

NEW MEN

EMOTIONAL AND SOCIAL INTELLIGENCE FOR THE
DEVELOPMENT OF NEW MASCULINITIES IN THE
WORKPLACE

NEWMEN



With pleasure, we IKF (Sweden), INDEPCIE (Spain), STEPS (Italy) VAEV (Austria) and NP2E (The Netherlands) announce the successful completion of our collaborative two-year project NEWMEN aimed at addressing the pervasive phenomenon of machismo in the workplace.

For this purpose, we've designed comprehensive Toolkits for SMEs, accompanied by a rich bank of resources and hands-on educational material centered around Emotional- and Social Intelligence that can be accessed on our website [newmen](https://newmen.eu).

These tools are developed to foster diversity, uphold egalitarian values, and proactively prevent sexism and gender based violence among the workforce.



OUR FINAL TRANSNATIONAL PARTNER MEETING IN AMSTERDAM 30-31 OCTOBER HOSTED BY NP2E



The implementation of new laws and regulations aimed at ensuring equal pay and safe workplaces for women often serves as an external catalyst for fostering more egalitarian workplace cultures. However, the vulnerability arises when these protective laws safeguarding women's human and labor rights are reversed, a historical pattern that cannot be dismissed as unrealistic. The hard-earned rights of women become susceptible and risk being compromised.

In contrast, fostering soft skills are highly significant in ensuring sustainable change within organizations. Developing social and emotional intelligence, equips individuals with essential tools like perspective-taking, emphatic listening, etc. These skills create intrinsic motivation, laying the groundwork for sustainable transformations in gendered power dynamics in the workplace.



Our objective with NEWMEN is dual-fold: raising awareness and inspiring action to dismantle the layers of entrenched masculinity prevalent in workplaces. Traits like dominance and power abuse perpetuate environments that are detrimental to women, impeding their equal access to opportunities and, ultimately, their quality of life. By nurturing a culture that values social- en emotional intelligence and rejects harmful norms, we strive to create a more inclusive and empowering environment for everyone.

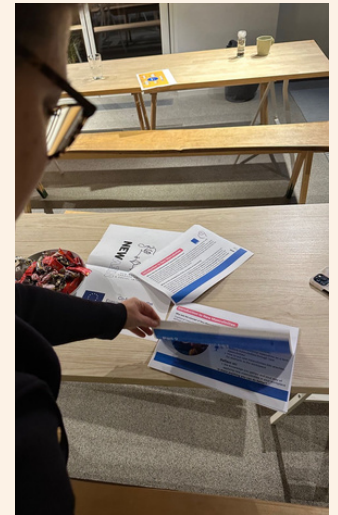


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SOME OF OUR MULTIPLIERS EVENTS

-IN SWEDEN-

THEMATIC AREA: NEW MASCULINITIES



In Sweden, during our ME, we increased curiosity and challenged the audience to define once again what it means to be a man or act like a man, an activity taken from our NEWMEN toolkit. Questions regarding the differences between women and men, guy norms, and what the consequences would be of following such norms, were discussed during the event.

Something worthy of lifting is the conclusions we collected, which focused on the negative results by following the norms society is setting upon men with expressions such as acting like a man.

- Violent and aggressive behavior
- Crime
- Bullying
- Homophobic attitudes
- Worse at seeking medical help
- A sexual risk behavior
- Lower self-esteem
- Often untreated mental illness
- Worse study results (met at school)



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-IN ITALY- THEMATIC AREA: LISTENING/ASKING FOR HELP



In Italy, the multiplier event was held on 24th of November. The seminar: "NEWMEN project presenting the reflections on female and male at work. Creating safer and more inclusive workplaces by enhancing emotional intelligence as a tool for leadership".

The event was organised on the occasion of the International Day for the Elimination of Violence against Women 🍷

Participants received a small gift: a red bracelet "Make a wish" and could express their desires regarding improvements of women's situation at work. The event was a great moment for exchange, discussion and presentation of the final results developed within NEWMEN project

-IN THE NETHERLANDS- THEMATIC AREA: EMPATHY



At NP2E, championing women and enhancing their quality of life stands as a foundational principle. Our mission was to extend the reach of this project's outcomes and activities to a broad spectrum of individuals, encompassing experts, diverse community representatives, and corporate entities. Within our pursuits, we placed particular emphasis on one crucial sub-theme : Empathy with an Intersectional Lens. Shedding light on an overlooked concern, we highlighted the substantial wage gap experienced by women with migrant backgrounds, a matter that demands urgent attention.

To address this, we fortified and certified a core group consisting of HR managers, labor rights advocates, policymakers, and a diverse cohort of women spanning generations within our community. Employing dynamic activities and approaches.



-IN SPAIN- THEMATIC AREA: SELF-CONTROLE



-IN AUSTRIA- THEMATIC AREA: WORK WITH OTHERS



We, IKF, INDEPCIE, STEPS, VAEV and NP2E extend our gratitude to our associate partners and individuals who have piloted the educational material with their critical feedback and contributed with their inspiring good practices that marks a significant milestone in our collective pursuit of a safe workplace culture and gender equality.



newmen-project.eu



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