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**LIST OF  
RECOMMENDATIONS**

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## LIST OF RECOMMENDATIONS

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Engaging men and boys for the promotion of gender equality and prevention of violence against women needs strong basis for its implementation and maintenance on society structures. Punctual actions will help to raise awareness at that point, but without the analysis of its impact and a whole dynamic of justification, it could be insufficient for a real change.

These recommendations encourage institutions and individuals to amend the perspective of working on gender equality involving men and boys considering different areas:

### AT EDUCATIONAL LEVEL:

- Promote the diversification of gender in atypical occupations, raising awareness for gender stereotypes, gender typical professions and life courses.
- Foster the implementation of informal competences and skills to encourage men's groups with social difficulties.
- Implement gender awareness programs for students and teachers to work against discrimination in schools.
- Promote pro-feminist research on men, masculinities and gender equality, rejecting a "male-discrimination" perspective.
- Conduct deeply analyses of teaching styles and learning materials in order to describe the impact of educational materials on gendered practices and occupational preferences.

### AT LABOUR LEVEL:

- Foster the balance of work and life, focusing on an increase of non-sanctioned and self-chosen part-time or other forms of employment for men.
- Increase the number of social projects addressed to the representatives of marginalized groups of men.
- Encourage to change attitudes on gender equality, promoting men who are role models and 'champions' of gender equality.
- Implement a coherent system of parental leave, able to coordinate with maternity leave.
- Develop and implement gender equality strategies which include a set of measures to support and encourage men to devote more time and priority to the reconciliation of care, home and paid work.

### AT HEALTH LEVEL:

- Promote policy initiatives focusing on the role of men in sexual health, including screening programs, educating boys in health issues and sexuality.
- Create a complex public communication concerning men's health, challenging legislative practices such as effective road traffic legislation, smoking, bans, more rigorous health and safety measures in the workplace.

### AT SOCIAL LEVEL:

- Encourage men to commit against gender-based violence.
- Change gender models, promoting non-violent masculinities.
- Improve the work done with the perpetrators and its maintenance over the time.
- Create a better knowledge about types of violence, challenging those not perceived as violence or normalized by society.
- Integrate an intersectional approach to strengthen and improve the role of men in gender equality, through a perspective on social class, migration and gender.
- Maintain dedicated women's units and measures.
- Commit to parity in women's and men's participation at all levels.
- Make visible and target all key gender equality areas as interpersonal work relationships, caring, power and decision making, paid work, or community involvement.
- Engage a diversity of men, including with a variety of demographic backgrounds, or in different organizational roles and levels.

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