

“Be a real man”

*Masculine norms governing our lives and relationships
- at home, at the conference table and on the battlefield -*

and stand up for gender justice

virtual workshop on the 26. April 2023, 11 am – 2 pm CEST

While more and more men and boys engage in promoting gender justice and equal rights and opportunities, they face opposition and resistance by people believing in and calling for real men to govern. The issue thus becomes, how can unequal gender power dynamics, which are built on codified relations between men and women and on what it means to “be a ‘real’ man”, be overcome to pave the way for a just, inclusive and more peaceful future. In other words, we need to reassess and rethink the ways in which masculinities can be supportive of greater equality, in the context of the UN Agenda 2030 on sustainable development, the AU Agenda 2063: The Africa We Want, Africa’s blueprint and master plan for transforming Africa into a global powerhouse of the future and Germany’s feminist development and foreign policy.

Transforming social and gender norms

*“The public sphere, especially the economic and political spheres, has historically been the domain of men. Within this sphere, there are five norms that characterise **restrictive masculinities** and which are widely accepted across cultures. According to these norms, a “real” man should:*

- *Be the breadwinner, working for pay to provide for the material needs of the household.*
- *Be financially dominant, earning more than women.*
- *Work in “manly” jobs, regarding those professions that society defines as “men’s work” and not those it views as “women’s work”.*
- *Be the “ideal worker”, prioritising work over all other aspects of life.*
- *Be a “manly” leader, cultivating an assertive and space-occupying leadership style.*

While the private or domestic sphere has traditionally been treated as the domain of women, restrictive masculinities promote male dominance within this sphere as well. In the private sphere, the five norms of restrictive masculinities entail that a “real” man should:

- *Have the final say in household decisions, positioning him at the top of a hierarchy at home.*
- *Control household assets, solidifying his authority at home by controlling and administering household assets.*
- *Protect and exercise guardianship of family members, directing it especially at women and girls in the family.*
- *Dominate sexual and reproductive choices, initiating sexual encounters and making decisions regarding having children, birth spacing, etc.*
- *Not do unpaid care and domestic work, considering this work as generally “women’s work”.*

([Man enough? Measuring masculine norms to promote women’s empowerment @OECD, 2021](#))

Does it sound familiar?

Diverse forms of masculinities coexist across cultures, geographical locations and time, and some of these masculinities directly hinder women’s empowerment and gender equality and also men in behaving differently and breaking with these norms and stereotypes.

A reality well known, deeply engrained in the legal provisions, formal and informal institutions governing our lives. Thus, empowering women and girls, strengthening their voice and agency is only one side of the coin, addressing gender norms and promoting positive masculinities is the other.

We must all raise our voices and act!

In November 2021 Heads of State and Government of the Member States of the African Union, Congo Republic, Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Rwanda, Senegal, South Africa, Tanzania, Togo, participated in the 1st Men's Conference on **Positive Masculinity** and signed the Kinshasa [Declaration and Call for Action](#) of the African Union Heads of State on Positive Masculinity in Leadership for the Elimination of Violence against Women and Girls in Africa. The [2nd AU Men's Conference](#) in November 2022 in Senegal concluded with far-reaching recommendations to advance gender transformative social protection. Addressing the 2nd Men's Conference Macky Sall, President of Senegal, underscored the need to not only raise awareness but to act against all forms of violence against women and girls. He stated, "No religion, no law, no social rule justifies violence against a human being. ... Nothing can justify a woman, or a girl being abused, marginalized or discriminated against. Altogether, public authorities, religious and traditional leaders, members of civil society and citizens, we must all raise our voices and say Enough! ... But it is not enough to say enough. It is necessary to act so that the custom of silence ceases, in times of peace as in times of war." The rationale behind the AU Men Conferences is that positive masculinities provide a critical lens through which to reshape masculinities in ways that promote healthy, peaceful and individual and social well-being for all.

In order to advance Gender Justice for all and to team up with partners and like-minded around the world to overcome discriminatory power structures, norms and legislations and thus, pave the way for equal rights and opportunities for all people the German Federal Ministry for Economic Cooperation and Development and the German Foreign Office have endorsed feminist policies in March 2023.

Against this background and developments, we like to build bridges and join forces in addressing and reshaping masculine norms for gender justice and a future worth living around the world.

We will listen to a moderated discussion with:

Ouriatou Danfakha, Since 2015, Senior Policy Officer in the Bureau of the Chairperson of the African Union Commission. International development practitioner, coordinator of the Office of the Special Envoy on WPS since 2020. Strategic thinker, and policy expert with over 15 year expertise in socio-economic diversity and leadership training, gender equality and women's empowerment, and resource mobilization, particularly in Africa.

Ulrik Vestergaard Knudsen, OECD Deputy Secretary-General since January 2019 and OECD Gender & Diversity Champion, OECD's Gender and Diversity champion since June 2021. His portfolio includes the strategic direction of OECD policy on the digital and technological transformation; global relations; trade and agriculture.

Julio Langa, co-founder and national coordinator of HOPEM (Men for Change Network) in Mozambique for about 10 years and a former co-chair of MenEngage Africa.

Edgar Bernardo, national coordinator of Men for change Network (HOPEM). HOPEM is a coalition of 25 non-governmental organizations (NGOs) and activists that works to affirm the human rights of Mozambican men, women, and children. It works in the areas of masculinity and gender to change behaviors, reduce discrimination, and promote gender equality.

Janepher Taaka, GIZ Technical Advisor for Gender Equality with Uganda's Governance and Civil Society Support Programme (BMZ commission co-funded by EC INTPA and implemented by GIZ). Her work includes supporting state and non-state partners in strategic policy

advocacy, social research and changing social norms for inclusive governance and equitable development.

Agenda

1. Welcome and opening remarks by **Ingrid-Gabriela Hoven**, Member of the GIZ Management Board
2. A moderated 80 min. conversation between the panelists on different approaches to positive masculinity and engaging men and boys in promoting mutual respect, equal rights and participations for all genders. What do we know, what is our approach to and experience of masculine norms and gender justice?

The conversation will be moderated by **Bathylle Missika**, Head – Networks, Partnerships and Gender Division, OECD Development Centre

3. 10-minute break
4. Parallel deep-dives with 5-10-minute inputs, followed by 30-35 minutes of exchange and discussions within smaller break-away-groups
 - **GIZ Lesotho**: Multi-stakeholder initiative on Engaging Men and Boys in the prevention of VAWG in Lesotho
 - **GIZ Viet Nam**: Reshaping gender discourse by promoting core values of Equality, Love and Freedom of Choice
 - **Mexican Department of Human Rights, Gender Equality and International Affairs of the Federal Judiciary Council**: Consejo de la Judicatura Federal, Mexico
 - **OECD Development Centre**: How to measure progress towards gender-equitable masculine norms
 - **GIZ Uganda**: Engaging Men and Boys for Inclusive Governance and Gender Justice in Uganda
 - **InsuResilience Centre of Excellence for Gender-smart Solutions**: Gender and Disaster Risk – What's men got to do with it?
 - **African Union (AU)**: High-Level Presidential Initiative on Positive Masculinity in Leadership to End Violence Against Women and Girls in Africa
 - **Men For Change Network (HOPEM) Mozambique**: Dismantling patriarchal masculinities in African contexts: lessons from Mozambique
5. 3 Minute reporting back to plenary by all groups
6. Wrap-up, closing and the way forward by **Angela Langenkamp**, GIZ Gender Commissioner

Annex: Speaker's and moderator profile

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



Ingrid-Gabriela Hoven, Managing Director of GIZ since October 2020. She is a development economist having more than 30 years of international experience with a strong focus on sustainability and climate issues. From 2010 to 2014, she served as World Bank Group Executive Director representing Germany. Prior to this assignment and thereafter, Ms. Hoven held various high-level positions in the BMZ (German Federal Ministry for Economic Cooperation and Development), i.a. as Director-General focusing on global health, displacement and migration, climate protection and sustainability. In this capacity she co-initiated i.a. the NDC Partnership which supports development countries in implementing ambitious climate action. She represented BMZ on the governance boards of the Global Fund to fight AIDS, Tuberculosis and Malaria (GFATM), the Vaccine Alliance (GAVI), the Green Climate Fund (GCF) and the Global Center on Adaptation (GCA), inter alia. Ms. Hoven studied economics and political science at Justus-Liebig University Giessen and Université Paris IX/Dauphine. She is alumna of the postgraduate program of the German Development Institute (DIE).

African Union



Ouriatou Danfakha, Since 2015, Senior Policy Officer in the Bureau of the Chairperson of the African Union Commission. International development practitioner, coordinator of the Office of the Special Envoy on WPS since 2020. Strategic thinker, and policy expert with over 15 year expertise in socio-economic diversity and leadership training, gender equality and women's empowerment, and resource mobilization, particularly in Africa.

OECD



Ulrik Vestergaard Knudsen, OECD Deputy Secretary-General since January 2019. His portfolio includes the strategic direction of OECD policy on the digital and technological transformation; global relations; trade and agriculture. In June 2021, he was appointed OECD Gender & Diversity Champion, and leads the organisation's work on gender equality and diversity. Until the end of 2018, Mr Knudsen was Permanent Secretary of State at the Ministry of Foreign Affairs in Denmark. Prior to this, he served as Sherpa and Chief Diplomatic Advisor to two Danish Prime Ministers on Security Policy and on EU and Foreign Affairs in the Prime Minister's Office. Mr Knudsen served as Ambassador to the OECD and UNESCO in Paris (2008-09). Besides his diplomatic career, which includes postings in London (2003-04), Washington (1998-2000) and Moscow (1997), he briefly served as Group Director for International Policy at Vodafone in London (2013).

Men for Change (Mozambique)



Edgar Bernardo, National Coordinator of Men for change Network (HOPEM), a leading network on masculinities transformation in Mozambique. He is a sociologist, holder of a master's degree in Public Health from the University of Ceará in Brazil and graduate student in international gender studies from the Gro-Grest programme at Iceland University. Edgar is also a researcher and teacher the University of Lurio in Mozambique, Centre for Human Rights, Health and Society.



Julio Langa is a leading voice on masculinities and social norms transformation in Mozambique. He co- founded and lead the Men for Change Network (HOPEM) for about 10 years, was the co-chair of [MenEngage Africa](#) for one year, co-founded the Partners H project at Forum Mulher (the major women's rights network in Mozambique). Julio as co-created several programs dedicated to address men and masculinities such as Homem que é Homem (Real Men) TV Talk Show, ZIQO against violence, Art Without Violence, Dads With Love and others. Julio is Anthropologist and trained in Violence, Conflict and Development studies at SOAS-University of London. Currently he works as an independent consultant for UN agencies and development partners. He also seats in the civil society advisory group of the Spotlight initiative.

GIZ (Uganda)



Janepher Taaka is a Technical Advisor for Gender Equality with GIZ Uganda's Governance and Civil Society Support Programme. Her work at GIZ includes supporting state and non-state partners in strategic policy advocacy, social research and changing social norms for inclusive governance and equitable development. Janepher is a dedicated human rights activist with over twenty years of experience in development work in both the humanitarian and governance sector. Her work for national and international organisations have further shaped her expertise in promoting gender equality and social inclusion. She is an expert in gender mainstreaming and inclusive programming. As an activist, Janepher is a passionate driver of changing social norms within Ugandan society and believes in working with men and boys as gatekeepers to realising gender justice. As a researcher and social analyst, she actively contributes to challenging norms and shaping the narrative on equity and inclusion in different sections of society.

Moderator



Bathylle Missika, Head of the Networks, Partnerships and Gender Division at the OECD Development Centre. With over 20 years of experience in development, Ms Missika oversees the Development Centre's strategic engagement with non-state actors such as [philanthropists](#) and [MNEs](#), while working on how gender equality and [discriminatory social institutions](#) can be further integrated into the sustainable development agenda. Ms Missika created and currently leads the [OECD Centre on Philanthropy](#), which produces data and analysis on philanthropy for development.