

Information on the content of the different workout groups

Working group 1:

Multi-stakeholder initiative on Engaging Men and Boys in the prevention of VAWG in Lesotho

By Mamonaheng Makhoali, GIZ Lesotho



giz

Sakeng: Engaging Men and Boys in GBV Prevention in Lesotho







Sakeng: Key Achievements

Steering and Capacity Building

- ✓ Capacity building on Male engagement approaches in GBV Prevention for MGYSR, development of joint Concept for Sakeng, multi stakeholder steering
- ✓ Capacity Building of local partners on GBV prevention and male engagement approaches 8 organisations.
- ✓ Regional exchange with organisation Globally and in Africa, Germany, RWANDA SOUTH AFRICA, ZAMBIA
- ✓ Multi Country Webinar series on approaches and successes in engaging men in GBV prevention.

Pilot projects

- ✓ Kick for Life: Champions United program reaching over 20 000 young boys with GBV prevention curriculum
- ✓ Help Lesotho Seanamarena Project reaching over 1000 herd boys with GBV prevention and Human rights
- ✓ Help Lesotho Generation Dialogue reaching over 600 community members in Thaba Ikaka Molekane
- ✓ CORRA: Development of prototype for SMS based solution for men. Development of Messages on GBV prevention for men in 3 districts, development of community based intervention manual
- ✓ Explored mUnit stakeholder initiatives with the private sector including PPE funding for an initiative with Security sector, textile sector, and the transportation Sectors.



SEANAMARENA PROJECT
Herd boys advocating against child labour and exploitation and GBV in rural Lesotho





CHAMPIONS UNITED





The “Partnerships for Prevention of Violence Against Women and Girls in Southern Africa” (PfP) in Lesotho implemented an initiative that engages men and boys in the prevention of violence against women and girls (VAWG). This was developed out of the recognition that addressing some of the driving factors of VAWG – such as inequitable gender norms and norms related to masculinity – cannot be sustainably addressed without the active involvement and support of men and boys. Further inequitable gender norms and harmful perceptions of what it means to be a man or a woman cause and perpetuate VAWG. Notions around manhood (“masculinities”) grant boys’ and men’s superiority over women and girls, condone violence against women and give men the power to initiate and dictate the terms of sex. Gender norms around masculinity are also harmful for men’s own health and wellbeing, by encouraging high-risk behaviour, making them vulnerable to violence and deterring health seeking behaviour. It is therefore important, that programmes aimed at addressing and preventing VAWG seek to challenge and modify harmful social norms around gender and masculinity.

We will present 3 Gender-transformative programmes on primary prevention of Gender Based Violence (GBV) that were implemented in Lesotho. The flagship projects were intended to stimulate reflection and discussions amongst men and boys, as well as between men and boys and women and girls, on current notions of masculinity (i.e. what it means to be a man) and to sensitize men and boys, as well as women and girls, on GBV, women’s rights and the benefits of positive masculinity for both women and men. We will focus on the approaches used such as:

- engaging gate keepers and opinion leaders for social norms change on notions of masculinity
- creating safe spaces for men and boys to reflect and discuss the (negative) impact of current notions of masculinity amongst themselves, as well as with women and girls.
- The use of culture and faith institutions to reach men
- Use of Media to positive masculinity messages
- The use of sport and arts to engage boys in and out of school on this important topic

Working group 2:

Reshaping gender discourse by promoting core values of Equality, Love and Freedom of Choice

By Pham Thi Hong Net, Gender Specialist, GIZ Viet Nam



PORTRAITS OF LEADERS IN GIZ VIET NAM

Leadership has no gender



Gender equality is a power game where both women and men are players. In the existing game, men are often the dominant players because of being perceived as breadwinners, decision makers, and superior. Women are often in the dependent positions as being believed as homemakers, followers, and inferiors. As a result, women's human rights have not been fully realized and they have limited access to and control over resources and restricted voices in the decision-making process. On another note, men themselves may face pressure from the "audience" (society) if they do not play their roles as expected. Men can also be indirectly affected if their beloved ones (e.g. mother, sister, daughter, niece) are victims of the gender power game.

It is time to set a new rule of the game which enables both women and men to be equal players. The new rule ensures players, with diverse sexual orientation and gender identities, to not only maximize their individual freedom and fulfilment but also address cultural concerns of stability and harmony. This rule should be based on core values, potentially including Equality, Love, and Freedom of Choice. With this rule, both players are equal in exercising their rights, and live with love and tolerance rather than competition. They are free from gender biases and stereotypes and can pursue their dreams.

Key questions for discussion:

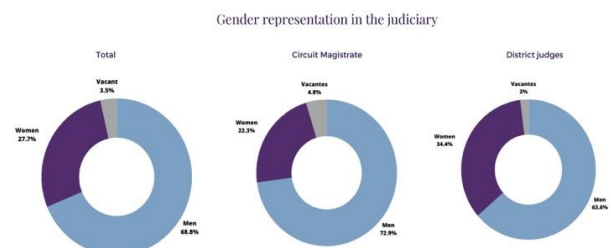
- Who are stakeholders in reshaping the gender discourse?
- What roles should these stakeholders play in achieving these core values for gender equality?

Working group 3:

How to promote women's leadership and positive masculinities in traditionally rigid institutions

By Arturo Guerrero, Head of the Department of Human Rights, Gender Equality and International Affairs of the Federal Judiciary Council, Mexico

	Magistrates				Judges				Clerks			
	Women		Men		Women		Men		Women		Men	
2017	362	19%	696	87%	129	22%	448	78%	3788	44%	4,107	56%
2018	391	18%	665	82%	135	23%	454	77%	3307	44%	4,220	56%
2019	353	18%	677	82%	155	26%	452	74%	3293	43%	4,516	57%
2020	360	20%	650	80%	163	26%	471	74%	3362	44%	4,529	56%
2021	389	21%	691	79%	206	30%	470	70%	3399	43%	4,362	55%



There is a successful experience to mainstream the gender perspective within the Mexican Judiciary. For some years now, the Judiciary has been implementing a comprehensive policy to strengthen women's leadership and to transform the institutional culture, which has made it possible to generate a range of innovative, sustainable, replicable and unprecedented actions in federal justice (and we believe also in the region), aimed at a population of approximately 50 thousand people of which the institution is composed.

At the heart of this policy, the ultimate goal is for women to reach the highest positions in the judicial career, which requires a series of efforts to break many patriarchal disruptures and create the conditions that allow them to reach these levels. However, reality shows that the floor is uneven and, therefore, in order to accelerate the incorporation of women to decision-making positions, another kind of measures must be enforced to reconcile personal, family and work life with shared responsibility for care and domestic work. These kinds of measures also mean that men need to resignify their place in the private sphere and participate actively in domestic and care work.

For this reason, the strategy to trigger women's leadership and promote positive masculinities has been accompanied by a care policy that includes various measures:

- Paternity leave with the same duration and conditions as maternity leave (12 weeks with 100% of salary), extendable to all family configurations (including co-maternity, homo-parental family or adoption);
- A secondment policy that allows judges who have care responsibilities to choose the place where they will be seconded to work;
- A teleworking policy with a gender perspective that allows 40% of tasks to be worked remotely, prioritizing in this scheme those who perform parenting and care roles;
- A zero-tolerance policy for sexual harassment, based on a restorative approach and civil servants' education; and
- A strategy to promote divergent masculinities concerned with self-care, shared responsibility in the domestic sphere, and with contributing to the construction of a violence-free workspace.

The experience has already triggered a number of conversations within Mexico, and we hope it can be used to scale it up to a regional level. We believe that, even in traditionally rigid institutions such as the judiciary, there is space for changes to happen. Therefore, we lay the question: **What lessons learned or success experiences can we identify to further advance this transformation process?**

Working group 4:

What does “Being a real man” mean? Measuring progress towards gender-equitable masculine norms

By Hyeshin Park, Economist and Gender Project Co-ordinator, OECD Development Centre

Norms that dictate what a ‘real man’ should be or do often spill over from the private to the public spheres and affect girls’ and women’s well-being and empowerment opportunities throughout their life cycle. Two years ago, the OECD Development Centre’s [“Man enough? Measuring masculine norms to promote women’s empowerment”](#) identified ten norms of ‘restrictive’ masculinities that should be urgently addressed to promote gender equality.



For example, social norms that place men as the main household decision-maker, including over household assets, or that expect men to not do any unpaid care and domestic work, reinforce the social expectation that women are limited to caring roles, and restrict women’s capacity to be their own agents over important life decisions that affect them or members of their families. At the same time, social norms that identify men as being the breadwinner or being financially dominant continue to limit women’s economic empowerment opportunities, while also putting pressure on men to conform to such roles. When such ‘ideal’ roles are challenged, this can also lead to violence against women.

So ‘what’s next’ to move towards ‘positive’ masculinities for gender equality and gender justice? Monitoring social change towards more gender-equitable masculinities requires right data to pinpoint challenges and track progress. This should allow insights into the attitudes, practices and legal frameworks that signal declining acceptance of restrictive masculinities. This breakout session aims to identify critical data gaps and explore how masculine norms affect women’s economic empowerment and may lead to violence against women.

Working group 5:

Engaging Men and Boys for Inclusive Governance and Gender Justice in Uganda

By Janepher Taaka, GIZ Uganda

Understanding Governance and Masculinity

Democratic Governance

According to the Council of Europe (COE), is defined as – the responsible conduct of public affairs and management of public resources. Masculine norms govern our lives and relationships in both public and private sphere more so in Patriarchal systems.

We know that gender is relational; and therefore, acknowledge the need to work with all people in the system to attain gender justice. In the Governance Programme we are working with men and boys to drive gender justice from a governance point of view.

Why Engage Men and Boys (EMB) in Governance

- Sustainable development and democratic governance are for everyone.
- Gender equality is a human right and hence a right for all regardless.
- Poverty affects everyone in gendered ways.
- Gender outcomes can be improved when men and boys are engaged.

EMB strategies applied in governance

Our engagement of men and boys starts from an understanding that inequitable gender norms and harmful power dynamics are root causes of gender discrimination. When addressing gender discrimination, it's important to understand that not all men are perpetrators of injustice/discrimination and, some also have experienced acts of injustice/ exclusion.

Our approach is three pronged:

- We work with men and boys as agents of change
- Men and boys as rights holders
- Men and boys as partners in development.
- Men and boys are as well affected by harmful masculinities promoting ideas of “manhood” that are founded on taking risks, being strong, not seeking help, feeling entitled, and exerting power or dominance over others.
- Men and Boys as role models and advocates for gender justice among fellow men by modelling positive masculinity behaviours.
 - We encourage men to speak out against all forms of discrimination, to speak out against sexism. We encourage men to take action to refuse to be by-standers, to denounce it and to reject impunity.
- We need men to challenge gender stereotypes, to share equitably in family and household responsibilities, to be positive role models in their communities and their families.
- We appreciate the fact that not all men and boys are in opposition of gender justice, we hence work with such as change agents to influence social change among other men and boys as well as the general community
- Partnerships are a must: Gender equality requires partnership between women and men. Men often have power over many aspects of women's lives – in both private and public life.

Reflection questions

- Do Governance systems and structures exclude men and boys? Why? What? How?
- Do men and boy's experience of exclusion relate with those of other marginalized groups
- How do we galvanize women's and men's experiences of exclusion to build inclusive governance systems?

Working group 6:

Gender and disaster risk – What's men got to do with it?

By Swedish researcher Mathias Ericson, University of Gothenburg, and the InsuResilience Centre of Excellence on Gender-smart Solutions



The concept of gender goes beyond individuals. Even political and social responsibilities are assigned to genders and prioritised accordingly. "Crisis response work relies on the coordination of different professions. [...] Masculinized professions, such as the military, firefighters and the police enjoy a privileged position while feminine or women dominated professions such as health care, social security or public communication are restricted to the periphery", writes Swedish researcher Mathias Ericson in this [blog post](#).

Based on Mathis Ericson's background in masculinity and feminist theory, this session will discuss the role of men and masculinity in the context of disaster risk, its influence on how the response to disasters is organized, how resources are distributed, what kind of vulnerabilities are given priority, and how awareness can potentially help to decrease the disaster risk for all genders, including men.

Working group 7:

African Union (AU) High-Level Presidential Initiative on Positive Masculinity in Leadership to End Violence Against Women and Girls in Africa

By Lindiwe Ngwenya, UN Women



Positive masculinity is a perspective through which the African Union seeks to engage men and boys to support the broader movement for gender equality and women's empowerment (GEWE). Our approach to move forward GEWE work in this area has sought to get a better understanding of men and masculinities, as well as to analyse the experiences, attitudes, roles and responsibilities of men and boys, and how these influence behaviour, social norms, policy making and gender equality overall.

The High-Level Presidential Initiative on Positive Masculinity in Leadership to End Violence Against Women and Girls in Africa was established in 2020 with a view to mobilize political

commitment and action at the highest level of the AU leadership and decision-making to prevent and end VAWG in Africa. It is comprised of AU Chairpersons (current, former and incoming); AU Gender Champion; African Women Leaders Network (AWLN) and the AU Commission - Cabinet of the AUC Chairperson; Office of the Special Envoy on Women, Peace and Security (Facilitator) and the Women, Gender and Youth Directorate (Secretariat). The Initiative is operationalized through the annual AU Men's Conference on Positive Masculinity in Leadership to End Violence Against Women and Girls.

The first- and second-Men's Conferences on Positive Masculinity in Leadership to End Violence against Women and Girls in Africa, were held in Kinshasa, Democratic Republic of Congo (DRC) on 25 November 2021 and Dakar, capital of the Republic of Senegal on 10 November 2022, respectively. The main outcome of the first conference was the Kinshasa Declaration and Call to Action which committed Heads of State to ensure that the necessary policies and measures are put in place to address any form of impunity related to violence against women and girls. The Dakar Call to Action which the Heads of States adopted commits them to advance, promote and accelerate actions to prevent, sustainably address systemic bottlenecks, and end the scourge of violence against women and girls on the continent, including the adoption of the first ever AU Convention on Ending Violence Against Women and Girls.

These landmark men's conferences are a platform to keep the conversation on positive masculinity at the highest level alive, and thus promote this initiative to the African population, including academia, the private sector, religious and customary leaders, women leaders, civil society organizations, youth, etc.



Working group 8:

Dismantling patriarchal masculinities in African contexts: lessons from Mozambique

By Edgar Bernardo, National Coordinator of HOPEM and Julio Langa, independent consultant

Gender equality is an important political priority of the Mozambican state. The country has ratified most of the international conventions to protect women and girl's human rights. The country's constitution explicitly prohibits any form of discrimination based on sex, race, religion, ethnic origin, color, social position, and legal status and educational background. Equal participation of men and women in all social, political, economic, and cultural spheres is encouraged. Over the past 25 years, legislation and policies relevant to gender equality have been put in place. Examples include the Family act (2004), domestic violence act (2009), Child Marriage Act (2019), Successive National Plans to Prevent and Fight Gender-Based Violence, National Action Plan on Women, Peace and Security (2018). Mozambique is currently one of the few African countries with gender parity in the government. In contrast with an increasingly favorable policy and legal framework, multiple and intersected forms of gender-based discrimination and violence remain pervasive in the country. Participation of women in decision making at decentralized levels of governance is very limited; rates of violence against women and girls are high; almost half of girls in the country become pregnant by 18 years old; the country still has one of the highest rates of child marriage in the world; the country is currently facing a violent conflict in the northern side opposing government forces and radical insurgency groups. This reality largely results from restrictive social norms that assign rigid roles to men and women in social, economic and political spaces. The prevailing (male centered) paradigm places men and boys in positions of power, privilege and family providers that must be performed at all costs.

In this context, the Men for Change Network (HOPEM) has been implementing a series of programs to challenge, transform and offer alternatives to harmful masculinity models and actively engage men and boys in gender equality. Programs and strategies used by HOPEM include:

- **Real Men TV Talk Show:** a one-hour weekly TV talk show in the national television of Mozambique fully dedicated to addressing masculinities.
- **Art without Violence:** an arts-based program dedicated to training artists for development of non-sexist contents.
- **Men in the Kitchen:** a series of training programs to engage men and boys in house chores.
- **Dads With Love:** a series of trainings on positive parenting for men.
- **Men to Men dialogues:** safe spaces for men to learn and unlearn about masculinities, its negative impacts and how to be a "real men". In these dialogues men reflecting about gender issues, GBV, discuss their involvement in family planning, maternal and child health, nutrition among other relevant topics.
- **Boys Clubs:** dedicated to engaging boys in gender equality and support girls at schools and communities, promote SRHR, prevent GBV and all other forms of violence, including armed conflicts.
- **Engagement of Community Structures:** engaging gatekeepers of cultural values such as traditional and religious leaders; midwives, health committees, matrons and counsellors of initiation rites.
- **Engagement of multiple level government structures:** HOPEM has been leading advocacy process in local, provincial, and central level for gender equality, SRHR, GBV prevention.

Although most of these initiatives are limited in scale and are often confronted with discontinuities, some important lessons can be drawn from their implementation including the following:

- ✓ Interventions with men and boys must always be aligned and implemented in continued partnerships with those targeted at women and girls;
- ✓ Gender equality is above all a human rights issue, but it must also be promoted as a public good with benefits to everyone;
- ✓ Change of male attitudes, behavior and practices needs to be sustained over time;
- ✓ Men are part of a system that needs to be challenged itself, engaging family, communities, government structures;
- ✓ Dismantling masculinities is a collaborative work that must engage all sectors of society.

Questions for discussion

- How can we get African leaders and governments to do more to engage men and boys on gender equality? How do we hold them accountable against the commitments they have made?
- How do we ensure that gender issues are men's issues?
- What else needs to be done to have more men as allies?
- How can we ensure continuity in the work with men and boys?
- How can we strengthen collaboration with women and girls' interventions as well as feminist movements?
- How can we effectively measure change of masculinity norms?
- Is there anything that can be done to prevent backlash against transformation of social norms and engaging men in gender equality?