for boys and a factory of competence for girls?

Gender stereotypes



- Young people can only dream of something they know
- Gender stereotypes are formed starting from the age of **7**
- They can only be unhinged by the age of **18**
- The most common influences: **family circle and media**



NEUTRAL ALTERNATIVES FOR TOP 10 MASCULINE WORDS IN JOB DESCRIPTIONS

- **Strong** → sound, steady, excellent, solid
- **Drive** → energy, inspiration, guide, steer, push, run, deliver, energize, inspire
- **Lead** → head, top person, manager, run, head up, manage, steer, grow, pioneer
- **Analysis** → investigation, study, test, testing, research, data
- **Analytical** → thorough, thoughtful, statistical, data → systematic, deductive,



NEUTRAL ALTERNATIVES FOR TOP 10 MASCULINE WORDS IN JOB DESCRIPTIONS

- **driving** → motivating, energizing, inspiring, guiding, steering, pushing, running, delivering
- **Individuals** → people
- **Proven** → established, known, demonstrated, reliable, successful, trusted, tested
- **Workforce** → teams, workers, members
- **Decisions** → choices, conclusions, judgments, moves, outcomes, steps

Thank you!



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