CONSULTATION
Masculinities and Violence in Crisis Settings

26-27 October 2016
Scandinavia House
58 Park Ave, New York, NY 10016

Summary Report

Contents

Key take-aways ........................................................................................................................................... 2
Introduction ................................................................................................................................................ 3
Opening Remarks and Welcome .................................................................................................................. 3
Session 1: Reflections on assumptions, challenges and caveats of the work around masculinities ..4
Session 2: What Works: Standalone Approaches to Programming on Masculinities ......................... 5
Session 3: What Works: Mainstreaming Approaches to Programming on Masculinities ................. 6
Session 4: What are the needs, opportunities and strategies to take this work forward? .............. 7
Session 5: What kind of partnerships and processes do we need? ...................................................... 9
Session 6: Priorities and Next Steps ......................................................................................................10
Closing Remarks ......................................................................................................................................11
Participants List ........................................................................................................................................12
Key take-aways

- A primary cause of violence among young men is a lack of economic opportunity, brought on by neoliberal policies and a failure to invest in key social sectors.
- To prevent violence, we need to engage not only with the small group of young men who perpetrate violence but with communities as a whole, as this is where social norms are shaped.
- Education is key to preventing young men turning to violence. Children should be thought about gender equality, human rights, non-violence and critical thinking in schools from a young age. A key question here is how to get educators interested in this work and work on their own attitudes on gender and violence.
- We need to engage in this work at multiple levels - individuals, communities, institutions, governments, media and culture - to challenge the hyper masculine stereotypes that lead to violence.
- We need to engage youth not just as beneficiaries of programs but as agents of change. Training young men to become program facilitators increases the sustainability of programmes and young men respond well to local, role models from their community.
- We need to engage young men at an emotional level, provide spaces for them to express their experiences and emotions, and listen to their concerns.
- Context is important and there are no one size fits all approaches to this work. A global framework is useful but programmes need to be developed at a local level.
- Thus, existing good practices on men and masculinities do not necessarily need to be ‘upscaled’, rather small scale initiatives need to be better linked and there needs to increase the ‘uptake’ of such initiatives.
- It is important that masculinities work does not compete for funding targeted work on women’s rights and empowerment, and is done in collaboration with women’s rights organisations.
- Men and masculinities work should not be seen as a separate strategy, but rather be an essential element in a complete gender analysis of any situation. We should ask the questions ‘how does this conflict affect women?’ and ‘how does this conflict affect men?’ and ‘what are the linkages?’ Appropriate programmes will stem from there.
- Collaboration between UN agencies, governments and civil society is essential. It is particularly important to give voice to local and more progressive civil society groups.
- Men and masculinities is still a relatively new area of work and needs to be better understood by all stakeholders, even within the gender equality field.
- More research and evidence is needed in order to increase the uptake of this work by governments and CSOs.
Introduction

A two-day consultation on ‘Masculinities and Violence in Crisis Settings’ was held on 26-27 October, 2016, organised by the United Nations Development Programme (UNDP), the Women’s International League for Peace and Freedom (WILPF), the International Civil Society Action Network (ICAN) and MenEngage Alliance. The consultation brought together a number of experts in the field of gender equality, peace and security in order to develop a better collective understanding of the concept of masculinities and how it interacts with and influences violence in crisis settings.

The objectives of the consultation were:

- To present UNDP’s revised conceptual framework based on the draft background paper “Masculinities and Violence in Crisis and Fragile Settings” prepared by Sanam Naraghi Anderlini and Alan Greig for UNDP (the Background Paper).
- To identify practical entry points for integrating key aspects of gender and masculinities in UNDP programming in crisis and post-crisis settings.
- To identity ways of leveraging partnerships and collaboration between civil society organisations (CSOs) and the UN/UNDP for collective advocacy and joint programming on gender, violence and peace and security.

Opening Remarks and Welcome

Diego Antoni (UNDP’s Gender, Governance and Crisis Policy Specialist) opened the consultation meeting by welcoming participants and introducing the panel. First to speak was Sarah Poole, Deputy Assistant Administrator and Deputy Director, Bureau for Policy and Programme Support, UNDP. Sarah noted that violence is gendered in very complex ways; men and boys and women and girls can be targeted by violence as well as being perpetrators of violence. She highlighted a number of programmes that have successfully engaged men and boys to prevent violence and promote health and wellbeing, such as Partners for Prevention, a UN programme in Asia and the Pacific, SASA!, a programme by Raising Voices in Uganda, and Stepping Stones in South Africa.

Joni van de Sand (MenEngage Alliance’s Global Coordinator and Advocacy Manager) spoke next on behalf of the civil society co-hosts of the consultation meeting. She gave some background to the MenEngage Alliance, a network of more than 700 organisations around the world working to transform masculinities to advance and realise gender justice for all through a feminist approach and by targeting patriarchy. MenEngage Alliance facilitates learning and upscaling of men and masculinities work by collaborating with UN agencies, governments and CSOs. Joni noted that the socialisation of men and boys is at the centre of conflict and fragility. The Women, Peace and Security (WPS) Agenda is important by itself, and at the same time understanding of underlying relationships of power and privilege between men and women as set out in the 2015 Global Study on UN Security Council Resolution (UNSCR) 1325 is needed. She paused to acknowledge the ground-breaking work done by women’s rights organisations for decades and complemented Sanam and Alan on the Background Paper. And underscored her expectation that the consultation meeting would lead to concrete partnerships to bring civil society and UN agencies working on gender, women’s rights and empowerment, and men and masculinities together to do meaningful work on the ground.

Next Sanam Naraghi Anderlini, Co-Founder and Executive Director of ICAN gave the key note presentation on the role of gender norms and masculinities in crises. The presentation explored the experiences of men in crisis and conflict settings as they navigate the societal pressures to fulfil the expectations of traditional manhood. It also set out the forms of violence men experience and perpetrate as they face shrinking opportunities to meet their aspirations. The slides of the
The group discussed means to address sexual abuse by peacekeepers. It was suggested that women’s groups from peacekeeper’s communities need opportunities to talk to peacekeepers in a language they understand before they enter conflict zones. Social shame by a peacekeeper’s own community has a much greater preventative impact than the threat of prosecution for sexual abuse. The group then contemplated how to discuss gender and masculinities in a way that does not detract from the WPS Agenda. It was noted that issues of gender cannot be left to the women’s rights realm alone, but need to be addressed from the ground up by men and women together. Participants discussed why overwhelmingly young men are being pulled into violence concluding that further analysis is needed to understand what makes young people so vulnerable to violence. The importance of building resilience of young people by developing critical reasoning and self-confidence was discussed. Finally, the importance of contextualisation was highlighted. ‘Violence’ varies from country to country and even within a country when looking at multiple ethnicities, for example. In defining violence it is important to talk to both men and women.

Session 1: Reflections on assumptions, challenges and caveats of the work around masculinities

In the first session of the consultation participants discussed the links between personal and structural violence. It was acknowledged that in many cases violence stems from the effects of long term neoliberal economic policies, and a lack of investment in key social sectors. It was noted that many countries are experiencing ‘de-development’, compared to the 60s and 70s, and that there is an urgent need to divert money spent on militarization to the health, education and social sectors in order to provide alternative opportunities for young men.
Participants highlighted the need to look deeper at violence and its political and economic dimensions. It was acknowledged that when discussing masculinities and violence, often we think about the individual level of young men who are perpetrators or victims or mobilised on the ground, but these men are usually part of masculinised or patriarchal systems. Conflict is also not merely an issue for young men in the Global South, but has global dimensions. When analysing a conflict situation it is necessary to ask ‘who benefits from this violence?’, and examine the dynamics that encourage, directly or indirectly, the politics of violence. The difficulty of challenging the political dimensions of violence and privileged government elites was also acknowledged.

The question of vacuums left by the state was discussed. Participants emphasised that while CSOs can play a leading role in filling these gaps, this is ultimately not sustainable in the long term. Instead civil society can work with governments to scale-up social programmes and ensure that the state can take ownership again but in a positive way that promotes social cohesion and non-violence.

The group discussed the idea of upscaling work on men and masculinities. Several participants remarked that it is not necessarily upscaling of this work that needs to be done, but rather better supporting and linking small scale, local initiatives – including by network building and facilitating flow of information. Participants also discussed the need to start this work with children from as early an age as possible, before they develop violent and patriarchal attitudes and behaviours. While it is not difficult to integrate these topics into educational curricula, it can be challenging to get governments and teachers to understand their importance and to want to teach these topics.

Participants pointed out the fact that laws and policies alone are not enough to address the issues of violence and masculinities, but rather a holistic approach that also focuses on culture and religion. In the vacuum left by the state it is often the most regressive cultural and religious forces that step in to fill its place. It is necessary, therefore, to work with progressive religious and cultural leaders to re-enter this space and reclaim the many positive aspects of religion and culture.

**Session 2: What Works: Standalone Approaches to Programming on Masculinities**

The second session of the consultation was moderated by Joni van de Sand, Global Coordinator of MenEngage Alliance. The speakers were all members of MenEngage Alliance and shared their experiences working on men and masculinities in conflict and post-conflict settings.

Besnik Leka, Young Men’s Initiative Coordinator of Care International in the Balkans noted that often when boys talk about violence although the underlying emotion is fear, anger is the most expressed. Fear is seen as ‘not masculine enough’. Boys need to stand up for themselves and therefore, they resort to violence to protect themselves.

Samitha Sugathamala, Program Director of the Foundation for Innovative Social Development (FISD) in Sri Lanka spoke next. She noted that in her experience youth want to express their emotions and frustrations as part of a collective. In searching for a collective, the battlefield has become a legitimised space for young people to express violence. FISD’s national campaign is ‘Be the Change’ which engages men and boys to work for gender justice. She observed that men often lack a sense of identity and belonging which is what leads them to fight.
Building on this idea, since 2011 FISD has implemented a ‘Happy Families’ campaign, encouraging men to find happiness within the family.

Raziq Fahim is the Executive Director of the College of Youth Activism and Development in Pakistan. He described his experience of meeting a young man who had been trained to become a suicide bomber and reflected on what he had done to change the young man’s perspective. He realised the young man needed a safe space to speak and share his experiences. Raziq has worked with over 200,000 young people building alliances and engaging them in dialogue. He has managed to reach so many people by starting with youth leaders, who are trained and expected to engage 7-10 of their peers who then get connected with their values. This structure allows the young people to reflect on their own behaviour and see an illustration of alternative masculinities in their youth leaders.

In the question and answer session, participants further examined the issue of identity, and the need for trust building exercises in post-conflict settings. After war people’s identities change and they no longer know where they belong. To avoid splitting people further different approaches are needed, for example, implementing intra-community initiatives. Participants noted the difficulty of measuring attitudinal changes in their work. Getting young people to complete self-evaluations was seen as an important strategy.

Session 3: What Works: Mainstreaming Approaches to Programming on Masculinities

The third session of the consultation was moderated by Maria Butler, Global Programmes Director of WILPF. Panellists were members of WILPF, MenEngage Alliance and working with UNDP.

Joy Onyesoh and Esperanza Gonzales

Joy Onyesoh, the President of WILPF Nigeria, opened this session by presenting her experience of working on masculinities in Nigeria, and how WILPF started to work with men. Originally WILPF Nigeria’s programmes focused on women but it soon became apparent that there was resistance from men in the community and that in order to work effectively for women, it was necessary to also work with the traditional gatekeepers in a community. She described some of the challenges of working with gatekeepers, and the importance of involving them in the programme design process to avoid backlash. She emphasised the danger of labelling men only as perpetrators of violence, which risks missing the space for engaging men as peacebuilders in post-conflict communities. She also highlighted the importance of geographical, cultural and religious context. While a global framework for this work can be useful, programmes need to be adapted and tailored to local realities and notions of masculinities that can differ widely from place to place.

Esperanza Gonzales of the UNDP Colombia Peace and Reconciliation Cluster, shared that in Colombia the conflict is closely tied to notions of masculinity and patriotism. The militarisation of masculinities in the country has been ongoing for over 50 years of conflict and in many cases young men are forcibly recruited to armed groups or have no other economic opportunities. She highlighted that men’s involvement in armed groups is a way to gain the respect of women and society, women often play a role in reproducing traditional conceptions of masculinity and encouraging violence. She described her experiences working with UNDP in Colombia on emotional recovery and empowerment of victims of conflict related sexual violence with men, women, and communities, and how hard it can be for young people to talk about masculinities and gender-based violence.
Carlos Iván García, MenEngage Colombia Coordinator, spoke about his experience working with the Colombian Institute of Family Welfare (CIFW). He highlighted that while masculinity is at the core of the conflict in Colombia, it is not static but continuously changing, and is not expressed nor experienced equally by all men. He emphasised, therefore, the need to examine the factors that favour the emergence of alternative, non-violent forms of masculinity. He spoke about the materials he had developed for CIFW to promote gender equality and positive masculinities for educators and educational institutions. He stressed the importance of sensitive and consistent dialogue over time with individual men and boys, and the creation of spaces for them to reflect on the dangers of toxic masculinity to others and themselves. At the same time, he added, work at the community level is critical in addition to individual level work as this is where social norms are formed and changed.

In the ensuing question and answer session participants discussed state use of violence and how UNDP and other agencies that work with governments can deal with this. It was acknowledged that UNDP needs to engage on issues of power and violence with higher levels of government. It was noted that while one of the goals of work on masculinities is to give young men alternative tools to challenge injustice, such as non-violent activism, this can lead to backlash by governments. Participants went on to discuss the shrinking space and lack of funding for local women’s rights and gender equality organisations. They observed that as many governments support only the CSOs that align with their ideology, more radical work is getting phased out. The need to ensure that masculinities work does not get diluted and that more progressive feminist organisations are supported were highlighted.

**Session 4: What are the needs, opportunities and strategies to take this work forward?**

Alan Greig, UNDP Consultant/Masculinities Expert, facilitated the final session of the first day of the consultation meeting. The participants broke out into three groups to discuss the following themes to consider lessons learned, identify key entry points and strategies to integrate masculinities, youth and peace into the following areas:

### 1. Political dimensions

#### Lessons learned
- Both men and women play a role in violence and conflict; both are expressing their frustration.
- Getting support for gender related issues within UNDP can be difficult.

#### Opportunities / Entry Points
- Local communities are an entry point to engaging with men by asking men why they do not want to involve women in their decision making.
- It is necessary to engage with people on the ground who are seen as legitimate non-state actors and credible sources of governance.
- The security sector and police sector should be encouraged to promote social cohesion through service rather than exertion of force.

#### Strategies
- UNDP could aim to sensitise governments against being sources of violence. Politics are creating violence and violent masculine stereotypes. With support from UNDP by way of
research this could help governments explore alternatives which would trickle down into concrete interventions.

- UNDP is to start work on a new strategic plan in 2017, and it will be important to address masculinities within this. However, it is important to go beyond simply including ‘masculinities’. The concept needs to be unpacked e.g. by looking at what the root causes of violence and conflict are and by looking at men’s roles and women’s roles.
- Another alternative is rather than starting with gender, women’s rights or masculinities, to tap into people’s fears and aspirations about life. Outside of gender norms and relations people have common hopes and goals - education for children, healthcare, a strong economy.

2. Economic dimensions

Lessons learned
- The undermining of the welfare state is a primary reason for violence and the political economy of war has to be better understood.
- CSOs need to think of ways to ensure their economic sustainability.
- The role employment plays in men’s identities must be considered. Men and women are sometimes competing for the same jobs.
- At a local level CSOs and multilateral organisations needs to think about what is being done for young men in communities.

Opportunities / Entry Points
- Greater investment in NGOs and local community projects is required.
- Corporate social responsibility and government lobbying are entry points to ensure good governance and taxation to secure sufficient funding for work on gender equality and violence prevention in conflict settings.

Strategies
- The root causes of violence and conflict such as education and health need investment to encourage prevention of conflict.
- Policy strategy around moving the money from military into wellbeing and development needs to be developed (see WILPF’s Move the Money Campaign around this matter)
- Spaces for cross movement dialogue and radical social change activism need to be created.

3. Sociocultural dimensions

Lessons learned
- Sports can promote violent masculinities; it is important to recognise the impact sports have on boys.
- The media should be used to promote gender sensitive language.
- There is huge potential for social change in social media, but there are also risks such as bullying.

Opportunities / Entry Points
The private sector is an entry point through adopting conflict sensitive employment practices in post-conflict settings.

Local role models are important, as well as taking advantage of existing community structures and reclaiming these spaces for young people.

Working with community and faith leaders can be an effective way of engaging young people.

**Strategies**

- Young people should be involved in designing policies using culture to bridge gaps between groups.
- Using language that young people can relate to is a good practice by CSOs.
- Young people should not be made to feel that they are bad agents of patriarchy but rather that they can be positive agents of change.

**Session 5: What kind of partnerships and processes do we need?**

This session served to identify good practices in CSO, UN and government partnerships, and identify potential partnerships and a roadmap for the near future.

In this session, Upala Devi, Gender Advisor at UNFPA, presented on the Partners for Prevention programme, a programme to prevent gender-based violence in Asia and the Pacific, which includes a focus on engaging men and boys. The programme is a joint initiative by several UN agencies, CSOs, academia and government, and is divided into two phases: the first was a multi-country study on violence in the region (2008-2013), and the current phase (2014-2017) focuses on programme implementation, capacity development and advocacy. Although the evidence so far is largely anecdotal, programme recipients have reported improved communication between families, decreased alcohol and drug use, decreased use of corporal punishment and decreased use of violence.

Upala shared that the involvement of CSOs has been crucial in the programme, as they provided the capacity to collect data at ground level, and are now the main implementers. She also shared that the programme has experienced similar challenges of many initiatives that engage men and boys: it has been perceived as taking too much attention at the expense of work with women, and it has been challenging to fundraise without directly competing with programmes for women’s empowerment, and to ensure programmes that engage men and boys do not dilute the feminist approach.

Participants observed that in crisis settings crucial partnerships between CSOs and governments or UN agencies often decrease. They stressed the need for UN agencies and other multilateral organisations to consult CSOs when developing initiatives, not only the larger, centralised CSOs, but also local, women-led organisations. Participants urged UN agencies not to fall into the ‘trap’ of only working with government supported CSOs and to support more progressive, feminist organisations. The need for more coordination among UN agencies and with other multilateral organisations was repeatedly stressed.

It was acknowledged that one silver lining that can come from conflict situations is the emergence of innovative local civil society groups. It was seen as crucial for the UN to support such groups to ensure they remain active after conflict and to work with this social capital that is created. Several participants, however, highlighted that in countries emerging from conflict, and where civil society is new, it can be difficult to gain access to UN agencies as CSOs are required to have many years of experience in order to collaborate with the UN. It was suggested that the UN allow for innovation and creativity to become part of their partnership criteria, support with flexible funding for operational costs for start-up CSOs and work with these organisations to build their capacity.
It was emphasised that, in order for organisations working with men and boys to avoid competition with women’s rights groups, it is necessary to create spaces for dialogue with and between groups and engage in joint programming. The importance of supporting networks was stressed, as a means of bringing diverse civil society groups together.

Session 6: Priorities and Next Steps

During the final session of the consultation participants discussed ways to take this work forward using the four areas of action identified in ICAN’s Better Peace Tool for the inclusion of gender perspectives in conflict and peacebuilding: conceptual and analytical, political support, technical support and logistical and financial support.

Participants first addressed conceptual and analytical considerations. It was determined that a link needs to be drawn between the Background Paper and youth but such a link should be solution oriented and positive. Often, youth are connected with violence and crisis settings in a negative and/or stereotypical fashion.

In order to adequately address masculinities under a gender umbrella, UNDP needs to adopt a common strategy and common language. This will ensure that the starting point and vision of the organisation is clear, thereby allowing for clear outreach with civil society. Once the final version of the Background Paper is released it should be used by civil society as a means to trigger national processes to gather evidence and analyse findings around masculinities, youth and crises in national contexts, including with national UNDP branches.

Next, participants discussed ways in which to garner political support for gender work. It was observed that the complex nature of gender and masculinities sometimes gets reduced to simplistic notions by the very organisation tasked with this work. In order to circumvent this within UNDP and other UN agencies a deep understanding of gender issues is important. At both regional and international level it is important to have this capacity to ensure that action gets correctly translated at a local
level and to secure real commitment from the upper levels of the organisation. Some entry points for such dialogue are: (i) prevention of violent extremism taking care not to ‘other’ men and masculinities by reducing them to always being connected to violence and extremism; (ii) community security by way of the rule of law; (iii) resilience and stabilisation; and (iv) peace and development programming. INGOs can partner with local NGOs as a buffer between UN agencies and governments on the one hand and the local NGOs on the other.

Participants went on to discuss ways in which technical support for gender equality work can be strengthened. It was noted that an important outcome of increasing available technical support is to reduce apparent ‘imperialism through communications’. Three ways to achieve this were suggested. i) ensuring that local languages are used (which necessitates translation services) during communications allows for diversity and plurality of actors. ii) ensuring that platforms are properly contextualised, inclusive and representative of different stakeholders also allows for a range of voices. iii) a further means of bringing different groups together is through regular online meetings.

Finally, participants discussed ways of improving logistical and financial support for gender equality work. One approach would be to integrate masculinities into the implementation of existing national plans on gender and violence or national plans on recovery etc. Such strategic framing should ideally be aligned with Agenda 2030 and the Sustainable Development Goals (SDGs). This would have to be done very sensitively to avoid detracting from WPS as there are questions around scarcity of funding for the WPS Agenda. Finally, UNDP uses the OECD-DAC gender marker to track the gender content of their programmes. UNDP should consider the possibility of including separate criteria about masculinities, while being mindful that it is not enough to simply include another item on a list but rather to train people that carry our gender analyses to include masculinities.

**Closing Remarks**

Randi Davis, Director of the UNDP Gender Team, thanked all participants for a very productive consultation. She remarked that better understanding the role of masculinities in crisis settings is a priority for UNDP. She committed to continuing the conversation within the organisation and encouraging Resident Coordinators to move the agenda forward. Sanam Anderlini thanked UNDP for organising the consultation and concluded by emphasising the importance of partnerships between the UN, governments and CSOs in order to advance the youth, masculinities and conflict agenda.
<table>
<thead>
<tr>
<th>Participants List</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alan Greig</td>
</tr>
<tr>
<td>Alison Davidian</td>
</tr>
<tr>
<td>Antje Craft</td>
</tr>
<tr>
<td>Besnik Leka</td>
</tr>
<tr>
<td>Bryan Salas Conejo</td>
</tr>
<tr>
<td>Carlos Ivan Garcia</td>
</tr>
<tr>
<td>Catalina Crespo Sánchez</td>
</tr>
<tr>
<td>Ciara Lee</td>
</tr>
<tr>
<td>Cliff Leek</td>
</tr>
<tr>
<td>Darelle O'Keefe</td>
</tr>
<tr>
<td>Diego Antoni</td>
</tr>
<tr>
<td>Esperanza Gonzalez</td>
</tr>
<tr>
<td>Ewa Werner-Dahlin</td>
</tr>
<tr>
<td>Filippo di Carpegna</td>
</tr>
<tr>
<td>Isabelle Geuskens</td>
</tr>
<tr>
<td>Joni van de Sand</td>
</tr>
<tr>
<td>Joy Onyesoh</td>
</tr>
<tr>
<td>Karoline Klose</td>
</tr>
<tr>
<td>Maria Butler</td>
</tr>
<tr>
<td>Maria José Monje</td>
</tr>
<tr>
<td>Mariet Schuurman</td>
</tr>
<tr>
<td>Marta Vallejo</td>
</tr>
<tr>
<td>Narmina Guleva</td>
</tr>
<tr>
<td>Nicole Figot</td>
</tr>
<tr>
<td>Nikki de Zwaan</td>
</tr>
<tr>
<td>Omezzine Khalife</td>
</tr>
<tr>
<td>Rabia Nusrat</td>
</tr>
<tr>
<td>Rachel Grimes</td>
</tr>
<tr>
<td>Randi Davis</td>
</tr>
<tr>
<td>Rasiq Fahim</td>
</tr>
<tr>
<td>Samitha Sugathamala</td>
</tr>
<tr>
<td>Sanam Anderlini</td>
</tr>
<tr>
<td>Sarah Poole</td>
</tr>
<tr>
<td>Sinéad Nolan</td>
</tr>
<tr>
<td>Stefania Doebbel</td>
</tr>
<tr>
<td>Upala Devi</td>
</tr>
<tr>
<td>Vesna Marcovik</td>
</tr>
<tr>
<td>Yvette Dzakpasu</td>
</tr>
</tbody>
</table>