

Elimination of Violence against Women in Partnership with Men

1. INTRODUCTION

In recent years, the importance of involving men in achieving gender equality has been highlighted within the United Nations system, international and civil society organizations. There has been a growing recognition that the role of men is crucial in changing unequal power relations. In particular, involving men in movements to end violence against women, focusing on men's roles and responsibilities and emphasis on men as part of the solution to combat violence against women has gained increased attention in the last several years. Many innovative initiatives have been developed and organized to engage and involve men in the struggle to end violence, such as gender- and violence against women sensitization workshops for men, police trainings, and awareness raising activities or campaigns targeted at and led by men who repudiate violence against women.

In this regard, UNESCAP organized a "Sub-regional Training Workshop on Elimination of Violence Against Women in Partnership with Men" in December 2003 in New Delhi for Government officials and civil society representatives working on eliminating violence against women. The two papers in this publication and the inventory of organizations and initiatives were prepared for this training workshop. They are aimed at highlighting ideas, concepts, policies, approaches and strategies for a greater involvement and engagement of men to eliminate gender violence.

2.

Working with Men to End Gender- Based Violence:

Lessons for the South Asian Context*

Experience in a number of countries shows that women and men can be mobilized to overcome violence in all its forms and that effective public measures can be taken to address both the causes and the consequences of violence. Men's groups mobilizing against gender violence are necessary allies for change.

- Beijing Critical Areas of Concern, Strategic Objectives and Actions, 1995

Gender-based violence is one of the greatest blocks to development worldwide. Consequently, it is of highest priority for many development organizations and the United Nations system. Across South Asia, some of the highest rates of gender violence are being reported - and in some of its most malicious forms such as honour killing, trafficking, acid attacks and prison rape. Ending gender-based violence requires a cohesive combination of effective laws, social policies and

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fundamental transformation of the beliefs and practices of institutions and individuals. This paper discusses the relationship between gender-based violence and gender norms for men and to outline some of the ways in which progress can be made to reduce violence in South Asia with a focus on men's roles and responsibilities.

Men, violence and gender

Compared with women, men, especially young men, are overwhelmingly involved in all types of violence. It is mostly men who commit acts of personal violence - against women and girls, as well as towards other men and boys. Men are also most often implicated in other types of "organized" or institutional violence as victims and perpetrators of violence. Around the world and in South Asia, militaries consist of only men or mostly men. Men fight more than women – in wars, in the home, schoolyard, and on the street. It is primarily men who are drafted into jihadi, nationalist or separatist movements¹ or who perpetrate acts of terrorism. In general, men use weapons more than women, and are imprisoned and murdered more than women. It is also a fact that, in general, men control more resources and wield more power than women.

Violence and being a man seem to go hand in hand. As do violence and seeking and retaining power. But that is not to say violence is a natural condition for men, or a natural part of being a man. Nor is it to say that all men are in positions of power. Men are taught to use violence, and at times are encouraged to use it. Violence is culturally and politically sanctioned, both implicitly and explicitly in different ways.

This paper is focused on gender-based violence, which can be argued, is intricately connected to all other types of violence. Gender-based violence is rooted in the structural and the personal. At the structural level it is grounded in patriarchy – a system that positions men over women (and other men) and instills a sense of entitlement and privilege in many men. Patriarchy is also linked to the social, cultural and legal contexts that permit for gender-based violence including, for instance,

¹ This is not to ignore the susceptibility of both young women and men to be drafted into movements such as the "Tamil Tigers" in Sri Lanka and the Maoist insurgent movements in

systems of class, caste, dowry and fundamentalism of all sorts. But at the personal level, gender violence is also based on the pressures, fears and stifled emotions that underlie many of the dominant forms of manhood espoused in different settings. Added to this are the individual experiences of violence for individuals – learning and experiencing violence from the family, the media, the community and or other institutions (see for example Kaufman, 1998).

One short definition of gender-based violence is any form of violence used to establish, enforce or perpetuate gender inequalities and keep in place gendered orders. In other words, gender-based violence is a policing mechanism. It is rooted in the gender discourses of masculinity and femininity (prescribed norms and definitions of what it means to be a man or a woman) – and how men and women are positioned vis-à-vis one another and other groups of men and women. Gender-based violence is mostly men’s violence towards women and girls, but it can also be violence toward other men and boys (in the form of bullying, baiting, violence against homosexuals or transsexuals, sexual abuse, etc.). Gender-based violence takes many forms - physical, sexual, and emotional abuse, as well as restricted freedoms and rights, coercion and/or threats².

Gender-based violence cuts across culture, class, caste, religion and location – no one is immune to its devastation. It incapacitates families and partnerships and the ability for many to relate to themselves or others with love, compassion or respect. It spreads fear, pain and self-loathing - inhibiting the basic rights of adults and children alike. In a macro sense, gender-based violence restricts the achievement of development, peace, and freedom. As such, it is a major contributor to global poverty – in both the income and human definitions of the term.

One reason the term “gender-based violence” is useful is that it helps ground violence firmly in gender and allows for a careful analysis of the gender socialization processes surrounding men and women. It also highlights the connections between

Nepal. In many instances youth is also a strong indicator for such participation, in addition to gender.

² “Gender violence” is the common and variably used term among United Nations entities, but they have similar meanings among them. The definition offered here is the author’s. One shortcoming of this definition is that it does not adequately account for different forms of child abuse.

gender-based violence and other types of violence used as “policing mechanisms” to keep social hierarchies in place and to perpetuate inequality – such as the violence behind racism, the caste system and bigotry. Thus, to ground violence more firmly in gender, a deeper understanding of men’s gender is in order.

The uses of masculinities

It is not easy for men to articulate their fears, give words to rising anxieties in their heart. What comes more easily is violence, not always but often (Rahul Roy- UNDAW 2003).

Just as men’s roles and responsibilities are often missing from the phrase “violence against women and girls”, far too often men have been conspicuously missing from conversations around gender. This near invisibility of men’s gender is part of the privilege men gain as a “dividend” of patriarchy. In general, men as a group benefit from gender inequalities; it is to men’s benefit to keep the means of their privilege hidden from critical examination.

One way to bring men’s gender into focus is through the examination of masculinities. Masculinities are different definitions concerning what it means to be a man in different cultural contexts around the world. The plural form “masculinities” conveys that there are many definitions of being a man and that these can change over time and from place to place. This plural form also suggests that men are constantly negotiating differing positions within social hierarchies – and this multiple positioning affects men's relationship to injustice and violence.

In recent years, there has been more and more academic work focused on men and masculinities. This academic work starts from the basic premise that men and masculinity are different notions entirely. Men are biological creatures – each individual uniquely different – whereas masculinities are stories or “discourses” about men and how they ideally should behave in a given setting. Men are human beings, and as such are social and gendered beings. Explorations of masculinities help clarify men as gendered beings, and also help with the understanding of the varying ideals about manhood that inform men’s behaviours and how these are related to the use of violence. Examining masculinity and the role it plays in society is

not simply an analytical exercise, but has widespread implications for the effectiveness of programmes that seek to end violence and improve economic and social outcomes in every country in the region (see for example Kumar and others 2002).

In addition to the plurality of masculinities across South Asia and the world, there are also repeated notions about being men; dominant or “hegemonic masculinities” (Connell 1995). To understand this concept in simple and personal terms one may ask, “What *should* an ideal man look like? What do societies expect first and foremost of men? What are boys taught in schools, through the media and social institutions, in communities and in families in terms of how they should perform and what they should achieve as men? Some common denominators around South Asia - in fact some of the shared characteristics of dominant masculinity around the world - describe men as strong, breadwinner, attractive, protector, leader, and decision maker. These characteristics apply both within the household as well as in public – heterosexual and sexually successful.

An ICRW report on masculinity in Rajasthan shows that men’s roles and responsibilities are largely understood through the three main roles of provider, protector and procreator (Kumar and others 2002). The performance of these roles and responsibilities is a critical factor in men’s understanding of masculinity. As the report shows, 99.8 per cent of men agreed that these roles and responsibilities are an essential part of masculinity, and 66 per cent of the men ranked them as *the most* essential aspect of masculinity. In many instances, there is an implicit assumption that men must be ready to use violence to successfully achieve these roles. At other times men are explicitly encouraged to use violence in the name of protecting or fulfilling these roles.

Yet across South Asia as in other regions no less, no man can fully live up to all of these ideals, at all times throughout the lifecycle. This is even more evident in the context of societies built upon a complex of privilege and inequality, and added with the complications and flux wrought by economic and social globalization. And yet many men see no alternative but to struggle to live up to these ideals, despite inevitable failures or stacked odds. This crisis of masculinity or “paradox of men’s

power” as one author describes it (Kaufman 1998), is one of the root causes of gender-based violence. At the same time they are trying to live up to ideals of dominant masculinity, men are indoctrinated into violence as a means of asserting their perceived positions as men. “If you ask men about their experience of power, most probably you are going to hear experiences of powerlessness, insecurity and instability - all situations that can lead to confusion and ultimately to violence” (Roy – UNDAW 2003).

Men struggle with these dominant notions of masculinity in both the public and private parts of their lives. If men do not “succeed” as masculine in the public domain – through status, economic gains and/or security - violence may occur in the private sphere in the form of intimate partner violence (Greig and others 2000). “For all castes and religions, domestic violence is frequently is linked to men’s failure, either real or perceived, to fulfill masculine roles. Such failure is compounded when wives react to a husband’s failure by challenging his misconduct. Both the failure itself and the wife’s challenges, which undermine his masculinity, make the husband feel humiliated” (Kumar and others 2002).

Feelings of pressure and insecurity cut across class as well. As one contributor to a UN DAW online discussion relates:

My husband and I are both young urban professionals educated and reasonably well-off and may be described as well-to-do in Dhaka Society today. But in spite of coming from families where both parents have been educated and where higher education of the girls in the family have been encouraged, I can see that my success and being outgoing often becomes a source of worry for my partner, especially when his career is not going so well. It seems whatever I do I must always be subdued and never outshine him. This seems to be an inherent insecurity in males not only in the Bangladeshi society but I am sure in a lot of other societies too.
(Tanya Shabriar – UNDAW online discussion, 8 July 2003).

Understanding masculinities as socially constructed also means that men are not merely passive that are being shaped by “society” or “culture”. Men and women are active in producing gender discourses and acting them out. Patriarchy and other systems of inequality are a backdrop to gender-based violence, but individual men are responsible for their violence. Both women and men are part of the problem when

they teach and reinforce strict gender roles that allow for violence – especially violence against women and girls - to exist in their communities. One man from the Pakistani/Afghani border region tells how, “on my wedding night, my grandmother came to me and said, ‘tonight you must beat your new wife, or she will never respect you’ – but I felt that I did not want to beat her, in my heart I felt that I wanted to love her” (Zia Uddin - UNDAW 2003).

On the other hand, being socially constructed means that there many “masculinities” and multiple options of behaviour for individual men and women. Across and within the countries of South Asia there are countless variations of the masculine. From Bollywood film stars to Bhutanese monks, from Pashtuns to Singhalese, from rural to urban and from young to the old there are innumerable notions and articulations of being a man. Many men are not violent, some men are actively seeking to end violence and there are countless cultural messages and examples of masculinity that encourage peaceful engagement with the world. Exploring masculinities helps to expose men’s gender and to highlight the socialization process (of boys into men) in terms of teaching men to use violence and the sanctioning of violence in general. Conversations about masculinities can also help individual men reflect on the various costs to them of playing out dominant masculine roles and to help highlight the benefits of alternative constructions of the masculine.

A Spectrum of Possibilities for Working with Men

Significant strides have been made over the last few decades towards reducing gender-based violence in many parts of the world. There are local, national and international laws, conventions and agreements that define gender-based violence and legislate against those who use it. There is more public education, awareness and acceptance of the problem and more institutions acting in accordance of the laws. In addition, there are now more shelters around the world and trained service providers to care for survivors of violence, and even some services to council those who use violence, or to give them counseling before violence is used. Many of these efforts are now more informed by a clearer understanding of men and masculinities.

Historically, violence prevention work has been driven by and focused on women. Women still need to be center stage in terms of empowerment, equality and safety. Yet in terms of violence prevention, men have a responsibility to play a much greater role. Men are key power brokers, decision takers and change makers – and men are the ones most implicated in gender-based violence. Fortunately there are concrete examples of the different ways in which men can become part of the process of overcoming gender-based violence.

Men's roles in and responsibilities for ending violence are manifold. They range from men changing their relationships with their intimate partners to male-dominated institutions changing the way they function in order to better confront issues of gender and power. Men in Madurai wear white ribbons to mark the International Day for the Eradication of Violence against Women. NGOs in Bangladesh, work with men in rural communities through popular education workshops. In Pakistan, some male lawyers and judges have connected with one another to set precedents for convictions of perpetrators and to advocate for the rights of “accused” women susceptible to honour killing. One way to help map these entry points for engaging men is to categorize them at different levels of work namely the policy, public, and the personal level.

Public policy and laws

Examples of policy work include both men as partners in advocating for better laws around gender-based violence and ensuring those laws recognize the roles and responsibilities of men. Policy work is much more than appropriate national legislation on violence against women or reporting on CEDAW or other international conventions. Policy around gender-based violence is also concerned with basic rights and poverty reduction – in short ending violence is not a stand-alone issue. For example, policy initiatives in the health (ending the spread of HIV/AIDS), education (more gender-sensitive curricula that includes men), finance (gender budgets and cost surveys on violence) and labour sectors (ending gender segregation in employment), can also be part of a cohesive national violence prevention effort that includes men and boys.

Gender-based violence is now being understood more as a public issue, not a private/silent matter – and thus it is treated as public health policy issue. Many national health agencies, like the Center for Disease Control in the United States, have discrete offices or programmes on ending violence against women and are funding prevention initiatives working with men. Also, across the world, public policies to help end the spread of HIV/AIDS have been solidly connected to both masculinities and ending gender-violence (see for example Peacock and others 2003). NGOs in many countries are working with education ministries to devise core curricula for gender studies, explicitly including men as well as women. In terms of finance policy, in New Zealand for example, the Ministry for Women undertook a national cost/benefit analysis – measuring the costs of gender violence incurred by the government – finding that the cost of violence was greater than the revenue earned from the country’s largest import – wool. Other cost of violence studies are also being undertaken by the Inter-American Development Bank in Latin America. “Economic arguments” highlighting the public costs (from incarceration, medical expenses, loss of work, trials, etc) can be compelling for some policy makers, especially when gender-based-violence is understood as a major block to national development and poverty reduction. Other sets of policy examples encourage more gender equitable behaviours in men such as caring for children and sharing of household responsibilities. In Scandinavia and other parts of Europe, paternity-leave and flexible work childcare laws, legislated and adhered to nationally, encourage men to take time off for child care. The connection here is that much research indicates the more time men spend in child-rearing activities, the less likely they will commit acts of family violence.

The public sphere - organizational practice and public awareness

Laws and policies mean little if institutions and cultural contexts are enabling environments. Overall work in the “public sphere” aims to make gender-based violence accepted as a public issue, to build the capacity of institutions to more effectively deal with the problem, and to ensure men play a role in speaking out against violence and working for better, more equitable institutions. Organizations in general play a pivotal role between the individual and their societies at large – and are key for gender transformation. The literature on the gendered nature of

organizations suggests that, as organized sites and arrangements of power, they typically reflect and reinforce the social hierarchies and inequalities of power that structure the lives of individuals. In most organizations, as in most societies, such power is male. This is true for public agencies and development organizations as well – all of which have special responsibilities to set the standards with firm sexual harassment policies, more gender balance at management levels and flexible work/care policies that encourage more men to engage in child care (Lang 2003).

In Islamabad, an NGO called Rozan is conducting gender violence sensitization workshops with the police to help transform the way that institution thinks about and responds to gender-based violence. These workshops focus on gender implications in both the personal and professional aspects of police men and women's lives – and help the individuals see the connections between the two (Rashid – UNDAW 2003). In another example, a leader in Pakistan's National Medical Association works at raising awareness on the issue of violence against women and girls through campaigning, sending postcards to policymakers (depicting victims of acid attacks) – and this work is amplified by his position within the national organization (Syed – UNDAW 2003). Finally, the White Ribbon Campaign is a widely known public awareness effort engaging men around violence prevention. White Ribbon mobilizes men to speak out against violence against women and, in doing so, helps men examine their own attitudes and behaviors. Today there are forms of white ribbon activities in many countries including India. In Canada thousands of schools and workplaces participate in the annual White Ribbon Days, which last 16 days beginning from November 25.

The personal domain

Improvement in laws and institutions is necessary for ending violence, but positive change is also needed in the ways that individuals perceive of and behave towards one another and themselves. At the personal this level involves the transformation of gendered relations, perceptions and beliefs within households and among individuals. Projects that deal with men who use violence have traditionally been seen as the space to work towards personal transformation. But in effect, any moment individuals, families or community groups are gathered is an opportunity for

discussing personal perceptions and beliefs. Examples of projects at this level include peer counseling and awareness raising around gender and violence through other entry points such as health and community development projects. As mentioned above, Rozan serves as a good example of a project that works at the personal level to transform an institutional culture. These connections between the personal and political are vital for prevention. As one participating police officer commented, “Before this workshop I was a violent husband and police officer. Now I try my best not to abuse power at my home or office. Now I even help my spouse in domestic work” (Rashid – UNDAW 2003). Another example - Instituto Promundo in Rio de Janeiro, Brazil - coordinates a peer outreach programme called the Guy-to-Guy Project, which trains young men from low-income communities to work with other young men in promoting sexual and reproductive health and preventing gender-based violence (Barker – UNDAW 2003).

Some Entry Points for the South Asian Context

Across South Asia, different countries and cultural contexts have different starting points and opportunities for work towards reducing gender-based violence. What might work in one context will not in another at any particular point in time because perceptions of how they are engaged as partners vary widely. While the evidence of effective ground level work for and by men to overcome gender-based violence in South Asia is sparse, there are some examples of promising initiatives including those mentioned above. As the region is a vast mixture of cultures, classes, castes, beliefs, religions and languages, the task at hand is to identify and utilize the various possible entry points that are culturally appropriate across the diverse settings.

As noted, violence prevention policies can stretch far beyond specific laws around domestic or sexual violence. In South Asia there is certainly room for improvement in anti-dowry laws, laws of “evidence”, inheritance and property ownership laws, labour laws and setting percentages for women in governing bodies - to name a few. Countries across the region also need better legal frameworks that protect women and create a greater dis-incentive for perpetrators of violence. National laws need to be strengthened and enforced, and international commitments need greater backing. Even when there are strong laws in place (such as Sri Lanka’s anti-rape laws) violence

is not reported or acted upon due to lack of precedent or awareness around the law, fear and shame and/or public humiliation on the part of victims (or for her partner) and/or other cultural norms. In many South Asian contexts, as in other parts of the world, there is a complex mixture of civil law, sharia and/or religious based laws and cultural norms that comprise the local “legal” setting. To identify potential for men’s involvement in prevention through the legal - one is then obliged to explore civic, cultural and religious realms. “There is no substitute for expanding the contexts in which supportive, pro-feminist, gender alive practices are talked about and circulated” (Chopra 2003 p. 7).

There is a strong potential in work with men in local religious and cultural institutions. Imams, priests, monks and local civic leaders wield broad influence, can serve as positive non-violent role models and can make the connections between local beliefs and more peaceful homes and communities. Both Syed and Shah describe NGOs in Pakistan who work with imams of different mosques and sects, community leaders police and judges. Hayward (2000) describes how many men in South Asia are concerned with the way religion is used for political purposes – including being used as rationales for the subordination of women³. The men interviewed relate, “All religions are against violence, those who do not obey the religion carry out various types of violence.” Or “We have to differentiate between religion and tradition. Since religion has been diverted into a superstitious tradition, women have been considered as “inferior creatures”. No such things exist in Islam” (Hayward 2000).

Men may also be engaged around the issue of shifting economic roles for men and women necessitated by keeping their households economically sustainable. Women need greater economic opportunities for empowerment and freedom – and to help end violence. But South Asian realities such as economic migration (for men and women) and increased formal and informal employment for women are forcing men and women to think and act differently in terms of traditional gendered divisions of labour within the household and the public sphere. Openly discussing these changes, and showing the benefits of more flexible divisions of labour may offer a space to engage men in discussions about gender and violence that are highly relevant to their

³ See especially chapter 7, “Men against the Patriarchy”

own lives. “Men within families are fully aware of the critical nature of women’s earnings and I have rarely come across instances where the nature of work has been downplayed by men. However, patriarchal controls, duties and power are being re-negotiated under these unpredictable times and families are being re-organized along lines which are still not clear to the participants...the legitimacy of the patriarchal discourse around masculinities might have been chipped away in the developments we are witnessing but the exercising of power remains very much in place and is probably the next bastion to be cracked open” (Roy – UNDAW 2003).

These changes in work and roles within families and the wider labour market are occurring at different rates within and across the South Asian countries – rural versus urban areas and so on – but one major indicator for acceptance of new behaviours is youth. To give one example, “where micro-credit is been made available for women of working class households to begin small, home based industries (either through government or NGO initiative) gender dynamics within households have undergone a perceptible, though still restricted, change. Younger men in particular – sons, brothers and nephews – become employees of women who run these small household businesses. The investment of the younger men in affirming male dominance does not vanish. But it does vacillate between treating the woman “business head” as a boss on the one hand and on the other as a woman who now needs help to complete her home-oriented responsibilities” (Chopra - UNDAW 2003). Young people represent great potential for remaking the world in a more peaceful and equitable fashion. Young men and women are still learning, practicing and “trying out” their sexuality, their attitudes and behaviours towards relationships and society. More engagement and partnerships with youth is an obvious and necessary way forward for violence prevention.

There is also potential to engage men in their various roles as fathers, sons, husbands and brothers. Men as fathers often express great care and concern for the safety and well being of their daughters, as do sons for their mothers. Using these relationships as entry points to talk more broadly about gender roles and violence is a common strategy. But in South Asia, there are specific roles for men in families that can also be seen as potential entry points for these conversations. As Chopra points out, “women in Indian families count their fathers and brothers as key partners

throughout the period of pregnancy, childbirth and continuing care of their children. This dual orientation (toward the father and the husband) is important for women precisely because they can evoke their rights vis-à-vis both sets of men” (Chopra 2003, p. 4).

Finally more research, understanding and public awareness around men, masculinity and violence are needed throughout the region. Some public awareness initiatives include the White Ribbon Campaign in Madurai, Tamil Nadu and Men against Violence and Abuse (MAVA) based in Mumbai which conducts awareness raising programmes geared towards gender justice. MAVA releases a yearly publication, *Purush Spandan*, in collaboration with Purush Uvach – a similar group in Pune. There is also a growing interest in and academic study of the diverse examples of masculinities in South Asia. In 2002 in India, for example, there has been a “traveling seminar” on masculinities moving through six universities in the country (organized by Rahul Roy with the support of UNIFEM). There is also a post Masters level course “Theorizing Masculinities” in the sociology department of the University of Delhi (taught by Dr. R. Chopra).

Conclusion

Men are the main agents of violence in the world. It is also clear that widespread patterns of masculinity, or definitions for what it means to be a man, support this violence. Yet many men are not violent, and there are alternative patterns of masculinity that are displayed by and open for men. South Asia, a broad and intense amalgamation of cultures and practices, offers specific openings for engaging men around violence prevention. Some of these openings include engaging men as policy makers, public service providers and civic and religious leaders. But ultimately policy and institutional transformations also require fundamental changes among individual perceptions, beliefs and behaviours of men – men who are fathers, sons, husbands and brothers.

The police officer attending gender sensitization workshop in Islamabad makes the connections between gender roles in his own family and the police force’s failure to effectively address men’s violence against women. Connecting issues and experiences

in this way is critical if men are to become more effective partners in changing the attitudes, behaviours and conditions that create gender-based violence.

To work towards transformation and gender justice, not only are stronger partnerships that include men essential, but also more cohesion is needed across the various levels of work described above. Ministries should talk to one another to establish consistent messages and goals of policy. NGOs can form stronger coalitions for violence prevention to coordinate efforts and share resources. Local and international NGOs and the United Nations System can play a key role in educating policy makers and providing strategies to address priority prevention issues. At the community level, service providers and local leaders should also coordinate efforts.

The examples of working with men to end gender-based violence bring to light some guiding principles that can be identified and incorporated into new initiatives. For example, a clear conceptual framework of gender-based violence is needed, one that makes the connections between men, gender and violence, and brings men firmly into the prevention equation. Such a conceptual framework includes an understanding that some models of masculinity encourage violence and restrict men's choices and safety.

Following from this is the notion that ending gender-based violence presents benefits for men as well as women and children. These benefits include more choice in how to behave, relate to others and form more productive relationships within families and the community. There are economic benefits as well, for the productivity of households, communities, institutions and businesses. Related to the benefits is the understanding of the unique positions, needs and motivations of boys and men. Rather than categorically blaming and shaming men, or using normative language not connected to men's experience of both power and vulnerability, programmes should start with a more holistic understanding. Not all men use violence, and not all men are privileged in the same ways by gender hierarchies. Those men that stand up as advocates for women and for ending gender-based violence are at times ridiculed and are often lonely voices – more efforts should be made to support and connect them.

In South Asia attention also must be paid to specific cultural contexts and interventions should be nurtured that work to enhance positive cultural norms. Interventions that appear to be “top down” or “foreign” have a high likelihood of failure. As one author puts it “some NGOs which are working for the rights of women have no appeal for the common people, including women, because through their conduct they give an impression that they are strangers to the society” (Shah – UNDAW 2003). Another view argues that “policies that engage with existing practices building on them while simultaneously orienting them toward expanded contexts have a better chance of becoming culturally incorporated than those that operate from above and outside (Chopra – UNDAW 2003). Cultural competency includes working from the ground up, identifying local traditions, norms and masculine characteristics that are conducive to ending violence – while at the same time not allowing for “culture” to be an excuse for the violence of individuals.

And finally, an additional guiding principle is connecting ending gender-based violence with other social development goals such as public health, social justice and poverty reduction. At the project level, this requires a macro vision of anti-violence work that is connected to overall social development in the community. At the institutional and governmental level, this entails making clear and strong the connections between ending gender-based violence, men’s responsibilities to this end, and the achievement of national and international commitments such as the Millennium Development Goals and Poverty Reduction Strategy Papers.

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I.

Involving Men in Eliminating Violence Against Women: Examples of Good Practices*

The role of men in ending gender-based violence, and working in partnership with men has become an important aspect in the movement to end violence against women. United Nations entities, NGOs, community based organizations, activists and researchers have begun to realize that it is crucial to involve men and that men need to be part of the solution to combat violence against women. This report intends to highlight the good practices and activities of organizations and networks that work with men to end violence against women. In addition to United Nations programmes, Rozan, an NGO in Pakistan, the Fiji Women's Crisis Centre, the Man's Action to Stop Violence against Women (MASVAW) network in India, the Cambodia Men's Network and the White Ribbon Campaign all provide unique examples of ways to involve men in the movement to end gender-based violence.

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Background

Gender-based violence and violence against women is a human rights, public health, and gender issue. It is the most oppressive and pervasive violation of women's human rights and an impediment to achieving gender equality, as well as promoting development and peace. World-wide, it is estimated that one out of three women has been beaten, coerced into sex, raped or otherwise physically abused. Violence affects women in all societies, regardless of culture, region, ethnicity, religion and economic status. The causes for violence against women are a complex combination of cultural, legal, economic and political factors, yet it is a generally accepted view that violence against women is the result of patriarchal ideology, values, and norms, unbalanced power relations, as well as strict divisions of labour, socialization processes, and cultural customs and traditions. Poverty and low socio-economic development further exacerbate the problem. In the Asian and the Pacific region, strictly defined gender roles, discrimination and gender inequality result in an environment rife with violence against women. Recent years have shown a notable increase in all forms of violence against women in the South Asian region.¹

Although great advances have been made in the international context regarding legal frameworks, mechanisms and policies to protect women from violence, challenges remain in effective implementation of these laws and standards. Gender-based violence is a complex phenomenon that requires a multifaceted response by the United Nations, governments, NGOs, practitioners, and community based organizations.

Role of the United Nations

The United Nations has been at the forefront of protecting women's rights and efforts at eliminating violence against women. The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), commonly referred to as the "international bill of rights of women", covers a vast array of women's economic, political, social, cultural and civil rights, and has been ratified by 174 member countries. Unfortunately, only 56 Countries have ratified the Optional Protocols to the Convention, which include inquiry, communication and investigation procedures.

¹ Violence against women in South Asia (United Nations Publication, 1999, ESCAP, Sales No. E.01.11.F.13)

The Beijing Declaration and the Beijing Platform for Action is the most comprehensive document outlining pronouncements and recommendations on twelve critical areas of concern, of which violence against women is one. The Platform for Action categorizes violence against women as an obstacle to the achievement of equality, development and peace, and calls on all governments to place priority on initiatives to eliminate all forms of violence against women.

The United Nations Commission on Human Rights in 1994 appointed a Special Rapporteur on violence against women to collect and analyze comprehensive data on violence against women in member states, and recommend measures aimed at eliminating violence at the international, national and regional levels.² Radhika Coomaraswamy, UN Special Rapporteur on violence against women until 2003, presented yearly reports on the issue of human rights and violence against women, and made explicit and specific recommendations on how governments should take action to eliminate violence against women.

The United Nations Declaration on the Elimination of Violence against Women, adopted by the General Assembly in 1993, defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." This encompasses "physical, sexual and psychological violence occurring in the family and in the general community, including battering, sexual abuse of children, dowry-related violence, rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women, forced prostitution, and violence perpetrated or condoned by the state."³ Feticide, infanticide, honour killings and sexual slavery, sati (widow-burning), marital rape, dowry-related abuse and acid-throwing are included in this definition.

² Beijing to Beijing + 5 (United Nations Publication, 2001, Sales No. E.01.IV.3)

³ "Declaration on the Elimination of Violence against Women" (A/RES/48/104)

The role of men

In the last decade, the role of men in ending gender-based violence, and working in partnership with men has become an important aspect in the movement to end violence against women. United Nations entities, NGOs, community based organizations, activists and researchers have begun to realize that it is crucial to involve men and that men need to be part of the solution to combat violence against women. There is a variety of valid arguments for the importance of involving men. Men are not only the predominant perpetrators of violence against women, but their decision-making roles and power in the economic, political and social spheres necessitate their commitment to eradicating violence against women. An important aspect of the significance of involving men in efforts to eliminate violence against women is that men hold higher positions of power and decision-making in most communities in the world, making it crucial to garner their support and commitment in ending violence against women.

In addition, it is in men's interest to eliminate violence against women, because violence directly affects them, whether as witnesses, relatives, victims, and perpetrators. Men need to be involved in efforts to eliminate violence against women due to the socialization processes that support men taking on dominant behaviors toward women that allow them to exert power and control over women, as well as feel entitled to be privileged over women. Men need to be involved and incorporated because only then will the message spread that men need to take responsibility for their actions, choose not to use violence, and develop alternate norms of 'masculinity'.

Cooperation, partnership and dialogue between women and men must be fostered in order to create alternatives to violence and foster environments that nurture peace and development. Men should also take collective action against violence against women in order to encourage other men to get involved and to show that it is a sign of strength to fight violence, instead of a sign of weakness.

In addition, working with men to end violence should be viewed as part of an overall goal of achieving gender equality, meaning that working with men is complimentary to empowering women and achieving gender equality as a whole.

The United Nations and the role of men

The role of men in promoting gender equality and eliminating violence against women has been highlighted in several United Nations documents and declarations. These include the Beijing Declaration, adopted during the Fourth World Conference on Women in 1995, where participating governments expressed their determination to encourage men to participate fully in all actions to end violence against women. In its recommendations to eliminate violence against women, the Beijing Platform for Action states, "Men's groups mobilizing against gender violence are necessary allies for change"⁴ Further, the Beijing Declaration and Platform for Action emphasizes the importance of working in partnership with men and involving men in all actions aimed at achieving gender equality.

At the International Conference on Population and Development (ICPD) held in Cairo in 1994, participants agreed that "men play an important role in achieving gender equality, since in most societies, they exercise preponderant power in nearly every sphere of life, ranging from personal decisions regarding family size, to all levels of political and program decisions".⁵ Lastly, at the forty-second session of the Commission on the Status of Women, governments were asked to encourage and support men's initiatives to prevent and eliminate violence against women and girls, and one of the themes for the forty-eighth session of the Commission on the Status of Women in 2004 will be the role of men and boys in achieving gender equality.⁶

The role of men, and a focus on including men in sexual and reproductive health and HIV/AIDS prevention, has also gained increased attention in the last several years by many United Nations bodies and international organizations. UNFPA, UNAIDS, as well as organizations such as EngenderHealth and the Population Council have developed programmes and projects involving men and focusing on male responsibilities in reproductive health and HIV/AIDS prevention.

⁴ Beijing Platform for Action (UNDPI Publication DPI/1766/Wom-95-39642)

⁵ ICPD: <http://www.un.org/popin/icpd2.htm> and <http://www.engenderhealth.org/ia/www/emwksp1.html>

⁶ CSW: <http://www.un.org/womenwatch/daw/csw/>

United Nations

One of the first United Nations initiatives involving men in regards to violence against women was the UNESCO Women and Culture or Peace program, which held an expert group meeting in Oslo 1997 on "Male Roles and Masculinities in the Perspective of a Culture of Peace". This meeting was convened to address issues of masculinity and explore ways in which changing norms of masculinities is important in working toward peace and an end to violence against women. Participants at the meeting agreed that the transformation from a culture of violence to a culture of peace is dependent on the development of more egalitarian and partnership-oriented forms of masculinity, as opposed to traditional forms premised on dominance, authority, control and force.⁷ The UNESCO Women and Culture of Peace programme's objective was to promote gender-sensitive socialization for non-violence and egalitarian partnerships with a special focus on young men and boys, and to organize conferences, educational campaigns and training projects to achieve elimination of violence against women. The UNESCO publication *Male roles, Masculinities and Violence: A Culture of Peace Perspective* was the first United Nations publication to focus on the direct involvement of men in ending violence against women.

In 2002, the United Nations International Research and Training Institute for the Advancement of Women (UN INSTRAW) developed an e-mail based seminar discussion series called "Ending Male Violence -Net" to provide a forum for United Nations bodies, practitioners, NGO representatives, activists and university professionals to discuss men's roles and responsibilities in ending gender-based violence. This seminar series drew nearly 600 participants worldwide who discussed lessons learned, and shared good practices, experiences and ideas about men's roles and responsibilities and how to involve men in combating violence against women. A set of working papers titled *Partners in Change: Working with Men to End Gender-Based Violence* was subsequently published by UN INSTRAW in collaboration with UNDP. UN INSTRAW maintains an extensive collection of resources, summaries of the seminar series, contacts and working papers on men's roles and responsibilities in ending gender-based violence on its WebPages.

In 2002, UNIFEM South Asia, in collaboration with Zonta International, organized the exhibition “Men and Masculinities” to coincide with the 16 days of activism on violence against women in New Delhi. UNIFEM, UNICEF ROSA, Zonta International and Delhi University collaborated on a multi-disciplinary approach pilot intervention that involved photography, research and a travelling seminar, bringing together activists, experts and NGOs to foster partnerships and plan activities against violence involving men. A comprehensive publication titled *From Violence to Supportive Practices: Family, Gender and Masculinities in India* was published by UNIFEM in conjunction with this project.

The United Nations Division for the Advancement of Women (DAW) in cooperation with ILO and UNAIDS, held an Expert Group Meeting on “The role of men and boys in achieving gender equality” in October 2003. This meeting is part of the Division's preparation for the forty-eighth session of the Commission on the Status of Women, which will address the role of men and boys in achieving gender equality as one of its themes. The objectives of the meeting were to:

- Analyse approaches and strategies that have so far successfully focused on the role of men and boys in achieving gender equality in different parts of the world;
- Identify persistent obstacles and challenges to men’s and boys’ full participation in efforts to achieve gender equality; and
- Determine the value of gender equality for men, and any benefits for men and boys that may result from greater equality between women and men, considering a wide range of issues relevant throughout the lifecycle.⁸

UNESCAP organized a four-day subregional training workshop on “Elimination of Violence against Women in Partnership with Men”, in December 2003 in New Delhi, India. The training workshop gave focus to the South Asian Association for Regional Cooperation (SAARC) countries. The goal of the training workshop was to increase the capacity of the participants to promote policies, and to design and implement measures and activities to end violence against women in partnership with men. The training workshop, which involved three participants including one NGO representative and two Government officials from each country in the SAARC

⁷ AVSC International & IPPF/ Western Hemisphere Region 1998: 66-67

⁸ Aide-Memoire <http://www.un.org/womenwatch/daw/egm/men-boys2003/aide-memoire.html>

region, will focused on: 1) sharing good practices regarding men's roles in ending violence against women, and 2) developing guidelines on strategies and techniques to incorporate men's involvement in ending violence against women. The workshop included presentations on good practices involving men, sessions on how to design awareness- raising activities targeted at men and boys, and how to design workshops aimed at changing male behaviors and attitudes in order to promote male advocacy to end violence against women.

NGO: White Ribbon Campaign

The organization White Ribbon Campaign (WRC) was established in Canada in 1991 to advocate for men to speak out and organize against violence and specifically violence against women. It is the largest men’s network and educational organization promoting men’s collective action to end violence against women. The objectives of WRC are to help foster a society free from violence against women; to encourage reflection and discussion that lead to personal and collective action among men; and to urge men to take responsibility to work with women to end men’s violence.⁹ WRC’s activities include organizing global white ribbon campaigns during the “16 days of activism to end violence against women” that begins each year on 25 November, the International Day for the Eradication of Violence against Women. The White Ribbon Campaign also organizes educational campaigns in communities and schools, support local women’s groups, and advocates on issues of violence against women in public policy.

The White Ribbon Campaign proposes to:

- make young and adult men aware of the repercussions of violence against women in their own lives and those of other men and to put forward proposals for changing attitudes and behaviour towards women;
- integrate young and adult men into the campaign, turning them into active participants capable of passing on the campaign’s goals to other men;
- publicize the campaign as widely as possible and spread awareness of the facilities already in existence for dealing with violence against women;

⁹ “A Report on White Ribbon Campaign” organized by Rozan and Sungi Development Foundation: personal communication from Rozan

- involve shapers of public opinion by way of the mass media in the effort to publicize the campaign; and
- encourage public policy at municipal level that strengthens the development and sustainability of action taken in this area.¹⁰

The work of this organization has now spread beyond Canada, Europe and the Scandinavian countries to many other regions, including countries such as Brazil, India, Japan, Vietnam and Africa. In China, for instance, a visit by one of the founding members of the White Ribbon Campaign, Michael Kaufman, sparked the creation of China's first men's group dedicated to eliminating violence against women.

Fiji Women's Crisis Center: Men's Program against Violence against Women

The Fiji Women's Crisis Center (FWCC) is a leading NGO providing legal advice, crisis counseling and medical services to women and children victims of violence, as well as community education and public advocacy on violence against women. The organization documents and conducts research on programmes and responses to violence, and is well-connected to a global network of organizations working against violence against women.

In 2002, the Fiji Women's Crisis Center implemented a three-year initiative "Men's Program against Violence against Women", with support from the Fiji Government Taskforce on Violence against Women. The project commenced with a training workshop for male advocates from the police force, religious groups, education and religious institutions, as well as the welfare, health and legal fields. The men were selected based on their potential influence in the community and workplace as advocates against violence against women. The training encouraged men to realize the consequences of violence against women, and included gender awareness raising activities, activities to explore male attitudes towards women, as well as individual self-exploration exercises. The definitions, dynamics, effects and myths around violence were explored, and emphasis was placed on the cultural and religious aspects of violence. According to one of the facilitators of the training, a crucial

¹⁰ Benedito Medrado, EGM/Men-Boys-GE/2003/OP.3 17 October 2003 UNDAW

aspect of the training was the men's self-examination, which involved examining their own and society's attitudes and how violence is perpetuated by these attitudes.

At the workshops, the men committed themselves to personally become advocates in efforts to end violence against women.¹¹ The commitments included the following:

- Accept that women are equal, reflect the equality of men and women through our behaviour and attitudes;
- Re-educate sons and daughters that men and women are equal;
- Advocate in religious groups, youth groups and men's groups, that violence against women is a crime that must be eliminated;
- Create awareness with men in the community, workplace and social groups on the facts of violence against women;
- Be actively involved and supportive of all Government and NGO programmes that promote the elimination of violence against women; and
- Take reference from members of the women's movement when conducting work in the area of violence against women.¹²

The men also prepared personal plans of actions which are monitored by the Fiji Women's Crisis Center through personal contact, and the FWCC planned follow-up trainings to examine various men's programmes and to develop counseling skills to deal with male perpetrators.¹³ Several of the men also joined the FWCC and the Taskforce in conducting seminars in other locations, while others continued with advocacy efforts on an individual level in their communities.

This programme is being replicated in 11 other countries in the Pacific, and in August 2003, the first "Advocacy Training for Men against Violence against Women" was held in Vanuatu, in collaboration with the Vanuatu Women's Center and the Pacific Women's Network against Violence against Women.

Realizing the importance of awareness raising campaigns targeted at the general public, the FWCC produced pamphlets targeted at men, community education tools

¹¹ Personal communication 13/06/2003. Email with Edwina Kotoisuva : fwcc@connect.com.fj

¹² Fiji Women's Crisis Center:
http://www.fijiwomen.com/media_info/p_releases/2002/22_11_2002.htm

¹³Fiji Women's Crisis Center:
http://www.fijiwomen.com/media_info/p_releases/2002/22_11_2002.htm

and TV ads as part of a media campaign against violence against women. The FWCC also conducts training on gender issues, violence against women, as well as women and armed conflict and human rights to the military and the police force. The military training aims to provide officers with advisory and counseling skills in order to help their military personnel with family problems.

The FWCC initiatives to address and involve men are exemplary due to the participatory aspects of the workshops, the aim to replicate the programme in other regions, the focus on men examining their own attitudes and beliefs, and the organization's collaboration with both the government and other local community organizations. The follow-up actions to maintain contact with the male participants of the training, as well as the focus on harnessing the participants' advocacy in their own communities are also very effective strategies.

Rozan: Police training and the White Ribbon Campaign

Rozan, an NGO in Pakistan, works with men as a conscious strategy to end violence against women. Rozan conducts training and sensitization workshops on emotional health, gender issues, violence against women and children, as well as self-growth and life skills workshops for communities on self-awareness, facilitation and communication skills, attitudinal change exercises, assertive behavior, conflict resolution and anger and stress management.¹⁴ This organization also organizes awareness raising activities on gender and violence against women through seminars, newspapers, newsletters, research studies and training materials.

Rozan developed a unique program to promote community and police collaboration and cooperation regarding violence against women in which the police force is trained on violence against women, gender sensitization, attitudinal change, as well as communication skills and anger/stress management. Rozan intends to address the abuse of power by members of the police force, as well as the fact that police officers often ignore domestic violence and honor killings because violence in the home is still considered a private issue to be dealt with by families and communities, instead of the police or legal system.

¹⁴ Rozan: www.rozan.org

This initiative is unique because the police approached Rozan and expressed their need for a programme to promote attitudinal change and interpersonal skills training of police trainees. Workshops for the police force were organized to focus on sensitization to community issues. The issues included gender-based violence, power relations, tolerance, developing communication, stress and anger management skills, as well as self-awareness- raising activities. Additionally, police and community collaboration sessions were organized in order to improve the police system, develop a partnership and trust between members of the community and the police, and to provide a forum for participants to explore issues and feelings in a safe environment. The workshops were successful in allowing the men to feel safe to express their fears and feelings, analyze their own social conditioning, feel empowered to change, and become allies with women and communities to help eliminate violence against women.

Rozan and the White Ribbon Campaign

Rozan commemorates the White Ribbon Campaign every year through various activities such as awareness- raising initiatives and training on gender and violence against women for men, who then organize awareness-raising activities on violence against women themselves.

Rozan strongly promotes partnership with males to end violence against women, and in this regard, Rozan organized events to celebrate the White Ribbon Campaign in 2002. Prior to the campaign events, 30 male volunteers were selected to take part in a sensitization workshop, where the men were educated about violence against women and men's roles in ending it. The male volunteers distributed bumper stickers, white ribbons and flyers to be filled out by men who committed themselves to speak out against this crime and never carry out acts of violence. The flyers explained the importance of men's involvement in ending violence against women, and gave recommendations on how to create violence free environments and take steps to end violence against women in communities. The flyers the men filled out contained coupons for a lucky draw with prizes and certificates. In addition, men set up stalls at gas stations and distributed flyers and write-ups on men's commitments to end violence against women. A radio program was also aired to inform the community

about the campaign. In addition, a list of men who committed themselves never to condone, commit or ignore violence against women was published in newsletters and also displayed on a public mural.

To follow up with the volunteers about their experience with the campaign, the volunteers were asked to share their thoughts and suggestions for improvements. A closing ceremony was also organized, which involved students, journalists, NGO activists and government officials. The ceremony included the distribution of the lucky draw prizes, presentations by staff from ROZAN, as well as a guest speaker presentation on power relations and violence against women.

Men’s Action for Stopping Violence against Women (MASVAW): “Promoting Women’s Rights through Partnerships”

The “Men’s Action for Stopping Violence against Women” (MASVAW), a community-based grassroots initiative and member-based network of male activists, focuses on mobilizing men to end violence against women, awareness-raising among youth, the public and local government, as well as advocacy with media, the government authorities, NGOs and universities. SAHAYOG, a non-profit organization promoting sustainable rural development in Uttar Pradesh and Uttaranchal over the years evolved into an organization working on women’s empowerment, women’s rights, and health issues. Concerned and active men from SAHAYOG created MASVAW as an initiative with the objective of involving men in the issue of violence against women. The founding male activists wanted to draw attention to the fact that violence against women is not a private issue or a women’s issue, but one that society as a whole, including men, must take responsibility for. SAHAYOG holds the secretariat of MASVAW and provides capacity building and resources for MASVAW members.

The objectives of MASVAW are:

- To increase the visibility of VAW and facilitate the process of challenging the attitudes and beliefs around it;
- To develop a rights based approach among NGOs for addressing and mainstreaming VAW and forming a network of organizations in the region;

- To increase awareness among men about violence against women as a larger social issue; and
- To motivate men to shun violence, protest against violence, support survivors and provide new role models.¹⁵

The initial activities of MASVAW involved conducting consultation meetings with male heads of NGOs in the region working on women's issues to share ideas and experiences, with a view to create a network of NGOs working on violence against women, and start a campaign on VAW led by men. The NGO participants of this consultation expressed their commitment to organize a campaign to involve men in ending violence against women and became the partner organizations of MASVAW. MASVAW prepared interactive materials such as posters, games, bookmarks, pocket planners and flashcards to be used as sensitization tools for the communities on violence against women. These materials were distributed to the participants, and later used in meetings with communities.

The next phase of MASVAW's work programme involved providing trainings to the partner organizations on violence against women and gender issues, as well as providing capacity building training on organizing activities on women and violence and field level training on networking to end violence against women.¹⁶ The training included discussions on patriarchy and the institutions that uphold it, feminism, violence discrimination, sex, gender and 'self gender analysis'.¹⁷

An important part of MASVAW's work involves providing technical training support to the partner NGOs that organize meetings with community members in the region on violence against women, and sensitize communities on men's involvement in eliminating violence. The NGOs organize community meetings that involve intellectuals, activists, teachers, local government representatives, media, youth in order to raise awareness and garner support, and motivate individuals to work towards eliminating violence in their communities. Community participants commit themselves to changing their attitudes and behaviors, and have discussions on the role of tradition and religion in society. These community meetings serve the

¹⁵ MASVAW Brochure <http://www.sahayogindia.org> and satish_singh@softhome.net

¹⁶ MASVAW Annual Report received from MASVAW 16/9/2003 satish_singh@softhome.net

purpose of bringing the issue of violence against women out into the public, furthering communities' realization that violence is a social issue and that men have the responsibility to eliminate it in partnership with women. Several youth committed themselves to organizing meetings on violence against women themselves, and teachers promised to bring the issue of violence against women up in the classroom.¹⁸

MASVAW and the coordinating NGOs that organize the meetings regularly use training tools such as a games, flash cards, group discussions, role plays and simulation exercises to facilitate learning and active participation and engagement. The trainings also often include the drafting of individual and organizational work plans to ensure follow-up and the continuation of activism on eliminating violence against women. Networking is one of MASVAW's central objectives. The member's organization has extensive contacts to other regional organizations working on men and violence against women, as well as national and international NGOs with whom regular correspondence and coordination is maintained.

MASVAW also coordinated a review meeting to provide a forum for follow-up and sharing experiences and lessons learned, discuss potential problems, and to find a strategy for the future on working against violence and ways to further male participation in the campaigns. At this review meeting, it was decided to continue with the networking, capacity building, community and media advocacy, trainings, to develop stronger relations with government offices, the media, feminist organizations, and to target policy makers, law-makers, youth, students, reporters, NGOs, as well as doctors in their campaign.¹⁹

MASVAW is a unique grass roots and networking campaign effort in view of the fact that it was initiated by concerned male activists who worked on the issue of violence and noticed the need to focus on men's involvement and increased male activism in campaigns to promote the elimination of violence against women. Given the pervasive gender discrimination in the South Asian region, it is commendable that despite stigmas attached to men being outspoken and involved in efforts to combat

¹⁷ MASVAW Annual Report received from MASVAW 16/9/2003 satish_singh@softhome.net

¹⁸ MASVAW Annual Report received from MASVAW 16/9/2003 satish_singh@softhome.net

¹⁹ MASVAW Annual Report received from MASVAW 16/9/2003 satish_singh@softhome.net

issues such as violence against women, the founders of MASVAW realized the need to engage men and start networking and organizing a male lead campaign. The contacts already established by the organization SAHAYOG are also very useful for MASVAW, and the fact that SAHAYOG can provide assistance in coordination and capacity building, as well as assisting MASVAW with organizing campaigns and trainings is very advantageous. Using SAHAYOG's existing wealth of knowledge and experience helps MASVAW in building alliances with other members in the communities and other organizations at the regional and the national level.

Cambodia Men's Network

The Cambodia Men's Network (CMN) is a network of men from the NGO Gender and Development for Cambodia (GAD/C), based in Phnom Penh. Gender and Development for Cambodia (GAD/C) is a local NGO that promotes gender equity in social, economic and political processes through advocacy, networking, training and research in partnership with other Cambodian NGOs, international and multilateral organizations, state institutions and other civil society organizations.²⁰ Similar to MASVAW, the Cambodia Men's Network was formed by concerned men who firmly believe that men must address and commit themselves to gender equity and eliminating violence against women because violence is a societal problem and not a women's problem. Representatives from grass-roots NGOs were selected to form the corps of the network, and these representatives received training courses in gender theory, men's roles in ending violence, and the root problems of violence against women.²¹

The CMN objectives are:

- To encourage men to be responsible parents and loving partners within the family;
- To act as effective role models for children and instil values in them, which contribute to peace and harmony within the society;
- To reduce destructive aspects of male behaviour such as gambling, drinking and extra-marital sex;

²⁰ Gender and Development for Cambodia (GAD/C) <http://www.bigpond.com.kh/users/gad>

²¹ Cambodia Men's Network (CMN) <http://www.bigpond.com.kh/users/gad/cmn/cmngoal.htm>

- To raise awareness among men of the benefits of monogamy and fidelity and of the health risks involved in promiscuous sexual behaviour;
- To be leaders in creating a society in Cambodia which values good behaviour, trust in each other, loyalty, honesty, and giving service to others;
- To educate all Cambodian men to reject all forms of violence against women including physical abuse, psychological abuse, discrimination, harassment, and abusive language and, instead to be chivalrous and show respect; and
- To be active in lobbying for the elimination of the sex trafficking of women and young girls.²²

CMN provides a forum for men to discuss the issues of concern, gives capacity building training to NGOs based on the network's objectives, holds conferences, disseminates information, and facilitates advocacy, campaign (including the yearly White Ribbon Campaign) and lobbying efforts to reduce violence against women. The network operates in ten provinces and two municipalities of Cambodia. CMN members, who are only men, can register to become a part of the network at no cost, and thereby commit themselves to never perpetrate acts of violence. The organizational structure of the network is very organized and efficient, and includes representatives in regional committees, technical committees, central committees, as well as a student committee, who have regular coordination and planning meetings. CMN is supported financially and reports to GAD/C. As with MASVAW and the organization SAHAYOG, this is a very effective strategy, because CMN is able to use the resources and contacts of this successful existing NGO to carry out its mission. The network currently has around 500 members and it actively lobbies for new members through white ribbon campaigns, as well as through its WebPages.

CMN is a successful initiative because of the firm and underlying belief in men's responsibility in eliminating violence, supporting women's empowerment and promoting peace in communities.

Conclusion

Women for Women, an NGO in Bangladesh, in a review of the situation of violence against women in 2000, found an increasing trend in violence against women, despite

expanded actions to reduce violence against women in all countries.²³ In Thailand, the Ministry for Social Development and Human Security presented statistics from various sources showing that reported cases of physical and psychological violence against women is increasing.²⁴ These alarming trends need to become high priority issues for national governments in the region.

Gender-based violence is a complex multi-faceted issue that needs to be solved with a multitude of responses at the international, national and local level. It is a severe human rights violation of women, and is not a private domestic issue. Legislation, community-based services for victims, national laws, policies and programmes, as well as police, judiciary, welfare agency and NGO mechanisms must address and work to combat violence against women simultaneously and cooperatively. The United Nations and its entities must build the capacity of governments to implement regional plan of actions to combat gender-based violence. To supplement these efforts, it is clear that men need to be involved at all levels to end violence. Men's groups mobilizing for change, efforts to re-educate, sensitize and encourage men to be advocates, as well as police training on violence and gender issues, community activism strategies and campaigns targeted at men are all venues to effectively involve men in the struggle to end violence against women.

Male socialization practices must change in all societies, and men must be made aware of the benefits to them and societies as a whole of gender equality and the elimination of violence against women. Men must be involved from an early age in efforts to end violence against women in public and private spheres. For example, programmes for youth can focus on engaging men in discussions of gender inequalities, assuming responsibilities in issues of childcare, HIV/AIDS prevention, sexual and reproductive health, as well as encouraging non-violent means of resolving conflict in all areas of life.²⁵ Involving men who have influence as roles models is a successful strategy, as the example of an organization in Canada using posters of famous sports stars or local celebrities speaking out against violent shows.

²²Cambodia Men's Network (CMN) <http://www.bigpond.com.kh/users/gad/cmn/cmngoal.htm>

²³ Violence against women in South Asia (United Nations Publication, ESCAP, Sales No. (E.01.11.F.13)

²⁴ Friends of Women Newsletter Vol.13 January-December 2002, page 5

When focusing on the involvement of men in efforts to end violence against women, many issues need to be addressed. In order to involve men in activities to end violence against women instead of alienate them, issues of men's hostility, rejection, defensiveness or denial when confronting or engaging men must be kept in mind by taking care of the use of appropriate language. If men are put in a position of blame, they will not become allies and supporters in the struggle to end violence. Men must be provided spaces where they are made to feel comfortable in sharing their feelings and express their fears, otherwise they will not be engaged. In any efforts to engage and motivate men, men need to be approached in a respectful, open-minded manner, and values of equality, responsibility and honesty should be promoted.

Lastly, involving men in actions to end violence against women must take place parallel to efforts and strategies to achieve gender equality and realization of human rights. Movements to involve men should not be viewed as a threat to actions for gender equality on the part of women's organizations; rather, they should operate in conjunction and cooperation.

²⁵ Benedito Medrado, EGM/Men-Boys-GE/2003/OP.3 17 October 2003 UNDAW

II. Inventory of organizations and initiatives working in partnership with men to end violence against women in the UNESCAP region and beyond

1. Organizations working in partnership with men in the UNESCAP region

SOUTH ASIA

Man's Action for Stopping Violence against Women (MASVAW)

SAHAYOG, an NGO working on women's rights and violence against women, conducts capacity building, research, documentation, material production and advocacy on violence against women. The MASVAW network was developed by male members of SAHAYOG to focus on male constituents. MASVAW organized a campaign with NGO partners and individuals on the issue of male activism against violence against women. MASVAW focuses on male roles in ending VAW, awareness-raising and advocacy among youth, local government officials, universities, media, government offices and networking with NGOs working on VAW.

Satish Kumar Singh, Programme Coordinator
Kriti Resource Centre and SAHAYOG
C- 2015, Indira Nagar, Lucknow
Uttar Pradesh , 226 016
India
Telephone: 91-522-2387010
E-mail: pua_satish@sify.com
kritirc@satyam.net.in

Men against Violence and Abuse (MAVA)

A voluntary organization run by men with the objective to initiate male attitude changes and provide a forum for men to oppose violence against women. MAVA organizes preventive programmes, public discussions on VAW, gender sensitization programmes, as well as mass awareness programmes on VAW using media, street plays, posters and radio. Provide counseling and guidance to couples facing marital conflict, organize self-defense workshops for women, and publish a men's magazine that addresses gender issues.

Harish Sadani, Honorary Secretary
12A, Parishram Building, Bhandar Lane, Lady Jamshedji Road
Mahim, Mumbai , 400 016
India
Telephone: 2436063
E-mail: harsh267@rediffmail.com

Rozan

NGO working on VAW that conducts training and sensitization workshops for general public as well as community workers, doctors, NGOs, and Government officials on VAW. Organize awareness-raising activities through electronic and print media. Rozan has a police training program (RABTA) to sensitize and train police on gender-based violence, gender and power relations, and anger management. Rozan conducted training for men who organized awareness-raising activities on violence against women for White Ribbon Campaign.

Maria Rashid
Rozan
House 4-b, St: 34, F-8/1 Islamabad
Pakistan
Telephone: 92-51 2851886-7
Fax: 92-51 2856730
E-mail: rozan@comsats.net.pk

Aakar

For the last few years the organization, Aakar, has been working in the area of masculinities by producing documentaries and conducting research as well as workshops. Aakar utilizes the research material to generate discussions on these issues with young men and other community members. The films are being used to initiate a dialogue between men and women to generate action on issues like violence against women. Theatre is another element that Aakar has integrated into its workshops with men, where groups examine their own lives.

Aakar
A-19, Gulmohar Park
New Delhi 110049
India
Contact: Rahul Roy
Tel: 91-11-6515161
Fax: 91-11- 6960947
E-mail: aakar@del3.vsnl.net.in

<http://www.comminit.com/genderviolence/sld-2011.html>

SOUTH-EAST ASIA

Men's Action Network against Violence (MAN.V)

A men's group arising from All Women's Action Society (AWAM), a Malaysian NGO that focuses on gender violence. MAN.V organized workshops for men to examine the root causes of violence, including power and control, and to encourage further involvement of men. The network aims to organize more workshops with men to promote collective action, and to organize a regional campaign to publicly launch the network and raise awareness on men's roles in eradicating violence against women.

All Women's Action Society (AWAM)
No. 85 Jalan 21/1 Sea Park,
46300 Petaling Jaya
Malaysia
Telephone: 03 78774221
Fax: 03 78743312
E-mail: awam@po.jaring.my

Cambodian Men's Network (CMN)

Organized by the male staff of Gender and Development Cambodia, CMN is an NGO promoting gender equity in social, economic and political processes. The Cambodian Men's Network is committed to eradicating VAW and is active in campaigning against social trends of accepting violence. The network provides training support and capacity-building to NGOs and is active in advocacy and lobbying to eliminate violence against women in Cambodia.

Chay Kim Sore, Coordinator
C/o- Gender and Development for Cambodia
House # 4, Street 294, Sangkat Tonle Bassac, Khan Chamkarmon,
Phnom Penh
Kingdom of Cambodia
P.O. Box 2684 Phnom Penh 3, or Mail Box at CCC: 128
Telephone/Fax: (855-23) 215137
E-mail: gad@bigpond.com.kh or gad@forum.org.kh

Harnessing Self-Reliant Initiatives and Knowledge, Inc. (HASIK)

Community-oriented NGO that provides services to help poor communities implement their own solutions to combat poverty. HASIK conducts gender sensitivity training for men, developed education modules and seminars on VAW and gender relations for men, consciousness-raising activities with male community educators and advocates to eliminate violence against women. Under the COMBAT-VAW project, allies were created among men in the community, who carried out consciousness-raising efforts with other men, including abusers, as well as serving as a support group to the legal advocates. Developed a group of female and male community educators and advocates with a focus on gender awareness raising, violence against women, and legal advocacy training.

Rebecca Demetillo-Abraham
9 Don Rafael Street, Don Enrique Heights, Commonwealth Avenue
Barangay Holy Spirit 1127
Quezon City

Philippines
Telephone: (632) 931-4335
Fax: (632) 932-6026
E-mail: hasik@surfshop.net.ph

PACIFIC ISLANDS

Fiji Women's Crisis Center

Initiated a "Men's Program Against Violence Against Women", which involves training for male advocates on gender awareness, definitions and dynamics of violence against women, and exploration of men's attitudes toward women and violence. Produced TV ads featuring men speaking out against violence, and pamphlets targeted at men, as well as bumper-stickers condemning violence as part of a media campaign against violence against women. Conduct trainings for military and police to sensitize men on gender issues, violence against women and human rights.

Edwina Kotoisuva
Fiji Women's Crisis Centre
PO Box 12882, Suva
Fiji
Telephone: (679) 313 300
Fax: (679) 313 650
www.fijiwomen.com

Population Services Pilipinas Incorporated (PSPI)

PSPI is an organization working with grassroots men in promoting reproductive health and rights. PSPI organized "Men and EVAW" campaign and workshops to raise awareness of adult males, specifically male village leaders and police force, to promote their involvement in eliminating violence against women. The workshops focused on gender biases and violence against women, as well as men's roles in ending violence against women, and resulted in an action plan to mobilize men to end violence. The campaign included innovative radio spots and posters to raise awareness on the role of men in ending violence against women.

Virgilio Pernito
Population Services Pilipinas Incorporated
274 Gil Puyat Avenue, Pasay City 1300
Philippines
Telephone: 63 2 8312876
Fax: 63 2 8040798

Group of Male Volunteers for the Elimination of Violence against Women and Promotion of Gender Equality

China's first men's group that hopes to develop public awareness initiatives such as the white ribbon campaign, including in schools. This group was founded when Michael Kaufman from the White Ribbon Campaign came to China for a visit organized by UNIFEM to discuss the development of a violence against women campaign in China.

No contact information available.

2. United Nations Programmes, Publications and Resources

UNDP Publication: Men, Masculinities & Development: Broadening our work towards gender equality
By Alan Greig, Michael Kimmel and James Lang. May 2000 Gender in Development Monograph
http://www.undp.org/gender/resources/UNDP_Men_and_Masculinities.pdf

UNESCO Publication: Male roles, Masculinities and Violence: A Culture of Peace Perspective
Edited by Ingeborg Breines, Robert Connell and Ingrid Eide
UNESCO Publishing, Cultures of Peace Series ISBN: 92-3-103745-5

UNFPA Technical Paper No 3: Partnering: A New Approach to Sexual and Reproductive Health
http://www.unfpa.org/gender/male_involve.htm

UNFPA Report: It takes Two: Partnering with Men in Reproductive and Sexual Health
http://www.unfpa.org/upload/lib_pub_file/153_filename_ItTakes2.pdf
Partnering with men is emerging as an important strategy for improving reproductive health. This new publication offers guidance on effective and gender-sensitive ways to engage men in the reproductive and sexual health of themselves and their partners. It includes examples of successful strategies and programming as well as lessons learned. A checklist summarizing key points makes this programme advisory note an especially useful tool for both designing and evaluating projects.
(Abstract taken from <http://www.unfpa.org>)

UNAIDS Report: Men and AIDS - A Gendered Approach 2000 World AIDS Campaign
<http://www.thebody.com/unaid/men/contents.html>

UN Division for the Advancement of Women Expert Group Meeting: “The role of men and boys in achieving gender equality” October 2003
In collaboration with ILO and UNAIDS, this meeting is part of the Division's preparation for the forty-eighth session of the Commission on the Status of Women, which will address the role of men and boys in achieving gender equality as one of its themes.

Resources, reports and information on EGM:
<http://www.un.org/womenwatch/daw/egm/men-boys2003/>

Online discussion:
<http://www.un.org/womenwatch/daw/egm/men-boys2003/online.html>

Discussion papers
<http://www.un.org/womenwatch/daw/egm/men-boys2003/documents.html>

UN INSTRAW Virtual Seminar Series “Men's Roles and Responsibilities in Ending Gender Based Violence: Envisioning men as part of the solution...”

Webpage with resources and information on programme, including working papers, summaries and archive of Virtual Seminar Series, valuable links to organizations, events, publications, resources and information in “Resource Room”.

<http://www.un-instraw.org/en/research/mensroles/>

http://www.un-instraw.org/en/research/mensroles/resource_room.html

UN INSTRAW Publication: Partners in Change: Working with Men to End Gender-Based Violence
INSTRAW/Ser.B/57, ISBN 92-1-127058-8, Sales No. E.02.III.C.1

The papers in this volume explore the different kinds of partnerships for ending gender-based violence, and men's roles and responsibilities within these. These roles in and responsibilities for change range across the spectrum, from men changing their relationships with their intimate partners to male-dominated institutions changing the way they function in order to better confront issues of gender and violence. Some of the individual, institutional and structural changes that are required are discussed in this volume, as are ways in which men can become partners, with each other and with women, in making these changes. (Abstract taken from <http://www.un-instraw.org/en/resources/publications.html#a10>)

UNIFEM Publication: From Violence to Supportive Practice: Family, Gender and Masculinities in India
ISBN 0-912917-65-2

Joint project by UNIFEM and Zonta International

<http://www.unifem.org.in>

World Health Organization (WHO)

Works on gender- based violence or violence against women, focusing on two priority areas: 1) Violence against women by an intimate male partner or ex-partner, which is known as domestic violence against women (DVAW) or intimate partner violence (IPV). This category includes physical and sexual violence, emotional abuse, and a range of coercive and/or controlling behaviors. 2) Sexual violence, which includes rape and other forms of sexual coercion, either by partners or by others.

WHO

Avenue Appia 20

1211 Geneva 27

Switzerland

E-mail: genderandhealth@who.int

<http://www.who.int/gender/violence/en/>

UNICEF

As the United Nations organization for children, dedicated to the fulfillment of children's human rights, UNICEF emphasizes the need to end discrimination and violence throughout the life cycle. Attention to the role of men as non-sexist fathers or as activists against gender violence began in the mid-90s and is evident in some UNICEF-supported work at country level – particularly in Namibia, Viet Nam, the Caribbean and South Asia.

UNICEF

3 UN Plaza

New York, NY 10017

United States

Contact: Ruth Hayward, Senior Adviser, Ending Violence Against Women and Girls

Gender, Participation and Partnerships Programme Division

Telephone: (212) 824-6650

Fax: (212) 824-6486

E-mail: rhayward@unicef.org

www.unicef.org

3. Additional Organizations and Initiatives Working in Partnership with Men to End Violence Against Women

International

The White Ribbon Campaign

The largest effort in the world of men working to end men's violence against women. The WRC is an educational organization and advocacy campaign working to encourage reflection and discussion that leads to personal and collective action among men. Focus on educational work in schools, workplaces and communities, support local women's groups, and raise money for the international educational efforts of the WRC. The White Ribbon is an educational organization to encourage reflection and discussion that leads to personal and collective action among men.

365 Bloor St. East, Suite 203
Toronto, Ontario
Canada M4W 3L4
Telephone: (416) 920-6684
Toll Free: 1-800-328-2228
Fax: (416) 920-1678
E-mail: info@whiteribbon.ca
<http://www.whiteribbon.ca/>

OXFAM Gender Equality & Men (GEM) Project

OXFAM held a workshop in June 2002, with representatives from Oxfam regions and other organizations with expertise on working with men. Support pilot projects in particular regions that focus on gender equality and men. Oxfam is publishing *Gender is Everyone's Business* in 2004, a critical account of how practice interacts with theory in working with men on gender equality and anti-poverty initiatives. Workshop report available online:

http://www.oxfam.org.uk/what_we_do/issues/gender/gem/index.htm

UNESCAP Region

Aurat Foundation

Aurat Foundation in Pakistan works at the district level through networking with local NGOs. Most of the people working at the local level are male. Aurat has found that when men who resort to violence are confronted by men from their own communities, in defense of the women who are being harassed or battered, the impact of the message for change is much stronger and lasting than when it comes from women only.

6-B, LDA Garden View Apartments
Lawrence Road, Lahore 54000
Pakistan

Contact: Nigar Ahmad
Telephone: (92-42) 6306534, 6314382, 6372839
Fax: (92-42) 6278817
E-mail: apisf@brain.net.pk
<http://www.comminit.com/genderviolence/sld-2050.html>

Bangladesh Ministry of Women and Children Affairs

With support from UNICEF Bangladesh's Child Protection Section, the Ministry of Women and Children Affairs created a video called Alor Pathir Jatry (Travel Towards the Light) documenting case studies of men helping female survivors of violence to seek justice. Related advocacy materials, including a video and pamphlets, were developed. Both the video and pamphlet aim to inspire more people, women, men, girls and boys to have the courage to stand up to all forms of violence, and to disengage violence from masculinity.

UNICEF Bangladesh
GPO Box 58
BSL Complex
1 Minto Road, Sheraton Annex
Shahbagh, Dhaka
Bangladesh

Contact: Nargis Pervin, Assistant Project Officer
Telephone: (8802) 933-670118
Fax: (8802) 933-564142
E-mail: npervin@unicef.org
www.unicef.org

Human Rights Commission of Pakistan (HRCP)

This organization promotes human rights, with a special focus on children, women and minority groups. Some of its prominent members are men, who have consistently raised their voices on issues such as violence against women.

HRCP
13 Sharif Complex Main Market
Gulberg-II, Lahore
Pakistan
Contact: I.A. Rehman
Telephone: (92-42) 873127
E-mail: hrctlhe@brain.net.pk

Jagori

Jagori works on a wide range of issues affecting women, including violence, trafficking, reproductive health, HIV/AIDS and gender sensitization. Recently, the Single Women's Group confronted men who are abusive to their wives, using peer pressure and the effects of shame to initiate behaviour change. Co-founder Kamla Bhasin has organized many training sessions for men as well as women on gender roles and relationships.

Jagori
C-54 South Extension, Part II
New Delhi 110 049

India

Contact: Kalpana Viswanath
Telephone: (91-11) 625-7015
Fax: (91-11) 625-3629
E-mail: jagori@del3.vsnl.net.in

Lawyers for Human Rights and Legal Aid

This organization is a lawyer's group based in Karachi, Pakistan, offering legal aid to women and children suffering from violence and abuse. LHRLA is mainly composed of highly committed men, who have consistently raised their voices at national and international forums on violation of human rights. The group is working to promote an effective juvenile justice system and protection of women in jails. LHRLA has also been working on fact-finding on the issue of trafficking of children and women to and from Pakistan.

Lawyers for Human Rights and Legal Aid
D-1 First Floor
Court View Apt., Court Road
Karachi
Pakistan
Contact: Zia Ahmed Awan
Telephone: (92-21) 916574
Fax: (92-21) 279164

National Centre Against Violence (NCAV)

The NGO National Centre Against Violence in Mongolia hopes to break the violence cycle by re-educating violent men and supporting the female survivors and their children. NCAV fights all forms of violence against women and children through lobbying and advocating for gender equality in legislation, government policy and the improvement of existing legislation. With NCAV, Australian psychologist Dale Hurst conducted courses for working with male perpetrators. Together they also published a book, *The Man Cries*, directed at violent men. It includes conversations with violent men and describes their psychological makeup.

NCAV
Ulaanbaatar
Mongolia
Contacts: Solongo Sharkhuu and Dale Hurst
E-mail: dalehurst@compuserve.com

Pakistan National Forum on Women's Health

This group of concerned doctors is working on the issue of reducing maternal mortality and raising awareness on the impact of violence against women during pregnancy and its relation to maternal mortality. Men have played prominent roles in this organization. Dr. Shershah Syed is the convenor and has worked extensively in Pakistan to bring issues about violence against women, as a public health and medical problem, before the public.

Pakistan National Forum on Women's Health
PMA House, Garden Road
Karachi
Contact: Dr. Shershah Syed
Telephone: 7231534

Fax: 72311534
E-mail: shershahsyed@hotmail.com

Australia

No To Violence (NTV)

No To Violence, the Male Family Violence Prevention Association Inc., is a peak organization of individuals and agencies working for the prevention of male family violence. The specific focus is work with men to assist them to change and end their violent behavior. NTV undertakes a broad range of activities, including the provision of quality direct and indirect services to men who have used violence towards their family members, which contribute to the prevention of male family violence.

No To Violence - NTV
Male Family Violence
Prevention Association Inc
PO Box 417
Richmond, Victoria
Australia 3121
Telephone: 61 3 94283536
Fax: 61 3 94287513
E-mail: ntv@ntv.net.au
<http://www.ntv.net.au/>

Africa

Agisanang Domestic Abuse Prevention and Training (ADAPT)

ADAPT is an innovative women's rights clinic. The organization also brings men together to address the problem of violence against women. In 1997, ADAPT organized the first men's march against rape in South Africa. Working with imprisoned perpetrators of violence against women, ADAPT has tried to provide counseling, support and rehabilitation to these men so that when they are released from prison, their behaviour in society will be altered.

ADAPT
128 2nd Street Wynberg
Johannesburg, Gauteng
South Africa
Contact: Mmashilo Motsei
Telephone: (011) 885-3305

Men For Change (MFC)

Men For Change approaches the problem of violence against women by encouraging men to be part of the solution. In identifying the root causes of violence, MFC integrates men as partners, without judging or seeking to prosecute abusers. MFC's objectives are to educate men about the negative aspects of gender socialization; raise their awareness of the work of community-based organizations; provide counseling and support for men who have been violent towards women and/or children (sexually, physically and emotionally) and who are prepared to change; and train men in leadership positions, schools and organizations on gender sensitivity.

MFC
Gauteng Province
South Africa
Contact: Thulani Nkosi
Telephone: (011) 440 2176
Fax: (011) 786 2444

Men for Equality with Women (MEW)

This group advises men to stop using institutions like family, school, church and State to perpetuate male dominance over women and to maintain unequal relationships. They hope to take the campaign to grass-roots level through the Church and other viable channels to gain maximum impact against the problem of violence.

Presbyterian Church of Eastern Africa
Kenya
Contact: Reverend Timothy Njoya

Musasa Project

The Musasa Project was established in 1988 to address the problem of violence against women. Bringing groups of men together, the Musasa Project advocates ending violence against women. The organization has also conducted research and formulated statistics on the incidence and causes of domestic violence in Zimbabwe. The organization also offers temporary shelter to women and children who need security while exploring their options.

Musasa Project
P.O. Box A712
Avondale, Harare
Zimbabwe
Contact: Augustine Mututu
Telephone: (263-4) 734381

Europe

Association of Teachers of Moldova

This innovative association, whose members are mostly men, is working to end violence against women. They are helping the Women's Organization of Moldova to develop their project, Women's Rights = Human Rights, and a new project initiative for stopping trafficking in women and domestic workers. They collaborate with NGOs and law enforcement officials.

Association of Teachers of Moldova
Republic of Moldova
Contact: Irina Martiniuc, President
c/o Women's Organization of Moldova "Civic Initiative"

Bily kruh bezpeci - White Circle of Security

Concerned with the problem of violence against women in the Czech Republic, this NGO has many male volunteers. These men are called "rescuers," and are usually lawyers, policemen, doctors and other professionals who can help women affected by violence.

Bily kruh bezpeci
Czech Republic
Contact: Pavla Gomba
E-mail: pgomba@unicef.cz

CHANGE

CHANGE works to end domestic violence and to meet a recognized need for a means to challenge and change men who are violent to women. Working within the criminal justice system, a men's programme was developed and evaluated. Training other agencies to implement this work now forms the main task of the organization. CHANGE was the first project in Europe to set up a programme of re-education for violent men that aims to take full account of the interests of women and children.

4-6 South Lumley Street
Grangemouth
FK3 8BT
United Kingdom
Telephone: 01324 485595
Fax: 01324 486344
E-mail: monica@changeweb.org.uk
<http://www.changeweb.org.uk/index.htm>

Council of Europe

Together with the Nordic Council of Ministers, the Council of Europe organized a conference in September 1997 in Norway exploring male roles and masculinity, including its relationship to gender violence.

Head of the Equality Section
Directorate of Human Rights
F67075 Strasbourg
France
Contact: Olof Olafsdottir
Telephone: (33-3) 88412339
Fax: (33-3) 88412793
E-mail: olaf.olafsdottir@dhdire.coe.fr

The European Profeminist Men Network: (EuroPRO-Fem)

Aims to deconstruct the male gender, carry out critical analysis of the modes of male domination, try to understand how macho, homophobic societies make men dominating, and assert men's desire to live in peace without violence. EuroPRO-Fem affirm that men as well as women want to build a new society where gender is not the central factor discriminating between individuals, who should be free to choose the life styles that suit them. The network is open to all men and women, groups, networks, publications, etc. who want to strive for a non-patriarchal society that rejects violence, homophobia and any gender-based discrimination.

EuroPRO-Fem
07 rue Lakanal F
31000 Toulouse
France
Telephone: +33 (0) 5 62 30 91 08
Fax: +32 (0) 5 62 30 81 02
E-mail: city.shelter@skynet.be
<http://www.europrofem.org/index2.htm>

The Initiative Group for a UN Conference on Male Gender and Society

The Initiative Group for a UN Conference on Male Gender and Society exchanges and distributes papers among its members on the issue of male gender, including its relationship to violence towards women. The goal is to hold a UN Conference on Male Gender, similar to the Conferences on Women held in Beijing.

Heleneborgsgatan 5A
S-117 31 Stockholm
Sweden
Contact: Eva Moberg
Telephone: (46-8) 849989
Fax: 46-8) 849579

Manliga Natverket (Male Network)

This network's purpose is to unite men to emphasize the positive aspects of manliness and inspire men to take the initiative in combating violence and abuse by men, for their own sakes as well as for women and children. Among its various activities, the Male Network has conducted training classes for men in fatherhood and published materials about violence.

Male Network
Box 3018
161 03 Bromma
Sweden
Contact: Gunnar Sandell
E-mail: info@man-net.nu
www.man-net.nu

The Male Network Association

Male Network is a politically and religiously independent association that welcomes everyone - women as well as men - who want to promote the Network's fundamental ideas. Male Network promotes gender equality, human expectations about boys and men, and the rejection of male violence and abuse. Male Network aims to inspire men to reflect on themselves as men and sexual beings; encourage a broad, open discussion of male lifestyles.

The Male Network
C/O Gunnar Sandell, Chairman
E-mail: gsandell@passagen.se
Manliga nätverket
Box 3018, S-161 03 Bromma
Sweden

Telephone / Fax: +46 8 17 82 00.
Phone mobile +46 70 737 41 10; home + 46 8 724 10 80
E-mail: info@man-net.nu
<http://www.man-net.nu/engelsk/start.htm>

WOMANKIND Worldwide

WOMANKIND is the only UK-based charity dedicated to women's development and women's human rights globally. The vision is a society in which women can take their place as equal partners in determining the values, direction and governance of their community and country - for the benefit of all. WOMANKIND works with local groups, both in the UN and around the world, to help them find their own solutions and assist them in their efforts to find a path that leads to equality. WOMANKIND also works on violence against women and co-ordinate the White Ribbon campaign in UK, which raises awareness and funds to end violence against women.

Womankind Worldwide
32-37 Cowper Street
LONDON EC2A 4AW
United Kingdom
Telephone: 00 44 (0) 20 7549 5700
Fax: 00 44 (0) 20 7549 5701
E-mail: ilana@womankind.org.uk
<http://www.womankind.org.uk/>

South America/Caribbean

Asociación de Hombres Contra la Violencia (Association of Men Against Violence)

The association works to reduce violence against women by developing and implementing ways of working with men on issues of masculinity and violence. Their aim is to sensitize and raise men's awareness on issues of gender equity, masculinity, power and gender-based violence, and to procure changes in patriarchal attitudes, values and behaviour assimilated by men as part of their individual and collective male gender identity. This association organized and promoted the National Network of Men Against Violence. The association is currently developing a programme of re-education and therapy for men who use violence against their partners.

Asociación de Hombres Contra la Violencia
de la Farmacia Salazar
2 Cuadras al Sur, Casa #51
Residencia El Dorado
Managua
Nicaragua
Contact: Ruben Reyes
Telephone: (505) 249 4697
E-mail: ahcv@ibw.com.ni

Colectivo de Hombres por Relaciones Igualitarias, A.C. (CORIAC)

CORIAC, the Mexican Collective of Men for Equal Relations, encourages equal relationships between women and men together with an end to domestic violence. Violence, competitiveness and dominance are perceived as culturally rooted in masculinity. CORIAC is trying to redefine masculinity through its programme.

CORIAC

Diego Arenas Guzmán N° 189

Col. Iztaccihuatl, a una cuadra del metro Villa de Cortés

C.P. 03520, México D.F.

Telephone /fax: (52-5) 696 3498

E-mail: colectivo@coriac.org.mx

www.coriac.org.mx

Instituto PROMUNDO

This project includes the first study with men on gender violence and its correlation with sexual/reproductive health in Brazil. The results of this study are being used to orientate the action projects developed by PROMUNDO and our partner with the objective of involving men in sexual/reproductive issues, making them take responsibility for the violence they practice and to develop community projects to promote prevention of violence against women.

Instituto POMUNDO

Rua México 31 Bloco D, Sala 1502 - Centro

CEP 20031-144

Rio de Janeiro

Brasil

Telephone/Fax: +55 21 2544 3114/3115

E-mail: promundo@promundo.org.br

<http://www.promundo.org.br/english/index.asp>

PROCOSI

In Latin America, PROCOSI acts a consortium for organizations working with men on a multitude of issues, including addressing reproductive health and violence against women.

Av. 20 de Octubre 2164

Sopocachi

La Paz

Bolivia

Telephone: (591-2) 416-054

Fax: (591-2) 374-188

E-mail: procosi@caoba.entelnet.bo

Jamaican Family Planning Association (FAMPLAN)

FAMPLAN's programme includes rehabilitation of male perpetrators. The association is working on the Brothers for Change programme in collaboration with Jamaica's Ministry of Justice, to provide counselling to male perpetrators of violence against women. FAMPLAN increasingly noticed the negative effects of gender-based violence on the sexual and reproductive health of its female clientele. In the first year of the programme, 25 men, ranging in age from teens to mid-50s, have been referred to Brothers for Change by

the courts. Although behavioural change is difficult to achieve, FAMPLAN notes promising results so far.

FAMPLAN
St. Ann's Bay P.O.
St. Ann
Jamaica
West Indies
Contact: Peggy Scott
Telephone: (876) 972-2515 / 0260
Fax: (876) 972-2224
E-mail: famplan@cwjamaica.com

Men Against Violence Against Women (MAVAW)

The Men Against Violence Against Women mission is to reduce, and eventually eradicate, violence against women in society. MAVAW uses a multidisciplinary approach that focuses on changing behaviour and belief systems. MAVAW is currently implementing a training of trainers project, in collaboration with other NGOs. The first part of the project is to train 15 men, who are active and influential on a grass-roots level in their communities, to sensitize other males on gender issues. The second part of the project is to establish male outreach groups to maintain the sensitization activities, and to disseminate information on gender issues, including techniques taught during the workshops.

MAVAW , Donald Berment
32 New Street
Port of Spain
Republic of Trinidad and Tobago
Telephone: (868) 625-9431, (868) 637-0924, (868) 668-5133
Fax: (868) 623-0193
E-mail: mavaw@usa.net
<http://www.comminit.com/genderviolence/sld-2058.html>

North America

MensNet

MensNet is a network of men working to end sexism, homophobia and patriarchy. It is opposed to the many forms of violence that exist in the community. The organization also has activities in support of fathers' making efforts to be responsible, loving parents, whether in committed relationships or as single parents.

MensNet
133 avenue des Plages
Pontiac (Luskville), QC, J0X 2G0
Canada
E-mail: mensnet@magi.com
www.magi.com/~mensnet/member.htm

EMERGE: Counseling and Education to Stop Domestic Violence

EMERGE challenges men to take responsibility for stopping male violence against women. Violence against women and children is a social problem that to be controlled requires action at individual, cultural and institutional levels. EMERGE aims to do this not only by educating and counseling abusive men but also through support of different efforts that seek to end domestic violence, rape and other degrading treatment of women and children.

2380 Massachusetts Avenue
Suite 101
Cambridge, MA 02140
United States
Telephone: (617) 547-9879
E-mail: info@emergedv.com
www.emergedv.com

Gloucester Men Against Domestic Abuse (GMADA)

The organization has over 500 men members, who work locally to stop violence against women. GMADA's local battered women's agency is called HAWC (Help for Abused Women and their Children). It serves 23 cities and towns northeast of Boston. With a staff of about 30 women, HAWC operates a shelter, 24 hour hotlines, a large volunteer program, three offices, services in English, Spanish and Portuguese, and many support groups and individual counseling services, as well as teen reach programmes in area schools. In the average year HAWC has over 11,000 contacts with women in need of services.

Gloucester Men Against Domestic Abuse
Willy Greenbaum, Coordinator
Telephone/Fax: 978-282-4611
USA
E-mail: dontbully@strongmendontbully.com
<http://www.strongmendontbully.com/index.html>

Johns Hopkins University, Center for Communication Programmes (CCP)

The Center for Communication Programmes (CCP) offers a wide range of materials relevant to working with men and boys in the areas of reproductive health, equality and ending gender-based violence. The Center has established a Violence Against Women Resource Center designed to help prevent violence against women. For example by using male motivation materials, with examples featured from countries all over the world. The Center has also developed a Violence Against Women database of organizations working in this area. In collaboration with CHANGE (Center for Health and Gender Equality), CCP published in December 1999 its Population Report: Ending Violence Against Women. The report calls for more attention to men's responsibilities and roles in ending gender-based violence.

Johns Hopkins University, CCP
111 Market Place, Suite 310
Baltimore, MD 21202-4024
United States
Telephone: (410) 659-6300
Fax: (410) 659-6266
E-mail: mmc@jhucpp.org
<http://www.jhucpp.org/>

Oakland Men's Project (OMP)

Oakland Men's Project is a community-based violence prevention programme. Its mission is to eliminate men's violence and promote cross-gender and cross-racial alliances. As part of its effort to break the cycle of violence through behaviour change, OMP conducts workshops on male violence, where the workshop participants explore the causes of such violence, including racism, sexism, sexual harassment and heterosexism. OMP participants learn the strategies they need to resist, prevent and change violent and abusive situations.

OMP
1203 Preservation Park Way, Suite 200
Oakland, CA 94612
United States
Telephone: (510) 835-2433
Fax: (510) 835-2466

Men for Change

The mission of Men For Change is to promote gender equality and end sexism and violence. The group seeks to support men, challenge violence and transform the definition of masculinity that promotes men's controlling behaviour and violence that often characterize male-female relationships. This group provides programmes to encourage men in their personal growth and political action as a way of contributing to better relationships.

Men for Change
P.O. Box 33005
Halifax, Nova Scotia
Canada, B3L 4T6
Telephone: (902) 492-4104
E-mail: peter@purpose.ca
<http://www.chebucto.ns.ca/CommunitySupport/Men4Change/index.htm>

Mentors in Violence Prevention (MVP) Strategies

MVP Strategies provides gender-violence prevention training and materials to many different groups though out the local community. Its mission is to empower men who are not abusive towards women to confront men who are. The MVP Strategies training programme is shaped by the idea that men who have status with other men are in a particularly powerful position to influence the way men and boys view and treat women and girls. The programme also challenges men who have credibility with other men to use their status and power to repudiate any definition of masculinity that equates being a man with being sexist, disrespectful or violent towards women, or bullying towards other males.

MPV
3871 Marron Ave.
Long Beach, CA 90807
United States
Contact: Jackson Katz
Telephone: (562) 997-3953
Fax: (562) 997-7804
E-mail: MVPstrat@aol.com
www.jacksonkatz.com

Men Can Stop Rape

Men Can Stop Rape empowers youth and the institutions that serve them to work as allies with women in preventing rape and other forms of men's violence. Through awareness-to-action education and community organizing, Men Can Stop Rape promotes gender equity and build men's capacity to be strong without being violent.

Men Can Stop Rape
P.O. Box 57144
Washington, DC 20037
USA
Telephone: (202) 265 6530
Fax (202) 265 4362
E-mail: info@mencanstoprape.org
<http://www.mencanstoprape.org/index.htm>

Mainly Men against Violence & Sexism (MMAVS)

Mainly Men Against Violence and Sexism helps men to help each other: To end the violence that permeates our culture, and to support one another in that work. According to MMAVS are men needed to get involved in ending rape, sexual assault, and other forms of abuse. MMAVS is a group of people from all ages, who believe that we must work with our government, police and state agencies to end violence, but that we must never depend on them to do this work for us.

Maine Coalition Against Sexual Assault
3 Mulliken Court, Augusta
ME 04330
USA
Telephone: Office: (207) 626-0034
Fax: (207) 626-5503
E-mail: MeCASA@aol.com
<http://www.mmavs.org/>

Men Against Domestic Violence (MADV)

Men Against Domestic Violence is a coalition of men working to address the issue of domestic violence. Whereas men perpetrate most violence against women, we declare that this is a men's issue. Therefore, it is our responsibility to educate and advocate against physical, mental, emotional and sexual violence against women.

Men Against Domestic Violence (MADV)
32 W. Anapamu Street, #348
Santa Barbara, CA 93101
USA
Telephone: (805) 563-2651
<http://www.silcom.com/~paladin/madv/>

Men Overcoming Violence (MOVE)

MOVE describes itself as a "pro-feminist, social change non-profit organization," devoted to putting an end to men's violence in their relationships. Through support for social change, educational programmes, training and counselling, MOVE works to prevent teen dating violence and domestic violence.

1385 Mission Street, Suite 300
San Francisco, CA 94103
United States
E-mail: move@slip.net
www.menovercomingviolence.org

Real Men

Real Men aims to encourage more men to accept responsibility for personal sexism and to end violence towards women. To raise men's awareness of the need to end sexual inequality and violence, Real Men sponsors and organizes forums and speakers, and distributes media packages for radio and television.

Real Men
P.O. Box 1769
Brookline, MA 02146
United States
Contact: Tom Hanlon-Wilde
Telephone: (617) 782-7838 or (617) 327-1093
E-mail: conejomeil@aol.com

Men Stopping Violence

Men stopping Violence is a social organization dedicated to ending men's violence against women. The organization works with individual men who batter, and know that substantive change involves shifting the norms that tacitly condone and promote violence against women. Men can work as allies to end violence against women - individual and institutional. Men Stopping Violence is committed to ending all forms of oppression and creating a world that respects all forms of life. The organization works locally and nationally to dismantle sexist belief systems, social structures, and institutional practices that oppress women and children and dehumanize men themselves.

Men Stopping Violence Inc
1020 DeKalb Avenue Suite 25
Atlanta, GA 30307
USA
Telephone: (404) 688-1376
Fax (404) 688-4021
E-mail: msv@menstoppingviolence.org

MENINIST

MENINIST is a global organization of men that believes in a woman's right for equality in society including political, social and especially in the workplace. MENINIST oppose among other factors all forms of violence against women, including rape, sexual harassment and domestic violence, as well as all negative stereotypes and violence against women in film, television and advertising.

MENINIST
P.O. Box 668
Woodstock, NY 12498
USA
E-mail: tom@ecomall.com
<http://www.feminist.com/resources/links/men.htm>

EngenderHealth

Works internationally to support and strengthen reproductive health services for women and men. EngenderHealth works worldwide to improve the lives of individuals by making reproductive health services safe, available, and sustainable. It provides technical assistance, training, and information, with a focus on practical solutions that improve services where resources are scarce. The organization *works with men in South Africa to prevent the spread of HIV/AIDS and gender violence.*

EngenderHealth
440 Ninth Avenue
New York, NY 10001
USA
Telephone: 212-561-8000
Fax: 212-561-8067
E-mail: info@engenderhealth.org
<http://www.engenderhealth.org/index.html>

Men as Partners Program (Engender Health and Planned Parenthood International)

MAP is an initiative EngenderHealth and PPASA. The objectives of the MAP program are as follows: Currently MAP is being conducted in six provinces in South Africa: Gauteng, KwaZulu Natal, Eastern Cape, North West, Northern and Free State. Objectives of MAP are: Improve men's awareness and support of their partners reproductive health choices; Increase awareness and responsibility for prevention of sexually transmitted disease and HIV/AIDS; Increase understanding of gender equity and healthy relationships; Increase awareness of and strive to prevent domestic and sexual violence; Improve men's access to reproductive health information and services.

http://www.solutions-site.org/artman/publish/article_54.shtml

Men Against Violence Webring

Men Against Violence Webring is sites on the Internet that gives examples of how men can get involved in the struggle to end rape and sexual assault. The sites are by men and women who recognize that rape and sexual assault are not merely a 'Woman's Issue' but everyone's issue. Men are perpetrators, survivors, and friends of survivors, and need to get involved.

<http://www.interactivetheatre.org/mav/index.html#anchor515163>

4. Experts on Men and Violence against Women

Rahul Roy

New Delhi-based documentary film maker Rahul Roy is part of AAKAR, a media collective. He has produced several documentaries, including “When four friends meet”, which explores issues of masculinity, power and patriarchy in conversations with young Indian men. He conducts workshops and research on masculinities, men, sexuality, power and politics, and is currently finishing a documentary on gender issues and working class families as they confront globalization and the new evolving economic system in India.

AAKAR (A Media Collective)
A-19, Gulmohar Park, New Delhi 110 049
E-mail: khel@vsnl.com

James Lang

James L. Lang is an independent consultant working on issues of ending gender-based violence, and men’s roles in work towards gender equality with the United Nations, international non-profit organizations and the Family Violence Prevention Fund in San Francisco, USA. James has held research and project management positions with UNDP, UN INSTRAW and Oxfam GB. His work includes web-based projects bringing together various groups working with men and boys in violence prevention: www.endabuse.org/bpi and <http://www.un-instraw.org/en/research/mensroles/>.
E-mail: Jameslang@post.com

Michael Kaufman

Kaufman delivers speeches to conferences and conventions, conducts participatory workshops and consults international organizations, governments, corporations, professional firms, and trade unions, and delivers programmes to students and faculty in universities, colleges, and high schools. Under a contract with UNICEF, Michael Kaufman made the paper titled: *The AIM Framework: Addressing and Involving Men and Boys To Promote Gender Equality and End Gender Discrimination and Violence*. This paper synthesizes lessons from the past two decades of work with men and boys to end gender inequality and men’s violence. It promotes new models of masculinity and new relations between women and men, which can be very helpful for organizations to address and involve men and boys.
<http://www.michaelkaufman.com/index.php>
E-mail: mk@michaelkaufman.com

Michael Kimmel

Michael S. Kimmel is a sociologist and author who has received international recognition for his work on men and masculinity. His books on masculinity include *Changing Men: New Directions in Research on Men and Masculinity* (Sage, 1987) and *Men Confront Pornography* (Crown, 1990), which was called “revelatory” (Kirkus) and “timely and valuable” (Village Voice). His book, *Against the Tide: Pro-Feminist Men in the United States, 1776-1990* (Beacon, 1992), is a documentary history of men who supported women’s equality since the founding of the country. This “inspiring, path breaking collection of remarkable documents” (Dissent) was also called “meticulously researched” (Booklist) and a “pioneering

volume” which “will serve as an inspirational sourcebook for both women and men.” (Publishers’ Weekly). Kimmel is also a well-known educator concerning gender issues. His innovative course, Sociology of Masculinity, is one of the few courses in the nation that examines men’s lives from a pro-feminist perspective, and has been featured in newspaper and magazine articles (The Wall Street Journal, The Boston Globe, Newsweek, People) and television shows, such as Donahue, Sonia Live, The Today Show, CNN, Smithsonian World, Bertice Berry, and Crossfire. His co-edited college textbook, Men’s Lives (5th edition, forthcoming) has been adopted in virtually every course on men and masculinity in the country.

E-mail: michaelskimmel@compuserve.com

www.michaelkimmel.com

Robert Connell

Robert Connell is Professor of Education at the University of Sydney and author or co-author of sixteen books, including Class Structure in Australian History, Making the Difference, Gender and Power, Schools and Social Justice, The Men and the Boys, Male Roles, Masculinities and Violence: A Culture of Peace Perspective, and Masculinities.

<http://www.edfac.usyd.edu.au/staff/profiles/connell.profile.html>

Dale Hurst

Trainer who has developed cross-cultural frameworks for intervening with men to overcome violence and engaging men to be involved in ending violence against women from a community development perspective. He developed key concepts and strategies to engage community members in diverse settings to address domestic violence.

PO Box 201 Trinity Beach

Queensland 4879

Australia

Telephone: (61) 07 4057 5374

Fax: (61)07 4057 5376

E-mail: dalehurst@bigpond.com

Michael Flood

Michael Flood is a Research Fellow at the Australia Institute, a public interest think-tank in Canberra. He has also held positions as a Lecturer in Women's and Gender Studies at the Australian National University, and as the Sexual Health Promotion Coordinator at Sexual Health and Family Planning ACT. His PhD thesis was on young heterosexual men and safe/unsafe sex. Michael conducts research on men and masculinities, sexualities and especially male sexuality and heterosexuality, sexual and reproductive health, interpersonal violence, fatherhood, and boys and youth cultures. He has engaged in both scholarly research on, and community advocacy about, interpersonal violence. Michael has been involved in men's anti-violence activism since 1987.

Comprehensive list of men's anti-violence websites:

<http://www.xyonline.net/links.shtml#2>

Articles on men's anti-violence work:

<http://www.xyonline.net/articles.shtml#Violence>

List of academic works on this area;

<http://www.xyonline.net/mensbiblio/violence2.html#Antiviolenceactivism>

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E-mail: tai2@tai.org.au , michael.flood@anu.edu.au
<http://www.xyonline.net>