Narrative Report

MenEngage Africa Regional Consultation on Child Rights, SRHR, LGBTI and Women’s Empowerment.

A strategic joint partnership Initiative

InterContinental Hotel, Nairobi
6-8 November 2012
Acknowledgements

Sonke Gender Justice Network (Sonke) and MenEngage Africa wish to thank Oak Foundation; The Swedish Association for Sexuality Education (RFSU) and Swedish Sida-PDC for their generous support.

This report captures key experiences and lessons shared over two days of the MenEngage Africa Regional Consultative meeting on Children’s Rights, SRHR, LGBTI and Women’s Empowerment.

Many thanks go to PLAN International Region of East and Southern Africa (PLAN RESA), Coalition of African Lesbians (CAL), The African Women’s Development and Communication Network (FEMNET), International Planned Parenthood Federation Africa Regional Office (IPPF ARO) for co-hosting this consultative meeting.

Sonke extends its appreciation to all the speakers for gracing the meeting and for their invaluable inputs and insights on these most topical issues of our time. We would like to particularly thank all the participants and their various organizations for attending the consultative meeting and offering their experiences and rich reflections.

Special thanks go to the following MenEngage Africa regional partners. Without them, this meeting would not have been a success.

a) Planned Parenthood Association of Zambia (PPAZ),
b) Reproductive Health Uganda (RHU),
c) MenKen Kenya Network,
d) Rwanda Men’s Resource Centre (RWAMREC),
e) Men’s Association For Gender Equality Sierra Leone,
f) Swaziland Action Group Against Abuse (SWAGAA),
g) Stepping Stones International,
h) CARE International Burundi,
i) UNHCR Regional Women and Children Support Hub East, Horn of Africa and Great Lakes Region and other UN agencies,
j) Children’s Rights, LGBTI, SRHR, and Women’s Rights representatives; and
k) Donor agencies

We would like to thank the consultant, Fred Mandi who laboured to putting together this report. The report was reviewed and edited by Tapiwa Manyati, Tim Shand, Maja Herstad and Edith Wanjohi.
# Table of Contents

**Acknowledgements**  
2

**Acronyms**  
4

**Executive Summary**  
5  
*Some of the highlights of the two days proceedings:*

**Recommendations**  
6

**Introduction**  
8

**Rationale**  
9

**Meeting Objectives**  
11

**Expected Meeting Outcomes**  
11

**Meeting Expectations**  
11

**Participants items of interest:**  
11

**Meeting process proceedings**  
12

**Day One Deliberations**  
13  
1.0 *Introduction to Work and Guiding Principles of MenEngage Africa Spectrum of Change*  
13  
2.0 *Presentation by MenEngage Africa Partners*  
14  
2.2 *Presentation by MenEngage Kenya Network (MenKen)*  
14  
2.3 *Involving men and boys in SRH and Rights*  
15  
2.4 *The MenCare Campaign*  
15  
2.5 *Plenary Discussions*  
16  
3.0 *Panel Discussion*  
16  
4.0 *Open Plenary*  
21  
5.0 *Group Work per Sector*  
22

**DAY Two Deliberations**  
25  
6.0 *Key Lessons of Day One*  
25  
7.0 *Gallery Walk*  
25  
8.0 *World Café Group Activity*  
25  
9.0 *Group Work*  
29  
10.0 *Strategising for the Commission on the Status of Women (CSW) 2013*  
31  
11.0 *Next Steps*  
31  
11.0 *Closing Statements*  
32

**Appendix 1: Meeting Evaluation**  
33

**Appendix 2: List of Participants**  
35

**Appendix 3: Meeting Agenda**  
37

**Appendix 4: Overall list of Expectations**  
39

**Appendix 5: Spectrum of Change**  
41
**Acronyms**

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Full Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMSHeR</td>
<td>African Men for Sexual Health and Rights</td>
</tr>
<tr>
<td>AU</td>
<td>African Union</td>
</tr>
<tr>
<td>CAL</td>
<td>Coalition of African Lesbians</td>
</tr>
<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of All Forms of Discrimination against Women</td>
</tr>
<tr>
<td>CSO</td>
<td>Civil Society Organisation</td>
</tr>
<tr>
<td>FEMNET</td>
<td>The African Women’s Development and Communication Network</td>
</tr>
<tr>
<td>GBV</td>
<td>Gender Based Violence</td>
</tr>
<tr>
<td>IDU</td>
<td>Intravenous Drug User</td>
</tr>
<tr>
<td>IPPF</td>
<td>International Planned Parenthood Federation</td>
</tr>
<tr>
<td>LCI</td>
<td>Learning Centre Initiative</td>
</tr>
<tr>
<td>LGBTI</td>
<td>Lesbian Gay Bisexual Transgender and Intersex</td>
</tr>
<tr>
<td>M&amp;E</td>
<td>Monitoring and Evaluation</td>
</tr>
<tr>
<td>MSM</td>
<td>Men who have Sex with Men</td>
</tr>
<tr>
<td>NACC</td>
<td>National AIDS Control Council</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organisation</td>
</tr>
<tr>
<td>PPAZ</td>
<td>Planned Parenthood Association of Zambia</td>
</tr>
<tr>
<td>RFSU</td>
<td>The Swedish Association for Sexuality Education</td>
</tr>
<tr>
<td>RWAMREC</td>
<td>Rwanda Men Resource Centre</td>
</tr>
<tr>
<td>SADC</td>
<td>Southern Africa Development Community</td>
</tr>
<tr>
<td>SAFAIDS</td>
<td>South African AIDS Information Dissemination Service</td>
</tr>
<tr>
<td>SGBV</td>
<td>Sexual Gender-Based Violence</td>
</tr>
<tr>
<td>SRH</td>
<td>Sexual Reproductive Health</td>
</tr>
<tr>
<td>SRHR</td>
<td>Sexual and Reproductive Health</td>
</tr>
<tr>
<td>UN</td>
<td>United Nations</td>
</tr>
<tr>
<td>VCT</td>
<td>Voluntary Counseling and Testing</td>
</tr>
</tbody>
</table>
Executive Summary

The MenEngage Africa Regional Consultative meeting on Children’s Rights, SRHR, LGBTI and Women’s Empowerment was held from 6-8 November 2012 at the InterContinental Hotel, Nairobi, Kenya. At least 39 delegates from national and regional strategic organizations participated in this meeting.

The purpose of the consultative meeting sought to review and strengthen a regional agenda in order to scale up Men Engage work in the region; impact and sustainability of work with men in enhancing gender equality, focusing particularly on strengthening partnerships, shared work and accountability with women’s rights organizations, including positive women’s networks, SRHR, LGBTI, and child rights organizations.

In particular, this meeting sought to build the necessary momentum and collaboration to further advance this work across Africa. This meeting also ensured that the work remains accountable to, and in close collaboration with, a range of partners and organizations, particularly the women’s movement.

Also this meeting provided a road map for scaling up MenEgage activities, the impact and sustainability of work over the next 2-3 years with men and boys on promoting gender equality, preventing GBV and sexual exploitation, and reducing the spread and impact of HIV and AIDS within Africa.

The workshop also identified gaps and good practices in advocating and advancing children’s rights work; plan future activities for Men Engage Africa and explore ways on how to scale up work on male involvement in SRHR with a particular focus on children and young people, LGBTI human rights advocacy and campaigning work as well as women’s empowerment.

This workshop addressed the following key focus areas:
1. Children’s Rights,
2. Male Involvement in SRHR, with a particular focus on children and young people,
3. Enlist and strengthening collaboration with child rights organisations in the region; and
4. Strengthening collaboration with LGBTI rights organisations and other social justice movements.

With continued efforts in strengthening the Men Engage Africa work, the meeting also discussed the MenCare campaign— A Global Fatherhood Campaign being coordinated by Promundo, Sonke Gender Justice and the MenEngage Alliance (MenEngage), as an effort to promote men’s involvement as fathers and as caregivers.

The campaign seeks to provide support materials, messages, policy recommendations and research to encourage local MenEngage partners, NGOs, women’s rights organizations, governments and UN partners to implement campaign activities in their settings.

MenCare is conceived as a complement to global and local efforts to engage men and boys in ending violence against women and girls. Together with efforts like the White Ribbon Campaign, it is part of the MenEngage Alliance’s global vision to achieve equitable, non-violent relationships and caring visions of what it means to be men.

All efforts in taking this work forward seek to ensure that there are strong and coherent national, regional and international networks of civic organisations and activists, who can advocate for, build capacity for and implement work with men and boys for the promotion of gender equality and
Some of the highlights of the two days proceedings:

<table>
<thead>
<tr>
<th>Constituency</th>
<th>How does your sector perceive/experience work with men and boys for gender equality?</th>
<th>What are the foundational issues we need to work with to have a meaningful relationship with MenEngage Africa Regional Network?</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTI</td>
<td>Huge opportunity and gap. - LGBTI is still just getting lip service.</td>
<td>• Reconstructing MenEngage initiative</td>
</tr>
<tr>
<td></td>
<td>• Focused on hetero-normative masculinity</td>
<td>• Open to relooking at how the problem is named</td>
</tr>
<tr>
<td></td>
<td>• Focused on ideas of gender roles in a narrow way</td>
<td>• Thoroughness on the analysis of the issue of power</td>
</tr>
<tr>
<td></td>
<td>• Heterosexism</td>
<td>• Identifying and operating within existing spaces</td>
</tr>
<tr>
<td></td>
<td>• Disconnect from Sonke’s values</td>
<td>• Taking responsibility and not being victims</td>
</tr>
<tr>
<td>Women’s Rights</td>
<td>Men are secondary target. In some instances no priorities exist in the current women’s rights programs.</td>
<td>• The is need for more impact from MenEngage in forwarding women’s rights</td>
</tr>
<tr>
<td></td>
<td>• There is little awareness on men’s initiatives on women’s rights</td>
<td>• Identifying best practices for scale up</td>
</tr>
<tr>
<td></td>
<td>• Lack of clarity on men’s involvement and mistrust for both men and women</td>
<td>• Women rights organisations opening spaces for men to engage in existing programs - policy, capacity building, and technical and support.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• A strong men’s movement to champion women’s rights.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Women need to take up a more proactive role in building or strengthen the mens’ movement.</td>
</tr>
<tr>
<td>Children’s Rights</td>
<td>The socialization of men hinders our work.</td>
<td>• Baseline survey on involvement of men and boys in the sector</td>
</tr>
<tr>
<td></td>
<td>• Men and boys ready to be involved in the day-to-day care of their children but do not have the know-how to do so.</td>
<td>• Promoting cross country learning</td>
</tr>
<tr>
<td></td>
<td>• Involvement in this sector is viewed as ‘feminine’.</td>
<td>• Engaging in regional/international campaigns, e.g. ‘because I am a girl campaign’. How can the various sectors be more involved in bringing such campaigns to light?</td>
</tr>
<tr>
<td></td>
<td>• Difficult to find male role models who ‘walk the talk’.</td>
<td>• Promoting community conversations – looking at cultural beliefs that promote children’s rights and involvement of men and boys in promoting these rights</td>
</tr>
<tr>
<td></td>
<td>• Affirming men and boys involved in the sector promotes the involvement of other men and boys</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Women as barriers – “I’m less of a woman if my husband takes over my roles.”</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Use as traditional leaders as entry points.</td>
<td></td>
</tr>
<tr>
<td>SRHR</td>
<td>Policy</td>
<td>• Sharing of strategic and action Plans</td>
</tr>
<tr>
<td></td>
<td>• Working to see the transforming of policy into action and ensuring countries adhere to regional policies, protocols &amp; guidelines, e.g. CEDAW, MPOA</td>
<td>• There is need therefore for capacity, skills, strength, and gaps analysis (capacity building) for all partners who will be involved.</td>
</tr>
<tr>
<td></td>
<td>• Advocacy for integration of SRHR and gender policies</td>
<td>• Need for clear coordinating mechanisms, a clear resource utilization strategy including a clear advocacy and communications strategy.</td>
</tr>
<tr>
<td>Organisational</td>
<td>• Capacity building of CSO, policy makers, and key stakeholders</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Coordination of CSO advocacy networks</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Documentation, learning, and sharing</td>
<td></td>
</tr>
<tr>
<td>Community</td>
<td>• Engaging traditional leaders and men as protectors</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Through community sensitization, media, IEC, community dialogue, social platforms, support groups</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Rights based approach to engaging community</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Addressing cultural barriers through transformative approaches</td>
<td></td>
</tr>
<tr>
<td>MenEngage Africa Country Networks</td>
<td>How does the MenEngage Africa regional network perceive collaboration with the other sectors?</td>
<td>What would it take?</td>
</tr>
<tr>
<td>Perception:</td>
<td>• Prioritizes collaboration with women’s rights.</td>
<td>• Capacity building</td>
</tr>
<tr>
<td></td>
<td>• Open to more collaboration with all 4 sectors.</td>
<td>• Coalition building</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Linking mobilization to deep analysis of gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Deliberate inclusion of LGBTI in shared spaces</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Building more diverse evidence base</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Develop campaigns like MenCare with child rights organisations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Contextualizing MenEngage per country</td>
</tr>
</tbody>
</table>
## Recommendations

<table>
<thead>
<tr>
<th>Constituency</th>
<th>What are the key priority activities you would like your sector to undertake with MenEngage Africa/on engaging men and boys at both regional and national levels?</th>
<th>In what ways can MenEngage Africa support your work/planned activities?</th>
<th>How would you like to work with each of the other sectors (child rights, SRHR, LGBTI and women’s rights), if necessary?</th>
</tr>
</thead>
</table>
| SRHR               | Extensive advocacy  
* Human Rights and Gender  
* Access to quality and affordable SRHR services  
* Advocacy on LGBTI rights  
* Tracking of policy implementation i.e. CRC, CEDAW, Maputo Plan of Action  
**Capacity/Skills Building**  
* Trainings  
* Exchange visits  
* Scaling up of male involvement in SRHR  
* Developing of communication strategies  
* Technical support in documentation/dissemination of best and promising practices  
* Establishing of technical hubs at both national and regional levels  
* Profiling of partner organisations work on MenEngage website and marketing of the MenEngage work through social media | * Resource mobilization for partner organizations  
* Supervision and technical support  
* Joint programming  
* Creating visibility for the work being done by partners through profiling it.  
* Sharing of strategic plans | * Developing a child protection policy  
* Addressing violence against women and men as well as establishing clinics for victims of violence.  
* Doing joint advocacy work on policy implementations |
| Children’s Rights  | • Assessing gender in organizational sense  
* Building capacity on men’s engagement  
* Developing a strong M&E system  
* Developing frameworks/guidelines to work with men/boys  
* Promoting advocacy groups among the youth  
* Using mass media messaging/campaigns | • Developing clear messaging  
* Developing policy brief and research  
* Bringing issues of gender to the Children’s Rights Table  
* Giving technical support for frameworks and M&E  
* Sharing of good practice and models  
* Resource mobilization  
* Development of toolkits | • Recognition of linkages  
• Joint round tables/sharing  
• Leveraging skills and capacity and funding  
• Joint messaging and activities  
• Participating in MenEngage training programs  
• Research which highlights linkages and shared issues |
| LGBTI              | • Planning and building a relationship with LGBTI groups in the region  
* Identifying opportunities for collaboration and engagement  
* Internal staff development in terms of gender diversity and sexuality within the network | • MenEngage agreeing to engage with other networks e.g. with local LGBTI networks  
* Sharing of resources to prevent duplication  
* Developing a collaborative project where MenEngage comes in to support | • The SRHR would be easier to work with (Kenya, Uganda) |
| Women’s Rights     | • Scaling up of forums and having proper follow-ups on the outcomes  
* Sharing information e.g. reports funding opportunities, evaluation reports, and so on  
* Campaigning during e.g. the ‘16 days of activism’ and showcase the role of men in SGBV prevention and | • Training on advocacy  
* Setting up an information and resource centre on issues on VAW/SGBV and gender equality information  
* Awareness raising, dissemination, and domestication on policies, | • Supporting in organizing conferences, trainings and include women’s rights sectors in their work  
• Sharing information and education on LGBTI |

- Increased deliberate outreach by MenEngage
Introduction

Across Africa, gender inequality continues to undermine democracy, impede development and compromise people’s lives and human rights in dramatic ways. Indeed, many studies have shown that contemporary gender roles, stereotypes of manhood and the power relations between men and women in society contribute to gender-based violence, increase in maternal mortality, exacerbate the spread and impact of HIV and AIDS and have a negative impact on the right to health for both women and men.

Achieving economic, social and development goals on the continent requires individuals, governments, the private sector and civil society to build a more sensitive society with equitable gender roles and equal decision making power for both women and men. To be effective, strategies must not only empower women, but should engage men and bring about significant changes in men's attitudes, practices and privilege in relation to sex, reproduction, women’s health rights.

In recognition of the need for a stronger focus on engaging men and boys in promoting gender equality and addressing the public health challenges which the continent faces, the MenEngage Africa Alliance was established.

Over a very short period of time this alliance has expanded rapidly, and now has a significant number of members and active country networks www.menengage.org . This Alliance held a tremendously successful MenEngage Africa Symposium in 2009, attracting participants from across...
the content, and produced the “Johannesburg Declaration and Call to Action.” This was followed-up through a number of key MenEngage Africa meetings.

MenEngage Africa also produced a Regional Organisational Capacity Survey which assessed the capacity and needs of MenEngage country networks and member organizations in relation to research, policy advocacy, alliance building and community mobilisation with a focus on engaging men and boys for gender equality. A survey was sent out and responses came from 101 organisations. The survey results provide valuable information for the way forward and provide a strong foundation for the implementation of a longer-term initiative in Sub-Saharan Africa to engage men and boys. A full copy can be downloaded at: http://www.genderjustice.org.za/the-menengage-africa-organisational-capacity-survey-assesses

Currently, MenEngage Africa has increased the number of country networks to fifteen. The current co-ordinators of these country networks are as follows:
- Burundi: CARE International Burundi
- Botswana – Stepping Stones Botswana
- Democratic Republic of Congo: Congo Men`s Network
- Kenya: MenKen Kenya
- Uganda: Mama’s Club
- Malawi: Men for Gender Equality Now (MEGEN- Malawi)
- Mozambique: Forum Mulher/HOPEM
- Namibia: Lifeline/Childline
- Rwanda: The Rwandan Men’s Resource Center (RWAMREC)
- Sierra Leone: Fambul Initiative Network for Equality
- South Africa: Sonke Gender Justice Network
- Swaziland: Swaziland Action Group Against Abuse (SWAGAA)
- Tanzania: EngenderHealth
- Zambia: ZNWL Men’s Network
- Zimbabwe: Padare/ Enkudleni Men’s Forum on Gender

Rationale

1. Focus on Children’s Rights

Sonke is supporting and scaling-up of Men Engage Africa’s work. Similar developments have taken place across the globe, providing evidence of the growing interest in work with men and boys, and the realization that they have an essential role to play in achieving gender equality and social justice.

While many global and regional treaties promote children’s rights, country level policies and compliance are still not sufficient to support and maintain children’s human rights in many countries. An increasing focus has emerged over the past decade on work with men and boys, to promote gender equality, health and human rights. The intersections and overlap of this work with other social justice movements have however not been explored, documented or developed extensively in the Sub Saharan region. Similar to reducing violence against women, and improving human rights for all, work with men and boys has the potential to reduce violence against girls and boys and to improving their rights.

2. Male Involvement in SRHR, with a particular focus on children and young people
It is critical for men’s health but also for the health of women, children and society at large that efforts be made to increase men’s use of and access to health services. Across the region men are underrepresented in HIV and other health services. When men access health services, it is often when they are already ill. This is bad for women given that existing gender roles usually require that they take care of men when they are sick. It also burdens public health systems with the high cost of treating people who require far more expensive treatment than they would have had they accessed services earlier in the disease trajectory. Given men’s influential role in typical African societies, their improved knowledge on sexual and reproductive health issues will most likely facilitate partner cooperation and thus enhances future utilisation of sexual and reproductive health services including their spouse.

Four key issues of concern towards providing reproductive health services include:

1. Limited availability of sexual and reproductive health services for men, knowledge and understanding of men on SRH issues is generally low.
2. Limited efforts to encourage men to support their partners use of health and SRHR services.
3. Insufficient understanding and knowledge among health service providers about SRH needs of men, resulting in lack of appropriate services which are often not male-friendly and/or provided in less than integrated fashion.
4. Poor health seeking behaviour among men in regard to SRH services. With limited or no services including information package targeting men and given men’s low level of awareness on RH issues are important factors leading to men’s poor health care seeking behaviour.

3. Enlist and strengthen collaboration with child rights organisations in the region

Three areas of children’s rights programming serve as entry points for the regional work and envisaged partnership:

a) Policy frameworks that guide children’s rights

Child protection policies should be in place on organisational, country and regional network levels. These often address issues such as: corporal punishment, access to health rights including treatment and services, female genital cutting and child marriage. An open question remains as to whether these policies adequately address the involvement of boys and men in the promotion of children’s rights, in parallel with the involvement of women and girls. The policy frameworks firstly require an analysis of the strength of existing policies and whether they need to be improved, and secondly the monitoring of compliance where strong policies are in place.

b) Service provision that maintain children’s rights

Services that are intended to comply with policy frameworks to maintain children’s rights include areas of provision, protection and participation. This means that children have the right to an adequate standard of living, health care, education and services, and to play and recreation. In addition, children have the right to protection from abuse, neglect, exploitation and discrimination including the right to participate in communities and have programmes and services for themselves.

c) MenCare – A global fatherhood campaign

More than four out of five men worldwide will be fathers at some point in their lives. Also nearly all the world’s men have some connection to children as brothers, uncles, teachers,
coaches or simply as friends. A growing and overwhelming body of evidence from the Global North and Global South confirms that engaged fatherhood is good for children, good for women and good for men themselves. Yet engaging men as caring, involved fathers and caregivers has seldom been the focus of our global efforts to engage men in gender equality. MenCare – A Global Fatherhood Campaign – is coordinated by Promundo, Sonke and the MenEngage Alliance as an effort to promote men’s involvement as fathers and as caregivers. It seeks to provide support materials, messages, policy recommendations and research to encourage local MenEngage partners, NGOs, women’s rights organizations, governments and UN partners to implement campaign activities in their settings.

4. Strengthen collaboration with LGBTI rights organisations and other social justice movements

Heteronormativity and patriarchy undermine the rights and jeopardize the lives of LGBTI community members across the continent and affect for example women’s autonomy, gay men’s right to express their sexuality and gender identity (for example manifested through homophobic violence) and the rights of gender-non conforming persons. Working to ensure that LGBTI communities can enjoy their rights and live with dignity and autonomy is an urgent human rights priority. Efforts to address HIV and AIDS are undermined by the criminalisation of same sex relationships. The United Nations Human Rights Commission has noted that laws criminalising homosexuality “run counter to the implementation of effective education programmes in respect of HIV and AIDS prevention” by driving marginalised communities underground. African LGBTI people continue to struggle to have access to public health services the level of double discrimination faced is fuelled by state sponsored homophobia.

Meeting Objectives

- To explore how work for engaging men for gender equality can support the work of women’s rights organisations, SRHR organisations, LGBTI organisations, and child rights organisations, and be more accountable to these sectors.
- To identify strategies to strengthen collaboration between these sectors and the MenEngage Africa network regionally and nationally.
- To support scale-up of work with men for gender equality, strengthening partnerships, and identify joint priorities.

Expected Meeting Outcomes

- Strengthened collaboration between, and among, child rights, women’s rights, LGBTI organisations, SRHR organisations and MenEngage network partners.
- Agreed strategies and principles on how best to work together.
- Identified joint projects and activities to scale-up work with men and boys for gender equality at country and regional levels which supports, and remains accountable to, these sectors.
- Meeting report with overall roadmap.

Meeting Expectations¹

Participants items of interest:

---

¹ See Appendix 2: Overall list of Expectations
• Finding ways of integrating the work on LGBTI issues with the work on men.
• Discussing how to encourage men to support women’s rights.
• Advocating for the integration of the strategies.
• Deciding how the MenEngage programmes can meaningfully engage key populations, LGBTI, IDU\(^2\), prisoners.
• Proposing how to implement plans of having MenEngage work on LGBTI issues.
• Finding ways of building synergy in addressing homophobia and stigma.
• Exploring avenues through which to collaborate and address issues affecting the different communities.
• Propounding avenues for mapping out work partnerships.

**Meeting process proceedings**

At least ten partners delivered presentations that described their ambitions, achievements, challenges, and opportunities in their work. Some of the salient issues that arose include the appreciation of the structural role patriarchal systems play in generating power inequalities in society, gender imbalances that create conditions in which women and girls suffer violence and other violations of their rights. In changing mindsets then, it made sense to reach out, not just to men, but also to boys with progressive messages on gender equality.

Changing attitudes that are dismissive or contemptuous of female roles should start early in the life cycle of men. Generally, men are presumed to be anxious about such messaging, supposing that egalitarian moves threaten their social roles and privileges.

Attitudes and mindset of men can be changed and the transformation contemplated is indeed transformational: namely, what can networks do to prepare men and boys to empower women and girls, given them “power from within,”? But the networks are facing numerous obstacles that are stymieing their work:

1) under-developed operational capacity, which the problem of “poor coordination of activities”, a problem that run through the presentations, suggests,

2) structural drawbacks to gender equality, specifically the patriarchal social system, which is the dominant worldview in many African countries that perhaps explains why states appear lethargic in domesticking international protocols that seek to create more egalitarian and accommodative societies. Policy implementers in government moreover work in an organizational culture that frowns at gender equality/empowerment,

3) Lack of synergy among networks; and preparation by networks to handle issue affecting men, and women groups that seem reluctant to incorporate men for fear of a “male takeover”.

The first round of group discussions involved participants sitting in five groups, sectors, to discuss two basic questions, (a). How the sector perceives or experiences work with men and boys for gender equality; and (b). What it would take for the sector to have a meaningful relationship with Men Engage?

The sectors treat issues of men/boys as peripheral (though the potential/realization for attending to this problem appears to exist).

Regarding the second question, the sectors identified the antecedents of a fruitful collaboration with MenEngage. As instances, there is need to do a power analysis, assess the issues MenEngage is

\(^2\) Intravenous drug users
concerned about, determine best practices, encourage movements working on men issues that are concerned about the rights of women, merge strategic plans, and establish coordinating mechanisms.

The World Café generated critical issues including responding to negative perceptions held by partners about Sonke and figuring out how to involve men in programmes without disempowering women by thinking critically on the question what would it costs in involving men for gender equality.

One of the challenges that emerged from the second group discussion was that focussing on men would encourage programmatic attention on issues affecting women, with men acting as role models. The downside to this view was that incorporating the issues of men would crowd out the issues of women.

- MenEngage envisions accountability to mean open, honest, and transparent operations/collaborations, in which self review, no less peer review, are valued and practiced.
- MenEngage identified enablers who would create change and outlined measures to be taken to realize this. Some of the measures that could be taken include capacity building and policy criticism.
- MenEngage also outlined its contribution to policy action, developing policy briefs, and working with national and regional taskforces.
- MenEngage proposes to remain vigilant in the gender continuum by investing in growth as a change agent and in selecting partners who share similar values and interests.

In the last session, a group discussion took place in which the five sectors identified the key areas they would prioritise in working with MenEngage at regional and national levels. Priority areas include extensive joint advocacy, capacity building, assessing gender in organizational sense, developing strong monitoring and evaluation regimes, engaging in information sharing, and participating in joint trainings. Possible areas of support would include, but would not be limited to, joint programming and sharing of best practices and models. There would be justification moreover in fashioning a child protection policy and in building the skills and resources of networks.

The participants left the meeting with a better understanding of the issues and steps that would need to be taken to forge productive relationships with organizations that deal with issues affecting men. To this end, ideas on the facilitative principles, strategies, and action points were defined.

**Day One Deliberations**

**1.0 Introduction to Work and Guiding Principles of MenEngage Africa Spectrum of Change**

By: Bafana Khumalo - Sonke

Bafana Khumalo amplified the ambitions of Sonke and outlined its programmatic focus as depicted in its spectrum of change. In promoting the rights of women and girls, Sonke is keen to target structures of inequality in society and wants to incorporate men in improving the health situations of women and children. Public health concerns, such as HIV, GBV, MSM, need the input of men. Sonke targets at the same time the vulnerabilities/HIV needs and concerns of men. In its work,

**Sonke follows a human-rights based approach and upholds the following principles in its work:**

---

3 See Appendix 3 on Spectrum of Change diagram
- Promoting women’s and girl’s rights.
- It remains accountable to allies with women’s rights organisations, which have been in existence much longer than have been organisations with focus on men.
- It engages men from a positive and enabling perspective, seeing them as half of the solution.
- It takes into cognizance the diversities among men, including sexual diversity.
- Upholds human rights and gender as relational perspective.
- Addresses structural determinants.
- Builds on the evidence base of existing UN mandates.
- In the activities it undertakes, it remains ‘cultural’ sensitive.
- It takes its work to scale because of the importance accorded to it.

The following are the key priority areas for MenEngage Africa for 2014

- Engage men for SGBV prevention in high violence settings.
- Engage men in promoting SRH and preventing HIV.
- Being better Parents/MenCare campaign.

2.0 Presentation by MenEngage Africa Partners

2.1 Rwanda Men Resource Centre (RWAMREC)
   By Fidele Rutayisire

RWAMREC’s key intervention is in policy advocacy. So far, it has recorded numerous achievements in doing research on factors of SGBV in Rwanda, carrying out a gender needs assessment for members organizations, mass mobilization; and in strengthening the MenEngage in-country network, to cite but a few.

Significantly the country network has participated in efforts to include men and boys in the current gender policy, GBV policy, and family promotion policy. In addition RWAMREC also played a key role to include the role of men and boys in the National Strategic Plan on HIV and AIDS.

Gender mainstreaming in Rwanda is being held back by poor enforcement. Other challenges facing the network are the difficulties in coordinating a network and dependence on donor funding. Some of the key areas of priority, going forward, are in reviving the East African MenEngage Network, in boosting the capacities of member organizations of the Rwanda MenEngage Network, and in doing a study on perceptions and practices of dowry payment in Rwanda.

2.2 Presentation by MenEngage Kenya Network (MenKen)
   MenKen Kenya Network
   By Fredrick Nyagah

MenEngage Kenya Network (MenKen) is an alliance of organizations working with men and boys in GBV and HIV prevention, Fredrick Nyagah noted. Its areas of focus include tackling SGBV, promoting SRH including HIV and AIDS prevention, care and support, nurturing positive fatherhood, and building capacity of like-minded in-country organizations and networks. Some of its key achievements include the following:

- Orientation of the Journalists on the importance of engaging men and boys in Gender, SRH, and prevention of GBV
- Holding consultative meetings (National Gender and Equality Commission and relevant line ministries)
- Building capacity of NACC on Gender mainstreaming in response to HIV prevention
- Participating in the development of the National Framework towards Response and Prevention of GBV in Kenya.

MenKen plans to disseminate policy scan results, develop country advocacy plans, educate community leaders and government representatives on GBV/HIV laws and policy scan outcomes, and support review of the Ministry of Education curriculum on Comprehensive Sexuality Education (CSE). Some of the major drawbacks to MenKen’s work include resource mobilization, poor coordination of activities, and dependence on donors in moving its agenda forward. MenKen is poised to exploit the emerging opportunity in which many organizations and the government have realized the need to engage men and boys in the area of SRHR and prevention of GBV. Networks if empowered and strengthened can do a lot in strengthening Gender Equality especially in Africa where social fabrics are very strong.

2.3 Involving men and boys in SRH and Rights

Planned Parenthood Association of Zambia (PPAZ)

By: Edgar Simbeye,

The Learning Centre Initiative (LCI) project, Edgar Simbeye explained, is a partnership between Planned Parenthood Association of Zambia, the Swedish Association of Sexuality Education (RFSU) and Sonke Gender Justice. The goal of the project is to engage men and boys in sexual and reproductive health (SRH). To this end, the project applies a conceptual framework in which gender equality is valued. Men are seen as instruments of change in communities and as users of SRH services themselves. Some of the project’s key achievements include an overwhelming response by men on information and messages on men involvement in SRH. More men are attending SRHR sessions at health centres with their partners, and a SRHR services for men. Other progress areas include the following:

- Established a strong networking system with partners
- Established a men’s network of men living with HIV
- The project is working with abusive men through Law Development Association

Some of the major challenges encountered include cultural norms that make men want to safeguard their privileged positions in society. There has also been a lack of comprehensive implementation of service packages for men in Health facilities. Some of the key lessons learned are that strong networking systems create a conducive environment for project implementation. Men have shown the willingness to change their attitudes towards their own health and that of their partners. And men have a lot of unmet needs in terms of SRHR services and information.

2.4 The MenCare Campaign

Sonke Gender Justice Network

By Wessel van den Berg

Wessel fleshed out the mandate of the MenCare campaign seeks to engage men as care giving partners to promote better maternal health and sexual and reproductive health reduce GBV and promote child development and economic empowerment for women. It seeks to provide policymakers, the media, the health and social service sector, NGOs, and community groups, and men and women with positive images of men’s roles as caregivers along with concrete program and policy examples of how to increase such positive involvement.
The campaign works on three main levels a.) Policy, b) Media and c.) Direct engagement – expectant father groups.

2.5 Plenary Discussions

The key outcomes of the Plenary Discussions are as follows:

- Although coordination at country level is an issue, this situation needs not be so. There are mechanisms that are being underutilized in countries. Organisations need to maximise on this to create synergies and resource profiling.
- Equally, resource mobilization should not be cited as an issue because one can easily obtain resources from international organizations by networking and defining their niche and relevance. One can therefore obtain resources, space and technical assistance including funding.
- Since the subject on coalition and networking seems to be a common challenge, training is required on how best to manage and exploit coalitions.
- African governments need to be engaged and held accountable to implement treaties to which they have committed their countries.
- Interventions on the campaign need to reach the private sector.
- Being innovative in methods of engaging men in discussion on gender issues is critical. The PPAZ of Zambia tries to use existing structures (where men usually meet) to have this kind of conversations. They also use other approaches such as raising gender issues in settings such as before a football match, through the Internet, video shows, in VCT centres, etc.
- Cultural issue are sensitive. However, not all aspects of culture are negative. The work of the network points to this. There is need therefore tease apart the positive from the negative aspects of culture.
- The moment a network is formed; to keep the group moving becomes a challenge. Updating the network constantly needs to be done, including having in place a memorandum of understanding and TOR so that all members can know what their responsibilities are and involve them in the networks activities.
- The MenKen campaign is focused on men who care for children – the nuclear family is no longer the norm, the extended family is now responsible. An outcome of the fatherhood program is that fathers become the people who speak to their children about health issues.
- PPAZ has started the concept of youth friendly centres for young men. The centre is made friendly by having all staff sensitized on positively responding to men who come in for services.

3.0 Panel Discussion

The sessions involved six content experts who shed light on the following key questions:

1. Overview of the sector in the region
2. What is the sectors interest in working with men and boys for gender equality?
3. What are the challenges of the sector in relation to work with men and boys for gender equality? (A). National level (b). Regional level

3.1 Edith Wanjohi, PLAN RESA

PLAN International is a child rights organisation with focus on gender equality as one of its thematic areas. PLAN evaluates national policies and Constitutions in most African countries (specifically policies on Gender, Family Law and Children’s policies) to assess how well they speak to issues of
children and women/girls. Plan International supports governments to implement and domesticate rectified instruments. Plan supports to deconstruct the linkages of Gender Equality and children’s rights.

A snapshot of Plan’s view on power and gender equality:

- **Power over:** How does one get the ability to control others or to impose a view? The relationship between parent and child was cited, including how the power relations affect children.
- **Power within:** How can one work with children to make sure they get or acquire power within? How can we work with adults, men, and boys to the point where they can assist children, women, and girls to have the power within?
- **Power with:** This involves working with governments and donors to make sure that children can claim their rights. In this regard, the following are key questions of focus:
  - What impedes children from claiming their rights?
  - How can gender equality be promoted, which is critical to attaining the rights of children?
  - How do we promote gender equality to contribute to the greater access for the right for girls and boys? Children should therefore be able to:
    - Understand their rights. How they can claim their rights?
    - Who has access to these rights?
    - What are the social relations moulding children’s rights?
  - How does gender inequality limit parents in the capacity of children’s rights?

PLAN International is working towards capacity building its staff and partners to ensure they understand the disconnect between children’s rights and gender equality and how more men can be engaged in promoting gender equality.

**Key Challenges**

- **Policies** – Most governments are not allocating time to ensure the policies are implemented as a priority.
- **Underutilised resources** – capacity shortfalls are snagging resource use – intellectual capacity Vis-a-Vis financial resources visa Vis time.
- **Disconnect between children’s rights and gender equality:** Children’s and women’s rights organisations all want to work independently (in silos), including men’s rights organisations. For children to attain their rights there is need for a linkage between children, women and men’s rights organisations.

### 3.2 Dawn Cavanagh, Coalition of African Lesbians (CAL)

Regarding the LGBTI movement in Sub Saharan Africa, there is a crisis on the human rights of LGBTI persons who face hostility from states, non-state actors, cultural, traditional institutions, religious, and educational institutions. At root, this hostility arises because of patriarchal systems, which downplay the personal worth of women and children. The backlash being experienced by the LGBTI movement is a direct result of its claiming of its rights/space in the patriarchal system.

**Challenges in engaging men**

---

4 The power within is the self-confidence and self-esteem that can move a child to create his/her rights by participating in decision making.
If the issues of power linked to privilege are not fully addressed, sexuality or sexual rights problems will not be conclusively addressed. The issue of power is basic to the depriving of SRH, gender, and children’s rights. When engaging men at national and regional levels, we need to think or imagine a world without gender, which is a construct or concept that attaches power and privilege in differentiated terms to the disadvantage of women.

3.3 Brian White, African Men for Sexual Health & Rights (AMShE Her)

AMShE Her’s focus is on LGBTI, human rights as well as health for gay, heterosexual, and transgendered men. Its human rights activities focus around all aspects of human rights. Its work is done at the regional level, working with the UN, SADC, and AU. AMShE Her is also scanning through the policies, guidelines or agreements that African countries have signed and holding them accountable and ensuring that they are implemented. It is also advocating for the inclusion of the different communities into country’s National Strategic Plan and ensuring there are programs directed towards these communities.

Some of the key challenges faced by the various communities are as follows:

- Young people who have identified their rights and are transforming society already, much faster than existing formal networks such as AMShE Her. Their needs voices and wants need to be given an ear.
- There is need to address the power imbalance by leverage the strength of humanity.

3.4 Leonard Zondetsa – International Planned Parenthood Foundation (IPPF) AFRO

The primary focus of the IPPF is on sexual and reproductive health rights (SRH) and information. IPPF has five strategic focus areas that include Adolescence and Youth, Access to SRH services, HIV and AIDS, Abortion (access to safe abortion services) and Advocacy. Issues of gender and governance are cross cutting in what IPPF does as they are support functions.

IPPF works with men and boys in the following ways:

- Promoting access to quality and affordable SRH services, including HIV services.
- Promoting human Rights with specific focus on sexual rights. It is working in this area that has received little attention with a number of partners and associations.
- Runs different projects in the region around issues of leadership, management, governance, as well as programming.
- Involves young people in participating in its governance and its decision making process. 20 percent of people who make decisions in IPPF are young people right from the country level to the global level.

Challenges

- International legal and policy instruments are achieving little meaningful action on the ground. The region is becoming more process oriented rather than carrying out the activities on the ground.
- There is a capacity shortfall on the lack of understanding, skills, and technical know-how to carry out what needs to be done.
- The action points are not well defined.
- There is poor coordination/lack of synergy on the niche or strong points that need action.
- There is need to improve the dissemination of what has been documented.
FEMNET is represented in 38 countries in Africa. Currently in the region, there is increased sensitivity to women’s rights through legal instruments (Constitutional dispensations, women taking positions of power in society) and also through the lack of preparedness by men to accept some of these realities, as such the issue of power comes into play. There is also an increased demand for accountability for any action taken at both public and private life by both men and women. Men are also now being seen as part of the problem and solution of GBV – this arises as a result of men still not being sure of their true cultural identity, which varies dependent on the situation at hand.

By violating women, men are increasingly becoming vulnerable. The economic empowerment men had to abuse women is now becoming a problem, e.g., a man paying more to have sex without protection is a victim of his own success. Women are also increasingly becoming more aware of their rights – example in Kenya the cases of men battered by their wives overshadows the reality of violence against women as the stories make headline news in the daily newspapers as opposed to women who have been battered or even killed that make the middle pages of the same newspapers. This brings out the fact that in society, violence against women has in a way been normalized.

Increasingly, the definition of power is becoming fluid whereby it means different things to different people. Example – in Kenya and other communities, in order for a boy to graduate into a ‘man’, he needs to raid a neighbouring community that results into killings. The mentality and mindsets including the value systems of such communities then issues of violence will graduate from violence in the homes to violence in the communities, which then could lead to proliferation of arms resulting in more vicious violence.

Another area for consideration while working with men is on the issues of reproductive health and the pressure around the economics of sustaining families. Education around family planning and reproductive issues around men is therefore critical.

Networking and collaboration is therefore key to achieving better results around men, by harnessing the different ideas or approaches that exist within the networks. The following are the key challenges experienced:

- Socialization – the way the man is brought up is critical.
- Within government systems, there are programs that are not responsive to men i.e. they do not have defined approaches in dealing with men.
  \(\text{Example:}\) The Ministries of Gender have been relegated to just a public relations organ within governments. These Ministries core functions do not serve the purpose for which they were created.
- A lot of structures with government systems are patriarchal in nature. Unfortunately the people who occupy these offices have a lot of cultural influence and negative stereotypes making it hard for them to be impartial in their thinking and decisions making. Domestication of laws can only work if the people occupying positions of power and influence have changed mindsets.
- Lack of sufficient expertise: Many programs geared towards men do not have solid approaches in dealing with them. A lot of capacity building is needed to help achieve the desired objectives.

### 3.6 Diana Ondato – Athena Network

The Athena Network is a network of women leaders and organisations that promotes leadership and gives voice to young women and advocate for the rights of young women living with HIV.

The following are some of the challenges experienced in engaging boys and men in the network:
• Culture – men feel that culture gives them the right to be more superior to women making it very difficult to engage them.
• Men do not want to access SRH services with their partners – they are “always busy.”
• Negotiation of safer sex – the man usually has the final say.
• Lack of existing policies in some countries.
• Men see that that the empowerment of women means that they will take what belongs to the men; hence they totally refuse to associate themselves with any program or activity that enhances women empowerment.

The networks have come up with the following solutions to address some of these challenges:
• Working with the Movement of Men in Kenya (MMK) to devise a strategy on how to involve more men.
• Working with National Network of People Living with HIV in Kenya (NEPHAK) to come up with solutions to these challenges using the men in its network.

3.7 Plenary Discussions

The key outcomes of the Plenary Discussions are as follows:

• With regards to men as victims of violence, there has been very little space for men to speak out about the predicaments they face, this can be attributed to among other reasons their social cultural upbringing. In the past few years, men have however begun coming out and reporting violations against them. FEMNET has been trying to promote dialogue between partners as a means to conflict resolution. Most civil society organisations are not well prepared in addressing men’s issues.
• There is need for programs that could help emphasize the need by fathers to spend quality time with their children when they are out of the office.
• Regarding the challenges FEMNET faces in its work on engaging men for gender equality, i) there has been a lot of suspicion from other women’s rights organisations and outright refusal for them to join up on programs that address men’s issues, ii) the pressure on men working for gender equality is also very high, with results from them expected ‘tomorrow’. Expectations therefore need to be well managed within the movement to enable transformation to effectively take place, iii) men are not being involved in decision making processes around GBV, iv) men feel the burden on HIV is really not upon them, but on women, which is a result of their social cultural upbringing.
• To prepare people to express their homophobia and endure the pressures that come with it requires for simple conversations and simple actions around LGBTI issues and approaches used that are used in ending GBV.
• LGBTI approaches or statements need to be well packaged in terms of what needs to be said, when it needs to be said and how it needs to be said.
• At the regional level, a lot of policies, guidelines, and protocols exist, however, there is no clear mechanism that exists on how to monitor countries who have signed them to actually implement what they have committed to.
• There is need to have in place a peer mechanism that will hold countries to account for what they have signed for, including preparing shadow reports of the same.
• On policies and guidelines that countries sign into, the following questions may need to be asked:
  ✓ What purposes are these protocols serving?
  ✓ To whose benefits are these protocols serving?
  ✓ What is our role with regards to monitoring the implementation of these protocols?
  ✓ What are the existing reporting mechanisms?
4.0 Open Plenary
By: Leonard Zondetsa – IPPF ARO

The following are the key issues that emerged from the session. We need to do the following:

- Move away from working with just gender issues
- Enrich our knowledge on working with LGBTI
- Confront our own values/prejudices
- Figure out cultural and religious barriers to our work
- Seek answers to what it means to be culturally sensitive?
- Address patriarchy as a system
- Appreciate that the gains made by different communities creates challenges
- Seek economic autonomy (raise resources internally)
- Assess our preparedness to be inclusive and capacity to challenge structural issues on gender-related issues
- Seek to be accommodative
- Affirm enablers to help bring about change
- Aim to overcome the legacy of gender binary (men and women)
- Aim to develop clear concepts to enable better strategies to deal with it
- Figure out how to modify/change targeted people ideologically, institutionally, and strategically?
- Identify points of entry, e.g. men coming together to talk about “what is a man?”
- Look back to positive examples and how to proceed
- Address power imbalances: how can these issues be advanced in a meaningful way
- Identify champions
- Identify men’s vulnerabilities in relation to women’s rights
- Contextualise LGBTI and confront issues in specific settings
- Create space to listen to the women’s sector

**Key Focus areas**

<table>
<thead>
<tr>
<th>No.</th>
<th>Key Issue</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Working on networking and coordination</td>
</tr>
<tr>
<td>2.</td>
<td>Translating policies into action especially at the lower level</td>
</tr>
<tr>
<td>3.</td>
<td>Gaining skills, competence, and know-how about policy interpretation</td>
</tr>
<tr>
<td>4.</td>
<td>Tackling power relations</td>
</tr>
</tbody>
</table>
5.0 Group Work per Sector

Participants sat in their respective sectors/constituency (LGBTI, Women’s Rights, SRHR, Children Rights, and MenEngage) to discuss what they need to do to forward their respective sectors. Focus was on the following questions:

1. How does your sector perceive/experience work with men and boys for gender equality?
2. What would it take for your sector to have a meaningful relationship with MenEngage?
3. What are the World Café questions bearing in mind the challenges from the panel?

<table>
<thead>
<tr>
<th>Constituency</th>
<th>How does your sector perceive/experience work with men and boys for gender equality?</th>
<th>What are the foundational issues we need to work with to have a meaningful relationship with MenEngage Africa Regional Network?</th>
<th>What are the World Café questions bearing in mind the challenges from the panel?</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTI</td>
<td>Huge opportunity and gap. - LGBTI is still just getting lip service.</td>
<td>Reconstructing MenEngage initiative</td>
<td>Power and control greatly embedded within our socialization</td>
</tr>
<tr>
<td></td>
<td>•Focused on hetero-normative masculinity</td>
<td>•Open to relooking at how the problem is named</td>
<td>•Sanctioned violence</td>
</tr>
<tr>
<td></td>
<td>•Focused on ideas of gender roles in a narrow way</td>
<td>•Thoroughness on the analysis of the issue of power</td>
<td>•Partners portraying Sonke in different light</td>
</tr>
<tr>
<td></td>
<td>•Heterosexism</td>
<td>•Identifying and operating within existing spaces</td>
<td></td>
</tr>
<tr>
<td></td>
<td>•Disconnect from Sonke’s values</td>
<td>•Taking responsibility and not being victims</td>
<td></td>
</tr>
<tr>
<td>Women’s Rights</td>
<td>•Men are secondary target. In some instances no priorities exist in the current women’s rights programs.</td>
<td>The is need for more impact from MenEngage in forwarding women’s rights</td>
<td>How do men working with women’s rights get funding?</td>
</tr>
<tr>
<td></td>
<td>•There is little awareness on men’s initiatives on women’s rights</td>
<td>•Identifying best practices for scale up</td>
<td>Women have created a safe space to advance based on the knowledge that they can bring about change despite perceptions that they cannot do it.</td>
</tr>
<tr>
<td></td>
<td>•Lack of clarity on men’s involvement and mistrust for both men and women</td>
<td>•Women rights organisations opening spaces for men to engage in existing programs - policy, capacity building, and technical and support.</td>
<td>How do we then involve men without disempowering women and making them feel that men are required to make things happen?</td>
</tr>
<tr>
<td></td>
<td></td>
<td>•A strong men’s movement to champion women’s rights. Women need to take up a more proactive role in building or strengthen the mens’ movement.</td>
<td>How do the men who work for women’s rights look like?</td>
</tr>
<tr>
<td>Children’s Rights</td>
<td>•The socialization of men hinders our work.</td>
<td>Baseline survey on involvement of men and boys in the sector</td>
<td>Harmonising existing legislation – how best can we work around harmonizing of legislation and fostering accountability?</td>
</tr>
<tr>
<td></td>
<td>•Men and boys ready to be involved in the day-to-day care of their children but do not have the know-how to do so.</td>
<td>•Promoting cross country learning</td>
<td>•What is the cost of not including men and boys in this sector?</td>
</tr>
<tr>
<td></td>
<td>•Involvement in this sector is viewed as ‘feminine’.</td>
<td>•Engaging in regional/international campaigns, e.g. ‘because I am a girl campaign’. How can the various sectors be more involved in bringing such campaigns to light?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>•Difficult to find male role models who ‘walk the talk’.</td>
<td>•Promoting community conversations – looking at cultural beliefs that promote children’s rights and involvement of men and boys in promoting these rights</td>
<td></td>
</tr>
<tr>
<td></td>
<td>•Affirming men and boys involved in the sector promotes the involvement of other men and boys.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>•Women as barriers – ‘I’m less of a woman if my husband takes over my</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### SRHR

**Policy**
- Working to see the transforming of policy into action and ensuring countries adhere to regional policies, protocols & guidelines, e.g. CEDAW, MPOA
- Advocacy for integration of SRHR and gender policies

**Organisational**
- Capacity building of CSO, policy makers, and key stakeholders
- Coordination of CSO advocacy networks
- Documentation, learning, and sharing

**Community**
- Engaging traditional leaders and men as protectors
- Through community sensitization, media, IEC, community dialogue, social platforms, support groups
- Rights based approach to engaging community
- Addressing cultural barriers through transformative approaches

**Roles.**
- Use as traditional leaders as entry points.

**SRHR Policy**
- Sharing of strategic and action Plans
- There is need therefore for capacity, skills, strength, and gaps analysis (capacity building) for all partners who will be involved.
- Need for clear coordinating mechanisms, a clear resource utilization strategy including a clear advocacy and communications strategy.

**How do we harmonize existing and at times conflicting national protocols and guidelines around SRHR, LGBTI and children’s rights?**
- Do we build context separate advocacy and communication strategies?
- What is next?
- Where are we going from here?
- What are the roles and responsibilities of each partner?
- What is our common agenda?
- What are the monitoring, and feedback, and reporting mechanisms?
- How do we effectively implement such a project in a legally, socially, and financially constrained environment?

### MenEngage Africa Country Networks

**How does the MenEngage Africa regional network perceive collaboration with the other sectors?**

**Perception:**
- Prioritizes collaboration with women’s rights.
- Open to more collaboration with all 4 sectors.

**What would it take?**
- Capacity building
- Coalition building
- Linking mobilization to deep analysis of gender
- Deliberate inclusion of LGBTI in shared spaces
- Building more diverse evidence base
- Develop campaigns like MenCare with child rights organisations
- Contextualizing MenEngage per country
- Increased deliberate outreach by MenEngage

**How could MenEngage support human rights issues that contradict national constitutions?**
- How does MenEngage support time-sharing of best practices by country and region?
- What barriers prevent vibrant country collaboration?
- Where do networks miss the link to available resources
- How does MenEngage contribute to Country and Global networks?

## 5.2 Plenary Outcome

**Key issues that arose from the group feedback:**

- Advocacy and collaboration is critical and needs to be carried out.
- Building of beneficial relationships with other organisations is critical.
• The whole aspect of gender and bringing about the dichotomies around it – how can gender equality be pitched to the community, leaders and what language can be used – without using feminist language.
• How can gender be defined as including men, boys, and girls?
• How can the problems of women’s rights, sexual and reproductive health, and sexual orientation issues be deconstructed?
• How can the budgetary allocations for gender issues by governments be sought?
• How can the needs of e.g. gender issues be well communicated to obtain the necessary funding?
• How best can policies be harmonized for purposes of having a common agenda?
• How can we best monitor what others are doing?
• Evidence based research is needed to push for the various agenda’s, e.g. on gender equality. More prominence has been given to battered men than to battered women. Yet the latter tend to suffer more violence than the former.
• As activists and practitioners, there is need to deepen our languages around gender issues.
• The organizing behind women’s rights has always been championed by women. It has been established that men are ignorant of women’s rights.
• How can women groups support issues involving men without undermining the integrity of the mission to which the former groups were formed of responding to issues of women?
• If men are to be fully engaged, then such an initiative should focus on men of all sexual orientations. MenEngage needs to think of their understanding of men across movements and organisations. A collective approach would be the best way forward.
• How can the gender inequality issue be addressed? How best can it be defined? What is the definition of a man?
• How the conversation about men who have been left behind be continued – there is need to recognize their needs, engage them fully, and speak to them in a positive language?
DAY Two Deliberations

6.0 Key Lessons of Day One

Moving forward, there is need for the following:

- Improve coordination between CSOs: As things stand, initiatives are fragmented and duplicated.
- Pursue advocacy vigorously: There is need to track the performance of states in keeping their commitments to polices, protocols, and agreements.
- Harness power relations: How should the institutions of power play out in the community, and how best should men be engaged in programmes?
- Encourage respect for diversity: People have different sexual preferences/orientations.
- Involve men and boys in the programmes to reduce the cost of programmes.
- Develop strategies to help position organisations to draw from donor funding.
- Address gender roles in the context of social power.

7.0 Gallery Walk

The aim of the gallery walk was to allow participating networks and organizations to showcase their advocacy and campaigns information materials. The following organizations displayed their information:

- Swaziland Action Group Against Abuse (SWAGAA)
- Planned Parenthood Association of Zambia (PPAZ)
- Stepping Stones International
- Children’s Dignity Forum (CDF)
- SAFAIDS
- Nelson Mandela Children’s Fund
- Sonke

8.0 World Café Group Activity

8.1 Approach

The objective of this activity sought to have a cross pollination and conversations between the different sectors (SRHR, Children’s Rights, Women’s Rights and LGBTI) driven mainly by their respective interests and what they consider the most important questions for discussions.

From the list of questions, participants were each to choose 3 key questions that were important to them and with which they could engage the assigned facilitator. Each question had a separate table and an assigned facilitator to chair the conversations. Participants were therefore meant to move around each of the tables of interest and contribute to the subject matter. Discussions centred on the following six questions:

1. What are the implications of work with men and boys for gender equality/for the women’s rights movement?
2. What does accountability of MenEngage to the sectors represented mean?
3. How does MenEngage and the sectors support ‘enables’ to create change?
4. How does MenEngage contribute to translating policy into action in Africa?
5. What are the ways in which MenEngage can remain vigilant of the gender continuum?
6. As we move to gender transformation, what barriers and risks appear? How should we respond?

8.2 Feedback by Table Facilitators

Table 1: What are the implications of working with men and boys for gender equality/for the women’s rights movement?

<table>
<thead>
<tr>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Although some men fear that women will challenge or take over their roles, there is need for them to work alongside men.</td>
</tr>
</tbody>
</table>

**Positive Aspects**
- Boys can be challenged to reflect on gender equality.
- Engaging men will act as role models for other men.
- Working with men and boys will have a good effect on women.
- Focussing on the needs and vulnerability of men will encourage focus on the problems women are facing.

**Negative Aspects**
- Some women networks fear that resources will be shifted to networks dealing with issues affecting men.
- Some women networks fear that men will dominate the network.
- There is a disconnect between the sectors (men and women’s movement).
- There are concerns about quality and accountability for the men to engage in other sectors.

Table 2: What does accountability of MenEngage to the sectors represented mean?

<table>
<thead>
<tr>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accountability:</strong></td>
</tr>
<tr>
<td>✓ Should be mutual</td>
</tr>
<tr>
<td>✓ Should foster synergies</td>
</tr>
<tr>
<td>✓ Should help creating ownership</td>
</tr>
<tr>
<td>✓ Should invite more support</td>
</tr>
<tr>
<td>✓ Should adopt differentiated mechanisms at regional and national levels</td>
</tr>
</tbody>
</table>

| Accountability could entail: |
| ✓ Operating in transparency and openness |
| ✓ Having a strong evidence base that justifies the importance of the work |

| How can we create mechanisms to show formation on planning results? |
| ✓ Need to define the roles of the gender and the different stakeholders involved |

| Tools for accountability: |
| ✓ A power analysis as part of evaluations and determine if interventions are beneficial to women |
| ✓ Continuous mutual dialogue and technical assistance with these sectors to discuss values, if principles have been met |
| ✓ M&E |
| ✓ Peer review |
| ✓ Self evaluations |
| ✓ Exchange between partners |
Table 3: How does MenEngage and the sectors support ‘enablers’ to create change?

Response

- **Who are the ‘enablers’?**
  - ✓ Community and religious leaders, youth leaders, role models, government and religious leaders, partner organisations, UN system, women’s rights organisations, CSOs, policy makers, education systems, MenEngage, community workers, AND the justice system

- **How can ‘enablers’ be supported to create change?**
  - ✓ Through better coordination
  - ✓ Through capacity building to ensure they understand the issues e.g. by deconstructing gender equality, e.g. stereotypes and gender roles
  - ✓ Through use of evidence based information: research-based advocacy
  - ✓ Through policy criticism: Awareness raising and a call for action
  - ✓ Through community and national dialogue
  - ✓ Through monitoring change and providing evidence of such change to different constituencies
  - ✓ Through M&E programs
  - ✓ Through allocating funds to support programs
  - ✓ Through making Gender Equality a priority in government by aligning national policies, strategic plans with the gender agenda, including coordinating their implementation
  - ✓ Through engaging media to support positive reporting to change stereotypes

Table 4: How does MenEngage contribute to translating policy to action in Africa?

Response

- It pushes for the formation of national networks in countries where they do not exist.
- It collaborates with regional and national task forces to push for formulation, implementation, and tracking of policies.
- It maps/profiles policy issues to ease policy tracking (M&E).
- It forms networks with like-minded organisations and strategic partners for purposes of advocacy with:
  - ✓ Clear TORs
  - ✓ Communication and Advocacy strategies
  - ✓ Defining a common agenda
  - ✓ Peer review of progress
- It develops policy briefs in simple language for easy understanding and buy-in from potential partners.
- It is proactive and develops a calendar of events including key dates for regional activities as advocacy platforms.

Table 5: What are the ways in which MenEngage can remain vigilant of the gender continuum?
Response

- Pursue programming that it challenges our own stereotypes, vices, discriminatory attitudes, stigma, and so on.
- Invest in its own growth as a change agent.
- Select partners who share similar principles and values.
- Be ready to be held accountable by partners for the implementation of the principles, part of which is the accountability to show that power is being challenged, confronted and that there is movement along the continuum.
- Interrogate parts of ‘Ubuntu’ that can actually feed gender inequality and not just accept it wholeheartedly.

Table 6: As we move to Gender Transformation, what barriers and risks appear? How do we respond?

Response

i) Barriers
- Religion in relation to gender
- Men who fear change and the unknown
- Lack of a common understanding
- Lack of a comprehensive definition of the concept
- Lack of clarity on who owns the idea and agenda?
- Laws and policies to support for the work in the country
- Emergence of new gender forms

ii) Recommendations
- Encourage more dialogue, understanding, and tolerance.
- Seek allies in the religious sector.
- Create a safe space; develop materials drawing from positive elements within the religious framework.
- Develop a common framework on gender transformation interventions.
- Aim to see communities own the leadership.
- Advocate for the translation of protocols in country to align with country laws.
- Build the capacity of country networks to understand emerging gender identities.
- Advocate for community awareness, tolerance and acceptance of gender identities.

8.4 Key issues arising from the World Café discussions

- Change starts with us!
- We need to enact conscious and deliberate programming for ourselves, deliberating challenging our own stereotypes
- We must do our work with conviction – we must ourselves grow in the continuum
- Partners should be selected selectively and be encouraged to hold each other to account

8.5 Highlights of the World Café

- There was a convergence on issues being raised
- Process was involving and generated ideas that were crosscutting
- Participants could differentiate between policy issues at national and regional level
- There is a role that MenEngage can play in the sectors
- It is critical to identify the roles each sectors can play
- More dialogue is needed around complex matters

9.0 Group Work

The Groups aligned to the respective sectors focused on the activities that MenEngage could take up going forward. The discussions were guided by the following key questions:

1. What are the key priority activities you would like your sector to undertake with MenEngage Africa/on engaging men and boys at both regional and national levels?
2. In what ways can MenEngage support your work/planned activities?
3. How would you like to work with each of the other sectors (child rights, SRHR, LGBTI and women’s rights), if necessary?

9.1 Group Feedback

<table>
<thead>
<tr>
<th>Constituency</th>
<th>What are the key priority activities you would like your sector to undertake with MenEngage Africa/on engaging men and boys at both regional and national levels?</th>
<th>In what ways can MenEngage Africa support your work/planned activities?</th>
<th>How would you like to work with each of the other sectors (child rights, SRHR, LGBTI and women’s rights), if necessary?</th>
</tr>
</thead>
</table>
| SRHR | Extensive advocacy  
- Human Rights and Gender  
- Access to quality and affordable SRHR services  
- Advocacy on LGBTI rights  
- Tracking of policy implementation i.e. CRC, CEDAW, Maputo Plan of Action  
Capacity/Skills Building  
- Trainings  
- Exchange visits  
- Scaling up of male involvement in SRHR  
- Developing of communication strategies  
- Technical support in documentation/dissemination of best and promising practices  
- Establishing of technical hubs at both national and regional levels  
- Profiling of partner organisations work on MenEngage website and marketing of the MenEngage work through social media | Resource mobilization for partner organizations  
- supervision and technical support  
- joint programming  
- Creating visibility for the work being done by partners through profiling it.  
- Sharing of strategic plans | Developing a child protection policy  
- Addressing violence against women and men as well as establishing clinics for victims of violence.  
- Doing joint advocacy work on policy implementations |
| Children’s Rights | Assessing gender in organizational sense  
- Building capacity on men’s engagement  
- Developing a strong M&E system  
- Developing frameworks/guidelines to work with men/boys  
- Promoting advocacy groups among the youth  
- Using mass media messaging/campaigns | Developing clear messaging  
- Developing policy brief and research  
- Bringing issues of gender to the Children’s Rights Table  
- Giving technical support for frameworks and M&E  
- Sharing of good practice and models  
- Resource mobilization  
- Development of toolkits | Integrated support/sectors  
- Recognition of linkages  
- Joint round tables/sharing  
- Leveraging skills and capacity and funding  
- Joint messaging and activities  
- Participating in MenEngage training programs  
- Research which highlights linkages and shared issues |
<table>
<thead>
<tr>
<th>LGBTI</th>
<th>Planning and building a relationship with LGBTI groups in the region</th>
<th>MenEngage agreeing to engage with other networks e.g. with local LGBTI networks</th>
<th>The SRHR would be easier to work with (Kenya, Uganda)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Identifying opportunities for collaboration and engagement</td>
<td>Sharing of resources to prevent duplication</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Internal staff development in terms of gender diversity and sexuality within the network</td>
<td>Developing a collaborative project where MenEngage comes in to support</td>
<td></td>
</tr>
<tr>
<td>Women’s Rights</td>
<td>Scaling up of forums and having proper follow-ups on the outcomes</td>
<td>Training on advocacy</td>
<td>Supporting in organizing conferences, trainings and include women’s rights sectors in their work</td>
</tr>
<tr>
<td></td>
<td>Sharing information e.g. reports funding opportunities, evaluation reports, and so on</td>
<td>Setting up an information and resource centre on issues on VAW/SGBV and gender equality information</td>
<td>Sharing information and education on LGBTI</td>
</tr>
<tr>
<td></td>
<td>Campaigning during e.g. the ‘16 days of activism’ and showcase the role of men in SGBV prevention and programming. 30th November has already been earmarked to popularize this.</td>
<td>Awareness raising, dissemination, and domestication on policies, protocols, and laws on women’s issues.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Doing joint advocacy and awareness-raising on issues that affect women and girls.</td>
<td>Engaging other sectors to get expertise, knowledge, and inter-linkages between our work in order for us to contribute more effectively and in a more informed way.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MenEngage to work with women’s rights and LGBTI organisations in building the capacity of men and boys to deal with women’s issues</td>
<td>Sharing programs and resources for engaging boys, “best practices”, e.g. human resources, financial support, information on issues affecting men, information on funding opportunities, analysis on men’s behaviour.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Joint training and technical support to budding initiatives both in country and regionally</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MenEngage Country Networks</td>
<td>National level</td>
<td>Continuing with capacity building, strengthening technical skills</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Following-up with all partners and keep the conversations alive</td>
<td>Moving towards dedicated people or staff in-country whose function will be to build the MenEngage network</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Having conversations in-country around all the sectors</td>
<td>Strengthening M&amp;E skills</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Having foundational training for all sectors and appreciate that not all learners are on the “same page”</td>
<td>Ensuring networks at country level deliver on their commitments with effective follow-up</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MenEngage to be fully involved with the various movements e.g. around child rights and the women’s movement</td>
<td>Championing the networks ‘lead lights’ to strengthen other up-coming countries</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Having in-country partners to join up with the network</td>
<td>Improving MenEngage branding</td>
<td></td>
</tr>
<tr>
<td></td>
<td>In countries where LGBTI is illegal, MenEngage should identify key people in those countries to speak to.</td>
<td>Enhancing technical assistance and capacity building from Sonke</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Working towards benefiting from the network of the 15 countries</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Regional Level</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Keeping conversations and having joint planning with different sectors</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Distributing the MenEngage newsletters</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**9.2 Plenary Discussion**

The key outcomes of the plenary discussions were as follows:

- We need a ‘champion’ or ‘model’ needs to champion e.g. SRHR issues
- There is need for clarity on what children’s rights means to the women’s movement and to LGBTI issues.
- The LGBTI sector should understand the position of MenEngage around LGBTI and find a way of working together. On its part, the latter has a position on LGBTI and it recognizes that issues of
LGBTI in various jurisdictions are different. There is need to identify areas in which to collaborate to achieve the desired outcomes. This collaborative stance has been lacking.

- By November 30th, men should have determined the roles they would wish to play regarding the 16 days of activism against GBV. In future, this day should form part of or be included in the ‘16 days of activism’.
- An information or resource pack on LGBTI issues should be developed and distributed. A toolkit already exists on the SAFAIDS website – www.safaids.net.

### 10.0 Strategising for the Commission on the Status of Women (CSW) 2013

By: Kennedy Otina – FEMNET

Mr. Otina briefed participants on the outcomes of the 56th Session of the CSW meeting. The CSW is an annual UN event held every February through March in New York. During the event, governments, gender practitioners, and organizations interested in women’s rights report on implementation of CEDAW. Themes for discussions would emerge from consultative meetings in which CSO attend.

Before the 56th Session of the CSW meeting took place, the views of CSO in Africa were collated and constituted the Statement from CSO of Africa. An outcome document of the CSW meeting will be circulated widely to gather views to be presented at the CSW Meeting 10th December 2012. The emerging views will eventually form part of the agenda for the main CSW meeting.

Although the CSW meeting is a government process, it accommodates CSO and gender practitioners. If these stakeholders are strategic, they can influence the output of the meeting. To begin with, CSO participate in preparing of status reports, preparing shadow reports to juxtapose the official government ones. CSO can use such opportunities as strategic opportunities to influence particular outcomes and decisions around women rights. They can be quite influential where governments are poorly informed about agenda items.

The upshot: CSO need to prepare to influence the agenda and decisions of the next CSW meeting. A Steering Committee to run this process in Africa will be launched in March 2013. All organisations working on women’s rights should seek to participate in the series of pre-CSW events—events meant to draw an agenda for the 57th Session of the CSW meeting.

### 11.0 Next Steps

As Next Steps, all participants wrote down Personal Commitment Statement on how they each will take the output from this meeting forward in their respective organisations.

---

5 The CSW meeting of 2011 did not have any resolutions passed because the governments involved did not agree on certain issues around the activities they were expected to carry out.
11.0 Closing Statements

“Let us take consideration that access and the rights are out there, people know them, human rights are out there, and people understand them and are talking about them. The challenge therefore for us is to get out of our comfort zones to make sure the rights are fully enjoyed by all.” Edith Wanjohi, PLAN RESA

One challenge and gift as we leave – let us not play the role of trying to protect men from change. We should not be making decisions about whether it is OK to “introduce” work on challenging men’s power in society. This is an indication of our own discomfort with real change. We have to let go of our discomfort and fear about change and do what must be done to confront and work with and deal with the problem of power as we engage men...
Dawn Cavanagh – Coalition of African Lesbians (CAL)

“…..history will one time judge us…… let us walk the talk.” Leonard Zeondesta – IPPF

“...this has been one of the most productive meetings ....we are leaving here with commitments on how we will move things forward...” Bafana Khumalo, Sonke
Appendix 1: Meeting Evaluation

Section 1: Question: Please tell us if you agree or disagree with the following statements by placing a tick (✓) in the “agree”, “disagree” or “not sure” box below.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>I found the meeting very useful</td>
<td>30</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>2.</td>
<td>I have received new information which I did not know before the meeting</td>
<td>28</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>3.</td>
<td>The meeting has made me think about some of my programming work</td>
<td>30</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>4.</td>
<td>I have increased my knowledge and understanding on engaging men as a result of the meeting</td>
<td>24</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>5.</td>
<td>I was informed of when and where the meeting will take place before the meeting</td>
<td>27</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>6.</td>
<td>I was informed about what the meeting was going to cover before I attended the meeting</td>
<td>28</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>7.</td>
<td>The meeting venue was appropriate for the meeting</td>
<td>31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>The facilitators were knowledgeable about the topics</td>
<td>30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>I was able to make contributions in the different sessions of the meeting</td>
<td>29</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>The meeting covered the issues that I wanted to know about</td>
<td>26</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>11.</td>
<td>The objectives of the meeting were met</td>
<td>26</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>12.</td>
<td>The facilitators used diverse teaching and facilitation techniques (e.g. group work, presentations, etc.)</td>
<td>31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13.</td>
<td>All participants were encouraged to participate in the meeting</td>
<td>31</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section 2: Additional comments

3.1. I found the following sessions/elements of the meeting most useful:

- Demystifying power.
- That violence is about power relationships and the need to engage with other sectors.
- How can MenEngage support different sectors work?
- Discussions on working with the women’s rights and children’s rights sectors.
- LGBTI discussions.
- World Cafe sessions which managed to explore new dimensions.
- Panel and group discussions.
- Frank and honest discussions throughout.
- Learning and understanding of the MenEngage principles.
- Institutional capacity building and networks establishment

3.2. I found the following sessions/elements of the meeting least useful:
• Presentations by partner organisations
• Sharing best practices from other organisations
• CSW presentation

3.3. In order for me to utilise and share the knowledge to others I still need additional information or support on the following:

• Knowledge on LGBTI rights still crowded with unclear understanding.
• Policy research information/ relevance brief.
• MenEngage’s position on LGBTI issues.
• IEC /IBCC, materials on male involvement for gender transformation.
• LGBTI and the church.
• More understanding of LGBTI issues and diversity.
• Sharing contacts for continued networking.
• Having a follow-up meeting.
• Practical ways of involving men and boys in the children’s rights sector work.
• Information on different sectors and how each sector impacts on one another.
• Learn more about men and how MenEngage works with different men especially those resistant to change including perpetrators of all forms of violence.

3.4. I would like to make the following general comments:

• There is need for technical support on work with men and boys for gender transformation in different organisations.
• Continue organising such kind of workshops – very interactive, learning and sharing platform.
• MenEngage and Sonke keeps on doing great work across the region.
• Well organised meeting. The diversity of the participants was great. Good information sharing platform.
• Such meetings are crucial for the development of Africa.
• In future, the programme needs to be shared on time.
• The integration of sectors is critical and talking about human rights across sectors is a better way to achieve sustainable change.
## Appendix 2: List of Participants

<table>
<thead>
<tr>
<th>No.</th>
<th>Full Name</th>
<th>Country</th>
<th>Organisation</th>
<th>E-mail address</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Edith Wanjohi</td>
<td>Kenya</td>
<td>PLAN International Region of Eastern and Southern Africa</td>
<td><a href="mailto:Edith.Wanjohi@plan-international.org">Edith.Wanjohi@plan-international.org</a></td>
</tr>
<tr>
<td>2.</td>
<td>Roseanne Wanjika Mwangi</td>
<td>Kenya</td>
<td>SOS Children’s Villages – Regional Office EA</td>
<td><a href="mailto:mwrasanne@gmail.com">mwrasanne@gmail.com</a>/ <a href="mailto:Roseanne.mwangi@sos-kd.org">Roseanne.mwangi@sos-kd.org</a></td>
</tr>
<tr>
<td>3.</td>
<td>Patricia Ntsedi</td>
<td>South Africa</td>
<td>Nelson Mandela Children’s Fund</td>
<td><a href="mailto:MampN@nmcf.co.za">MampN@nmcf.co.za</a></td>
</tr>
<tr>
<td>4.</td>
<td>Brighton Gwezera</td>
<td>Zimbabwe</td>
<td>REPSSI Central Sub-Regional Office</td>
<td><a href="mailto:Brighton.gwezera@repssi.org">Brighton.gwezera@repssi.org</a></td>
</tr>
<tr>
<td>5.</td>
<td>Geoffrey Luttah</td>
<td>Kenya</td>
<td>UNHCR Regional Women and Children Support Hub- East, Horn of Africa and Great Lakes Region</td>
<td><a href="mailto:LUTTAH@unhcr.org">LUTTAH@unhcr.org</a></td>
</tr>
<tr>
<td>6.</td>
<td>Robin Masinde Lyambila</td>
<td>Kenya</td>
<td>UNHCR Regional Women and Children Support Hub- East, Horn of Africa and Great Lakes Region</td>
<td><a href="mailto:LYAMBILA@unhcr.org">LYAMBILA@unhcr.org</a></td>
</tr>
<tr>
<td>7.</td>
<td>Joram Wimmo</td>
<td>Tanzania</td>
<td>The Children’s Dignity Forum (CDF) working in the North of Tanzania</td>
<td><a href="mailto:joram@cdftz.org">joram@cdftz.org</a></td>
</tr>
<tr>
<td>8.</td>
<td>Caroline Kiarie</td>
<td>Kenya</td>
<td>Urgent Action Fund Africa (UAF)</td>
<td><a href="mailto:caroline@urgentactionfund-africa.or.ke">caroline@urgentactionfund-africa.or.ke</a></td>
</tr>
<tr>
<td>9.</td>
<td>Lorraine Koyengo</td>
<td>Kenya</td>
<td>UNHCR</td>
<td><a href="mailto:koyengo@unhcr.org">koyengo@unhcr.org</a></td>
</tr>
<tr>
<td>10.</td>
<td>Diana Ondato</td>
<td>Kenya</td>
<td>Athena Network</td>
<td><a href="mailto:ondatodiana@yahoo.com">ondatodiana@yahoo.com</a></td>
</tr>
<tr>
<td>11.</td>
<td>Edith Bhosvo</td>
<td>Zimbabwe</td>
<td>Women and Law in Southern Africa Research Trust Zimbabwe (WLSA)</td>
<td><a href="mailto:intern2@wlsazim.co.zw">intern2@wlsazim.co.zw</a></td>
</tr>
<tr>
<td>12.</td>
<td>Deusdedit Kiwanuka</td>
<td>Uganda</td>
<td>Raising Voices/CEDOVIP</td>
<td><a href="mailto:dkiwanuka@gmail.com">dkiwanuka@gmail.com</a></td>
</tr>
<tr>
<td>13.</td>
<td>Kennedy Otina</td>
<td>Kenya</td>
<td>FEMNET</td>
<td><a href="mailto:mentomen@femnet.or.ke">mentomen@femnet.or.ke</a></td>
</tr>
<tr>
<td>14.</td>
<td>Brian White</td>
<td>South Africa</td>
<td>African Men for Sexual Health and Rights</td>
<td><a href="mailto:brian@amsher.net">brian@amsher.net</a></td>
</tr>
<tr>
<td>15.</td>
<td>Dawn Cavanagh</td>
<td>South Africa</td>
<td>Coalition of African Lesbians (CAL)</td>
<td><a href="mailto:dawn.cavanagh@gmail.com">dawn.cavanagh@gmail.com</a></td>
</tr>
<tr>
<td>16.</td>
<td>Dennis Wamala</td>
<td>Uganda</td>
<td>Icebreakers Uganda</td>
<td><a href="mailto:denkross@gmail.com">denkross@gmail.com</a></td>
</tr>
<tr>
<td>17.</td>
<td>Doris Kawira</td>
<td>Kenya</td>
<td>HIAS Refugee Trust of Kenya</td>
<td><a href="mailto:doris.hiaskenya@gmail.com">doris.hiaskenya@gmail.com</a></td>
</tr>
<tr>
<td>18.</td>
<td>Chrispin Chomba</td>
<td>Zambia</td>
<td>SAFAIDS</td>
<td><a href="mailto:chrispinchomba@yahoo.co.uk">chrispinchomba@yahoo.co.uk</a>/</td>
</tr>
<tr>
<td></td>
<td>Name</td>
<td>Country</td>
<td>Organization</td>
<td>Email</td>
</tr>
<tr>
<td>---</td>
<td>---------------------------</td>
<td>------------</td>
<td>---------------------------------------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>19</td>
<td>Hlengiwe Moloi</td>
<td>South Africa</td>
<td>Pan African Positive Women's Network</td>
<td><a href="mailto:chrispinchomba@safaids.co.zm">chrispinchomba@safaids.co.zm</a></td>
</tr>
<tr>
<td>20</td>
<td>Leonard Zondetsa</td>
<td>Kenya</td>
<td>IPPF Regional Office</td>
<td><a href="mailto:hmoloi@pwn.org.za">hmoloi@pwn.org.za</a></td>
</tr>
<tr>
<td>21</td>
<td>Lawrence Mbalati</td>
<td>South Africa</td>
<td>AIDS &amp; Rights Alliance for Southern Africa (ARASA)</td>
<td><a href="mailto:lawrence@arasa.info">lawrence@arasa.info</a></td>
</tr>
<tr>
<td>22</td>
<td>Douglas Tigere</td>
<td>Zimbabwe</td>
<td>Zimbabwe Students Christian Movement (ZSCM)</td>
<td><a href="mailto:dougtigexe@yahoo.com">dougtigexe@yahoo.com</a></td>
</tr>
<tr>
<td>23</td>
<td>Edgar Simbeye</td>
<td>Zambia</td>
<td>Zambia (PPAZ)</td>
<td><a href="mailto:edsimbeye2011@gmail.com">edsimbeye2011@gmail.com</a></td>
</tr>
<tr>
<td>24</td>
<td>Annet Kyarimpa</td>
<td>Uganda</td>
<td>Reproductive Health Uganda (RHU)</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Sathyanarayanan Doraiswamy</td>
<td></td>
<td>UNHCR Regional Support Hub, Nairobi</td>
<td><a href="mailto:DORAIS@unhcr.org">DORAIS@unhcr.org</a></td>
</tr>
<tr>
<td>26</td>
<td>Fred Nyagah</td>
<td>Kenya</td>
<td>MenKen Kenya Network</td>
<td><a href="mailto:frednyagah@yahoo.com">frednyagah@yahoo.com</a></td>
</tr>
<tr>
<td>27</td>
<td>Kate Githae</td>
<td>Kenya</td>
<td>MenKen Kenya</td>
<td><a href="mailto:kategithae@yahoo.com">kategithae@yahoo.com</a></td>
</tr>
<tr>
<td>28</td>
<td>Fidel Rutayisire</td>
<td>Rwanda</td>
<td>RWAMREC</td>
<td><a href="mailto:info@rwamrec.org">info@rwamrec.org</a></td>
</tr>
<tr>
<td>29</td>
<td>Abdul Martin</td>
<td>Sierra Leone</td>
<td>Men's Association For Gender Equality</td>
<td><a href="mailto:Abdul.martin68@gmail.com">Abdul.martin68@gmail.com</a></td>
</tr>
<tr>
<td>30</td>
<td>Nelisiwe Dlamini Mtshali</td>
<td>Swaziland</td>
<td>Swaziland Action Group Against Abuse</td>
<td><a href="mailto:nelisiwed@yahoo.com">nelisiwed@yahoo.com</a></td>
</tr>
<tr>
<td>31</td>
<td>Lila Kathleen DeMarsh Pavey</td>
<td>Botswana</td>
<td>Stepping Stones Botswana</td>
<td><a href="mailto:lila.pavey@steppingstonesintl.org">lila.pavey@steppingstonesintl.org</a></td>
</tr>
<tr>
<td>32</td>
<td>Alexis Macumi</td>
<td>Burundi</td>
<td>CARE International Burundi</td>
<td><a href="mailto:Alexis.Macumi@co.care.org">Alexis.Macumi@co.care.org</a></td>
</tr>
<tr>
<td>33</td>
<td>Lucinda van den Heever</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:Lucinda@genderjustice.org.za">Lucinda@genderjustice.org.za</a></td>
</tr>
<tr>
<td>34</td>
<td>Wessel van den Berg</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:wessel@genderjustice.org.za">wessel@genderjustice.org.za</a></td>
</tr>
<tr>
<td>35</td>
<td>Tapiwa Manyati</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:tapiwa@genderjustice.org.za">tapiwa@genderjustice.org.za</a></td>
</tr>
<tr>
<td>36</td>
<td>Maja Herstad</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:maja@genderjustice.org.za">maja@genderjustice.org.za</a></td>
</tr>
<tr>
<td>37</td>
<td>Tim Shand</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:tim@genderjustice.org.za">tim@genderjustice.org.za</a></td>
</tr>
<tr>
<td>38</td>
<td>Bafana Khumalo</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:bafana@genderjustice.org.za">bafana@genderjustice.org.za</a></td>
</tr>
<tr>
<td>39</td>
<td>Nomonde Nyembe</td>
<td>RSA</td>
<td>Sonke</td>
<td><a href="mailto:nomonde@genderjustice.org.za">nomonde@genderjustice.org.za</a></td>
</tr>
</tbody>
</table>
## Appendix 3: Meeting Agenda

<table>
<thead>
<tr>
<th>Date &amp; Time</th>
<th>Event Description</th>
<th>Process Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tuesday 6 November 2012</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 pm</td>
<td>Arrival and Registration at dinner venue</td>
<td>All</td>
</tr>
<tr>
<td><strong>Wednesday 7 November 2012</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:00</td>
<td>Welcome, meeting objectives and agenda</td>
<td>Tim Shand - Sonke</td>
</tr>
<tr>
<td></td>
<td>Meeting Expectations</td>
<td>Lucinda van den Heever &amp; Maja Herstad – Sonke</td>
</tr>
<tr>
<td>10:00</td>
<td>Introduction to work and guiding principles of MenEngage Africa</td>
<td>Bafana Khumalo - Sonke</td>
</tr>
<tr>
<td></td>
<td>Spectrum of Change</td>
<td>PPAZ, MenKen, RWAMREC, MenCare</td>
</tr>
<tr>
<td></td>
<td>Presentations by MenEngage Africa partners</td>
<td></td>
</tr>
<tr>
<td>11:30</td>
<td>Tea Break</td>
<td>All</td>
</tr>
<tr>
<td>12:00</td>
<td>Panel Discussion: (Dawn Cavanagh – CAL, Edith Wanjohi – PLAN RESA, Leonard Zondetsa – IPPF ARO, Kennedy Otina – FEMNET)</td>
<td>Tapiwa Manyati - Sonke</td>
</tr>
<tr>
<td></td>
<td>Discussion by different constituencies - LGBTI, SRHR, Children’s Rights and the Women’s Empowerment: 4. Overview of the sector in region 5. What is the sectors interest in working with men and boys for gender equality 6. What are the challenges of the sector in relation to work with men and boys for gender equality? (a). National level (b). Regional level</td>
<td></td>
</tr>
<tr>
<td>13:00</td>
<td>Lunch</td>
<td>All</td>
</tr>
<tr>
<td>14:00</td>
<td>Open Plenary</td>
<td>Edith Wanjohi and Lucinda van den Heever</td>
</tr>
<tr>
<td>15:00 (with coffee break)</td>
<td>Small group work, per sector: 1. How does your sector perceive/experience work with men and boys for gender equality? 2. What would it take for your sector to have a meaningful relationship with MenEngage? 3. What are the World Cafe questions bearing in mind the challenges from the panel</td>
<td>Edith Wanjohi and Lucinda van den Heever</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
<td>Facilitator</td>
</tr>
<tr>
<td>--------</td>
<td>-----------------------------------------------------------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>16:00</td>
<td>Small group feedback and Q&amp;A</td>
<td>Dawn Cavanagh</td>
</tr>
<tr>
<td>17:30</td>
<td>Closing Note</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gallery walk set-up</td>
<td>All</td>
</tr>
</tbody>
</table>

**Thursday 8 November 2012**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00</td>
<td>Gallery Walk</td>
<td>All</td>
</tr>
<tr>
<td>9:30</td>
<td>Reflections on previous day and gallery walk</td>
<td>Maja Herstad</td>
</tr>
<tr>
<td>9:45</td>
<td>World Cafe</td>
<td>Wessel van den Berg and Lucinda van den Heever</td>
</tr>
<tr>
<td>11:15</td>
<td>Tea Break</td>
<td>All</td>
</tr>
<tr>
<td>11:30</td>
<td>Small groups, per sector:</td>
<td>Edith Wanjohi</td>
</tr>
<tr>
<td></td>
<td>1. Activities with MenEngage Africa per sector (regional and national level)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. In what ways can MenEngage support your work?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3. How would you like to work with other sectors, if necessary?</td>
<td></td>
</tr>
<tr>
<td>13:00</td>
<td>Lunch</td>
<td>All</td>
</tr>
<tr>
<td>14:00</td>
<td>Small Group Feedback presentations</td>
<td>Leonard Zondetsa</td>
</tr>
<tr>
<td>15:00</td>
<td>Tea Break</td>
<td>All</td>
</tr>
<tr>
<td>15:30</td>
<td>Key Priorities Process: what are the most important things we can do together?</td>
<td>Nelisiwe Mtshali and Tim Shand</td>
</tr>
<tr>
<td>16:00</td>
<td>Strategising for CSW 2013 and other key events</td>
<td>Bafana Khumalo, Nomonde Nyembe and Kennedy Otina</td>
</tr>
<tr>
<td>16:30</td>
<td>Next Steps</td>
<td>Tim Shand</td>
</tr>
<tr>
<td>16:45</td>
<td>Closing and Final Remarks</td>
<td>Sonke, PLAN, CAL, IPPF, FEMNET</td>
</tr>
</tbody>
</table>
## Appendix 4: Overall list of Expectations

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Expectations</th>
</tr>
</thead>
</table>
| **LGBTI**        | · To identify the root cause of common oppressions and inequalities  
                   · To improve access and availability of SRHR for LGBTI persons  
                   · To create national coalitions to advance the rights of LGBTI persons  
                   · Open my mind about LGBTI  
                   · To have LGBTI persons as a focus group in countries where same sex relations are criminalized  
                   · Learn more the link/relations LGBTI and engaging men in women’s rights promotions  
                   · Look for solutions to challenges/barriers  
                   · Challenges and strategies on LGBTI  
                   · How to address phobia on LGBTI among civil society  
                   · Consider how men engage can actualize its work with LGBTI organizations regionally  
                   · Find mechanisms of scaling up sexual minority rights in mainstream activities  |
| **SRHR**         | · Collaborate on improving men’s access to SRH services  
                   · Identify opportunities for collaboration  
                   · work together to advocate for SRHR, GBV and LGBTI integration  
                   · Identify synergies between MenEngage and SRHR among students  
                   · Partnerships in addressing SRHR particularly looking at the role of boys  
                   · Engage men on SRHR issues that affect women  
                   · Learn more on what other organizations are doing to advance SRHR  
                   · Strengthen male involvement in SRHR among students  |
| **Children’s Rights** | · Learn about interventions for children who witnessed GBV  
                        · strategies on involving men as caregivers of adolescent children  
                        · learn how Mencare can support children’s rights  
                        · Sharing experiences and best practices  |
| **Women’s Rights** | · How to integrate LGBTI issues into our work with men and boys and GBV programmes ‘addressing homophobia’  
                         · Programs and resources for engaging boys, “best practices”  
                         · Men should be partners of women in Africa, violent free  
                         · Share experiences of working with men  
                         · Network and collaborate with like minded partners  
                         · Share experiences of working with men  
                         · How do we integrate male involvement in existing work  
                         · Learn from other strategies of engaging men in women’s rights promotions  
                         · How do we engage men on women rights issues abd ensure that the rights of women are not violated  
                         · To come up with plans and activities on how we can engage men to support women’s rights  |
| **General**      | · Identify new ways to engage men to eliminate GBV  
                   · Gender equality in the context of culture  
                   · To learn about best practices from different countries and/or  |
organisations when it comes to meaningfully involving men

- How do we mainstream men programs to broader human rights movement
- Networking and partnerships to strengthen movements
- Establish collaboration with women’s rights organisations, children rights, SRHR and LGBTI organisations
- To learn success and experiences of MenEngage network from other countries
- Creative and innovative thinking
- Understand the partners role and work plan ahead
- To explore collaborative opportunities to strengthen transformation
- To learn more from colleagues in the sector
- By the end of the meeting, partners be empowered to promote child rights, LGBTI, SRHR and women’s rights
- Strategies on how organisations working with men and boys can support the work of women rights organisations, SRHR, LGBTI and child rights
- Look at strategies of involving men and boys in programs that support gender equality
- Create networks
- Learn best practices from other partners on engaging men for promoting gender equality
- Learn more on how to strengthen collaboration
- Understand what has worked for different organisations engaging men
- To identify strategies that can be used to engage men more in different programming
- To deepen shared understanding
- Meet the objectives of the meeting and come up with a clear way forward
- Strengthening inter and intra linkages and networking amongst the participating organisations
- How to concretise involvement of key populations on men engage programs, IDUs prisoners, migrants, LGBTIs
- How can we make MenEngage programs more accessible to communities to bring about positive change?
Appendix 5: Spectrum of Change