NEWSLETTER

CarediZO

December 2025

CarediZO

CAREdiZO: CARE Driven Innovation for Gender mainstreaming in Home, Micro-Enterprises & Micro-CSOs

Highlights from the past few months!

In this newsletter, you'll discover the **latest updates** from the **CAREdiZO** project!



Over the past few months, the project **partners** and the wider **CAREdiZO community** have worked closely together, completing a series of co-creation labs/workshops focused on **care**, **employment**, and **work–life balance**.

In this newsletter you can expect:

The Projects Latest News

Cocreation living labs/workshops in Greece

Cocreation living labs/workshops in Cyprus

Cocreation living labs/workshops in Bulgaria

Cocreation living labs/workshops in Lithuania

Next Steps

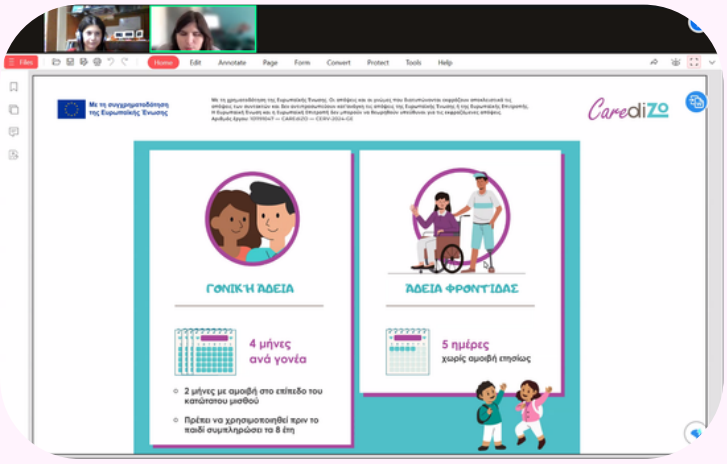
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Challedu Workshops

As part of the **CAREdiZO** project, CHALLEDU organized and coordinated online workshops on the topics of care, work, and work-life balance.

The first workshop explored the topic of **stereotypes** around **caregiving responsibilities**. Firstly, the participants set their communication rules and completed a pre-assessment Mentimeter showing **high awareness of care-related biases** but **low knowledge of EU/national care policies**. The next sessions of the workshop were an overview of the CAREdiZO project, an exercise with the **CARE map** that revealed diverse versions of **caregiver burden** and **instability** in work and life balance, and last but not least, a discussion on stereotypes in care and work with an invited NGO expert.





The second day of the CAREdiZO Living Lab focused on **best practices for small enterprises** and **CSOs**, combining **presentations, group work** and **discussions**.

Participants explored research findings, shared examples of flexible and family-friendly practices, created **policy ideas** and reflected on their feasibility.

Discussions highlighted the need for both **informal flexibility** and **formal policies**, the impact of **equal care sharing**, and the role of governments. The day ended with **practical planning exercises** and excellent workshop evaluations.

06 Nov 2025

International living lab

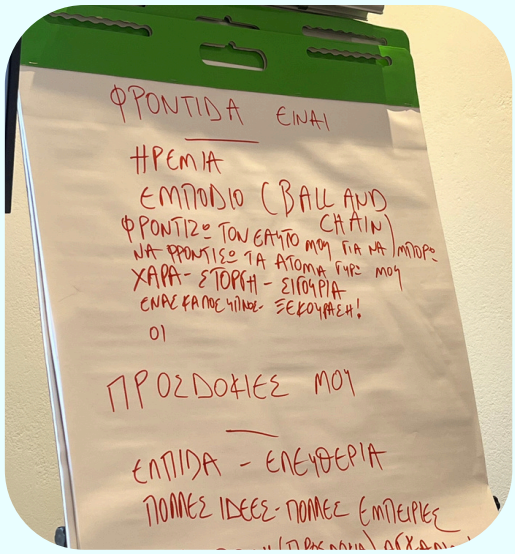
At the international level, on **6** November, the **International Living Lab: *"Share the Care"*** took place—a three-hour **online event with participants from across Europe.**

It was a great opportunity to:

- Exchange good practices in gender equality & care.
- Map needs, challenges, and solutions to balance caregiving responsibilities.
- Co-create new ideas, partnerships, and joint actions.
- Connect with projects and professionals from across Europe

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WHEN



WHEN organized **2 workshops** on **October 13** & **23**. During the first, the participants had the opportunity to identify the **stereotypes** that **influence us**, create **“personas”** that reflect **real-life experiences**, and, through these activities, explore what it’s like to **live** in **different caregiving** and **working situations**.



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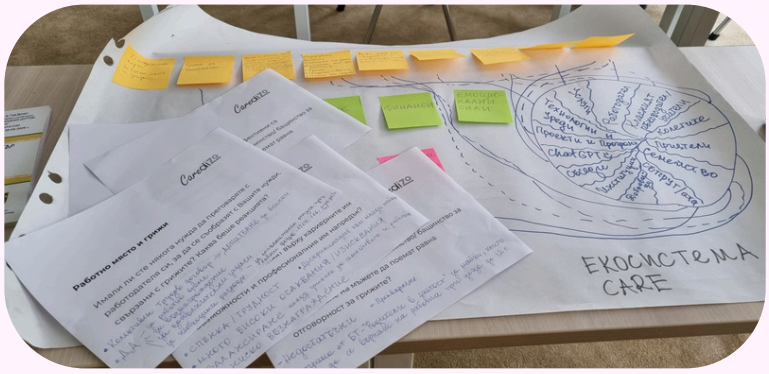
During the second workshop, **WHEN** drew inspiration from **good practices** across **Europe** and collaboratively designed **policies** and **actions** tailored to our own small businesses and organizations, aiming for a **realistic plan** that can be implemented right away.



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NBDN





NBDN organized **2 workshops** on **22** & **29 October**

This first workshop was devoted to understanding the **care responsibilities**, **challenges** and **stereotypes**. It was attended by managers, HR specialists, experts in the field of labor relations, care, and social issues, and organizations supporting the care of the elderly, children, and parents.
Along with the overall overview of the project, they were introduced to the **results of the survey conducted** within the project among **men and women** on their **care responsibilities at home** and the **impact on their careers**, as well as to the **podcast episodes** created by **NBDN** related to care and workplace issues, and finally, to the **online community of practitioners**.



The second **CAREdiZO** event introduced the participants to good examples of **supporting employees** with caregiving responsibilities, including the **CAREdiZO collection of good practices**. It was also a forum to **share existing measures** at the workplace for **care support** and discussions for further improvement of the **inclusiveness** and **sustainability**. Through **group activities**, **brainstorming,** and **design thinking**, participants successfully **created their own solutions** to the needs of the caregiving employees and considered **possible challenges** and **support** for implementation.

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WIIC

WIIC organized **2 workshops** on **September 25** and on **October 16**.
Both the trainers and participants expressed high levels of satisfaction with the training sessions, which provided **fresh knowledge, valuable insights**, and stimulated **creative thinking** among all involved.



CaredizO





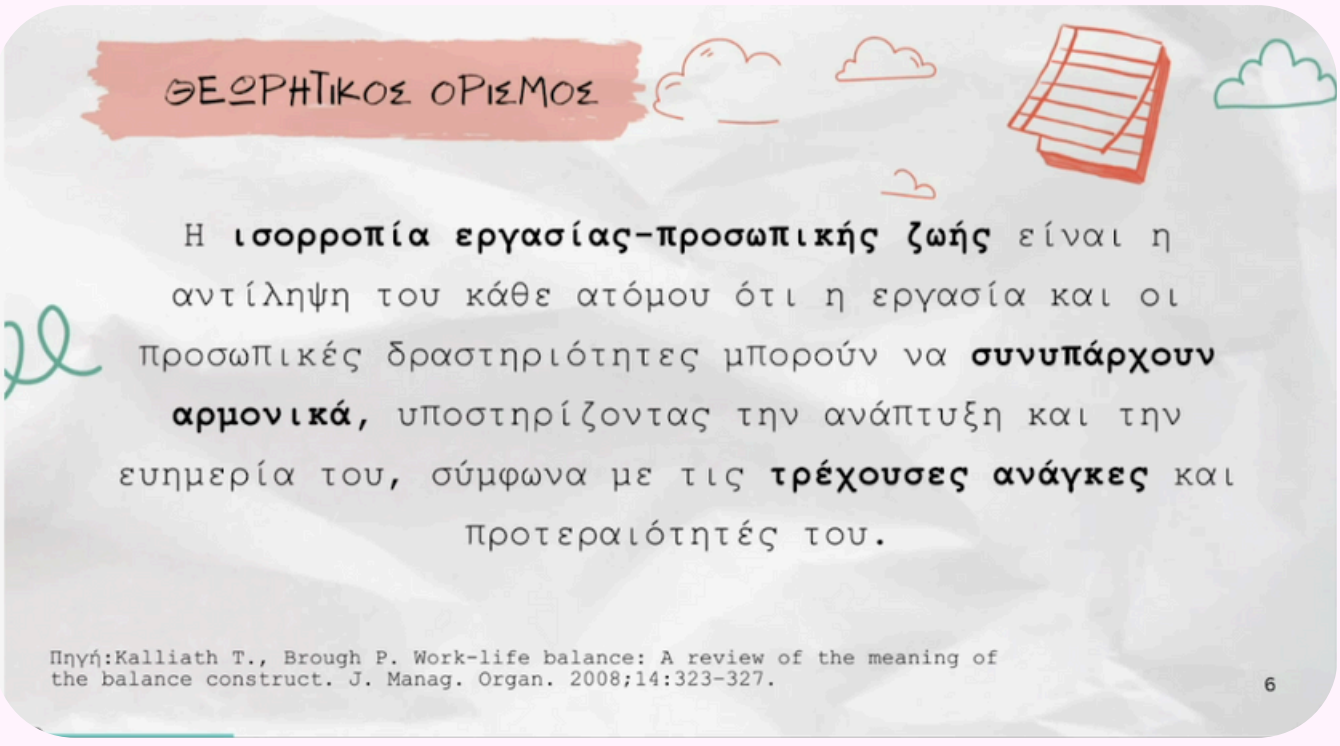
Although no entirely new good practices were identified, participants **developed and embraced innovative ideas** to enhance their own **care ecosystems** and to involve/rely on communities more. Participants also agreed that ***"while we all need a village, we should also not forget to be villagers and offer help when able"***. Participants also formulated **suggestions** to present to their co-leaders and organizational leadership.

Participants were invited to join the **CAREdiZO online community** to continue the **exchange of ideas** and **collaboration**. Many committed to **engaging** with their organizational leaders to propose changes within **micro-CSOs** and to **broaden** and **strengthen** their **care ecosystem support networks.**

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MIGS

The **CAREdiZO** workshops, on **October 30 & 31, organized by the Mediterranean Institute of Gender Studies,** brought the participants together to **tackle gender inequality** in care work and **promote** a healthier **work-life balance**. The sessions combined **interactive exercises** with practical **strategy-building**. Participants developed both **personal boundary-setting skills** and w**orkplace policy ideas**—from **flexible schedules** to **gender-neutral leave**—demonstrating that **supporting balance** is a **win-win**: it benefits both **employees** and **organizations**.



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NEXT STEPS

The Educational Games

CAREdiZO partners are preparing **two innovative educational games** to promote **gender equality** and highlight **the value of caregiving.**

Game for Human Resources (HR Staff)

Goal: The empowerment of **Human Resources** (HR staff), **professionals** and **executives**.

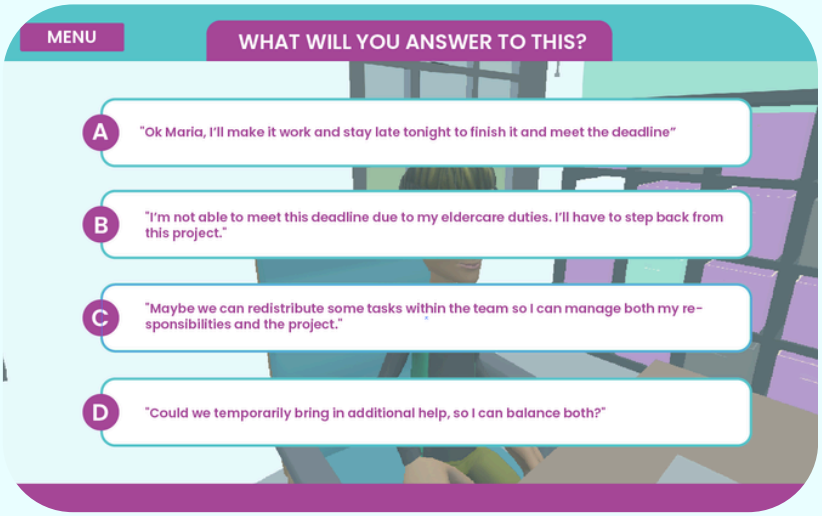
Action Focus:

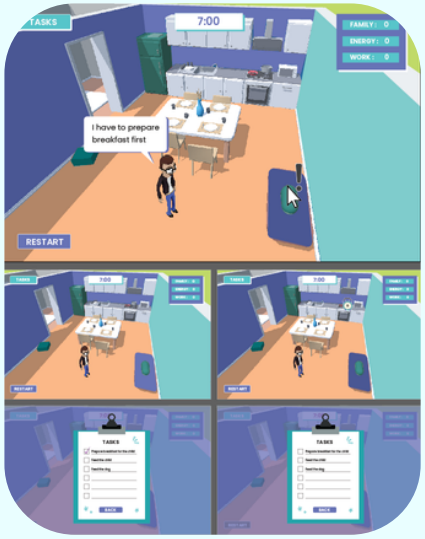
- Integration of gender equality into corporate practices.
- Bridging the caregiving gap between genders.
- Highlighting the value of care and the necessary soft skills.
- Adopting family-friendly examples/policies by small businesses and NGOs.

Game on Men's Caregiving Role

Goal: Empowering men to take on a more **active and equal caregiver role** within the family.







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NEXT STEPS

Massive Open Online Course

We are preparing the Massive Open Online Course (E-course), which aims to **train managers/directors and/or Human Resources (HR staff) personnel of micro-businesses and micro-Civil Society Organizations (CSOs).**

Looking forward to seeing you in our next activities!

CAREdiZO 101191047 — CAREdiZO — CERV-2024-GE	FACEBOOK	WEBSITE
Care Driven Innovation for Gender mainstreaming in Home and Micro-Enterprises		

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