



The Gender Monitor



Engaging Men in Gender Equality and Combating Violence against Women

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By
Todd Minerson,
Executive Director of the
White Ribbon Campaign

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day, as the OSCE considers a men's leadership network on gender equality, I can report that the terms of the conversation have shifted. From why we need to engage men, to how do we do engage men. This is an overdue, but welcome shift.

My name is Todd Minerson, and I am the Executive Director of the White Ribbon Campaign, a Canadian based NGO that represents the largest effort of men and boys working to end violence against women and girls in the world. I also have the privilege of being a member of the UN Secretary-General's Network of Male Leaders

to End Violence Against Women, and a member of the UN Women Civil Society Advisory Group.

The UN Secretary-General's Network is a diverse group of current and past politicians, Nobel laureates, civil society leaders, artists, and youth activists who have all committed to incorporate the struggle for gender equality into our personal and professional lives. The value of this level of commitment, as part of a wider UN strategy to end violence against women, cannot be understated.

Men have critical roles to play in this effort, as role models, mentors, community leaders, but perhaps most relevant in this context as policy makers, peace builders, economic leaders, and diplomats. In these capacities there is a perceived shortage of vocal, ardent, and uncompromising male leaders. I say perceived, because when we look for them they are there. By bringing them into a network, they can learn from each other, share goals and objectives, and break the silence most male leaders have on these issues. By being visible they can also inspire other male leaders to step-up to the cause.

So far, we should not need to articulate why this is so critical, but it is worth a thought. Of course, there is a moral imperative to ensure all women and girls are free from a life of violence – this is a fundamental human right. Still however, gender-based violence is likely the most widespread human rights violation on the planet.

By every measure, advancements for women and girls in health, education and economic development prove to be beneficial to us all. Gender equality is the tide that can float all of our boats. Not all men are part of the problem, but we all can be

In 2009, I was invited to Vienna to speak at a Symposium dedicated to the launch of a good practices guide to combating violence against women in the OSCE Region. It was an informative, high-level meeting, at which time a great deal of time and energy was devoted to the issue of engaging men on issues of gender equality, and the eradication of violence against women. I dare say it was a bit of a novelty for many participants to hear a man passionately advocating for gender justice and equality issues.

At that time, discussions focused on the question why we needed to engage men on these issues as well as the urgency, the necessity, and the responsibility for men to step-up to one of the most omnipresent human rights issues of our time, ending gender-based violence. To-

“Not all men are part of the problem, but we all can be part of the solution.”

part of the solution. In particular these kinds of networks can work at the policy level to ensure countries are adhering to international conventions, that policy at all levels is gender equitable, and that human rights violations are not met with impunity.

There also is a note of caution around these kinds of leadership networks. There

can be a risk of “celebrating” these men, for actions and behaviours which all men should be engaging in. While we still need to involve and inspire more men to break their silence, we also must not create an exceptional status around these actions. The end goal is the transformation of social norms around men’s behaviour and attitude here, not the creation of a new

extraordinary status.

Since my visit in 2009, I have followed advancements at the OSCE keenly, and am very pleased to see these next steps. It is one key part of a bigger picture that provides hope that we may be on the cusp of transformative change, and a future with no violence against women and girls.

*Photo credit:
http://endviolence.un.org*

Event: Launch of MenEngage Network

MEN CAN BE ADVOCATES FOR PROMOTING GENDER EQUALITY



(from left to right) Dr. Pierre von Arx, Minister Counsellor Mr. Iikka Rentola, Mr. Dean Peacock, Colonel Martin McInerney, H.E. Tucan Ildem, OSCE Secretary General, Lamberto Zannier, H.E. Ian Kelly, H.E. Miroslava Beham, H.E. Kairat Abdrakhmanov, H.E. Eoin O’Leary.

The OSCE MenEngage Network was launched on 29 November 2012 in Vienna within a larger advocacy effort during the global 16 Days of Activism against Gender Violence. As part of the launch, seven Ambassadors to the OSCE and other officials were recognized for their efforts to promote equality and combat violence against women.

The event also featured Mr. Dean Peacock, co-founder and co-chair of the MenEngage Alliance - a global effort to engage men and boys on promoting gender equality throughout the world. Reflecting on the issue of violence Mr. Peacock stated that “violence against women is a grave and pervasive violation of women’s human rights. It has devastating consequences for women, their families and communities. Across the world, men are increasingly recognising that they have a responsibility and a personal investment in ending violence against women, and they are joining together in organisations and

associations like the MenEngage Alliance and the White Ribbon Campaign to challenge norms of manhood that normalise and promote violence against women.”

During his address to the Permanent Council, Mr. Peacock remarked: “The men we celebrate here have advanced gender equality and women’s rights and therefore sent a powerful message that men can and must take action to promote women’s rights and to stop men’s violence against women. Their commitment provides inspiration to other men across all fifty seven OSCE member states to follow their example and work for gender equality in their homes, communities and governments.”

“Men can be advocates for promoting gender equality - a key tool in combating violence against women, and ultimately achieving real and sustainable security for all people,” said OSCE Secretary General Lamberto Zannier at the award ceremony.

The OSCE and its field operations marked the 16 Days of Activism with a number of initiatives, including an online campaign by the OSCE Mission in Kosovo, along with UN Women, to raise awareness and provide information for survivors of violence. The OSCE Mission to Moldova launched a campaign around the slogan “Real Men Don’t Beat Women”, while in Ukraine, the Project Co-ordinator hosted a five-day training session for (mostly male) security sector personnel on appropriate responses to domestic violence. Finally, the Mission to Serbia worked with civil society activists to bring attention to laws related to combating violence against women.

Mr. Peacock remarked also on the momentum of this important movement: “Across the world, men are increasingly recognising that they have a responsibility and a personal investment in ending violence against women, and they are joining together to challenge norms of manhood that normalise and promote violence against women.”



H.E. Ambassador Ian Kelly (l), OSCE Secretary General, Lamberto Zannier (r), Mr. Dean Peacock (m).

OSCE MenEngage Network

In the framework of the growing efforts to include men as part of the solution to ending violence against women, the OSCE launched the MenEngage Network on 29 November 2012. The global MenEngage Network supports the work of women around the world to defy destructive stereotypes and inspire men everywhere to speak out against violence.

The OSCE MenEngage Network will follow the examples of the global strategy on how to engage men in gender equality issues. Anyone is welcome to join. The first meeting will be held at the end of January 2013. Please contact equality@osce.org for more information or for joining the Network.

From the Field...

The OSCE field operations provide the framework for OSCE projects and activities on the ground. It is through their work that the goals of the OSCE take shape. To promote the exchange of ideas and sharing of best practices, each issue of the Gender Monitor features projects from a number of field operations that highlight the various methods of successfully incorporating a gender perspective into their work.

OSCE Mission to Moldova

Engaging Men and Boys in Combating Gender Violence



In 2010, the Mission to Moldova introduced the engagement of men and boys specifically to combat gender violence as a new topic in the 16 Days Campaign against Gender Violence.

As a first event, the Mission organized a high-level roundtable entitled: "Men Against Violence, Women for Peace." The roundtable aimed at launching a debate on engaging men and boys in combating gender violence of in Moldova and sharing best practices.

International experts presented best practices at a session on: "The Role of Men in Preventing and Combating Violence Against Women". These included the White Ribbon Campaign, the MenEngage Network, EU initiatives on challenging masculinities and sharing the family burden between women and men, the experience of Austria and Moldova of engaging male leaders against gender violence through television, social theatre and work at shelters for survivors of domestic violence.

This was repeated in 2011 with a workshop conducted by a leading international expert and member of the MenEngage Network on challenging gender roles, traditional masculinities and their role in gender violence for male youth. About 25 boys and young men participated enthusiastically as NGO volunteers from both right-bank Moldova and Transdnistria. The workshop included exercises on challenging masculinities, strategies

for designing information campaigns and advocating for change among youth and local communities, and examples of videos on YouTube taped by boys on challenging violence and traditional gender roles.

In 2012, the Anti-Trafficking and Gender Programme used sports and the media to promote the role of men and boys in combating gender violence in the framework of 16 Days Campaign. The Mission chose as this year's slogan "Real Men Don't Beat Women" and used it in a TV video spot with wrestling, boxing, weightlifting and swimming champions, a youth rugby tournament, TV programmes, press conferences, video contests, on T-Shirts, baseball caps, brochures and leaflets.

All information was published on Facebook and YouTube: <http://www.youtube.com/watch?v=gsxw1C1euH8>.

OSCE Project Co-ordinator in Ukraine

Training male police officers on dealing with gender violence

In recent years, the OSCE Project Co-ordinator in Ukraine (PCU) has supported the development and piloting of a specialized training course on combating domestic violence targeting future precinct police inspectors, majority of whom are men.

The course covers general domestic violence, the roles of the victim and the perpetrator in an abusive relationship, legislative framework, etc. The PCU also assisted in establishing specialized video training classrooms in three police training institutions in Kyiv, Dnipropetrovsk, and Lviv. The classrooms serve as a training facility to stage real life domestic violence scenarios. During

the interactive sessions, the trainees play not only the role of a police officer but also act as a victim or perpetrator.

This helps current and future police officers understand the issue of gender-based violence in a broader context and improve their knowledge and skills in dealing with domestic violence perpetrators and victims.

OSCE Mission in Kosovo

Engaging boys in gender equality and ending violence against women

On 4 October 2012, the Regional Centre Pejë/Pec implemented a project aimed at educating primary school children on human rights and democratic practices through the screening of animated movies portraying themes related to diversity, discrimination and gender equality.

The attendance was outstanding, with over 200 Kosovo Albanian,

Kosovo Egyptian and Kosovo Roma pupils, half boys and half girls, filling the Pejë/Pec theatre to capacity. Following the screening of the animated movie "Mulan", children took part in role-playing activities and engaged in a lively discussion on gender equality and gender based violence. In particular, boys were encouraged to reflect upon their responsibility in respecting girls' rights and the right to have their own rights respected and protected by law.

Noteworthy, not only the girls but also the boys appeared to have a

clear understanding of what gender equality means and what should be done to achieve it. They stated that women's empowerment and solidarity among women are the keys to the resolution of gender discrimination and violence.



Spotlight on...

Interview with Gary Barker

“Engaging Men is a part of the Gender Equality Agenda”

By Sarah Hurtes

Gary Barker is one of the world's best known advocates for engaging men in gender equality. Driven by a passion for change and boasting a well-grounded professional background, Gary Barker has achieved concrete and measurable results in several national and international projects of promoting gender equity and involving men and boys in the process.

He is now International Director of Promundo-DC, the US office of Instituto Promundo, a Brazilian NGO, based in Rio de Janeiro, that works locally, nationally and internationally to reduce violence against children, women and youth. He has carried out research on men, violence, gender, health and conflict in Latin America, sub-Saharan Africa and Asia, and co-authored numerous training materials, including the Program H series for working with young men to promote gender equality and reduce violence against women.

He has served as a consultant to the World Bank, the International Rescue Committee, UNDP, WHO, UNAIDS, UNFPA, UNICEF, USAID, the UN Commission on the Status of Women, the Ford Foundation, the MacArthur Foundation and the Brazilian government on issues related to gender, engaging men, health promotion and violence prevention. He was elected as an Ashoka Fellow in 2007 and was awarded an Individual Projects Fellowship from the Open Society Institute for his research with young men in favelas in Rio de Janeiro. Mr. Barker is also a founding co-chair of MenEngage, a global alliance of international organizations that work to engage men and boys to promote gender equality throughout the world.



Gary Barker

Photo credit: www.unicef.org

HOW DID YOU FIRST BECOME INTERESTED IN ENGAGING MEN AND BOYS IN GENDER EQUALITY?

Fifteen years ago, I started working on issues related to street children, HIV prevention and sexual and reproductive rights. Men were part of conversations but often thought of as these generic “bad creatures” that would cause a lot of harm. Myself and other colleagues began to wonder what kind of work we could do to change the ways men and boys are raised, especially when we were dealing with issues around family violence.

It is important not to understand men as a monolithic group but as existing multiplicities. There is often certain rigidity around what it means to be a man - like a frozen picture. Patriarchy gives more power

to men but at the same time it creates huge power-play dynamics within men's lives. Therefore much has to do with empowering women and girls on the one hand, but also addressing how men and boys are socialised. When we talked with victims of violence who clearly wanted the violence to stop, we thought – there must be ways to help and we know that not all men are violent and indifferent to health and reproductive issues.

The question is how we engage those men who already see women as equals and those who respect sexual diversity. It's also about how we bring them on board as allies and learn from their lives to encourage other men to act in such ways.

COULD YOU GIVE SOME CONCRETE EXAMPLES OF HOW YOU ENGAGED MEN IN GENDER EQUALITY SO FAR IN YOUR CAREER?

I started doing this work in Brazil at the community level by organising high quality participatory group discussion sessions and community level dialogue on these issues. We created safe spaces where groups of men including teachers, parents or younger men could challenge the notions they had about what it means to be a man. We would initiate a discussion where these men reflected on how they were raised and analysed how their versions of manhood affect women and girls. This style consciousness-raising, inspired by Paulo Freire's ideas and by feminism, is pretty much the universal starting point for our work.

However, our work does not stop with these discussions. We have to think of ways that turn up the volume of these men's voices. We do this by designing campaigns and embedding their voices in public policy. For example, in Brazil we had campaigns where young men designed rap music or radio soap operas and together with women they designed messages to stop violence. Promundo then assisted them and took it to scale. From these program experiences we evaluated and disseminated the results.

“In fact, we all win when we achieve gender equality.”

DID YOU FACE ANY CHALLENGES FROM ORGANISATIONS AND INDIVIDUALS IN YOUR WORK?

Absolutely – one challenge is that some of our women's rights colleagues are still unsure about engaging men. There are still some who worry that policies and programs on engaging men take away resources for empowering women. We still have the challenge of creating a common cause of women and men in opposition to patriarchy and acknowledge that we share a common goal to change the structures that create men's negative behaviours.

Of course we are not forgiving the individual behaviours of men but we try and understand where they come from and how we can change them. The first step is that we need to make sure we are doing this work together and not in opposition to empowering women. It is important at the political level that we do not have policies that are at odds with women's rights advocate partner NGOs despite the occasional existing tensions. Engaging men is also echoed when listening to women's voices at the community level who say to us “we actually need men to be involved - you can do all kinds of social and economic empowerment for us but at the same time you need to talk to our husbands, sons and brothers”.

Engaging men is part of the gender equality agenda. It's never been about having a men's rights group, a father's rights group or a backlash group, this is about engaging men and boys for gender equality.

HOW CAN THE OSCE ENCOURAGE MEN TO BECOME INTERESTED IN GENDER ISSUES AND COMBATING SEXUAL VIOLENCE AGAINST WOMEN?

It feels to me that we are slowly moving towards politics that articulate gender equality not as an oppositional entity between men and women – in fact we all win when we achieve gender equality. It is still difficult

for many male policymakers to take on these issues because they believe that gender equality

stops at women's empowerment. Yes, we do need that – we need equality and affirmative action for women in many areas. But we also need to change the overall structures of our lives which affect both men and women, for example how the workplace is organized. We need to get over the perception that it is a zero sum game.

The data shows that cooperation and equality leads to better

“The next step is for men to truly be considered as allies in work at the international level and to improve the way we measure and understand the impact of their inclusion.”

relationships, more time with our children, better sex lives, a more content world and lower violence in societies overall – the data is clear and getting increasingly hard to ignore. It can be tough for some men to accept this and put down their defensiveness about gender equality. At the same time, it can also be tough for some women's right advocates to think that men benefit from gender equality and to think that men can have specific needs

“The countries that have been able to achieve something closer to equality end up better off in all kinds of areas and I think presenting this understanding of gender equality is an area where the OSCE could provide global leadership.”

and vulnerabilities that are also related to gender.

Other times, we think that gender equality

merely means counting the women in parliament – that is one indicator but there is a whole array of mechanisms that we need to implement to ensure equality– from early childhood on to equality inside and outside

the home. It is crucial to bring men as allies and help them see what they gain from gender equality. Men who live in equality and respect with their partners and who are involved in their children's lives, have a higher standard of living and contribute to the next generation of boys and girls who believe in gender equality. The countries that have been able to achieve something closer to equality end up better off in all kinds of areas and I think presenting this understanding of gender equality is an area where the OSCE could provide global leadership.

WHAT WOULD YOU LIKE TO ACHIEVE IN THE FUTURE?

Talking about engaging men is still often the “add-on” at the end of gender discussions. The main question is how we make it part of gender equality in the international

development agenda. When we created Promundo in Brazil, we began to work at the community level in Rio De Janeiro in 1999 and saw how successful engaging men and boys as part of the gender equality equation was at the local level. However, we felt alone and frustrated by the limited scale of our work. Therefore we began partnering with groups in Africa and Asia and allied with agencies such as the UN and the World Bank when we believed there were opportunities for true gender justice. What started out as an informal collaboration across various regions lead to interest in a formal alliance and the founding of the the MenEngage Alliance in 2004.

The next step is for men to truly be considered as allies in work at the international level and to improve the way we measure and understand the impact of their inclusion – from combating gender based violence, to achieving full rights for individuals of all sexual orientation to engaging men in equal ways in the care work.

Recommended readings...

Resources ...

Program H Materials

The Program H Manual: Working with Young Men



The Program H manual includes approximately 70 activities to carry out group work with young men (ages 15 to 24) on gender, sexuality, reproductive health, fatherhood and care-giving, violence prevention, emotional health, drug use, and preventing and living with HIV and AIDS. The manual is divided into five modules, each of which can be downloaded below.

The English manual is a translation of the Project H series from the Spanish and Portuguese original versions.

The activities included were designed for and tested in the Latin American context (and in one site in the Caribbean.) In addition, background information and research cited is mostly from Latin America. Nonetheless, the co-authors believe that many of the activities and the themes included here have relevance beyond the Latin American and Caribbean region. The co-authors are also involved in several initiatives to adapt portions of this material for use in other regions.

For more information on training in the use of this manual and its adaptation for other regions contact Instituto PROMUNDO.

Synopsis from / manual available on:
<http://www.promundo.org.br/en/sem-categoria/program-h-materials/>

USAID Report: The Other Side of the Gender Equation

Gender Issues for Men in Europe and Eurasia Region



A great deal of information and analysis is available on the major women's issues in the Europe and Eurasia (E&E) region, but very little has been written about men and the issues they face because of their gender. Due in part to this absence, when USAID Mission personnel engage in gender analysis of any type, the focus is almost exclusively on women, and men tend to be over-looked. Even in cases when women's issues have been identified that cannot be resolved without the proactive participation of men (e.g. domestic violence and re-productive health issues), analyses of how to effectively obtain the engagement of men are often lacking. The purpose of this report is to help fill these gaps.

This report discusses: (a) the male role and expectations of men in the region, including major geographic, religious, or ethnic differences; (b) current threats to social definitions of masculinity and the male role, and men's responses to these threats; (c) major gender issues facing men in the region; and (d) activities that USAID could implement that would address these issues either as stand-alone programming or as a component of programs across multiple sectors.

Synopsis from / manual available on:
<http://socialtransitions.kdid.org/library/other-side-gender-equation-gender-issues-men-europe-and-eurasia-region>

OSCE Mending Inequalities

Men and Gender Equality in the OSCE Region



The success of gender mainstreaming requires the efforts and support of all stakeholders; men and women, girls and boys. This technical paper has been designed to serve as a reference tool to assist OSCE structures in increasing the engagement of men and boys

in gender equality initiatives within the OSCE region, inviting reflection upon masculinities

and the many positive roles that men and boys can and do provide to bridge continuing gender inequalities. An extensive account is provided of specific good practices from the OSCE region that have proven to be promising in mobilizing men and boys for gender equality.

Synopsis from / brief available on:
<http://www.osce.org/gender/80978>

Recommended readings...

MenEngage Advocacy Brief

Sexual Violence in Conflict and Post Conflict: Engaging Men and Boys



This advocacy brief explores how to engage men and boys in preventing and responding to sexual violence in conflict and post-conflict settings. Both the prevention of such violence and the quality of responses when it has occurred will be greatly enhanced by understanding men's varied relations to this violence and by engaging men at diverse levels. This brief has three parts. The first discusses the context of sexual violence

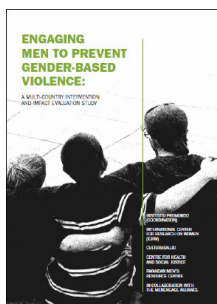
in conflict, and in both war and peace. The second talks about the varied roles of men and boys as perpetrators, survivors, witnesses, peacekeepers, police and soldiers, service providers and change makers. Part 3 outlines a range of policy and programmatic proposals focused on engaging men.

Synopsis from / brief available on:

http://www.menengage.org/index.php?option=com_content&view=article&id=29:publications&catid=7:resources&Itemid=22

Promundo 2012

Engaging Men to Prevent Gender-Based Violence



Over three years Instituto Promundo, with support from the United Nations Trust Fund to End Violence against Women, implemented a multi-country project to engage men and boys in preventing violence against women and promote gender equality. Project activities in each country varied but all included educational workshops with men and young men on gender equity and training programs with partner staff

on evidence-based methodologies for the prevention of violence against women.

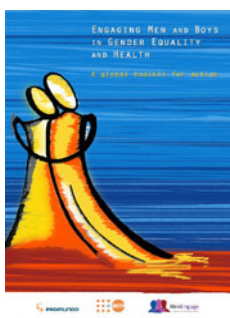
This report is an impact evaluation study of a multi-country project to engage men and boys in preventing violence against women and promote gender equality. Implemented in India, Brazil, Chile and Rwanda, with support from the United Nations trust to End Violence against Women, the project activities in each country varied, but all included educational workshops with men and young men on gender equity and training programs with partner staff on evidence-based methodologies for the prevention of violence against women.

Synopsis from / brief available on:

http://www.promundo.org.br/wp-content/uploads/2012/04/UNT_Eng_10-1.pdf

UNFPA Toolkit for Action

Engaging Men and Boys in Gender Equality and Health



This toolkit presents conceptual and practical information on engaging men and boys in promoting gender equality and health. Specific topics include sexual and reproductive health; maternal, newborn and child health; fatherhood; HIV and AIDS prevention, care and support; and prevention of gender-based violence.

In addition to providing examples

of programmes that have effectively addressed these challenges, the toolkit offers guidance on advocacy, needs-assessment, monitoring and evaluation related to efforts to engage men and boys.

Synopsis from / toolkit available on:

<http://www.unfpa.org/public/home/publications/pid/6815>

Upcoming Events

14 February - 16 February 2013

Washington, USA. *The Missing Peace Symposium on Sexual Violence in Conflict and Post Conflict Settings* will take place 14-16 February 2013 at the United States Institute of Peace (USIP), Washington, United States. Despite the increased international attention to sexual violence in conflict and post-conflict settings, policy initiatives to prevent or mitigate these violent acts continue to fall short. This symposium intends to better understand why this “missing peace” continues to evade policy interventions.

8 March 2013

Worldwide. *March 8th 2013* will mark *International Women's Day*. Thousands of events occur not just on this day but throughout March to mark the economic, political and social achievements of women. Organisations, governments, charities, educational institutions, women's groups, corporations and the media celebrate the day. Many groups around the world choose different themes each year relevant to global and local gender issues. This year's theme is the Gender Agenda: Gaining Momentum. A calendar of country relevant events is available at: <http://www.internationalwomensday.com/events.asp>

4 March - 15 March 2013

New York, USA. *The 57th session of the Commission on the Status of Women* will take place at the United Nations Headquarters in New York from 4 to 15 March 2013. Representatives from Member States, UN entities, and NGOs in consultative status with the Economic and Social Council (ECOSOC) from all regions of the world will attend the session. The two-week session will include a high-level round table, interactive dialogues and panels, and parallel events. The 2013 session will focus on the priority theme: Elimination and prevention of all forms of violence against women and girls.

22 April - 26 April 2013

Turin, Italy. *Training on Gender and Organizational change.* Leaders and managers at all levels in the public sector, UN organizations, the private sector, the non-profit sector, gender and HR specialists will meet to get trained in the area of Programme on International Labour Standards, Rights at Work and Gender Equality.

STATISTICS



68%



32%

Women currently occupy 32 percent¹ of higher management positions, as compared to 31 percent in September 2012.



77%



23%

Within the 57 Permanent Missions to the OSCE, currently 23 percent² of Heads of Delegation are women, as compared to 19 percent in September 2012.



78%



22%

Women Deputy Heads of Delegation currently occupy 22 percent², as compared to 23 percent in September 2012.

¹ S3+, P5+, Heads and Deputy Heads in field operations, Institutions and the Secretariat.

² Data as of 1 December 2012.

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