



GIZ Gender Week 2021

Gender and Masculinity Session

11 March 2021

MS Teams

Setting the scene: Exercise / teaser

3/11 3:28 PM 🤔 4 😡 3
Men who report cases of them being abused are cowards and weak

3/11 3:29 PM 🤔 3 😡 6
Men who cry are weak

3/11 3:29 PM 😡 7
A woman who wears a short skirt is asking to be raped

3/11 3:29 PM 🤔 2 😡 1 😡 4
Women who refuse to date a guy should be taught a lesson

3/11 3:30 PM 😡 7
When a man talks, women should obey

3/11 3:30 PM 🤔 3 😡 2
Women should feel honoured when men pay attention to them

Participants reacted with a thumbs-up emoji (agreed with the statement), surprised emoji (unsure), or a sad/angry emoji (disagreed)



Guiding questions / discussion points

- Are men doing enough towards efforts to curb violence against women and girls?
- Do men who suffer abuse have sufficient support systems?
- What will it take to end the struggle between **toxic masculinity** and 'toxic femininity' (how do we achieve a state of harmony)?

Participants were engaged in an open discussion around these and other relevant burning questions



Main inputs / reactions from participants

- **It is interesting that even in the corporate context (incl. GIZ), most "softer issues" e.g. cross-cutting topics are often assigned to the female colleagues.**
 - In meetings, women will be taking minutes, serving the tea or coffee, or washing the dishes on the days when the cleaners are not in
 - In contrast, male colleagues are asked to help out if the driver is not around on a particular day
- **Both men and women should speak with one voice and challenge gender stereotypes, misogynist comments.**
- **Educate men and boys to involve them in efforts to curb violence against women and girls.**
- **Gender equality and respect for both women and men ought to be mainstreamed in households and schools.**
- **Be attentive to and provide room for diversity as per the Charter of Diversity**
- **Education is the first and major step to curbing GBV and in educating communities, rural communities should be included.**
- **Women should #choosetochallenge gendered stereotypes.**



Suggestions for future sessions

- **Get questions from the colleagues to include in panel discussion prior to the session**