



MenEngage Alliance
working with men and boys for gender equality

State of the Field Consultation
**“Strengthening the Field of Engaging Men and Boys
for Gender Justice”**
Synthesis Report

June 20, 2016
Stockholm, Sweden

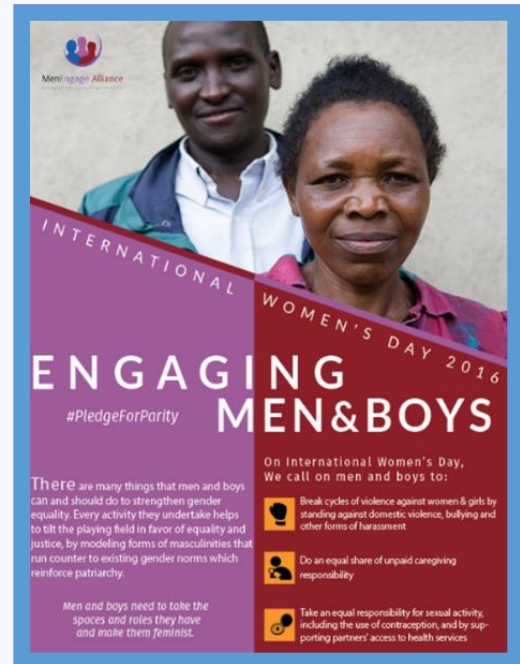
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Introduction

On 20 June 2016, MenEngage Alliance held a one-day state of the field consultation on “**Strengthening the Field of Engaging Men and Boys for Gender Justice**” in Stockholm, Sweden. The consultation, kindly hosted by Sida, aimed to raise awareness on what the MenEngage Alliance is and does, and seek input to inform the development of its next strategic plan for 2017-2020.

The event provided an opportunity for civil society experts, practitioners and researchers, government partners, and UN Agencies to share practical experiences and lessons learned on transforming masculinities and engaging boys and men to achieve women’s rights and gender justice. MenEngage Alliance and its members presented their collective work on the Alliance’s key strategies and priority issues, and relevance for the advancement of women’s rights and gender justice, and human rights and social justice more broadly.



This report first summarizes some of the key outcomes of the day’s discussion, and the ways forward for the MenEngage Alliance based on these outcomes. The report then provides a more detailed overview of the panel dialogues and thematic world café sessions throughout the consultation.

Key Messages from the Event

The following are some common messages that emerged from the State of the Field event:

- Engaging men and boys in women’s rights and gender justice has **gained considerable attention and recognition** in recent years. It is increasingly on the global agenda and a range of **promising programmes and initiatives** have emerged, that can support uptake of gender-transformative work with men and boys elsewhere, through contextualized interventions.
- The focus of the MenEngage Alliance and the broader field of engaging men and boys has shifted from the ‘why’ to the ‘how’, and on doing this work in qualitatively sound ways. With the expansion of the work there is an urgent need to **ensure engaging men and boys’ work is done according to feminist principles and a gender-transformative approach**. In order to do this, continued dialogue and collaboration with women’s right’s movements in essential.
- The gender justice field is seeing its spaces and resources diminish. **Stronger partnerships, and joint advocacy and initiatives** are needed in order to combat this. In particular, we must ensure that work with men and boys is not diverting funding from women’s rights work, and we have to work together to advocate for increased funding for gender justice work.
- There is an urgent need to confront the **growing backlash against gender justice**, including by “men’s rights” groups, in an organized and strategic way.

- A **strong, global movement** is needed in the face of shrinking spaces and resources and increasing backlash. This movement should embrace diversity as a strength and connect with other social justice, environmental and human rights movements.
- The field of work with engaging men and boys needs to **strengthen its political focus**, by working to challenge unequal and unjust power structures, and through a human right's framework.
- Work with men and boys must take a more **intersectional approach**, and should incorporate a **stronger focus on LGBTQI rights**.
- **Active youth participation** and engagement is needed to ensure greater leadership for sustainable change, including to combat the rise in violent extremism.
- More **long term research and evaluation** is needed to strengthen the evidence base for transforming masculinities and engaging men and boys in gender justice.
- More opportunities and spaces are needed for **mutual learning, sharing promising practices and network building**.

Ways-forward for MenEngage Alliance

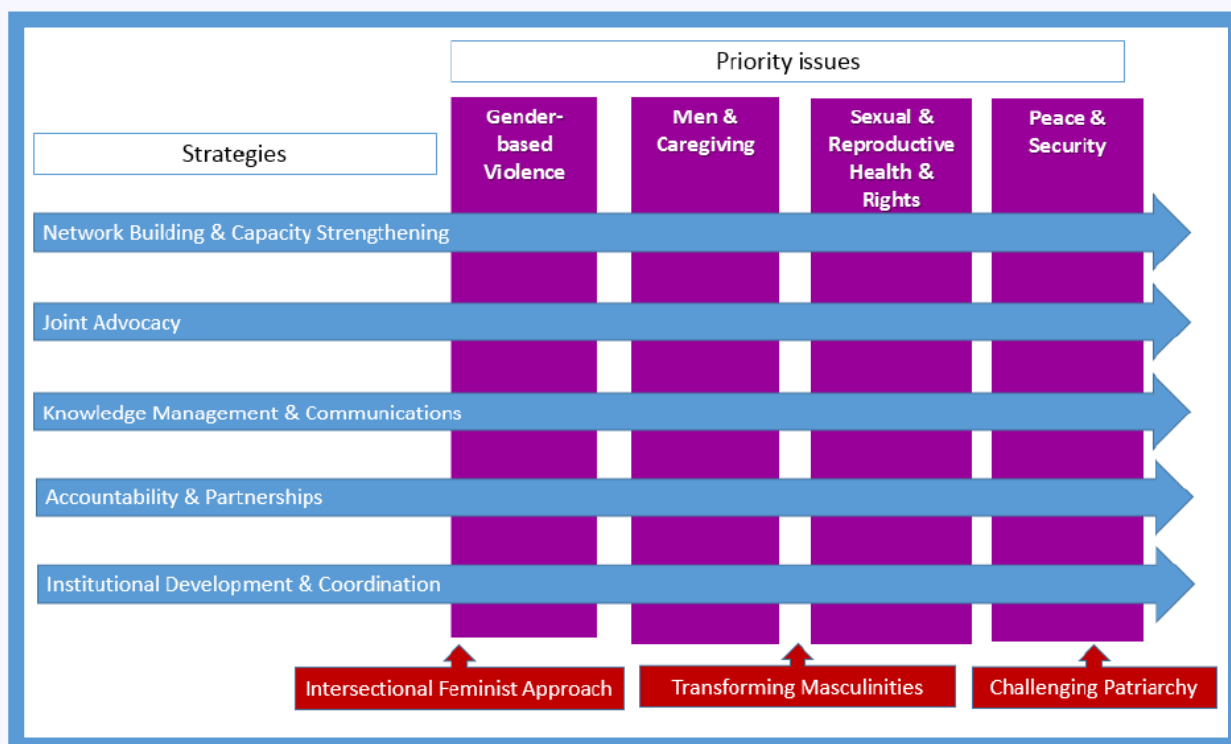
MenEngage Alliance will take the inputs from this consultation into the development of its next strategic plan, focusing on identifying its value addition to the field and making strategic contributions to network building.

Some key areas emerging from this consultation on which we will focus our efforts in the next phase are:

- **Increased focus on promoting accountability:** MenEngage Alliance has a key role to play in addressing the concerns that have emerged around the growing attention to the field of engaging men and boys, including questions of funding, and ensuring work to engage men and boys is informed by feminist principles and a transformative agenda. We will continue to set the standards for accountable practices in this field by locally adapting and translating our Accountability Standards and Guidelines, conducting capacity strengthening on their implementation, developing an online course on accountability, posting on our accountability blog, holding e-dialogues and creating other spaces for these important conversations to happen.
- **Deepening partnerships and joint actions** with key actors in the gender justice field such as women's rights organizations, UN agencies and global leaders within the alliance from key constituencies such as youth and LGBTQI groups. We will prioritize connecting our members with opportunities for partnerships and collective action, from both within and outside the Alliance.
- **Building a vibrant and interconnected network:** MenEngage Alliance will prioritize facilitating exchange, network building and joint action between and among our regional and country networks. The Alliance has a key convening role to play and will continue to bring stakeholders together, online and in-person and create spaces for mutual learning. We aim to create more opportunities for our members and partners to meet and exchange ideas, such as global and regional symposia, regional network meetings and international leadership meetings, and develop guidelines and tools for network building.
- **Strengthening joint advocacy:** MenEngage Alliance will support developing a cohesive advocacy strategy and agenda and strengthening advocacy capacities at all levels, implement global level

advocacy, contribute to the global discourse by adding a men and masculinities lens to gender and social justice issues, and produce discussion papers and advocacy briefs on timely global issues. With this the Alliance will provide a compass for our members and partners, and consolidate the impact of joint efforts.

- **Facilitating a flow of communication from local to regional to global levels:** The communications strategy of the Alliance in the next strategic period will aim to showcase members work and amplify their voices, as well as enhance our outreach to be able to connect with our members and their work on the ground and vice versa. The Alliance’s updated website will serve as an online hub for the community of practice on men and masculinities and will allow members to connect with each other and access news, resources, research, case studies etc.
- **Serving as a knowledge hub for the engaging boys and men field:** The Alliance can play an important role in the **collection, packaging and dissemination of knowledge and information**, in an effective way.
- **Work through priority issues:** The Alliance will continue working through – but not be limited to - its priority issues of prevention of gender-based violence (GBV), advancing SRHR for all, redistribution of unpaid care, and peace and security - while also taking into consideration emerging issues, such as climate change and faith based work, based on the priorities of its members.
- **Strengthening meaningful youth participation:** The Alliance will work, at all levels, to deepen our partnership with youth focused and led organizations, including other agencies working with youth. The Alliance will also ensure meaningful participation of youth in our networks and at global advocacy events.



MenEngage Global Alliance core strategies and priority issues for 2016-2020

Opening Session

MenEngage Alliance Global Coordinator and Advocacy Manager, Joni van de Sand, facilitated the event and kicked off with an interactive session to get to know the participants, followed by showing an introductory [film](#) about the MenEngage Alliance.

Eva Lövgren, Assistant Director General of Sida, welcomed the participants and highlighted the importance of working boys and men, along with women, girls and people of diverse gender identities, in the struggle to achieve the ambitious targets set by the Agenda 2030 for Sustainable Development. She emphasised the need to take a socio-ecological approach to engaging men and boys in gender equality, ensuring transformative changes across all levels of influence. She concluded her remarks by reminding the participants to critically think about the shrinking space for gender justice and encouraged participants to strengthen dialogue on women's rights and collaborative efforts and partnerships.



Abhijit Das, Co-Chair of the Alliance, recalled the history of a small number of individuals and organisations who believed this field was important coming together around 2005 and starting to communicate with one another. That small group has now evolved into a large global network, MenEngage Alliance. He highlighted the urgency to re-direct our focus from quantity to quality and the need for this work to reflect accountability, partnerships, transformative gender justice and women's rights agendas. He emphasized the responsibility of the Alliance and its members to ensure

that a focus on women's rights does not get derailed by the fashion of engaging men and boys. He added "if we talk about sustainable development we have to look at each other, and move from 'power over' to 'power with'. MenEngage Alliance is a 'compass' for its members, giving directions around women's rights, gender equality and SDGs. Our values are strongly grounded in feminist principles." He ended by thanking Sida for hosting the event and reiterating the importance of strengthening collaboration between people and organisations across sectors and creating global-local synergies to advance women's rights, gender justice and human rights.

Plenary dialogue: State of the Field on Men & Masculinities

A dynamic conversation between representatives of the field, including civil society from Global South and North, women's rights and men and masculinities fields, the donor community and INGOs. The panel set the tone for the discourse of the day, got people engaged, asked provocative questions, and initiated a candid conversation on challenges and ways forward. The panel included Maria Butler (Women's International League for Peace and Freedom-WILPF), Douglas Mendoza (Puntos de Encuentro and

MenEngage Latin America), Fabio Verani (EngenderHealth, MenEngage Alliance INGO member), Vidar Vetterfalk (Men for Gender Equality Sweden & MenEngage Europe), Carolina Wennerholm (Sida) and Lopa Banerjee (UN Women), and was facilitated by Todd Minerson, Co-Chair of the Alliance.

Observations about the state of the field

The overall observation of the panelists was that work with men and boys is no longer seen as a novelty, but a maturing field that is increasingly on the gender equality agenda, and has a greater sense of accountability to women's rights organizations. Yet it was acknowledged that some boys and men do not fully reflect on and acknowledge their own privileges while others are afraid of making mistakes when working with women. There was a general consensus as well as concern that there is a trend toward seeing gender equality work through a development, rather than a human rights, lens. In addition, panelists raised concerns that work with men and boys is sometimes too narrow and focused largely on heterosexuals and does not always address toxic norms as the root cause of gender inequality. One panelist described such work as 'pulling up weeds without their roots'.

The panel also drew attention to the multiple challenges faced by women's rights organizations, including shrinking spaces and resources. Several of the panelists expressed concern over the recent trends of donor agencies funding large (I)NGOs that often don't have women's rights or gender equality as core values, and focusing on numbers rather than qualitative impacts. There was a consensus that men are welcome to join the gender equality movement, but in a way that respects women's leadership and the fundamental work of women's rights organizations.

Panelists discussed the balance between the need for women to work alone at times, while partnering with men and boys at others. Carolina from Sida also discussed some insights from [Paul Dover's paper](#) (Sida), which argues that getting work with men and boys onto the global agenda has been a significant achievement, and now it's time to move from piloting small projects to making institutional changes and generating dialogue with women's rights organizations around accountability and competition for resources. The panel highlighted an upsurge in gender-synchronized programming, and a recognition that we cannot work with either men or women in isolation.

Recommendations for the way forward

The panel provided the following recommendations to the field of engaging boys and men:

- Support the creation of a holistic movement for gender equality and embrace diversity instead of letting it divide us.
- Hold policy makers accountable for political and resource decisions.
- Ensure that gender transformative strategies focus on addressing attitudes and behaviors, by bringing a feminist curiosity to issues at stake and a reflection that gender equality is a deeply political issue. It is important to recognize men as elites with privileges that must be contested.
- At the same time appropriate attention is required on intersectionality and a transformative agenda within the field. In order to strengthen this, it is important to promote dialogue with women's rights organizations and other stakeholders, including LGBTQI and indigenous groups, as well as CSOs generally.
- Produce analysis on various issues from a men and masculinities 'lens', e.g., climate change.
- Create spaces and engage young people to take on leadership roles in addressing inequalities, homophobia, violence, among many other issues, including those relevant to the SDGs.

- Unpaid care work is critical to women’s empowerment, and links individuals to structures.
- There is a need for broader public discourse taking into account the effects of neo-conservatism, and for public officials to counter shrinking spaces.
- We must ‘show up for women’ in other spaces outside our core fields.

World Café round one – Working with Men towards Engendered Accountability and Social Justice

This process focused session explored issues of accountability/networking/collaboration with feminists and other social justice movements. Each section summarizes trends, needs, recommended roles and expectations, and potential partnerships and collaborations, as identified by the participants.

1. Accountability and partnership building with women’s rights and social justice actors

Anchors: Lena Wallquist (Men for Gender Equality), Douglas Mendoza (Fundación Puntos de Encuentro), & Lydia Mungherera (ATHENA network)

Trends

- Working with men and masculinities is becoming increasingly popular, including among donors, making accountability all the more essential. As more stakeholders are entering the scene, emphasis has shifted from ‘why’ to ‘how’ in terms of engaging men and boys.
- There has been a gradual realization of the complexity of the issue of accountability in the context of engaging men and boys for gender equality, and of the need for an intersectional perspective in accountable practice. Enhancing accountability among MenEngage Alliance members is an important means of counteracting the parallel backlash of organized groups of men that question and challenge the cause of gender equality.
- There is a potential risk involved with the increased attention to accountability - ‘how do we strike a balance between talking and action, so that our eagerness to perfect our ‘walking the talk’ does not prevent us from moving forward and advancing the important work that needs to be done?’

Needs identified

- The many layers and levels of accountability need to be acknowledged and addressed, as well as its links to intersectionality, including the perspective of poverty, class, unemployment and marginalization.
- Participants highlighted the importance of contextualizing the discussion on accountability, accountability guidelines and mechanisms. This should also include more concrete and meaningful partnerships between different gender and social justice actors.
- Participants highlighted the need to always be wary of when men’s engagement for gender equality receives disproportionate attention and acknowledge that the issue around competition for funding is genuine.



A report from the Alliance’s recent e-dialogue on accountability and partnerships ([link](#))

Roles and expectations from the MenEngage Alliance

- MenEngage Alliance should become a hub for reflection, capacity building and sharing of best practices regarding accountability.
- Support in translating the Accountability Toolkit into more languages and developing context specific accountability mechanisms.
- Highlight examples of concrete structures of consultation and partnership.
- We must look self critically on the MenEngage movement and increase accountability to the working-class constituency within the alliance.

Partnerships and collaborations

The participants highlighted the following partnership and collaboration opportunities with various actors including, a) the union movement, b) SRHR organizations, c) youth organizations, d) farmer's organizations and e) LGBTQI groups.

2. Alliance building as a political act to change

Anchors: Sonali Khan (Breakthrough) & Todd Minerson (White Ribbon Canada)

Trends

- Shrinking spaces for women's rights organizations and the rise of neo-nationalist and anti-liberal groups. Given the political reality, some groups have been forced to come together.
- Shrinking spaces can make the work more dangerous, eg. LGBTQI and abortion rights.
- Most of this work has moved out of political and into development. Funding is depoliticizing the work.
- There is conservative backlash even within the women's movement.

Needs identified

- We need to grow alliances and bring new voices into the discourse, especially looking at men in power and industry, and work with them – white men in the global North.
- We need to make a greater connection with income inequality, poverty and economic justice.
- We need to build alliances with other social justice movements, particularly with LGBTQI groups and look at how patriarchy plays out in this community.

Roles and expectation from the Menengage Alliance

- The Alliance is effective at global level but needs to strengthen its work at regional and local level.
- Conduct analysis on patriarchy and the LGBTQI community and build bridges between members and LGBTQI groups.
- Increase political focus in a smart way without losing membership.
- The alliance should be action oriented but action should not be taken without building an alliance first.

Partnerships and collaborations

- We can find partners and alliances even in traditional contexts, such as Catholic groups who support abortion rights.
- Look into partnerships with trade unions, we need to include work spaces beyond family.

3. Youth Leadership and Intergenerational Dialogue

Anchor: Laxman Belbase (MenEngage Global Alliance-Secretariat)

Trends:

- The gendered-ness of boys is often neglected in the gender justice field. Boys feel adversely affected by patriarchy and that their issues haven't been discussed enough.
- It seems that young people are either on the extreme right or extreme left, which has created a polarization among this population. As a result, young people are prone to being radicalized, militarized, and involved in violence and armed groups.
- One major issue for young people is about representation in various spaces. In the field of gender equality, some young people feel excluded from taking part in this work. Some feel that the gender equality sector is controlled by upper-middle class, primarily white, older women, who don't always trust in what young people want.
- There is a general tendency, including among child focused or child rights organizations, to only talk about children but not mainstream gender in their work.
- Within the gender justice or human rights sectors, there seems to be a lack of clarity about youth leadership and what that means.
- One strategy that is emerging to reach out to young people is working with religious leaders to influence young people and engage them in political debates and discourse.
- Some good programs are emerging that utilize young people's leisure time and sports.

Needs identified

- There is an urgent need to start engaging with boys and young men in gender issues, especially the 10-14 years' age bracket, as boys go through puberty and changes occur in their bodies and lives. It is critical to address harmful masculinities, and prevent youth from getting into the vicious cycle of masculine ideologies of violence and fundamentalism.
- Our education systems need to be transformed, and curriculums need to be revised. Many existing curriculums are not suitable and provide stereotypical information to young people.
- It is also important to work on the issue of Comprehensive Sexuality Education, addressing gender norms while physical, psychological and spiritual developments are taking place. These programs should also address the issues of addiction to pornography and misinformation young people receive from such spaces.
- Adults need to have trust in young people. It is important that adults come in with an open mindset and are willing to listen to and learn from young people.
- We need to engage youth based on the diverse realities of their lives, and use a multi-sectoral approach in order to be able to deal with all their concerns and issues. New programs should look at using new tools, including ICT, to create alternate spaces to engage young people.
- Government authorities need to be held accountable for creating spaces to engage with youth and young people. We need to work with religious leaders who can influence young people using faith-based approaches.



MenEngage Alliance representative Hassan Joumaa participating in the first CSW Youth Forum

Roles and Expectations from the MenEngage Alliance

- Strengthen youth voice at its board level at global, regional and national levels. The Alliance needs to ensure that it provides specific spaces for young people and youth of all gender identities and sexual orientation. Establish a vibrant Working Group on Youth within the Alliance.
- Members should have clear age specific programs, and make sure that our programs are working across the age ranges rather than only focusing on the higher age groups. Look at expanding the Alliance's work on healthy sexuality, including Comprehensive Sexuality Education (CSE) for boys and girls from an early age.
- Work with institutions that play significant role in shaping young people's norms, such as schools, parents, sports and media.

Partnerships and collaborations

- WHO
- Save the Children

4. Confronting backlash against women's rights and gender justice

Anchors: Itumeleng Komanyane (Sonke Gender Justice) & Chuck Derry (Gender Violence Institute)

Trends

- Shrinking spaces for women in politics across the board which is impacting women's rights organizations' growth, advocacy and resourcing, including the peace and security agenda.
- There is backlash, both inside and outside the movement, around sexual orientation and gender identities issues. Women's rights organizations in some countries are resistant to show solidarity with lesbian work. There is a struggle between the global North and the global South in terms of SOGI issues and priorities.
- In many countries there is a structural backlash through the increasing power of conservative CSOs that align with government ideologies.
- Securitization of the work on gender equality – actors are seen as enemies of the state, especially in nationalist environments supporting violent and militarized masculinities.
- There is active legislation curtailing work with women and gender justice in 60 countries, and many clamp down on dissent through militarization, extremism and sovereignty (neo conservative trends that are anti-feminist, the promotion of homogenization of family and social and cultural norms). SRHR/CSE in schools and LGBTQI topics are one of the key issues of contention.
- The emergence of 'men's rights' groups.
- Women are often reluctant to embrace feminism and are also cultural gatekeepers. Maybe it is not as simple as backlash from men or backlash from women, but rather patriarchy is the key force.
- How we frame an issue and the context of our language is critical. "Work with men and boys" does not always happen within a feminist framework – mainstream framework still very patriarchal.
- Internet backlash: Internet games, blogs, social media, attacks on feminism/feminist women, women in general, and consumption of this disinformation and representation of diverse "realities" can lead to violence against women.

Needs identified

- Many MenEngage country networks need resources to support advocacy against conservative forces and 'men's rights' groups.
- Engage with trade unions on representation of women in their spaces and encourage them to fully support LGBTQI and women's rights.
- We must constantly challenge the backlash in the public and private spaces we occupy, for example in the church or other social settings.

- We need to craft an alternative transnational discourse on women's rights and gender justice using both social and traditional media.
- We need to encourage active bystander response and use the power of personal narratives.

Roles and expectations from the MenEngage Alliance

- Take a stand against the narrative of 'men's rights', highlight these groups, actively lobby against them and set clear principles, including by researching and documenting backlash and positive trends.
- Ensure that LGBTQI work within the Alliance isn't merely tokenistic but is real and meaningful and explicitly name the issue of lesbian rights as a women's rights issue.
- Engage with owners of mass media, especially traditional media, to create an alternative discourse and move away from neoliberalism.
- Engage in feminist movement building and bring the discussion of inequality to the forefront.
- Keep pushing for nuanced, holistic views of these issues.

Partnerships and collaborations

- Find allies in the religious and faith sectors to support the movement's work for gender justice.
- Look at partnerships with the trade unions as they are the largest civil society formation.

5. Financing women's rights and gender justice work: critical reflections on the best pathways

Anchor: Ilze Smit (Rutgers) & Joni van de Sand (MenEngage Global Alliance-Secretariat)

Trends

- At country level, there is no national funding for GBV prevention, meaning these programs are not sustainable. There are small grants available through bilateral funding (via embassies).
- In Northern countries there is a big gap between domestic and ODA funding. The lack of funding for changing domestic gender norms means men in the north do not have to debate their privileges.
- Private financing/foundations provide the opportunity to fund more controversial issues.
- Funding for gender equality is mostly going to development and health instead of movement building. In this way, funding is depoliticizing movement. OECD DAC decision on ODA guidelines (including response to refugees and the militarization of aid) is very worrying.
- Gender mainstreaming resulted in more money for gender equality but not to women's rights groups. It also meant the donor is missing a direct dialogue with the women's rights groups. At Sida where gender equality is at the core of all budgets, it makes it very difficult to track.

Needs identified

- We need better data on funding, for women's rights organisations and for gender equality. We need to know if the political commitment on gender equality is translated into funding by donors and at the national level.
- We need to set up policy advocacy and address funding gaps, together with the women's rights movement.
- We should advocate together with the women rights groups that there is a need to double the funding when adding men and boys to Gender Equality work.
- We need to counter the idea that the decline in funding for small women's rights organizations is due to the increase in work with men and boys. We need a mapping that makes a division between funding going to women and girls and funding for men and boys.
- We need to go back from mainstreaming to standalone, targeted funding for gender equality.
- We need to find answer to the question: who controls the resources?

Roles and expectations from the MenEngage Alliance

- Take the lead in questioning donors and power dynamics, including advocating for standalone gender justice programs.
- Hold member organizations accountable to ensure funding received goes to projects that are co-organized with women's rights organizations.
- Take the lead in the mapping of funding and develop a joint advocacy strategy based on this.

Partnerships and collaborations

- There is a strong need for partnerships with women's rights organisations (like AWID) working on this theme.
- Tax justice organisations could be a good partner to change the current financial structures.
- The environmental movement came up multiple times, but it was unclear what its role would be



WILPF Move the Money campaign poster

World café round two – Strengthening the Human Rights agenda

This thematic session focused on collaborative campaigning and advocacy on priority issues. Each section summarizes trends, needs, recommended roles and expectations, and potential partnerships and collaborations, as identified by the participants.

1. GBV-prevention as a women's rights and gender justice agenda

Anchors: Todd Minerson (White Ribbon Canada) & Gary Barker (Promundo)

Trends

- There is increased interest in engaging men in GBV as well as a growing body of research to confirm its effectiveness. However, programs are still small scale, short term and NGO-led.
- International commitments increasingly address the role of men and boys and addressing the root causes of GBV. However, a specific focus on the norms around masculinity that lead to violence is still lacking.
- International commitments on violence prevention have not been fully translated into national level policies and programs.
- Faith based approaches to ending GBV have shown promise, both initiatives to engage faith leaders and faith communities, but more research is still needed.

Needs identified:

- Work with men and boys on GBV prevention needs to be scaled up and institutionalized. This requires a multi-sectoral approach and strong partnerships between governments and CSOs, the health, education and justice sectors, the media and the private sector.
- Strategies should use a socio-ecological model: interventions to change men's individual behaviour, interventions targeted at communities that aim to transform dominant social norms, interventions that aim to embed positive gender norms in institutions and government policies and law that engage men and boys in violence prevention.
- We need to pinpoint contextual specific drivers of violence and target specific groups of men at risk of committing violence, eg. young men who have witnessed violence growing up.
- We need to highlight the links between violence and women's economic empowerment, and more efforts to engage men and boys as allies in women's economic empowerment in order to prevent backlash and violence.
- More campaigns and initiatives to encourage bystander intervention.
- More work with engage men as fathers and caregivers in order to break cycles of violence.



Roles and expectation from MenEngage Alliance

- Increased advocacy for the inclusion of a men and boys perspective in international agreements on GBV prevention, including human rights bodies such as CEDAW, Human Rights Council.
- Movement building in order to build on the momentum for increased uptake of engaging men and boys in violence prevention and increase awareness beyond a small set of actors.
- Contribute to the building of a strong evidence based for this work, including 'non-traditional' evidence, by collecting inspiring cases and promising practices, and sharing them widely.
- Increased youth focus and youth leadership in advocacy around GBV prevention.
- Explore partnerships with faith based organizations working on gender equality and violence prevention.

2. Men's caregiving including unpaid care and fatherhood

Anchors: Tomas Agnemo (Save the Children) & Wessel van den Berg (Sonke Gender Justice)

Trends

- The discussion is formed and led by the global North and is not a policy discussion in the South.
- Although parental leave policies are increasingly being implemented, few men are interested and take part in parental leave. Our messages and campaigns seem far removed from lived realities.
- Unpaid care work is not just a gender issue; it is an economic issue. However, it's not reflected in the GDP, which makes it complicated to recognize domestic work as an economic issue.
- The SDG target on unpaid care is not receiving the attention it requires. This is a major gap in the field and is an opportunity to act on for MenEngage Alliance.
- An interesting question is arising on whether unpaid care and time-use related work prevents violence.
- Developed countries have as much a need for psychosocial interventions as does the so-called Global South.

Needs identified

- Unpaid care work and fatherhood are related issues but are not the same. There is a need to differentiate the two and ensure work within the alliance focuses on the broader unpaid care agenda and not just fatherhood. We need to discuss fatherhood together with motherhood.
- We need to take a holistic view of care work, including the political, economic and social elements, advocate for change at the system level in order to recognise, reduce and redistribute unpaid care work. More policies need to be changed, and not only the 'obvious policies': flexible work, work-life policies, cooperative child care/subsidized child care, parental leave.
- We need to lobby countries to sign the convention on domestic workers.
- We should make more noise about the State of the World's Fathers report and its findings to connect this agenda with social change conversations including social protection and economic justice issues.

Roles and expectation from the MenEngage Alliance

- Document and share promising practices around unpaid care work.
- Focus more on caregiving to the elderly/parents and women's economic empowerment, which can be a valuable entry point for MenEngage Alliance.
- Support grassroots movement building, for example responding to the CSE clampdown in Uganda. National movements require a bottom up approach.

Partnerships and collaborations

- Work with new partners that are not so obvious, e.g. midwives' organizations & early childhood development campaigns
- Reach out to feminist organizations working with parenting/caregiving.

3. SRHR for all, men and masculinities

Anchors: Jonathan Hopkins (IPPF) & Fabio Verani (EngenderHealth)

Trends

While the specific issues vary from country to country, SRHR is consistently the most contested issue in international spaces such as Beijing 1995 and CSW 2016.

Needs identified

- The framing of SRHR is crucial. The issue needs to be made more personal, focusing on issues of autonomy and gender identity, or "whom I love and how I love". This is much more powerful and counters criticisms that SRHR goes against culture and sovereignty.
- Work with men and SRHR needs to be strongly rooted in a feminist framework.
- SRHR needs to be recognized and dealt with as a human right and we need to ensure work in this area is about SRHR to its full extent, rather than just reproductive health.
- Social norms transformation is very important. We must look at theory and evidence for where this as successfully been put into practice.
- In terms of service delivery, we need a broader gender equality approach and also recognition that access to services for men, women, young people is a public health issue. We need to promote gender equitable services, not just appropriate services for men.
- More evidence is needed on how work on male engagement in SRHR impacts on women's access to health.
- More awareness needs to be raised on what happens when young people are not educated about their SRHR, for example the damaging consequences of young boys learning about sex and how to treat women through pornography.

Roles and expectations from the MenEngage Alliance

- Movement/alliance building particularly among other sectors in order to create more diversity within the Alliance. Look for allies and connect with platforms and campaigns that already exist, eg.

organisations working on sexuality, education, religious groups, eg. The Pleasure Project or Christian AID's Side-by-side campaign.

- Strong advocacy. The forthcoming MenEngage Alliance SRHR campaign should have advocacy as its primary focus and should be focused on specific local contexts.
- Produce a mapping of current evidence and best practice on male involvement in SRHR, and package this information in the best possible way for communication to a wide audience.
- Clarify values within the network to ensure those who participate share the same values and principles. Reflect on the specific value added of the MenEngage Alliance.
- Improve conceptualization and framing of male involvement in SRHR.



Photo credit: WILPF <http://wilpf.org/feminist-spaces-of-men-and-women/>

4. Peacebuilding and engaging men in non-violent conflict resolution

Anchors: Maria Butler (Women's International League for Peace and Freedom) & Anthony Keedi (ABAAD)

Trends

- Traditional Gender roles continue to promote men's violence. Men's traditional role as protector is often used to justify violence.
- Militarization, and militarism as a way of thought, is increasing in many regions of the world and the military continues to be glorified when violent conflict occurs. There is a worrying rise in violent extremism globally, particularly among young men.
- There is great inequality in terms of leadership positions held by women in the military. When women are included in the military, they are made to follow violent and traditionally "masculine" ideals as soldiers.
- Money allocated to defence budgets is increasing, while money allocated to gender is decreasing.

Needs identified

- More awareness and focus is needed on community models of non-violence, prevention and protection.
- Increased leadership of women in the military.
- Increased budget allocation for programs that promote peace, non-violence, social cohesion, gender justice and human rights and decreased arms budget.
- Use the media to promote non-violent solutions to conflict and demonstrate the negative and long term consequences of violent conflict.

Roles and expectations from the MenEngage Alliance

- Team up with the Women, Peace and Security movement in a strategic and thoughtful way.
- Promote and showcase research on the links between masculinities and violent extremism.
- Strengthen advocacy on women's participation in peace and security, and on defence budgets using UNSCR 1325. Connect members of the alliance doing this work.
- Support members to conduct gender conflict analysis at local level.
- Give a platform and space to members' work on nonviolence and peace.

5. Climate change, men and masculinities



A recent MenEngage Alliance publication that explores the links between masculinities and climate change

Authors: Vidar Vetterfalk (Men for Gender Equality) & Laxman Belbase (MenEngage Alliance)

Trends

- The climate is warming due to human impact; a global crisis is threatening our existence.
 - Gender is a new area of discourse among environmental organizations but gender analysis of climate change is still limited. At the same time several organisations working for gender equality (e.g. women’s organizations in North Europe) are not engaged in work with the environment and climate change.
 - Young people are moving away from traditional political parties, but Climate Change is an area where they engage.
 - There is a strong global mobilization for climate justice and “System Change Not Climate Change”. The climate justice movement and the gender justice movement share a focus on challenging unequal and unjust power structures. In addition, the environmental movement has already worked with changing masculinities for a long time, but without calling it masculinities, e.g. vegetarianism, questioning consumption, responsible economy, fossil fuels divestment etc.
- Donor agencies have their own multiple indicators (not necessarily connected or referring to the real needs and ground realities) to address issues of climate change and gender justice.
 - Some environmental movements want to “go back to nature” and traditional “natural” gender roles.
 - An intersectional approach to looking at climate justice is still lacking.
 - Climate change requires a new way of working. The system (patriarchy and capitalism) need to change for a more sustainable system. The SDG’s provide a new paradigm of development that is not poverty related but focusing on sustainability and leaving no one behind.

Needs identified

- We all need to contribute, we cannot leave it to politicians and environmental organisations to solve. There is an urgent need to move away from the binary between work with people (gender equality) and work for the environment. We need to be more political and address patriarchy as a system - climate justice as gender justice.
- Sida need input about masculinities in their work on gender equality and climate change.
- There is a need for a platform for cooperation. Environmental organizations need to learn about gender equality and vice versa. MenEngage Alliance and its members need to be aware and assess the agenda of environmental organizations.
- Work on climate change needs to happen in the global North, eg. addressing the corporate sector that promotes the global economic model. But Sida and other donors for development work do not provide funding for work in the global North. If we build a stronger network including environmental organisations, and women’s organisations we can push EU for policy change as well as for funding work in Europe and the global North.
- We need to be careful about language and not portray work on men and masculinities as a magic bullet.

- We need to unpack the statement ‘men contribute more to climate change and its negative impacts’ further – this might be related to the distribution of care work and family work. Also the statement “women take care of the environment but men don’t” - this might be perceived as reinforcing gender norms.
- “Nature rights” is an interesting and important concept to develop. Needed together with human rights for sustainability.
- We need to communicate and respond to young people’s passion around this issue and package the discourse in a positive and encouraging way.
- While adapting or responding to change and changing consumption and living patterns there is an opportunity reshape gender norms.
- More analysis about the power and privileges that each one of us have in the context we come from.

Roles and expectations from the MenEngage Alliance

- MenEngage Alliance can bring diverse stakeholders together to discuss this issue and help mainstream gender within environmental agencies. It can support organizations with gender analysis – women’s rights organizations have been bringing the agenda of women’s rights into environmental work but not necessarily the broader gender analysis.
- MenEngage Alliance can contribute with knowledge about masculinities and how to engage men and boys, in collaboration with others and in an accountable way.
- Advocate and inform about how women and men are affected by Climate Change. Help bring a feminist lens to the discussion on climate change and environmental issues.
- Connect researchers working on gender equality and masculinities with researchers working on environment and climate change.
- Work with engaging boys and men has some of its roots in the environmental movement (e.g. Connell’s first book about hegemonic masculinities looked at men in the environmental movement).
- Develop advocacy for policy change and programs in the global North together with women’s rights and environmental organizations.

Partnerships and collaborations

- Women’s organisations who are already working for both gender equality and the environment, including environmental organizations that are not yet working with gender equality but that are open to it.
- Funders who want to develop this work (such as Sida).
- MenEngage Alliance and MenCare could partner with parents and grandparents’ initiatives working on environmental issues.

Feedback and Take-aways

Following the World Café Sessions, Nikki van der Gaag, independent gender consultant invited participants to share their feedback and key take-aways. Some of these included:

- ✓ To confront backlash, we must consider issues of framing of the work around engaging men and boys and the language we use, this framing needs to be done well.
- ✓ We need to understand ‘means’ and ‘end’ if we talk about engaging men in caregiving. We need to stress the important role men have in children’s lives, listen to children and their voices and connect with the child rights agenda.
- ✓ Care of the elderly is a key role for men and boys. We need to frame caregiving to the labor market.

- ✓ We need to connect gender with other global actors, e.g., bringing a gender analysis to environmental movements. We must bring a feminist curiosity into climate change analysis and promote feminist leadership in the climate change arena.
- ✓ What is the value addition of MenEngage Alliance? The Alliance wants to do so much but must be mindful and think of what strategic contributions the alliance can make.
- ✓ We need to listen to boys and young men and focus on the power relations between adult men and boys, and transforming violent experiences of young people for non-violence.
- ✓ We must create inclusive spaces where people can make mistakes but also learn and embrace diversity.

Co-chairs Panel

In this panel the current MenEngage Alliance co-chairs for the period 2016-2020, Abhijit Das of the Centre for Health and Social Justice (CHSJ) and Todd Minerson of White Ribbon Canada, invited the two former co-chairs for the period 2012-2015, Dean Peacock of Sonke Gender Justice and Gary Barker of Promundo, to the stage for a symbolic 'passing of the torch'.

The MenEngage Alliance warmly welcomes the new co-chairs. We are fortunate to have two leaders recognized for both organization- and movement-building to help guide our next steps, and are confident their vision and experience will enable us continue to grow in partnership with other actors in the gender justice movement. We honor the truly groundbreaking work of outgoing co-chairs Gary Barker and Dean Peacock, known internationally as pioneers in the field of engaging men for gender equality. We could not have gotten where we are without their passion, vision, and tireless effort.



Closing Remarks

Joni van de Sand and Laxman Belbase of the MenEngage Global Secretariat thanked all panelists and participants for their insights and recommendations throughout the day and committed to incorporating them as much as possible into the development of the Alliance's next strategic plan for the period 2017-2020.

Want to continue the conversation?

The MenEngage Alliance is exploring next steps, and would love to hear more from you about the opportunities and needs identified in this consultation. Please contact us if you wish to share your thoughts or suggestions on any of the issues discussed.

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