

GENDER EQUALITY INDUCTION



INDUCTION
2023/2024

GENDER EQUALITY ON SITE

Information campaign to achieve gender equality in the workplace and fight male violence against women.

GENDER EQUALITY ON SITE

LET'S PUT GENDER EQUALITY ON SITE

Where does violence come from?

In this induction, the root of gender-based violence will be made explicit and the connection between the most subtle and implicit forms of violence up to the most recognized and explicit ones.

LET'S SEE HOW



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STEREOTYPE

Classification Tool, Conceptual
Category
and mind map that helps
to simplify reality.

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IS THE STEREOTYPE HELPFUL OR HARMFUL?

USEFUL

To make a decision

To find the solution to a problem

To make a judgement in a short time without forcing us to collect new data

HARMFUL

When it is the only filter you use to look at reality

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GENDER STEREOTYPE

Simplified representation of the meaning attributed to masculine and feminine based on cultural and social beliefs about the characteristics that men and women should belong to in society.

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The social construction of masculine and feminine attributes certain roles, characteristics and tasks to one or the other gender on the basis of biological characteristics alone.

This division leads to the definition of precise gender roles. A hierarchy is established between them that regulates power relations.

From the individual and collective perception of a hierarchy between the genders derives the domination of one over the other, submission (physical or psychological) and prevarication.

Gender stereotypes



Discrimination



Violence

GENDER VIOLENCE

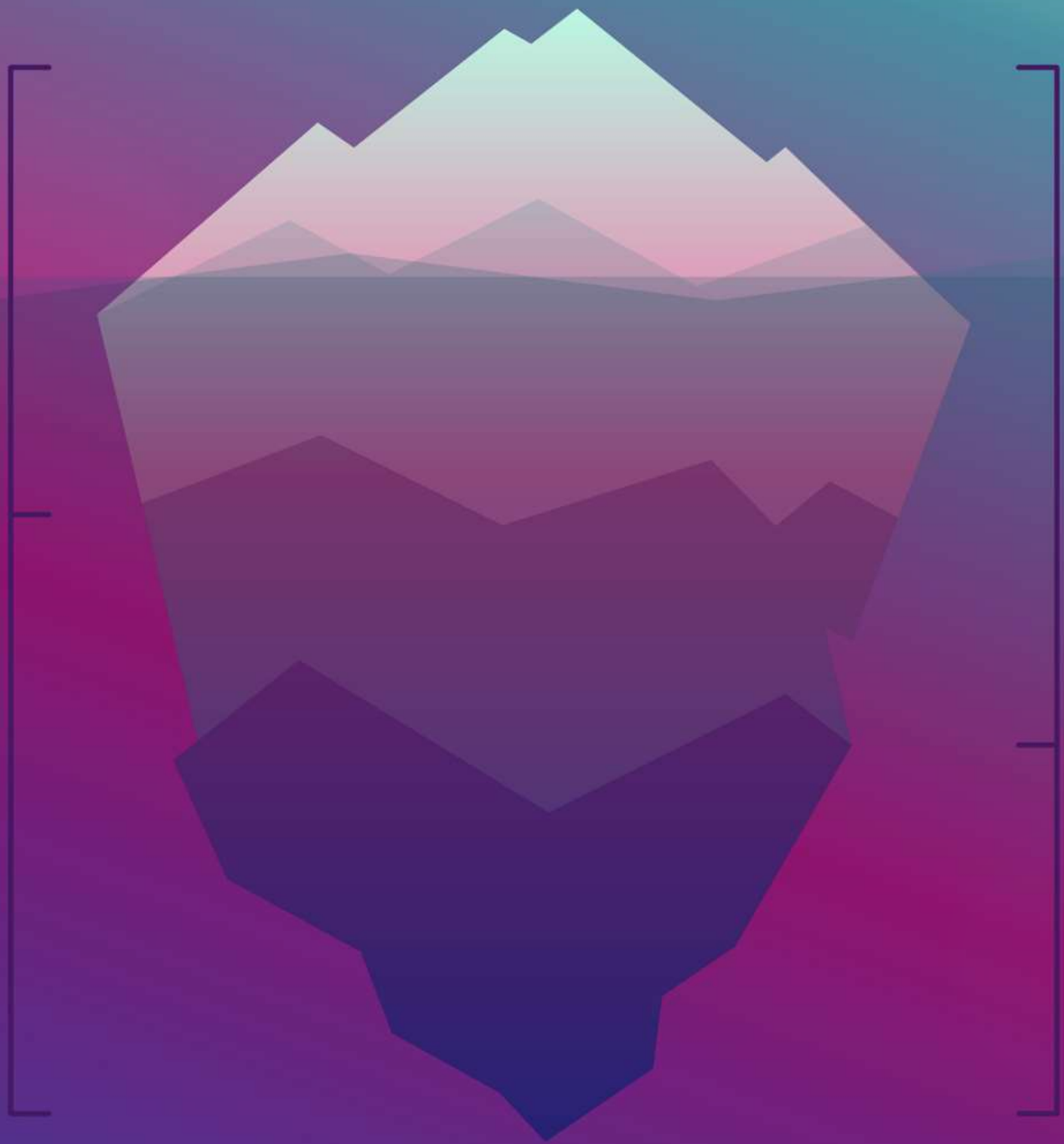


VISIBILE

FORME
ESPLICITE

INVISIBILE

FORME
SOTTILI



GENDER VIOLENCE



VISIBILE

FEMICIDE

RAPE

**PHYSICAL
AGGRESSION**

**SEXUAL
HARASSMENT**

INSULTS

YELLS

**EXPLICIT
FORMS**

**SEXUAL
BLACKMAIL**

ABASEMENT

CATCALLING

REVENGE PORN

INVISIBLE

MANSPLAINING

**SEXIST
LANGUAGE**

CONTROL

**SUBTLE
FORMS**

SEXIST HUMOR

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FORMS OF VIOLENCE IN THE WORKPLACE

- **Sexist Humor*/ Sexist Language***
 - **Mansplaining**
- **Sharing non-consensual images**
- **Sexual Harassment and Blackmail**
 - **Gender Pay Gap**
 - **... and many more...**

*SEXISM MEANS: Tendency to discriminate against someone based on their gender.

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WHY IS IT IMPORTANT TO BE INFORMED ON THE SUBJECT?

The management and respect of diversity is a fundamental value for ARMPOWER as part of RENCO group for the development of their activities.