

Engaging Men and Boys in Refugee Settings

to address sexual and gender based violence



A report from a workshop held in Cape Town, South Africa, 22-25 September, 2008
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**Sonke Gender
Justice Network**
HIV/AIDS, Gender Equality, Human Rights



UNHCR

United Nations High Commissioner for Refugees
Haut Commissariat des Nations Unies pour les réfugiés



Context

Working with men in refugee settings

Engaging men and boys has emerged as a vital strategy for ending gender based violence, including in refugee and post-conflict settings. While prevention and response activities are essential, the humanitarian community and host country service providers understand that they must move beyond simply addressing each individual case of sexual and gender-based violence (SGBV) and begin to address the societal, cultural, economic, religious and political systems that either perpetuate or allow for violence based on gender to continue. This requires attitudinal change, systems change and behavioral change – largely on the part of men and boys who continue to be the vast majority of perpetrators. Men and boys have to be engaged to build understanding that it is their actions and their attitudes that continue to put women and girls at-risk and they have to be engaged to put a stop to it.

Recent research suggests that carefully designed policies and interventions can bring about changes that improve men's and women's health or men's gender-related attitudes and behaviours, and that they can achieve this change in relatively short time periods. The Medical Research Council's evaluation of the Stepping Stones initiative implemented in the Eastern Cape showed significant changes in men's attitudes and practices. With two years follow up, men who participated in the intervention reported fewer partners, higher condom use, less transactional sex, less substance abuse and less perpetration of intimate partner violence.^{1,2} In Brazil, *Instituto Promundo's* intervention with young men on promoting healthy relationships and HIV/STI prevention, showed significant shifts in gender norms at six months and twelve months. Young men with more equitable norms were between four and eight times less likely to report STI symptoms with additional improvements at 12 months post intervention.³ Following upon these findings, the World Health Organisation recently released a report endorsing the efficacy of working with men to achieve gender equality and describing the key aspects of successful interventions (summarized in Annex One)⁴

This emerging field of work with men and the growing evidence base that accompanies it is increasingly recognized in international commitments and declarations in which governments have committed to work with men for gender equality. The key international commitments are as follows:

The 1994 International Conference on Population and Development affirmed the need to "promote gender equality in all spheres of life, including family and community life, and to encourage and enable men to take responsibility for their sexual and reproductive behavior and their social and family roles."⁵

The Programme of Action of the World Summit on Social Development (1995) and its review held in 2000 also addressed the role of men and paid particular attention to men's roles and responsibilities with regards to sharing family, household and employment responsibilities with women.⁶

The Beijing Platform for Action (1995) restated the principle of shared responsibility; and argued that women's concerns could only be addressed "in partnership with men."⁷

The twenty-sixth special session of the General Assembly on HIV/AIDS (2001) recognized the need to challenge gender stereotypes and attitudes and gender inequalities in relation to HIV/AIDS through the active involvement of men and boys. This addressed men's roles and responsibilities related to reducing the spread and impact of HIV and AIDS, especially the need to engage men in challenging the gender inequalities driving the epidemic.⁸

The United Nations Commission on the Status of Women (CSW), at its 48th session in 2004, adopted agreed conclusions calling on Governments, entities of the United Nations system and other stakeholders to, inter alia:

- Encourage the active involvement of men and boys in eliminating gender stereotypes;
- Encourage men to participate in preventing and treating HIV/AIDS;
- Implement programmes to enable men to adopt safe and responsible sexual practices;
- Support men and boys to prevent gender-based violence;
- Implement programmes in schools to accelerate gender equality;
- Promote reconciliation of work and family responsibilities.

Thus, there is evidence that program and policy interventions can bring about positive change among men, and there is an international mandate for policy and programming addressing men. However, so far most programs have been small in scale, have limited if any sustainability and have not, with a few notable exceptions, been taken up or scaled up at the policy level. Indeed, the emerging findings of the WHO and Promundo study point to the fact that men can and have changed as a result of program interventions, but that our program efforts have been timid and small in scale and have not reflected on how to take such potential for change to a larger scale. While this is not surprising, few program coordinators and staff engaged in such programs are thinking beyond small-scale public health interventions to the large scale of policy levers and initiatives that lead to larger, faster and broader change in men's behaviors related to sexual and reproductive health. To truly transform gender inequalities, we must go beyond scattered, small-scale interventions and efforts (no matter how effective), towards systematic, large-scale, and coordinated efforts.

UNHCR and work with men



UNHCR has recognized the essential role that both male staff and male persons of concern play in ending gender-based violence in its operations and that protecting women from SGBV is part of the organization's core protection mandate. This workshop was organized to raise awareness of the need to engage men and boys, to look at successful models for such engagement, and to develop country-level strategies for strengthening the engagement of men and boys to end sexual and gender-based violence.

The workshop addressed knowledge, attitudes and action and brought together UNHCR and implementing partner staff as well as refugees from ten African countries including gender practitioners and organizations already engaged in working with men and boys.

Workshop Summary

A four day regional workshop was facilitated by Sonke Gender Justice Network (Sonke) and the Women's Commission for Refugee Women and Children. (Women's Commission), in cooperation with UNHCR, to increase and encourage the involvement of men and boys in the work against sexual and gender-based violence (SGBV).

The participants consisted of multifunctional teams from nine different countries in the Great Lakes region, Eastern Africa and Southern Africa (Uganda, Burundi, Kenya, Tanzania, Zambia, Namibia, Zimbabwe, South Africa and Rwanda), a professor from St Cloud's University and the founder of MAGE in Sierra Leone.

The workshop had three main objectives;

- a) Awareness raising for UNHCR staff, people of concern and NGO partners on addressing masculinities.
- b) Skills building for UNHCR staff, people of concern and NGO partners on how to integrate masculinities into programs to address SGBV and promote gender equality.
- c) Development of a critical mass of trainers to undertake training on masculinities throughout the region.

Day One: Overview

The workshop was opened by Ms Lynn Ngugi and Ms Joan Allison, UNHCR's Senior Regional Advisors for Refugee Women and Children. The participants were then welcomed by Ms Mandy Antzoilatos, a representative from the municipality of Cape Town and introduced to the facilitators, Sonke Gender Justice and Women's Commission, by Mr Bafana Khumalo and Mr Dale Buscher. The expectations, objectives and programme were then reviewed.

The workshop started with a discussion on the concept of gender and the participants were asked to reflect on the messages boys and girls grow up with (men as "breadwinners", decision makers, "boys don't cry" etc). The participants reviewed how gender roles change over time, and especially during situations of displacement, and how these changes present both risks (men may feel like they lose their traditional roles, privileges and power) and opportunities (it may lead to more real responsibilities for women). To benefit from the opportunities arising from changing gender roles, programmes have to be based on gender analysis and mainstreaming. Examples of programmes that reinforce traditional gender roles and those that transform them were given.

Mr Dean Peacock introduced Sonke's programmes, with main focus on the "One Man Can" Campaign. The participants discussed ideas and stereotypes on gender, whether men can

change, and how change can be promoted through programmes. Expected programme outcomes and principles to be followed were then discussed. The World Health Organisation report was presented, with real life examples and statistics of violence against women in South Africa. Evaluations of various existing programmes were reviewed to highlight both the challenges and the reasons for optimism. The participants then reflected on the key features to successful programmes, such as the use positive and affirming messages, ecological/ systems-based approaches and different social change strategies. The programmes must also take into consideration that men are diverse, not a homogeneous group, and must be adapted to the particular context. The programmes must also be informed by research and be under continuous evaluation.

After lunch, an exercise was initiated by Mr Jean-Pierre Kalala to discuss value statements regarding gender. Various statements were presented and the participants had to take a stand and argue for their point of view.

Mr Bafana Khumalo then led a session of the connection between gender, religion and culture. He reviewed the issues of socialization and the institutions that contribute to this process. He also discussed how culture is dynamic and evolves over time as well as how culture is often romanticized and used to legitimize harmful traditional practices (such as child marriage, FGM, abduction etc). Proposed approaches included starting all development activities at the family level and to always involve men and boys in programmes.

The day was rounded up with the participants being grouped by regions (Eastern Africa, Southern Africa and the Great Lakes region) to draft regional plans of action on how to involve men and boys in the work against SGBV.

During the review of the day, it was expressed that the participants liked the interactive nature of the workshop, the group work, the facilitation, the venue, the practical examples given, and that they especially appreciated the gender values exercise. They were, however, concerned about time-management, female representation and the participation of non-English speakers, and wanted to focus more on networking.

Day Two: Attitudes

The morning review highlighted the participants' learning experiences after the first day of the workshop. The discussion then led into the issues of sexual orientation, how the participants feel about homosexuality at a personal level and whether they are comfortable to talk about it and deal with it in their daily work. Most of the participants seemed to acknowledge that homosexuality exists and raises relevant questions for them in their work. Many of the participants expressed that they were uncomfortable or uncertain on how to deal with it, and that homosexuality is not openly discussed. Many participants found it difficult to find the right words and terminology to discuss the topic. One of the participants told a personal story about a homosexual man who she felt the office had let down, as they had overlooked his requests until he was physically assaulted by a group of other refugee men. Another participant expressed that he had seen refugees being isolated and marginalized in their societies due to rumors about their sexual orientation. Several participants further mentioned that homosexual women have been killed in South Africa due to their sexual orientation and that there have been reports that men have also raped them "to cure them". It was then discussed what our role as "changemakers" should be in addressing homophobia and how it can be included in the country's action plans. The media's role was also discussed and it was suggested that the participants work pro-actively with the media to give them the right story.

Mr Dale Buscher then reviewed the concept of gender and how the media influences our

concept of manhood. The concept of the “new man” was introduced, focusing increasingly on violence, physical strength and sexuality. It was also discussed how boys “learn” violence, from their father and other role models, media and sports, and why it is so important to work with boys from a very early age.

Mr Dean Peacock presented Sonke’s “One Man Can” campaign and how it was developed, focusing on using a positive and affirming message and basing it on research and community participation. A refugee panel consisting of Pascal Akimana from EngenderHealth South Africa and David Tamba Malieu from Men’s Association for Gender Equality in Sierra Leone then presented their personal stories regarding SGBV and the involvement of men and boys in its prevention.

After lunch, the regional groups from Southern Africa and Eastern Horn presented their actions plans. Lessons learned included; starting the work with men early (while they are boys), involving all stakeholders, targeting influential/ community leaders, vetting the persons to convey the message and assessing the programmes continuously. Challenges mentioned were mainly related to lack of financial commitment, cultural barriers, stereotypes of men, lack of structures and a general skepticism towards the topic.

An exercise was conducted to expose the kind and variety of precautions women take on a daily basis to protect themselves against sexual violence, while men rarely reflect on the threat of sexual violence or imagine that they themselves can become victims.

Another exercise from Sonke’s training manual entitled “Redefining Courage” was then conducted to reframe courage as being about taking a stand for gender equality and social justice rather than being for fighting or sports as it’s traditionally conceived. The participants were given scenarios describing situations that might require someone to take difficult stands for gender equality like intervening to prevent sexual harassment in the workplace or to stop an incident of public violence. The participants were then asked to reflect on which of these acts they would like to personally commit to doing in the future.

During the review, the participants highlighted that they had appreciated the interactive exercises, the discussion on homosexuality, the refugee panel, the use of real life situations and the role of the media. It was suggested as follow up actions to organize trainings and truthful discussions on homosexuality, to collect information about homosexuality in a human rights context, to review and assess national criminal legislation, and to give refugees more knowledge about their rights and obligations.

Day Three: Action

The review of the second day of the workshop reflected on the argument that specific clothing (short skirts, tight jeans, etc.) can lead to sexual violence and how the participants can design strategies to address such arguments. The participants also expressed appreciation for the touching stories presented in the refugee panel and the “turning boys into men” session the day before.

After the Great Lakes region presented its regional action plan, the participants were presented with digital stories about SGBV and discussed their reaction to them in a group. It was discussed how the issues could be addressed through an individual and collective approach, but also through influencing the media and parliamentarians through the multi-functional country teams.

Two NGOs currently involved in engaging men and boys, the Rwandan Men’s Resource Centre (RWAMREC) and Men for Gender Equality Now! (Megen) presented their activities including

through demonstrations of tactics used such as ambush theater, drama and song. One of the main points reflected by the participants was the importance of working against SGBV through religious institutions and to use religious scripts to underline the message. Another point was related to funding, where it was underlined that a lot can in fact be done without funding (e.g., the volunteer workers in Megen) and that projects are more likely to get funding when they have been functioning for some time (e.g., the establishment of Men's Association for Gender Equality or Mage in Sierra Leone). This does not, however, mean that fundraising is not important, but that it is not an excuse for inaction. Another point was that projects working with men do not necessarily compete with projects for women, but rather complement and build on each other.

Dr Eddah Mutua-Kombo then talked about how to use communication strategies to engage men and boys in work against SGBV. She underlined the need for two-way communication to reach a shared meaning and to co-construct a new reality (i.e. the need to end SGBV). The message should focus on the content and be culture-sensitive and situation-specific. It should show how SGBV affects the society (not just the survivors and their families), how terrible it is (don't sugar-coated) and how targeted actions against SGBV can benefit the whole society. The work must be based on cooperation between actors. Suggested communication strategies included; dialogue groups, press releases, family members, friends, media, traditional channels (public places, religious institutions, markets etc), and opinion leaders.

At the end of the day, the participants were divided into groups by country to develop an action plan for each country. They were asked to keep the "80% / 20% theory" (if you do 20% of the activities, 80% of the goal is achieved) in mind and to be clear about not doing everything, but focusing on a maximum of three things that can make a change over the next 12 months and how to get there.

The day concluded with a review. Participants expressed how inspired they were by the Megen presentation and the digital stories, and that they appreciated the participatory nature of the workshop, the presence of the facilitators throughout the workshop, the transition between the activities, and the development of action plans at country level. Some also mentioned that they have received a new perspective on the media and how it can be used in their work. The participants, however, expressed that they had wanted to discuss more issues than time had allowed for during the work shop.

Day Four: Site visit

The last day of the work shop was a field day where all the participants were given the opportunity to look at projects in Cape Town. The visit covered the reception centre outside Cape Town, where the local authorities receive and interview new asylum seekers for refugee status, and where Sonke regularly does outreach and awareness work. The participants also visited a local NGO (the Agency for Refugee Skills and Training (ARESTA) that provides education, awareness and income generating activities for newly arrived refugees. The participants were introduced to students taking part in the project and observed an awareness session covering high risk behavior.

After lunch, all the country action plans were posted on the wall and a gallery walk was organized for the other participants to see and comment on each other's country plans. (*See annex 2 for the full text of each country's action plans.*)

The following positive aspects from the action plans were specifically raised;

The use of baseline survey before any project is started (that is, identifying what is already in place)

Monitoring and evaluation to see what works

Untraditional activities such as the use of murals, community radios, digital stories, ambush theatre, speak out initiatives, etc.

Ms Joan Allison briefed the participants about the SGBV review project in Southern Africa, which includes a peer review mechanism for effective monitoring and evaluation. She also underlined that all projects need continuous follow up and updating over time to improve. UNHCR also briefed the participants about the interagency work on SGBV and other UNHCR developments.

Suggested Follow Up From The Workshop:

1. All the country action plans will be typed up and sent to the country teams for follow up over the next 12 months.
2. Each participant has also noted down one personal objective which will be followed up on after a six month period.
3. Set up a quarterly newsletter to the group (Coexist and UNHCR)
4. Integrated regional trainings.
5. Exchange/ learning visits to other field locations in the same country.
6. Increased media coverage on SGBV was encouraged in all counties.
7. Development of tools to monitor and evaluate SGBV programmes.
8. For dissemination of material, the participants were encouraged to join Af-Aids, Men and Violence List Save and Promondo.org.
9. Participants were also encouraged to look at www.menengage.org

The workshop was closed by Ms Lynn Ngugi, Mr Dale Buscher, Mr Dean Peacock, Ms Joan Allison and the Head of Office for UNHCR S.O. Cape Town.

Annexes

- Annex 1: Agenda
Annex 2: Country Action Plans

Annex 1: Training Programme



Annex 1: Training Programme

Engaging Men and Boys to End Gender-Based Violence in Refugee Settings Workshop

Cape Town, South Africa

22 – 25 September 2008

Objectives:

Raise awareness and share skills related to involving men and boys in preventing gender based violence and advocating for gender equality with UNHCR staff, people of concern and NGO partners on the importance of involving men in preventing.

Develop a critical mass of practitioners to carry out work with men and boys to address gender based violence across East, Horn, Great Lakes and SADC region.

Monday, 22 Sept.

Theme: Overview

- | | |
|----------------|---|
| 09:30 – 9:45 | Welcome (UNHCR, Women's Commission & Sonke). |
| 09:45 – 10:45 | Introductions & expectations (Jean-Pierre), objectives and programme review (Dale) and review of action plan methodology (Dean) |
| 10:45 – 11:00 | Tea |
| 11:00 – 11:30 | Gender, Displacement and Mainstreaming (Dale) |
| 11:30 - 12:00 | Overview of work with boys and men globally—evidence of impact, WHO best practices and emerging issues (Dean). |
| 12:00 – 12:45 | Gender Values Clarification (Jean-Pierre) |
| 12:45 – 13:30 | lunch |
| 13:30 – 14:30 | Presentation and discussion on gender, culture, religion (Bafana) |
| 14:30 – 15:30 | One Man Can activities including: Male Role Models (Sgidi) |
| 15:30 – 16:30 | Gender boxes (aka "Act like a man") activity (Jean-Pierre) |
| 16:30 -- 16:45 | Tea |
| 16:45 – 17:30 | Regional presentation preparation (Dale) |
| 17:30 --18:00 | End of day reflection: Plus-Delta-Action (Dean) |

Tuesday, 23 Sept.

Theme: Attitudes

- 08:30—9:00 Review (Bafana)
- 09:00 – 09:30 Turning boys into men (Dale)
- 09:30 – 10:30 One Man Can Campaign overview (with examples from the OMC DVD) (Jean-Pierre and Bafana)
- 10:30– 10:45 Tea
- 10:45 – 11:45 Refugee Panel (Pascal, David, Ernesto and Freddy—ten minutes each on experiences related to GBV followed by thirty questions and answers)
- 11:45-12:30 Two regional presentations (Dale)
- 12:30 – 13:30 lunch
- 13:30 -14:30 Violence in the daily routine (Jean-Pierre—including concluding with question about what participants do to address GBV)
- 14:30 –15:30 New kinds of courage (Sgidi)
- 15:30-15:45 Tea
- 15:45 – 16:45 Two regional presentations (Dale)
- 16:45 – 17:15 End of day reflection: Plus-Delta-Action (Jean-Pierre)

Wednesday, 24 Sept.

Theme: Action

- 08:30—9:00 Review
- 09:00 – 10:00 Digital Stories (Sgidi and Jean-Pierre)
- 10:00-11:00 Engaging boys and men in eliminating GBV - what does this mean for our programs (Dale)
- 11:00 –11:15 Tea
- 11:15 -12:00 Femnet and Sierra Leone case studies (15 min each plus 30 min questions and answer)
- 12:00-12:30 Understanding and using the spectrum of change (Dean)
- 12:30 – 13:30 unch
- 13:30 – 14:00 Embracing men and boys as agents of change through the media (Edda)
- 14:00 – 15:00 Begin developing action plans (Dale)
- 15:00 – 15:15 Tea
- 15:15 – 17:30 Continue developing action plans
- 17:30 - End of day reflection: Plus-Delta-Action (Sgidi)

Thursday, 25 Sept.

- 08:30—9:00 Review
- 09:00 – 12:30 Sonke Street Soccer Festival against Xenophobia, Site visit to Sonke One Man Can Activities (including anti-xenophobia activities)
- 12:30 – 13:30 lunch
- 13:30 – 14:30 Presentation of action plans by country (develop posters detailing individual, community and organisational level plans)
- 14:30 – 15:30 Next steps; moving forward globally within UNHCR operations
- 15:30 – 16:00 Closing

Annex 2: Country work plans



Zambia Work Plan

Team: William Chavula, Joseph Musonda, Marion Masheke

OBJECTIVES	ACTIVITIES	TACTICS
To share information with stakeholders at national and camp level on masculinities workshop.	De-briefing on the Multi-Functional Team Writing and submitting report to the Branch Office, Field Office and Sub-Office	Meetings Report
To conduct baseline survey on boys' and men's involvement in GBV activities.	Mapping of the existing groups Identification of activities Hold meetings	Focus group discussions Meetings with community leaders Meetings with religious leaders, refugee leaders and influential persons
To create awareness on involvement of boys and men in GBV activities.	Hold meeting in all schools for boys and girls Orientation of the multi-functional team, CDWs, RHMs, and CHWs Sensitising refugee leaders, youth groups, women's groups, and influential persons	Meetings Personal accounts of convictions Drama Posters Video shows
To capacity build the formed boys' and men's groups.	Establishment of men's and boys' groups at community and school levels Training of established groups Development and distribution of IEC materials Training of drama groups in GBV	Workshops Group discussions

Comments:

- Objective #4 – do you mean supporting already existing boys and men's groups? (response: yes)
- We start from where people are
- I have friends who are also interested in this initiative and it would be important to link you with them to start a cell to reach out to people outside the camps (Otina K.)

Sierra Leone Work Plan

Team: David Tamba Makie

OBJECTIVES	ACTIVITIES	TACTICS
<p>To popularize the 3 gender bills and the child's rights bills. The three gender bills are: devolution of estate and property inheritance rights; registration of all customary marriages; and the divorce acts.</p> <p>TARGET: All key actors in targeted communities.</p>	<p>Drama and role plays that portray the message that SGBV crimes are punishable crimes in SL law.</p>	<p>Drama that relays the message that violence against women/girls in society are punishable crimes</p> <p>Jingles and songs in favour of the gender bills</p> <p>Radio talk shows with key actors/peer groups discussions</p> <p>School gender clubs civic education on the bills, the roles and responsibilities of boys protecting girls</p> <p>Men's Association for Gender Equality (MAGE SL) active and timely involvement in the coming 16 days of activism</p> <p>Refresher workshop with Family Support Unit/ Sierra Leone Police, law enforcement bodies, line ministries, networking with women's groups/ organisations, like-minded NGOs, protection and women/girls service delivery agencies, etc.</p>
<p>Involvement of communities in the protection of women and girls.</p>	<p>Formation of Community Level Men Action Groups (MAGS)</p>	<p>Presentation of the teams to police partnership boards</p> <p>Identifying their roles and responsibilities in protecting women and girls in their society/ communities</p> <p>Linking the groups with the Family Support Unit of the Sierra Leone Police</p> <p>Linking the groups with Community Child Protection structures and line ministry – Ministry of Social Affairs, Gender and Children Affairs</p> <p>Training the groups on Gender Works Referral Pathways and rapid response methods that suit their communities</p> <p>Training the groups on gender-related violence, data collection, documentation and follow up</p>

Comments:

- Objective #2 is too broad: shorten
- Activities for objective #1 need expanding
- Activities for objective #2 seem to be cross-cutting – is there a way they could be merged?
- Very nice focus on advancing the implementation of new national policies that promise to make real structural changes. (Sonke can share proposal on our new sexual offences act).
- Try rapid response like action to reinforce your campaign (Kennedy)

Namibia Work Plan

Team: Festus Hamukwaya and Kayembe Ahadi

Goal: Involve boys and men to end gender based violence and promote gender equality

OBJECTIVE	ACTIVITIES	TACTICS
Form men's and boys' group for gender equality	Meeting with religious/block leaders, youth group, teachers, etc. Make use of existing structures (Osire boys club, youth group)	
Capacity building for men and boys	Provision of training for boys and men Provision of technical support for boys and men Community outreach Working with perpetrators of gender based violence Working with victims of gender based violence Participation in 16 days of activism	
Monitoring and evaluation	Track progress on understanding of gender based violence Assess impact of men's group	

Comments:

- How are you going to work with perpetrators?

Uganda Work Plan

Team: Festos Wafuta, January Ntahondereye, Maria Mangeni, Sicolastica Nasinyama

OBJECTIVES:	ACTIVITIES:	TACTICS:
Train stakeholders and 3 regional levels	<p>Awareness raising of humanitarian workers</p> <p>TOT for refugee/IDP leaders and some humanitarian workers</p> <p>Awareness creation session for the media</p>	<p>Identify all humanitarian workers, resources, funds, location and time</p> <p>Identify the key active persons/men, resources needed, funds, location and time</p>
Promote active participation of men and boys as agents of change to end SGBV	<p>Formation of social forum</p> <p>Video shows, education and digital shows</p> <p>Speak out activities to break the silence</p> <p>Ambush theatrics and drawing and essay competition</p> <p>Invite Megen from Kenya or Sonke from South Africa to participate in some of the activities in Uganda</p> <p>Send active men and boys to participate in the Kenya conference</p>	<p>Make drama groups, football teams, net ball, debates, men and boys discussion group and indoor games for school-going and out-of-school</p>
To carry out continuous monitoring and evaluation of activities.	Develop and M & E tool	Details of the tool, i.e., reports, physical visits, observations, etc.

Comments:

- I like the division of responsibility according to the region
- Writing activities for children and speaking out initiatives are innovative

Burundi And Rwanda Work Plan

Team: Egide Ntagundira, Dismas Nyamwana, Therese Habimama, Ernest Musabe, Eddah Mutua-Kombo

OBJECTIVES	ACTIVITIES	TACTICS
To raise public awareness about GBV and specifically the need to engage boys and men.	Reach out to partners/stakeholders Share/distribute material on GBV, e.g., sharing experience/materials from other African countries and our own experiences/expertise, share resources available Organize GBV campaigns 2 – 4 times per year	Targets: Youth groups/organisation (Ernest) ABBBEF (Therese) Community Radio (Therese) Community leaders and government departments (Dismas) Youth Councils (Egide)
To create and sustain partnerships that prioritise the involvement and participation of men and boys in ending GBV.	Community participation (social forums, markets, churches, football competitions) Community education – preferably using men and boys as resource persons)	Workshops, theatre, music, dance, arts Distribute IEC materials Digital stories
Establish linkage with International Conference on Great Lakes Region in Bujumbura to support the implementation of the GBV protocol.	Brief the UNHCR office in Bujumbura on this plan Training activities for men and boys Distribute/organize forums to discuss the content of the GBV protocol with various partners in order to inform the way forward	

Comments:

- The use of radio a new idea
- Digital stories can be broadcast on radio as well (just the narrative part)

Zimbabwe work plan

Team: Jennifer Msimbo

OBJECTIVES	ACTIVITIES	TACTICS
To strengthen and support the men's forum in Tongogara camp	<p>Train men's forum on gender, masculinities and group dynamics</p> <p>Assist men's forum in the development of TOR to guide their work</p> <p>Provide technical support to the men's forum</p>	<p>Hold one, 2-day workshop for the men's forum members and boys from the youth group (facilitated by Podare men's forum)</p> <p>Hold half-day meeting to develop TOR</p> <p>Provide advice, stationery, and venue for monthly meeting and use of computer to write minutes</p>
Community education	Community awareness campaigns to disseminate information	<p>Hold quarterly public awareness campaigns in public places using strategies such as ambush theatre</p> <p>Train men's forum in ambush theatre techniques</p> <p>Hold one 2-hour dialogue in secondary schools with girls and boys</p> <p>Develop banner to be posted on distribution days</p> <p>Include more articles on male involvement in SGBV newsletter</p> <p>Quarterly dialogues with men</p>
Networking and coalitions	<p>Identify NGO involved with men</p> <p>Discuss mutual areas of focus/interest</p> <p>Conclude assistance to be rendered</p>	

Comments:

- Dialogue in schools – one session is not sufficient - define the time frame, e.g., weekly, monthly, etc.
- What about painting a mural or a few murals as well as the banner?
- What about community action teams for sustainability?
- The newsletter sounds like an interesting for a. To whom is it distributed? (Refugees/IPs?)
- How many of the target groups can read? What language will the newsletter be in?

Kenya Work Plan

Team: Philip Otieno, Kennedy Otina, Njoki Wainaina, Moses Mbugua, George Oduor, Wafula Wanjala, Salaton Leteipan, Lynn Ngugi

OBJECTIVES	ACTIVITIES	TACTICS
Capacity building and awareness creation on men and boys response to GBV issues to stakeholders, provincial administration, NGOs, FBOs, CSOs/ CBOs, IDPs, refugees, police, media, schools, youth groups, sports – 15 trainings.	<ul style="list-style-type: none"> Mobilization of participants Create provincial/regional media networks Provide media houses with contextual information/publication Logistical/administrative follow ups Collection and preparation of training materials Resource mobilization Monitoring and evaluation 	
Establishment and development of a resource and documentation centre.	<ul style="list-style-type: none"> Audio-visual documentation Researching, mobilization of materials Resource for documentation (personnel and financial) Identification of partners and resource documentation centres 	
Lobbying and advocating amongst stakeholders on engagement of men and boys in ending response to GBV.	<ul style="list-style-type: none"> Identification of relevant stakeholders Mobilize target groups Hold meetings and discussion forums Follow up on enforcement and implementation of existing legislation/ policies e.g., CCR, Sexual Offences Act, CEDAW, refugee law, GP and other international legal instruments 	

Comments:

- The Kenyan community is primarily a non-reading society – re-think Objective #2
- Re-think Objective #2 and think of murals around the country
- Regarding Objective #3 – what about training community members on how to engage in advocacy and community mobilization?

Tanzania work plan

Team: Moseray Sesay and Messo Lwa'o

OBJECTIVES	ACTIVITIES	TACTICS
To mobilise men/ boys in the refugee camps and settlements to end SGBV.	<p>Give feedback on the training to UNHCR country office and inform them of the country work plan</p> <p>Community education and awareness raising</p>	<p>UNHCR staff:</p> <p>Explanation/presentation of workshop materials and country plan Preparation of work schedule and finalization with UNHCR country office</p> <p>Refugees, IPs, Ops, host community key actors:</p> <p>Calling up meetings</p> <p>Civic education on topic</p> <p>Focus group discussions</p> <p>Dramas/role plays</p> <p>Developing jingles and songs</p> <p>Radio talk shows</p> <p>Community level outreach programs in schools, churches, mosques, markets, etc.</p> <p>Digital story collection and editing for presentations</p>
To create networking and collaboration with all key players.	<p>Identification of partners and sharing of SGBV related campaign plans with them</p> <p>Capacity building of stakeholders</p> <p>Involvement of host community/government functionaries (MHA, police, immigration)</p>	<p>UNHCR, refugees and host community:</p> <p>Meetings with IPs, OPs</p> <p>Training of IPs focal points on how to mainstream men/boys in SGBV prevention and response methods</p> <p>Through workshops and information sharing</p> <p>UNHCR, Implementing Partners (IPs):</p> <p>Through discussion, training, planning, and implementation</p> <p>Through the setting up of community action groups</p>

(Endnotes)

¹ Jewkes R, Wood K, Duvvury N. 'I woke up after I joined Stepping Stones': meanings of a HIV behavioural intervention in rural South African young people's lives. *Social Science & Medicine* (submitted)

² Jewkes R, Nduna M, Levin J, Jama N, Dunkle K, Koss M, Puren A, Duvvury N. Impact of Stepping Stones on HIV, HSV-2 and sexual behaviour in rural South Africa: cluster randomised controlled trial. *British Medical Journal* (submitted)

³ Pulerwitz J, Barker G, Segundo M (2004). "Promoting Healthy Relationships and HIV/STI Prevention for Young Men: Positive Findings from an Intervention Study in Brazil. *Horizons Research Update*." Washington, DC: Population Council.

⁴ World Health Organization (2007). *Engaging men and boys in changing gender-based inequity in health: Evidence from programme interventions*. Geneva

⁵ See paragraphs 4.11, 4.24, 4.25, 4.26, 4.27, 4.28, 4.29, 5.4, 7.8, 7.37, 7.41, 8.22, 11.16, 12.10, 12.13 and 12.14 of the Cairo Programme of Action, and paragraphs 47, 50, 52, and 62 of the outcome of the twenty-first special session of the General Assembly on Population and Development.

⁶ See paragraphs 7, 47 and 56 of the Programme of Action of the World Summit for Social Development, and paragraphs 15, 49, 56 and 80 of the outcome of the twenty-fourth special session of the General Assembly on Further Initiatives for Social Development.

⁷ See paragraphs 1, 3, 40, 72, 83b, 107c, 108e, 120 and 179 of the Beijing Platform for Action.

⁸ See paragraph 47 of the Declaration of Commitment on HIV/AIDS: "Global Crisis – Global Action".



Final Participant's List: Masculinities Workshop



Final Participant's List: Masculinities Workshop

Cape Town, 22-25 September 2008

Name	Title	Organization/ Location
Mr. David Tamba Makieu	Founder	MAGE/ Sierra Leone
Dr. Edda Mutua-Kombo	Intercultural communication /conflict-peace communication scholar	St. Cloud State University, Minnesota, U.S.A
Mr. Festos Wafuta	Assistant Settlement Commandant	Office of the PM/ Uganda
Ms. Sicolastica Nasinyama	Executive Director	InterAid/ Uganda
Mr. January Ntahondereye	Burundian refugee and Community Worker	IMC / Uganda
Ms. Mangeni Maria	Community Services Assistant	UNHCR - Kampala
Mr. Ernest Musabe	Refugee youth representative	Muyinga, Burundi
Ms. Thérèse Habimana	Community Services Officer	AHA - Burundi
Mr. Dismas Nyamwana	Community Services Assistant	UNHCR - Burundi
Mr. Odhiambo Otina Kennedy	National Coordinator	MEGEN/ Kenya
Mr. Philip Otieno	Gender Trainer/ Head of Rapid Response and / Communication	MEGEN/ Kenya
Mr. Moses Mbugua	Chair Gender Training and Men Travelling (MTC) Conference	MEGEN/ Kenya
Mr. Njoki Wainaina	Regional Gender Programme Coordinator and Founder	FEMNET/MEGEN/ Kenya
Mr. Leteipan Salaton	Protection Assistant	UNHCR - Kenya
Mr. George Oduor	Community Services Assistant - ERT	UNHCR - Kenya
Mr. Egide Ntagungira	RWAMREC	RWAMREC/ Rwanda
Mr. Moseray Sesay	Associate Field Officer	UNHCR Lugufu, Tanzania
Mr. Messo Lwa'o	Refugee representative	Chairperson, Men Association, Nyarugusu camp, Tanzania
Mr. Wafula Wanjala	Programme Director	Coexist, Kenya
Ms. Marion Masheke	Senior Field Clerk	UNHCR Mayukwayukwa, Zambia
Mr. Joseph Musonda	Refugee Officer, Commissioner for Refugees	Kala, Zambia
Mr. William Chavula	Community Development Officer, Ministry of Community Development and Social Services (MCDSS)	Meheba, Zambia
Mr. Ahadi Kayembe	Refugee and Gender Equality Peer Educator	Namibia
Mr. Festus Hamukwaya	Member of the MFT and UNHCR protection assistant	Namibia
Ms. Jennifer Msimbo	Head of UNHCR Field Office	Tongogara, Zimbabwe
Mr. Norman Mabutho	Education Officer (DSW)	Zimbabwe
Ms. Mandy Antzozylatos	Diversity Facilitator	City of Cape Town
Mr. Freddy Nkosi	Sonke Gender Justice	Cape Town
Ms. Joan Allison	Senior Regional Global Advisor (Refugee Women and Children)	UNHCR Regional Office, Pretoria, South Africa
Ms. Lynn Ngugi	Senior Regional Global Advisor, Women and Children	UNHCR Regional Office for East Horn and Great Lakes, Nairobi
Ms. Caroline Dulin Aasheim	Assistant Programme Officer (SGBV)	UNHCR Geneva
Mr. Dale Buscher	Director of Protection, Women's Commission for Refugee Women and Children	New York City
Mr. Jean-Pierre Kalala	Sonke Gender Justice	Johannesburg
Mr. Dean Peacock	Sonke Gender Justice	Cape Town
Mr. Sgidi Sibeko	Sonke Gender Justice	Johannesburg
Mr. Bafana Khumalo	Sonke Gender Justice	Johannesburg
Mr. Pascal Akimana	EngenderHealth	Johannesburg





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