



WE ARE HER



**YOUTH
EXCHANGE**

**GENDER GAP
IN
EMPLOYMENT**

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ABOUT THE YOUTH EXCHANGE

SHORT INTRODUCTION

This youth exchange brought together young participants from partner countries to explore the “Gender Gap in Employment” from diverse cultural and social perspectives. Through interactive workshops, group discussions, and creative presentations, participants examined the core issues behind gender disparities in the labor market.

Throughout the five-day exchange, participants deepened their understanding of structural barriers that limit women’s participation in the workforce. They also engaged in teamwork and collaborative activities designed to strengthen group cohesion and empower them to advocate for fair and inclusive employment practices.

The exchange concluded with youth-led presentations showcasing innovative campaigns to address the gender gap in employment, reaffirming their commitment to building more equitable and inclusive societies.

HOSTING ORGANISATION

Aspire Consulting International

Aspire is an entrepreneurial training and consulting firm established in 2007. It is experienced in delivering transformational solutions using innovative methodologies serving the private sector, community-based organizations and youth at large. Aspire's vision is to empower, enlighten and inspire a deep and lasting transformation in the lives of individuals, teams, organizations and communities to live, lead and prosper. While mainly serving the private sector, Aspire's role in the public sector is equally essential through empowerment of the incapable and unqualified communities and people in their societies to lead and make a real difference through social change and cultural transformation. Under this perspective, Aspire has partnered with several prestigious local and international community-development organizations providing services such as life skills programmes, gender programmes, health and well-being programmes, education empowerment programmes, family programmes, sports for development and capacity building programmes. Aspire's youth sector is specialized in designing youth empowerment programmes focused on employability programmes that bridge the gap between university and employment periods to be able to compete strongly in the market for which reason Aspire has a broad outreach to institutions such as universities around Egypt.



AIM

The primary goal of this Youth Exchange (YE) is to raise awareness about gender and employment-related issues by challenging bias and inequality, while empowering young people to create impactful social change.

YOUTH EXCHANGE OBJECTIVES

01

Objective: To explore how we perceive others and recognize different types of biases and their impact in the workplace.

02

Objective: To reflect on historical gender roles and compare gender gaps in employment across different countries.

03

Objective: To understand the global context of gender employment gaps and compare cross-country data.

04

Objective: To identify root causes of employment inequality and design potential solutions.

05

Objective: To empower participants to turn insights into action by crafting media campaigns that advocate for gender equality.



DAILY AGENDA

	SAT 24	SUN 25	MON 26	TUE 27	WED 28	THU 29	FRI 30
08:00-09:00				BREAKFAST			
09:00-10:00		BREAKFAST	BREAKFAST	FREE TIME & PYRAMIDS VISIT	BREAKFAST	BREAKFAST	
10:00-11:30		WELCOMER ORIENTATION & ICEBREAKER	GENDER GAP ALONG THE YEARS: TREASURE HUNT	FREE TIME & PYRAMIDS VISIT	GENDER GAPS IN EMPLOYMENT AROUND THE WORLD	THE POWER OF SOCIAL MEDIA FOR SOCIAL CHANGE	
11:30-12:00		COFFEE BREAK	GENDER GAP ALONG THE YEARS: TREASURE HUNT	FREE TIME & PYRAMIDS VISIT	GENDER GAPS IN EMPLOYMENT AROUND THE WORLD	COFFEE BREAK	
12:00-13:00		HOW WE SEE OTHERS	GENDER GAP ALONG THE YEARS: TREASURE HUNT	FREE TIME & PYRAMIDS VISIT	COFFEE BREAK (30 MINS) + DIGGING UP THE ROOTS	WORK GROUP: CRAFTING OUR CAMPAIGNS	
13:00-15:00		LUNCH BREAK	GENDER GAP ALONG THE YEARS: TREASURE HUNT	LUNCH BREAK	DIGGING UP THE ROOTS	WORK GROUP: CRAFTING OUR CAMPAIGNS	
15:00-16:30		TYPES OF BIAS IN THE WORKPLACE	LUNCH BREAK	WORK GROUP: GAPS IN EMPLOYMENT	LUNCH BREAK	LUNCH BREAK	
16:30-18:00		FEEDBACK SESSION	REFLECTION: PRESENTING OUR DISCOVERIES	WORK GROUP: GAPS IN EMPLOYMENT	FROM PROBLEM TO SOLUTION	PRESENTING THE CAMPAIGNS	
18:00-19:00			FREE TIME RECOMMENDATION (KHAN EL KHALIL)		CULTURAL NIGHT (SURPRISE)	CLOSING & FEEDBACK	
19:00-20:30			FREE TIME RECOMMENDATION (KHAN EL KHALIL)		CULTURAL NIGHT (SURPRISE)		
20:30	DINNER	DINNER	DINNER	DINNER	DINNER	DINNER	

ARRIVALS

DEPARTURES

RESULTS

1. Deepening Understanding of Gender Gaps in Employment

Participants explored how the gender gap in employment looks in their own countries and in others. Through group discussions and shared stories, they learned about the main reasons behind these gaps and how they affect people's access to jobs and career growth.

2. Learning New Tools and Creative Methods

Participants practiced using tools like the problem tree and root cause analysis to better understand social problems. They also learned fun and creative ways to present their ideas, making it easier to share what they discovered with others.

3. Gaining Skills for Social Media Campaigns

The exchange helped participants build real skills in creating social media campaigns that promote social change. They learned how to plan a campaign, choose messages, and use different platforms to raise awareness about gender equality at work.

4. Building Friendships and Teamwork

Besides the sessions, the exchange helped participants make new friends from different cultures. They worked together, shared experiences, and supported one another—creating a friendly and open atmosphere where everyone felt included.

5. Contributing to the WE ARE HER Toolkit

All the ideas and materials developed during the exchange became part of Deliverable 3.1 – the WE ARE HER Toolkit. This toolkit collects the participants' suggestions and activities to help others create local campaigns that promote equal opportunities for everyone.

