



INTERNATIONAL  
**RESCUE**  
COMMITTEE



# **Preventing violence before it starts!**

## **EMAP: Engaging Men in Accountable Practice**

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# Introducing Engaging Men in Accountable Practice (EMAP)

- Reaching 10+ countries in Africa and Asia since 2015
- The only male engagement program to center women's voices and experiences
- One year implementation; 8 sessions for women and 16 sessions for men



# Learning from EMAP implementation



- ✓ Accountability checklists
- ✓ Baseline and endline surveys to measure changes in knowledge, gender attitudes and behaviors among men
- ✓ Women's Reflection Surveys

# EMAP PLUS

- ✓ Refining and deepening the approach with adult women and men
- ✓ Building a component for boys!
- ✓ Behavior change communication and technology!





# EMAP implementation in Cameroon

- Since 2019
- Currently with trained 15 Facilitators
- 175 women and 175 men have completed the 1<sup>st</sup> cycle
- Since COVID-19 the EMAP has been adapted



# Some key results:

- 17% of men at endline versus 66% at initial assessment said that they were the ones who decided how family money was used in the last three months;
- 58% of the men interviewed think that their wives are now involved in the decision making process on major expenses (purchase of a field or a motorcycle for example) versus 28% in the baseline;
- 55% of the men at the end of the project versus 27% at the beginning stated that decisions on the purchase of daily household needs are made by the couple;
- 11% of men at the end of the project versus 72% at the baseline continue to think that in the majority of cases it is the woman who should be responsible for taking care of the children at home;
- 81% of men at the endline versus 18% at the baseline disagree with violence against women in any situation.

# Success stories

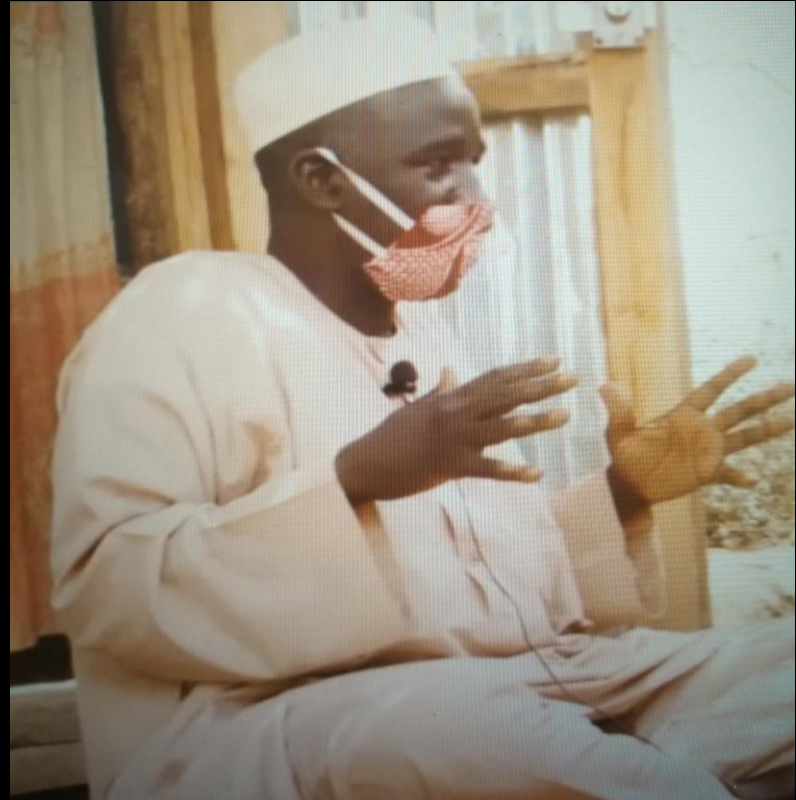
- Strong involvement and support of communities and religious leaders (7 Imams completed all the session) which is critical in a very conservative society
- Positive reception and acceptance from the community members
- Positive change in men's attitude and behaviour( taking household roles like washing children, valuing women etc)
- Men got increased knowledge of GBV and impact on women and girls( particularly early marriage) as well as their rights( to education)
- More acceptance of wider WPE activities



# Success stories

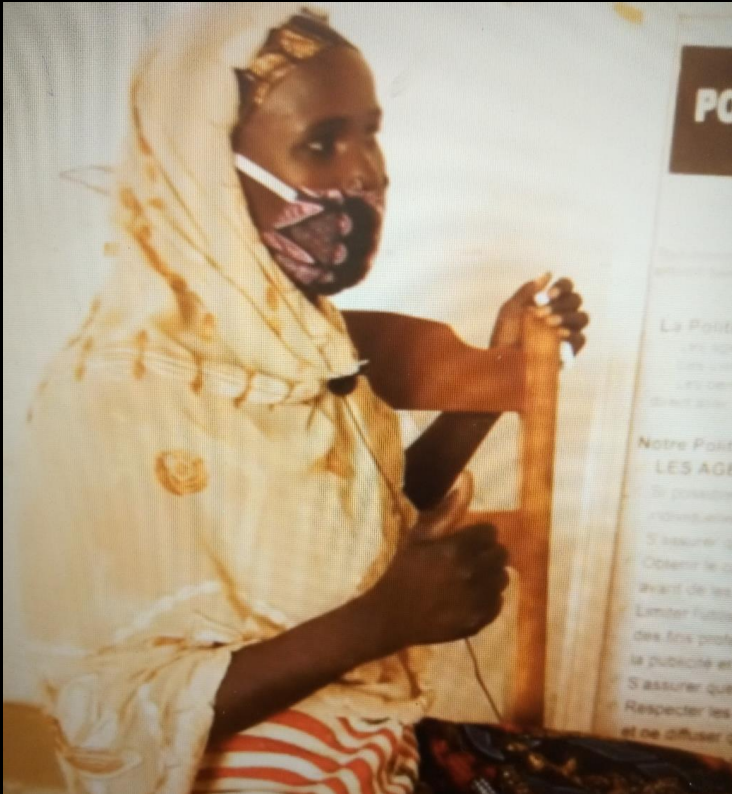
Testimony of the Imman of Mora:

*"My behavior has changed a lot thanks to EMAP. Before, I believed that we can do whatever we want on the woman, now, I understand that the woman has value and can even become a Sultan (Community Leader). My children were all running away when they saw me come home, but now we eat together. If there was an EMAP school, parents should have to send their children there to follow this curriculum."*





# Success stories



**Testimony of a displaced woman from Igawa** *"Before, our child could get fever at night and I had to take care of the child while my husband was snoring quietly in his bed . Now, with the EMAP sessions, we have learned that we can share household chores with our husbands. Now, with the EMAP sessions, we have learned that we can share task chores with our husbands, for example now if I get sick, my husband can put the sauce on the fire and turn the couscous, which he didn't do before. "*

# Lessons learned

- Group creation at the start of the sessions was based on age category, with older women's groups separated from younger women's groups.
- Afterwards, it was realized that the best way is to put them together to generate more debate and change, since older women are the ones who have more influence and respected and showed more resistance during the discussions.



# Challenges

- Resistance to change
- Reclamation of recreational activities for men's sessions.
- Security incidents

## **COVID-19 impact:**

- Increased workload

# Outlook

- Extend the EMAP approach to other communities
- Reinforce community leaders participation
- Reduce the number of participants in the discussion groups, from 25 to 15 people to better involve everyone in the discussions
- Integrate EMAP plus in the program



# EMAP implementation in Tanzania

- Implementation started in April 2016
- 6 national and 16 refugee staff from all three refugee camps participated in a 14-day ToT
- Two facilitators (IRC staff) from DRC – one male and one female – facilitated the ToT in Kasulu, Kigoma.

# EMAP implementation in Tanzania

- Adapted the curriculum and selected strategies that would reflect the Burundian and Congolese context:
  - ✓ Locally trained EMAP facilitators from both populations act as facilitators with one national staff in each session
  - ✓ All materials used during sessions were translated to Swahili and Kirundi
  - ✓ Intervention was introduced to agencies, community leaders, and religious leaders to influence people and community members across the three camps



# Reach so far

- Since 2016, we have implemented 19 cycles of EMAP and graduated 5483 participants across the 8-week women's sessions and 16-week men's sessions.
- 1179 Congolese (482 F and 697 M), 4162 Burundians (2032 F and 2130 M) and 142 (75F and 67M)
- 142 ( M 67 and F-75) Tanzanians in host communities



# COVID-19 Adaptations

- Participants divided into groups of 5 to 10 per session to ensure social distancing
- Masks provided to all participants
- Handwashing facilities installed outside all locations along with regular use of hand sanitizers
- Graduation ceremonies carried out in small groups





# Key Results

- ❑ In 2017, 88% (388/442) overall demonstrated positive shift in attitude and knowledge in the end-line survey compared to 35% (154/442) during the baseline survey. The cut-off point of 75% in both baseline and end-line were used to measure knowledge increase.
- ❑ The EMAP evaluation conducted in 2018 revealed that 82% of Male EMAP participants' spouses attested that their partners had improved their accountability to family chores since they participated in EMAP than before.
- ❑ In 2019 and 2020, 79% of all male EMAP participants had demonstrated positive shift in the knowledge and attitude by scoring 75% or above in the knowledge and attitude questionnaire compared to 54% in the baseline.
- ❑ Generally, from 2018 to present, more than 220 EMAP graduates who sustained behavioral change had been integrated in other interventions like SASA! Working as community activists.



*“My husband used to stop me from saying anything in the family. If I wanted to run a small business at the market, he was also stopping me from doing that. But now we make decisions together. Previously, my husband would hide all our money. When we would get utensils from another organization in the camp, he would sell the utensils and use the money for himself. But now we are sharing the family income. We make decisions together and everything is open.”*

*- Doline, a Burundian refugee in Mtendeli camp, after both she and her husband, Jean-Claude, graduated from EMAP*



*“During the session I learned about the positive use of power, how instead of using power **over** someone, I can use my power **with** my wife and children... I am now teaching my two boys about becoming more responsible men as well. Earlier I never asked them to help in domestic activities but now I have had conversations with them about their responsibilities at home and we have a schedule to distribute domestic chores between all of us so that the entire responsibility is not on my wife and daughters.”*

*- Nicholaus, an EMAP graduate from Nyamidaho village, Kasulu District, Kigoma*

# Lessons Learned

- Most EMAP graduates volunteer as community activists, serving as role models and engaging other men. This is due to the impact of the intervention both in their lives and on their families
- Intervention has proven to be a primary prevention intervention as evident from testimonies of participants, their spouses and neighbors who have seen attitudes and behavior change among participants
- Male participants are demonstrating accountability towards women and girls through their actions
- Lack of financial benefits during the intervention allows participants to get involved based on an identified need for behavior change rather than for monetary benefits. This leads to sustainability as graduates volunteer to engagement other men and become allies of women and girls after their participation



# Challenges

- Limited program scope and reach especially in the surrounding host communities
- Outbreak of the pandemic can delay intervention
- Repatriation process leading to some participants leaving before sessions end



# Future Prospects

- With additional resources, **expand scale and reach**, especially in the host community where there are also significant needs
- **Engage adolescent boys** in the intervention; once they are transformed at a young age, this will change their perspectives, reduce violence against women and girls and increase gender equality amongst their peers
- **Identify local partners** to roll out the intervention to enhance scale and reach to other regions in Tanzania



**Thank you for your attention**