



REGIONAL CONSULTATION WORKSHOP WITH PARTNERS

Report

Workshop organized by:

MenEngage Africa Network, Sonke Gender Justice Network in collaboration
with MenKen

Silver Springs Hotel
Nairobi, Kenya
26-27 November 2010



1. Acknowledgements

“This report is dedicated to Bafana Khumalo, who led and championed this process and ensured that MenEngage Africa remained focused on building a region in which everyone’s dignity and human rights are respected.”

Also, many thanks goes to the following people for their tireless efforts in compiling this report and making the meeting possible:

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4. Sonke Gender Justice Network staff
5. The meeting participants

Contents

1. Acknowledgements.....	2
2. Executive Summary.....	4
3. Background	5
Objectives of the Meeting	6
Expected Meeting Outputs	6
Expectations and Ground rules.....	6
4. Screening MenEngage Africa Way to Justice Film	6
5. MenEngage Africa Updates and Future Priorities	6
An update of key activities to date:	7
Future Priorities	7
6. Critical review on the work with men and boys in the region.....	7
7. Participants Comments.....	10
8. Session 4: Learning from each other	10
9. Session 5: Feedback	11
10. Session 6: Agreeing key priorities for MenEngage Africa and ways to strengthen collaboration	15
11. Session 7: Workshop Evaluation	16
ANNEX 1: Workshop Agenda	16
ANNEX 2: Participants List	19
Annex 3: Participant’s Meeting Evaluation Form	20

2. Executive Summary

All over the world and least not over the African continent, gender inequalities keeps undermining democracies, impede development and compromise people's lives in dramatic ways. Many studies have shown that gender inequalities contribute to gender-based violence which also has impact on the increasing spread and impact of HIV and AIDS. A strong focus is and has been on empowering women to help them handle their situations. This is indeed a good and necessary work but the MenEngage Alliance also recognize the need of focus on men and boys, promoting gender equality and change behaviours among them.

It is against this backdrop that from 26 - 27 November 2010, Sonke Gender Justice Network in collaboration with MenKen convened the MenEngage Africa Regional Consultation meeting held in Nairobi, Kenya. This meeting sought to bring together stakeholders from across Africa, including civil society organisations, donors and UN agencies to share experiences and identify joint priorities for collaboration during the next 2 - 3 years on work with men and boys on promoting gender equality, preventing gender-based violence, sexual exploitation, and reducing the spread and impact of HIV within the Sub Saharan Africa region.

This meeting was also aimed at building the necessary momentum; strengthen regional networks and collaboration to further advance gender transformation work across Africa.

About 500 organizations are working globally on issues and initiatives dealing with men and boys. However, emphasis should be placed on the need to synergise all these efforts and strategies in order to have greater impact in creating gender just and democratic societies.

Indeed, it is evident that work with men and boys in gender transformation work remains pivotal and requires the inclusion of a wide range of partners and organisations including the women's movement.

In order to have greater and meaningful involvement of men and boys for gender equality, much work should be done especially in institutionalising MenEngage in partner network countries. This will help to strengthen strategic alliances in joint policy and advocacy work particularly to raise the profile of working with men and boys on gender transformation initiatives.

Refugees, migrants and asylum seekers should also be viewed as an integral part to work with in creating violent free communities. It is equally important to also recognise the skills of refugees and harness these skills within the MenEngage Africa work particularly in post conflict reconstruction work.

Notably, the involvement of youth organisations and young activists is also crucial particularly in addressing gender-based violence and the creation of gender equitable lifestyles. This helps in creating concrete initiatives to influence government policies and promote gender mainstreaming.

Some of the key priorities to strengthen MenEngage Africa regional work include networking at regional and global level with the support of information sharing and holding joint advocacy initiatives. Networking and building civil society coalitions with local governments, UN agencies, SADC, AU and EAC is important in strengthening working relationships for the creation of just and democratic societies.

The following organisations and country networks participated in this meeting:

- Sonke Gender Justice Network (co-convenor),

- MenKen, the Kenya MenEngage country network (co-convenor),
- MenEngage Africa country networks from Burundi, Ethiopia, Malawi, Mozambique, Namibia, Rwanda, Senegal, Sierra Leone, South Africa, Tanzania, Uganda, Zambia and Zimbabwe,
- Youth representatives,
- External experts from the International Centre for Research on Women, the ATHENA network, The Swedish Association for Sexuality Education (RFSU), and the African Leadership Academy just to mention a few,
- Women’s movement representatives,
- LGBTI representatives,
- HIV and AIDS organisations; and
- Refugee organisations

Underpinned core principles of the MenEngage Africa include working as allies with existing women’s rights movement; and believe that men and boys are partners and change agents for equality. Patriarchy is also oppressive to men and should be addressed through working with both boys and men in different settings.

3. Background

Across Africa, as throughout the world, gender inequality continues to undermine democracy, impede development and compromise people's lives in dramatic ways. Indeed, many studies have shown that contemporary gender roles and especially rigid notions of manhood contribute to gender-based violence, and increase in maternal mortality and exacerbate the spread and impact of HIV and AIDS.

Achieving economic, social and development goals within the continent requires individuals, government and civil society to build a more gender equitable society with healthier gender roles for both men and women. To be effective, strategies must not only empower women, but should engage men and bring about significant changes in men's attitudes and practices towards sex, reproduction, women and their own health.

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 Africa MenEngage 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. This Alliance recently held a tremendously successful MenEngage Africa Symposium attracting participants from across the continent, and produced the Johannesburg Declaration and Call to Action. This was followed-up in August 2010 by an equally successful MenEngage Africa Policy Conference to identify the key policy agenda for work with men and boys in Africa.

Similar developments have taken place across the globe, providing evidence of the growing interest in work with men and boys, and the realization that males have an essential role to play in achieving gender equality and social justice.

This regional meeting sought to build on this momentum through bringing together MenEngage country networks, a range of civil society partners, donors and UN agencies to seek and create the first ever regional Training Initiative on engaging men and boys for gender equality within Africa.

This meeting helped in developing of clear joint activities between MenEngage Africa and a range of partner organisations. In doing so, the meeting provided a road map for increasing the scale, 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 within the region.

Objectives of the Meeting

In fulfilment of this regional consultative meeting, the following objectives were underpinned:

1. To present on MenEngage Africa's current and future priorities,
2. To receive feedback from partner organisations, including women's movement, UN agencies, LGBTI groups, refugee networks, HIV organisations and youth on their planned work with men and boys within the region,
3. To discuss tools and techniques to strengthen the evaluation of work with men and boys for gender equality,
4. To identify joint priorities for collaboration during the next 2-3 years to scale-up work with men and boys on promoting gender equality, preventing GBV and sexual exploitation, and reducing HIV within the region,
5. To develop an initial work plan of collaborative activities to engage men and boys at a national and regional level; and
6. To examine ways to collaborate on the provision of technical support to advance this work in the region

Expected Meeting Outputs

As a result of this meeting, the following were the outputs:

- Identified joint priorities for collaboration between MenEngage Africa and a range of partner organisations during the next 2-3 years to scale-up work with men and boys on promoting gender equality, preventing GBV and sexual exploitation, and reducing HIV within the region.
- An initial work plan of collaborative activities at national and regional level.

Expectations and Ground rules

Participants agreed on a set of rules to administer workshop deliberations as follows:

- To review progress made by MenEngage Africa
- Examine the role of agencies participating in the meeting
- Identify actions on how to improve
- Share expectations
- Strengthen existing networks
- Explore possible partnerships
- Learn from each other
- Look at strategies on how engage in partnerships between Asia and Africa
- Look at how men and women organizations can work together.

4. Screening MenEngage Africa Way to Justice Film

The workshop started by screening of a short video clip of the Way to Justice Film. This film/documentary is part of the MenEngage Africa 2009 Symposium. The video clip revealed the emerging trend where men are taking a leading role in confronting negative masculinities, patriarchy and the joint need to end violence against women, the spread and impact of HIV and AIDS.

5. MenEngage Africa Updates and Future Priorities

Participants were reminded that about 500 organizations are working globally on issues and initiatives dealing with men and boys. The emphasis should be placed on the need to synergise all these efforts and strategies in order to have greater impact in creating gender just and democratic societies.

Core principles of MenEngage Africa were underpinned as follows:

- Working as allies with existing women's rights processes/movements,
- Belief that men and boys are partners and change agents for equality,
- Patriarchy is also oppressive to men (the vulnerabilities of men),
- Important to build on evidence base; and
- More interventions still remain.

An update of key activities to date:

- Holding the MenEngage Africa Symposium in Johannesburg, 2009. The result was the Johannesburg Declaration and Action Plan,
- Regular regional steering committee meetings,
- Active country networks,
- Africa Policy Conference held in August 2010,
- Regional Policy scans to identify gaps,
- Undertaking organisational capacity survey,
- Community mobilisation meeting in Zimbabwe held in October 2010,
- Co-facilitated regional UNFPA meeting on faith-based organisations,
- Providing sub-grants to country networks,
- Supporting regional work on Sexual and Reproductive Health,
- Co-facilitated meeting with UNFPA to develop MenEngage in the Arab region,
- Supporting Francophone Africa - CARE Burundi

Future Priorities

- Institutionalise MenEngage in partner countries,
- Strengthen strategic alliances,
- Joint policy and advocacy agenda,
- Support MenEngage Africa,
- Raise the profile of work with men and boys in the region; and
- Resource mobilisation.

Question and Answer session

1. When will the regional policy scan results be available?

Answer: Policy scan results will be available early December 2010 and all the participants will receive a copy.

2. How is MenEngage Africa dealing with attitudes and cultural norms?

Answer: Attitudes and cultural norms are indeed a big challenge to the activities of MenEngage Africa. The Alliance is constantly exploring the possibility and modalities of bringing traditional leaders on board.

6. Critical review on the work with men and boys in the region

This session was chaired by Regis Mtutu, Monica Maina, Nelson Otwoma, David Tamba, Remmy Shawa, Miriam Jato and Lydia Mungherera being the panellists.

Group work Presentations

LGBTI community Feedback

The first discussant was Monica Maina from the International Gay and Lesbian Human Rights Commission. Monica began by stating that the year 2009 has seen increased violence against gay persons. She also reiterated that, it is important to articulate particular issues of those engaged in same sex relations. Monica informed the meeting that a study conducted in Cameroon established that when police suspected one to be gay, the individual would often face harassment and arrest. While in the custody, gays and lesbians are not treated like any other inmates. They are denied access to the provision of condoms and lubricants for safer sex practices.

Monica was of the view that gays and lesbians should be included in all programmes and be used to pass various messages. She concluded her remarks by emphasising the need to build alliances and expressed her excitement with MenEngage Alliance with Arab countries as it will help to address cultural concerns.

Key recommendations to MenEngage members from LGBTI community

1. Increase visibility of LGBTI violations,
2. Work more with non traditional groups,
3. Address the specific public health concerns of LGBTI within the MenEngage work; and
4. Analyse how inclusive the regional and country MenEngage networks and member organisations are on LGBTI rights

HIV community Feedback

The second discussant was Nelson Otwoma representing the National Empowerment Network of People Living with HIV (NEPHAK). Mr.Otwoma noted that HIV and AIDS is a highly feminised subject which implies that there are more females infected as compared to males. Nelson informed participants that HIV/AIDS occasioned very high stigma among men and this stigma, in turn, makes men become violent. Mr. Otwoma underscored the importance of ensuring that men are empowered through information and knowledge sharing pointing out that it would be wrong to assume that they understand some of the pertinent issues being addressed.

Key recommendations to MenEngage members from HIV community:

1. To have a strong focus within MenEngage's work on the vulnerabilities of HIV positive men and boys; and
2. To focus on how MenEngage can reach out to HIV positive groups and individuals.

Refugee community feedback

The third discussant was David Tamba representing Men's Association for Gender Equality. Mr.Tamba observed that all of us are service providers to refugees. He also noted that, often, we forget that refugees communities are also constituted with professional technocrats with various potentials. Tamba was of the opinion that MenEngage should work with the view that refugees have certain potentialities that can be tapped.

Key recommendations to MenEngage members from the refugee community:

1. Recognise the skills of refugees and harness these skills within our work,
2. Utilise the skills of refugees within post conflict reconstruction work, and increase the work that MenEngage undertakes on this issue

Feedback from young people

The fourth discussant was Remmy Shawa, a youth representative. Mr.Shawa noted that it was important to work with young people. He pointed out that the youth were not well coordinated and

that there were inadequate organisations focusing on gender equality and working with men and boys. He identified the following key issues for MenEngage: linking young people with MenEngage networks- empower them; expose young people; reach out specifically for young people; ensure young people are represented in various organisations; capacity building for the youth; and linking youths with UNFPA.

Key recommendations to MenEngage members from young people:

1. A lot of youth organisations, but few focus on gender. Work to engage youth organisations on these issues,
2. Reach out to young people and link them with the MenEngage country networks,
3. Build the capacity of young people; and
4. Linking youth organisations to UNFPA country offices for support with accessing financial resources

Feedback from UN agencies

The fifth discussant was Miriam Jato representing UNFPA Regional Office who emphasised the continued need of ensuring accountability by organisations. Ms Jato noted that Africa was the only region where there were more females affected by HIV and AIDS. Miriam further observed that men can act as catalysts of change. The UNFPA also recognised that it cannot do much without engaging men's networks. Therefore, the Africa UN family needs the support of MenEngage.

Key recommendations to MenEngage members from UN agencies:

1. Maintain pressure on UN agencies to support the scale-up on work with men and boys for gender equality within the region
2. Support the UN agencies in coming together, such as through the regional consultation meeting
3. Maintain a focus on culture, faith and religion
4. Building partnerships at a regional and country level with UN agency offices, recognising that the UN cannot do it alone.
5. Support government in policy development and implementation in collaboration with UN agencies

Feedback from the women's movement

After the presentations by the five panellists, Lydiah Mungherera representing ATHENA Network was given a chance to give her opinion and also comment on the presentations.

Lydia began by noting that the face of HIV and AIDS in Africa is that of a woman. She observed that women and girls were often the subjects of gender-based violence. Lydia identified a number of key issues for MenEngage including the following: influence policies; help with gender mainstreaming; mobilise resources; bring forth faith-based processes; older men to mentor young boys- help change their attitudes; and encourage family-based approach in the use of resources.

Key recommendations to MenEngage members from women's organisations:

1. Women's groups want more men to work as change agents. How can MenEngage do more to assist greater numbers of men to play this role?
2. Men to work with women groups as partners not as competitors
3. Men and women should work together to influence government policies, and promote gender mainstreaming
4. Do joint resource mobilisation. MenEngage can work to mobilise resources for women's groups, as well as MenEngage partners.
5. Use MMC as a key entry point to reaching men on gender equality issues and to increase the access of families to health services
6. Strengthen activities on supporting fathers

7. Support national implementation of the UNAIDS Agenda on Women, Girls and Gender Equality

7. Participants Comments

The following were comments made by participants after the presentations by the panellists:

- It is important to engage both boys and girls through education to change their attitudes. In Democratic Republic of Congo, it is the responsibility of girls to fetch water.
- Young people want see role models and older people need to be good examples.
- Youth organisations need to be strengthened and their issues to be mainstreamed.
- Engaging religious organisations will pay dividends.
- MenEngage doing so many things at the same time – possibility of being lost in the woods.
- It is important to come out strongly against gender violence.
- Social change takes a long time; we need to be very strategic, let us not try to do everything at once.
- Female genital mutilation is gender violence and it is a violation of human rights.
- Men are very vulnerable and volatile.
- Men do not understand marital rape- they get surprised when informed that they have committed rape.

8. Session 4: Learning from each other

Gallery walk: sharing our work engaging men and boys and related initiatives

The following organizations displayed IEC materials and other organizational products:

- i. PACSA: Agency for Christian Social Awareness- walking together for community social advancement,
- ii. Merit forum on Gender- Oxfam,
- iii. Measuring gender-based violence in Southern Africa GenderLinks IEC materials developed under research activities funded by DFID,
- iv. Movement of Men against AIDS in Kenya. Men can make difference (MMAAK),
- v. Reproductive Health and Rights Perspective for further deployment in Africa- UNFPA,
- vi. The AIDS Support Organization (TASO), Uganda,
- vii. MAMA'S CLUB- Psychological support for HIV positive mothers,
- viii. Partner's for prevention- Working to prevent violence against women- UNDP, UNFPA, UN Women & UNV Regional Joint Programme for Asia and the Pacific
- ix. YMEP- Young Men as Equal Partners- Sida.
- x. NACC- KAIS- 2007
- xi. Family Health Options Kenya.
- xii. Family Care
- xiii. From choice; a world of possibilities- IPPF
- xiv. Gender and Media diversity/ African Region Centre- Johannesburg, South Africa.

Group work on the principles/goals of this work, and how organisations perceive and experience work with men and boys

1. Children, Youth, LGBTI, Refugee, Women, HIV/AIDS and SRHR Groups

- Principles
- Goals
- Perception of the work
- Support from/to MenEngage Alliance

2. Country networks

- Namibia, Zambia, DRC, Senegal, South Africa, Malawi, Ethiopia, Zimbabwe, Tanzania, Mozambique, Sierra Leone, Rwanda, Burundi & Kenya
- What are the positive experiences
- How can we strengthen our country networks?
- How can we link with the others?
- What support do we need from the regional network?

9. Session 5: Feedback

Key Stakeholders and Communities on the principles/goals of this work, and how they perceive and experience work with men and boys

What should be the principles /goals driving this work?	Perception of the work	How you would like MenEngage to support you?
<p>Principles</p> <ul style="list-style-type: none"> - Child participation - Best interest of the child <p>Goals</p> <p>To strengthen the involvement of children, especially boys, in the gender equality and violence prevention against girls, women, boys and men</p>	<ul style="list-style-type: none"> - Important to work with children so they understand issues of gender, child protection from and early age and become agents of change in their communities. - Important to work with men and boys to examine and redefine the notions of childhood, values given to children in society 	<ul style="list-style-type: none"> - Undertake research - To understand the role of men and boys in protecting children in different settings - Understand the socialization of boys and girls and how that impacts on their adulthood experiences - Sensitisation workshops with boys and girls on issues related to gender and violence against children - Develop plan of action with children on what kind of activities they want to be involved in and support them

Young People

What should be the principles /goals driving this work?	How do your organisations perceive and experience work with men and boys?	Activities you would like to do with MenEngage regionally and nationally?	How you would like MenEngage to support you?
<p>Principles</p> <ul style="list-style-type: none"> - Respect for Sexual and Reproductive Health Rights - Human Rights - Youth Involvement - Accountability <p>Goals</p> <ul style="list-style-type: none"> - Transform the mindsets of young people with respect to gender norms and create partnerships with them to achieve gender equality. - Build capacity in youth organisations to be able to address gender inequalities and work with men and boys - Create a platform for youth organisations to share experiences in their work with men and boys 	<ul style="list-style-type: none"> - Young people are crucial to achieving social and behaviour change - Young people are also receptive to change itself - We are the future leaders of today not tomorrow 	<ul style="list-style-type: none"> - Rejuvenate the youth steering committee within the regional MenEngage Alliance and establish youth tracks in country networks - Develop and maintain a youth group/blog on the engagingmen.net portal - Conduct an organizational scan for youth organisations - Develop training materials based on the findings of the scan. - Train youth leaders and help them set up youth tracks 	<ul style="list-style-type: none"> - Establishing youth tracks within country networks which will be linked to the youth steering committee at the regional level - Develop technical capacity in the youth steering committee members - Mentorship and financial support - Peer reviewing materials developed by and for young people - Linking youth tracks to local partners in-country

LGBTI

What should be the principles /goals driving this work?	How do your organisations perceive and experience work with men and boys?	Activities you would like to do with MenEngage regionally and nationally? How you would like MenEngage to support you?	Questions for Menengage to consider
<ul style="list-style-type: none"> - Human Rights based approach - LGBTI rights are Human rights - Equality - Legalisation of Relationships - Non-discrimination - We want to be able Adopt children 	<p>UGANDA:</p> <ul style="list-style-type: none"> - Closet - Poverty - Dropping out of school - Easily Angered <p>KENYA:</p> <ul style="list-style-type: none"> - Underground - Multiple Partners - Likely to be violated because you are keeping a secret - Police Harassment and Extortion - High levels of substance abuse due to feeling stigmatised and isolated <p>NAMIBIA:</p> <ul style="list-style-type: none"> - It's unmanly to network and talk about their problems due to CULTURAL NORMS E.g. Only Women talk about their problems - Men and boys are Invincible, because the face of HIV is a woman <p>SOUTH AFRICA:</p> <ul style="list-style-type: none"> - New Boys on the block - Lip Service - Women's rights are important 	<ul style="list-style-type: none"> - Take on discriminatory laws as Civil Society members in the Region and in different Nations e.g. The Sodomy law in NAMIBIA e.g. The criminalisation of same sex relations creates an unsafe and risk of STI's contractions - Approach Health Services Nationally and Regionally to make Lubricants available as part of Healthy Sex - Sex Workers 	<ul style="list-style-type: none"> -Be clear to the members of MENENGAGE ALLIANCE that by joining you, they are joining a policy of non-discrimination against LGBTI community - Sensitise your own members on LGBTI matters - In every goal, respect the LGBTI members

Refugee Perspective

What should be the principles /goals driving this work?	How do your organisations perceive and experience work with men and boys?	Activities you would like to do with MenEngage regionally and nationally?	How you can link with MenEngage country networks?

<ul style="list-style-type: none"> - Use a strengths based perspective: Refugees have potential and that potential can be built upon, should look at their strengths - Use local infrastructures, don't create a new system and engage traditional leaders: (such as refugee committees) - Ensure approach empowers refugees to create change: encourage leadership and full participation—must be community led - All men are not that same - do not create blanket programming. Need to meet the needs of different sectors of men. With refugees, there is a changed power dynamic between men and women due to displacement and need to consider this. 	<p>Perceptions:</p> <ul style="list-style-type: none"> - Engaging men and boys is essential in any setting - In a refugee setting the social structures are disrupted and VAW/G and inequalities are exacerbated and need to work with community leaders/traditional leaders (mostly men) to address these issue - Proper male involvement takes time and a lot of effort, need to find men who truly believe in equality <p>Experiences:</p> <ul style="list-style-type: none"> - At first there is resistance and it is difficult to find men who truly believe in equality - it is easier to get men involved than to actually believe - Engaging traditional leaders and duty bearers who are living in refugee setting is essential 	<ul style="list-style-type: none"> - Sharing of best practices regionally and nationally for other refugee situations - Share resources (knowledge, experience and resource persons, as well as material resources) nationally and regionally - Help create synergy among organizations working in the same country and also in the same setting (link organizations with other organizations doing this work in refugee camps) acting as connector of people and organizations who can benefit from each other. Regionally and nationally 	<p>Contact the organizations involved and meet with them to discuss how we can link (if we want to become part of country network, or networking/information sharing)</p>
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South Asian and MenEngage Network

What should be the principles /goals driving this work?	How do your organisations perceive and experience work with men and boys?	Activities you would like to do with MenEngage regionally and nationally? How you would like MenEngage to support you?
<ul style="list-style-type: none"> - Principles for collaboration between these 3 entities have to be based on common set of values (MenEngage Values) and openness to exchange of learning from the initiatives in each of the regions - With SANAM the collaboration will be particularly on the training initiative - With MenEngage Alliance South Asia, there will be a long term strategic linkages between the regional alliances <p>Goals</p> <ul style="list-style-type: none"> - To strengthen the regional alliances in the two regions by collaborating and sharing ideas, resources and experiences. 	<ul style="list-style-type: none"> - It is very important to work with boys and men at all levels - Individual transformation should be strengthened with the institutional transformation - This work should be informed with the larger framework of social justice 	<ul style="list-style-type: none"> - Exchange meetings between fellows, organisations, and networks to share the knowledge and skills - Exchanging resources, tools and information between the regions (and beyond) through an e-based platform www.engagingmen.net - Inter-regional technical sharing events/meetings/supports

UN Agencies

What should be the principles /goals driving this work?	How do your organisations perceive and experience work with men and boys?	Activities you would like to do with MenEngage regionally and nationally?	How you would like MenEngage to support you?

<ul style="list-style-type: none"> - Aligned with the goals and principles of the UN Framework for accelerated country action on gender Equality - Part of the new UNAIDS strategy for an HIV Prevention revolution - Part of global commission on HIV and the law spearheaded by UNDP - Aligned with the updated UN Agencies Co-sponsor division of labor - Aligned with ICPD and MDG 3,4,5, 6 (Gender Equality and women Empowerment, Maternal Health and Child mortality and HIV/AIDS) - Contributes towards goals for universal access to HIV prevention, care and treatment 	<ul style="list-style-type: none"> - Critical for UNAIDS co-sponsor agencies mandate - It is work in progress for the UN and it is evolving from focusing on programming male involvement to a vision of men as partners in supporting gender equality and women empowerment. Eventually the vision is for liberated men and true gender equality - We have so far neglected the policy aspects of engaging men and now realize how important it is to integrate these issues into national and regional plans and budgets (UA Now) 	<ul style="list-style-type: none"> - UNFPA-Strengthen capacity of national and regional networks to share good practices and learn from each other - Strengthen research –evidence base on the importance of engaging men, on masculinities etc. Link with academia - UNDP-advocate and broker relationships with regional and national leadership for the mainstreaming of men’s engagement in HIV policies plans and budgets. This means supporting civil society to work with regional bodies like SADC, AU, and EAC and with national governments. Don’t forget Local and Municipal Government and other sectoral plans and GFATM Proposal development. - UNAIDS – Provide coordination, leadership and strategic information 	<ul style="list-style-type: none"> -Men Engage network to continue to put the relevant issues on the table - MenEngage to conduct research that informs policy
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Women's Rights, HIV and AIDS and SRHR

What should be the principles /goals driving this work?	How do your organisations perceive and experience work with men and boys?	Activities you would like to do with MenEngage regionally and nationally? How you would like MenEngage to support you?	How you can link with MenEngage country networks?
<p>Principles</p> <ul style="list-style-type: none"> - Human rights perspective - Gender inequality - Respect for each other - Social justice /equity Involvement/ participation <p>Goals</p> <ul style="list-style-type: none"> Universal access to service delivery 	<ul style="list-style-type: none"> - Men are a part of problem and solution - Important partners - Important clients - Men are change agents - Occupy key leadership positions - Opinion shapers, decision makers able to bring people on board experiences - Research has shown that there are unequal relations where women have perpetrated violence (part of problem) but some have intervened in abusive relationships(drivers of change) - Good communicators - Supportive - Work with men difficult because of stigma and social norms/culture 	<ul style="list-style-type: none"> - Strengthening and creating new partnership - Involve men in policy formulation - Have nationwide network of men and women - Grassroot participation of men - Community mobilisation - Joint resource mobilisation - Information sharing - Provide networks to provide survey - Outreach activities - Regional and national advocacy - Community friendly IEC, translated into local languages - Information dissemination 	<ul style="list-style-type: none"> - Email - MenEngage Portal - Social networks - Joint seminars, workshops, campaigns and publications - Operational research - Exchange programmes

MenEngage Country Networks

What are the positive experiences?	How can we strengthen our country network?	How can we link with the others?	What support do we need from the regional network?
<ul style="list-style-type: none"> - Exchange different types of expertise and strategies - Networking - Improves our strategic thinking 	<ul style="list-style-type: none"> - Clearly define strategic plans - Build institutional capacity of secretariat organizations at the country-level - Skills to advocate within our organizations to commit time to MenEngage 	<ul style="list-style-type: none"> - Invite to be network members - Share the MenEngage.Net portal - Joint activities; joint proposals for projects 	<ul style="list-style-type: none"> - Strengthen relationship with the regional level: at least quarterly or biannual communication from regional secretariat - Clearly communication potential for funding from regional network

<ul style="list-style-type: none"> - Encouraged us to learn about the women's movement - Fuels passion to advocate for gender equality - Brand-name increases visibility and increases support from donors and governments 	<ul style="list-style-type: none"> - Additional resources, resource mobilization skills to support network - At least part-time employed coordinator of the network, but ideally full-time - Strengthening capacity of member organizations on working with men and boys - Research/evidence to be used for advocacy - Advocacy and networking skills - Technical assistance on how to partner with women's networks - Networks can support other in-country organizations that have weaker capacity 	<ul style="list-style-type: none"> - Identify joint issues of concern - Include in trainings - Share our expertise: in tools, technical assistance, etc. - Link with UN agencies for TA, funding, exchanges with other organizations 	<ul style="list-style-type: none"> - Establish standards/criteria across all country networks - Define terms of reference and budget for work required from country networks by regional network - Put in place accountability mechanisms for regional network - Provide on-going technical assistance to each country network until they're fully developed (on developing and managing network)
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10. Session 6: Agreeing key priorities for MenEngage Africa and ways to strengthen collaboration

Results of group work on mapping out key priorities for MenEngage in 2011 for joint projects and collaborative evaluation/technical assistance

What should be the key priorities for MenEngage and partner organisations to work together in 2011?	How can we strengthen joint/collaborative evaluation and technical assistance for this work?
<ol style="list-style-type: none"> 1. Networking at region/ grassroots level. 2. Information sharing to avoid replication. 3. Need for joint advocacy initiatives 	<ul style="list-style-type: none"> • Identify case studies for best practices. • Strengthen M&E systems at all levels • Joint evaluation/ regional developing a set of programme indicators.
<ol style="list-style-type: none"> 1. Joint resource mobilization 2. Working with governments (there is need to scale up programmes to policies). 3. Networking and building civil society coalitions 4. Training to build skills in advocacy 	<ul style="list-style-type: none"> • Technical exchanges between networks • Learn from other organizations like Sonke – sharing best practice, e.g. how to link with government to influence policy processes, etc. • Working with other groups in respective countries. Complement each other • Put together a pool of technical assistance/resource base of different skills within the region
<ol style="list-style-type: none"> 1. Partnerships with women and youth. LGBTI, UN, and governments 2. Focus on the boy child. 3. Continuity of previous priorities – finalise the policy scan and identify at least three policy issues for joint work/advocacy. Should build on the outcome of the policy meeting held in Johannesburg 4. Operationalise the MenEngage Africa Training Initiative 	<ul style="list-style-type: none"> • Train to build skills in research and evaluation • Strengthen joint collaboration with partners through making evidence on the effectiveness of working with men more widely available • Support country networks to use the Gender Equitable Men (GEM) Scale • Develop appropriate MenEngage M&E tools.
<ol style="list-style-type: none"> 1. Develop guidelines and tools on building the capacity of MenEngage country networks. 2. Support collaboration between country networks and other organizations, particularly the women's movement 3. Develop clear work plan in the region for MenEngage work with SADC, AU, and EAC on how to work with men and boys. 4. Hold an expert meeting with AU on work to engage men 	<ul style="list-style-type: none"> • Document case studies between regions and using common standards and indicators.
<ol style="list-style-type: none"> 1. Create awareness at various levels on what MenEngage is all about. E.g. politicians, citizens, policymakers. This is in order to avoid misconceptions. 	<ul style="list-style-type: none"> • Country networks to undertake a joint project – one way of strengthening the network • Inform each other about possibilities for funding • Partnerships/links across MenEngage country

<ol style="list-style-type: none"> 2. Develop clear plans on how MenEngage will collaborate with stakeholders within the region, particularly the women's movement 3. MenEngage focus on Africa- achievable goals, not bite too much. 4. Work with religious leaders 	<p>networks (not just within countries)</p> <ul style="list-style-type: none"> • Run exchanges between countries for sharing of experiences
<ol style="list-style-type: none"> 1. Collaborate with women movements 2. Advocacy in 2011 based on outcomes of regional policy scan 3. Mobilise resources to pass on to country networks and key partners that are unable to access resources 4. Strengthen links with UN agencies 5. Strengthen the capacity of country networks 	<ul style="list-style-type: none"> • Strengthen evidence-base for this work • Develop a joint M&E framework for MenEngage activities within the region • Identify technical gaps within MenEngage networks • Engage the UN family at country level – needs to be stronger links between county offices and MenEngage partners

11. Session 7: Workshop Evaluation

Reviewing Participant's Expectations

The participants were asked whether their expectations had been met. Responses were as follows:

- Rejuvenated, and ready to move on,
- LGBTI subject expectations have been fulfilled,
- The training initiative has been discussed, but members have to look into strengthening their country networks,
- Learnt from South East Asia,
- Recognised networks of people living with HIV and AIDS,
- Thoroughly enjoyed - so many networks. To manage and collaborate is a wonderful experience;
- On behalf of UNIFEM, working closely with UNFPA, we are grateful for the opportunity to be with you.

Participants completed an evaluation form, the results of which are summarised in Annex 3.

ANNEX 1: Workshop Agenda

Friday 26 November 2010

Time	Sessions
Session 1: Welcome and introductions	
08:30 - 09:00	Opening and welcoming remarks: Sonke International Programmes Director and MenEngage Africa chair, Rev. Bafana Khumalo; MenKen Coordinator, Fred Nyagah
9:00 - 9:30	Introduction of participants
9:30 - 9:45	Meeting objectives and agenda
9:45 - 10:15	Expectations and Ground rules
Session 2: MenEngage Africa's work to date	
10:15 - 10:30	Short video clip on the MenEngage Africa Symposium and Way to Justice movie
10:30 - 11:00	Presentation and discussion on MenEngage Africa's work and results to date, and future priorities
11:00 - 11:30	Coffee Break
Session 3: Critically reviewing work with men and boys in the region	
11:30 - 12:30	Panel discussion from key stakeholders: what do they expect from MenEngage and organisations working with men and boys
12:30 - 13:00	Group work on the principles/goals of this work, and how organisations perceive and experience work with men and boys
13:00 - 13:30	Presentations on group work
13:30 - 14:30	Lunch
Session 4: Learning from other work engaging men and boys	
14:30 - 15:30	Gallery walk: sharing our work engaging men and boys and related initiatives
15:30 - 16:00	Coffee Break
16:00 - 17:00	Group work: development of action plans by each stakeholder/community on work with MenEngage and support needed
17:00	Close of day

Saturday 27 November 2010

Time	Sessions
Session 5: Feedback from key stakeholders and communities	
9:00 – 10:00	Presentation of action plans from stakeholders/communities
10:00 – 10:45	Plenary discussion on strategies to build the evidence base for this work: how can we strengthen the evaluation component
10:45 – 11:15	Coffee Break
Session 6: Towards joint regional priorities	
11:15 – 11:45	Group work on identifying joint priorities for work with men and boys in the region
11:45 – 12:15	Presentation on group work
12:15 – 12:45	Plenary discussion on mapping out planned activities in 2011 for collaboration/joint technical support
12:45 – 13:00	Agreeing next steps and joint statement
13:00 – 13:15	Closing remarks and vote of thanks
13:15 – 14:15	Lunch and departure
Session 7: MenEngage Africa Steering Committee meeting (closed session)	
14:15 – 15:30	MenEngage Africa Steering Committee meets (closed session)
15:30 – 16:00	Coffee Break
16:00 – 17:00	MenEngage Africa Steering Committee meets (closed session)

ANNEX 2: Participants List

Organization	Country	Delegate names	Email Addresses
MenEngage Africa country networks			
Women In Action (WIA)	Botswana	Robert Letsatsi	robletts@yahoo.com
CARE	Burundi	Elie Niyongabo	Elie.Niyongabo@co.care.org
Congo Men's Network	DRC	Muthaka Ilot	ilot230@yahoo.fr
EngenderHealth	Ethiopia	Berhanu Mamo	BTeshome@engenderhealth.org
MenKen	Kenya	Timothy Kibutu	nkibutut@yahoo.com
MenKen/Movement of Men Against Aids in Kenya (MMAAK)	Kenya	Michael Onyango	soul2soul102@yahoo.com
MenKen	Kenya	Pascaline Kang'the Kimani	pascaline.kangethe@gmail.com
MenKen	Kenya	Rikana Ole Simpano	asimpano@fhok.org
MenKen/Family Health Options Kenya (FHOK)	Kenya	Fredrick Nyagah	Fnyagah@engenderhealth.org
Men for Gender Equality Now	Kenya	Sylvia Sitawa	coordinator@megenkenya.org
Men for Gender Equality Now	Malawi	Marcel Chapweteka Chisi	marcelchisi@ayisemw.org
Forum Mulher/ HOPEM	Mozambique	Julio Albino Langa	julioalanga27@yahoo.com.br
Lifeline / Childline	Namibia	Nortin Brendall	Nortin.Brendall@lifeline.org.na
RWAMREC	Rwanda	Fidèle RUTAYISIRE	fidelisca2000@gmail.com
RWAMREC	Rwanda	Gad Runezerwa	gadr@rwamrec.org
CARE	Rwanda	Franklin Murangira	franklinm.rw@co.care.org
Tostan	Senegal	Birima Fall	birimafall@tostan.org
Men's Association for Gender Equality	Sierra Leone	Mr. Tamba David Mackieu	magesierraleone@gmail.com
Olive Leaf Foundation	South Africa	Dumisani Albert Rebombo	dumisani.rebombo@olf.org.za
Sonke Gender Justice Network	South Africa	Tim Shand	tim@genderjustice.org.za
Sonke Gender Justice Network	South Africa	Bafana Khumalo	bafana@genderjustice.org.za
Sonke Gender Justice Network	South Africa	Regis Mtutu	regis@genderjustice.org.za
Sonke Gender Justice Network	South Africa	Emily Keehn	emily@genderjustice.org.za
EngenderHealth/Champion project	Tanzania	Myra Betron	MBetron@engenderhealth.org
Raising Voices	Uganda	Jean Kemitare	jean@raisingvoices.org
ZNWL Men's Network	Zambia	Nelson Banda	newardbanda@yahoo.com
Padare	Zimbabwe	Kelvin Hazangwi	khazangwi@yahoo.com
Youth representatives			
Sonke Gender Justice Network	South Africa	Bridget Mnyulwa	bridget@genderjustice.org.za
ZNWL Men's Network	Zambia	Remmy Shawa	remmyshawa@gmail.com
PACSA	South Africa	Thulani Mehalane	thulanim@pacsa.org.za
MenEngage global and other partners			
SANAM	India	Anand Kantilal	anandpawar@gmail.com
Save the children	Nepal	Laxman Belbase	laxmanb@sca.savethechildren.se
Partners for Prevention	Thailand	Raymond Brandes	raymond.brandes@undp.org
ATHENA Network	Uganda	Lydia Mungherera	lydiamng@yahoo.co.uk
African Leadership Academy	South Africa	Samburu Wa-Shiko	swashiko@africanleadershipacademy.org
Oak Foundation	Ethiopia	Blain Teketel	Blain.Teketel@oakfnd.org
RFSU	Tanzania	Olov Berggren	olov.berggren@rfsu.se
RFSU	UK	Tim Lee	tim@aidstev.com
RFSU	Sweden	Agneta Falck	agneta.falck@rfsu.se
Men for Gender Equality Now - Kenya	Kenya	Sylvia Sitawa	coordinator@megenkenya.org
Women's movement organization			
ATHENA Network	Uganda	Lydia Mungherera	lydiamng@yahoo.co.uk
FEMNET - Men to Men	Kenya	Kennedy Otina	mentomen@femnet.or.ke

Annex 3: Participant's Meeting Evaluation Form

Regional Consultation Meeting with partners only

		Agree	Disagree	Not sure
1.	I found the meeting very useful	29		
2.	I have received new information which I did not know before the meeting	29		1
3.	The meeting has made me think about some of my programming work	29		1
4.	I will recommend to my colleagues that they attend MenEngage Africa meetings in future	30		
5.	I was informed of when and where the meeting will take place well before the meeting	27	2	1
6.	I was informed about what the meeting was going to cover before I attended the meeting	27	2	1
7.	The meeting venue was appropriate for the meeting	29		1
8.	The facilitators was well prepared for the meeting	29		1
9.	The facilitators were knowledgeable about the topics	29		1
10.	I was able to make contributions in the different sessions of the meeting	28		2
11.	The meeting covered the issues that I wanted to know about	28	1	1
12.	The objectives of the meeting were met	25		5

13	The facilitators used interesting teaching techniques (e.g. group work, presentations, audio visuals etc.)	28		2
14	The meeting was fun	29		1
15	All participants were encouraged to participate in the meeting	30		

Section 2: Additional comments

3.1. I found the following session/s the **most useful**:

- Role of donor partners
- Group work and presentations
- Country reports
- Group work/report by stakeholder type
- Engagingmen.net
- All sessions were useful
- Presentation on background to the MenEngage Africa Training initiative and organisational capacity development
- Group work on principles/goals of this work and how the organisation perceives and experiences work with men and boys
- Group discussions
- Planning for 2011
- Experiences from Africa and South Asia
- The panel with partners
- The training initiative
- Overview of what the Network wants to do
- Work with LGBTI
- Presentation on MenEngage network
- Engaging men not as homogenous
- UN Agencies' work
- The training initiative meeting session
- Session on engaging/collaboration with women's movements
- Work with men in other country networks
- Panel discussions on organisational work
- Group work feedback on 27/11/10
- MenEngage training initiative
- Group work – development of action plans
- Discussion on training institution
- Presentations from different sectors
- Work done so far
- Developing plan
- Group work on interaction between MenEngage and stakeholders
- Group work on priorities for MenEngage 2011
- Presentations by each stakeholder group

3.2. I found the following session/s the **least useful**:

- Panel discussion
- Africa Leadership Academy
- UN sessions
- Gallery walk
- Time allocation a challenge
- Introductions – because they took a lot of time and it is difficult to remember names anyway – keep it short in the future as you lose valuable time for relevant discussions

- Information by youth and children's groups
- 3.3. The **best thing/s** about the meeting was:
- Experience sharing and teamwork
 - The objectives were met
 - The introduction
 - Participation and involvement by participants
 - Identifying capacity needs and networking with each other to find ways to address needs
 - Information
 - Networking
 - Being informed about the MenEngage Africa initiative
 - We came up with concrete ideas about the training initiative
 - We have a clear picture of priorities for 2011
 - The idea of engaging men and boys for gender equality
 - The focus from the leaders of the networks
 - Common understanding of the MenEngage network
 - Everyone was open minded and enthusiastic
 - Informality
 - Most of the sessions were interactive
 - Identified steps to be taken moving forwards
 - The amount of content covered in the short time
 - Diversity of target work and programmes
 - Much talk about LGBTI
 - Ability to voice all our expectations
 - Learning from other organisations in the region of Asia
 - Learning from women's, children, LGBTI and UN sectors
 - Meeting the various network
- 3.4. The **concern/s** I have about the meeting were:
- Strengthening about Men Engage
 - How the Alliance will empower the country networks to raise funds so as to become more functional and impact their works in their various countries
 - Agenda changed and participants not informed/timekeeping
 - Still need more on evaluation
 - It wasn't clear at first
 - I am really concerned that there were no child focused organisations attending the meeting thus very few inputs/issues raised as to how the MenEngage initiative contributes to addressing children's issues and issues of child protection
 - The tea breaks/lunch were shorter than planned
 - Ending gender violence
 - Securing new techniques of facilitation
 - TA support how to start and manage our networks
 - Equality discussed as utopian
 - TORs for country networks should have been discussed at some point
 - How the concerns raised will be considered, if they will
 - Lack of time
 - Outcomes and expectations too ambitious
 - The agenda was way too condensed (too many parts with too little time), so I don't think the issues have been completely well discussed
 - Be mindful that the participants are just a small part of all stakeholders and may not always be completely representative
 - Too much information – less is good
- 3.5. In order for me to utilise and share the knowledge to others I still need additional information on:
- The Engagingmen.net web Portal
 - Share the report on the whole workshop
 - The Johannesburg Symposium clips/declaration documents
 - Strategic plan for secretariat to be able to tell others what MenEngage Africa can offer
 - LGBTI
 - All activities of MenEngage

- How the MenEngage initiative frames children's issues (especially issues of child protection). I am leaving this meeting with the feeling that children's issues would be overshadowed by issues of GBV, HIV/AIDS, LGBTT, although there is great potential on the MenEngage initiative to make a difference in the way we approach work with children to ensure the protection of children in various settings
- Involving men and boys
- Networking with LGBTT groups
- UNAIDS' division of labour
- Commitment from UNFPA/mandate to work with men and boys
- The steps to take to establish a country network
- Concrete examples of works done on the issue
- Building our network
- Practical ways to reach men ready for change
- More information about MenEngage activities and contacts in Kenya
- Policy and expert meetings approaches
- Language considerations
- To share with countries that already have country policies that provide guidance for working with men and boys
- Strategic plans for MenEngage and partners
- Research being carried out by different organisations
- Consolidation of ideas and decisions how to move on the training institute initiative
- UN Women

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

- Well organised workshop – keep up the standards
- The meeting was full of rich experiences that can be adaptable in our various country networks
- It is good to share information on what MenEngage is all about, especially at the grassroots level
- A big thank you to the Sonke and MenKen team for organising this meeting and the great job you have all done. Thank you!
- The meeting was very interesting and well planned
- I really want to thank you for the opportunity you've given me to share and get some knowledge on the issue
- Thanks, I enjoyed the consultation. Good to meet other networks and to learn from others
- Kindly share the MenEngage portal with MYSA – Kenya
- In this short period, work with men and boys is well positioned to support work with men. I sense a good vibe for advocacy and activism for this work at individual level, a key component for the success of any movement!
- Please include more women's movements
- Establish some guidelines/criteria for building capacity
- Please provide us with all presentations and stuffs used during the meeting
- Participants should be made to consistently share information/planned activities to ensure effective implementation of work done on men and boys
- The approach used in meetings was quite participatory
- Thanks for consulting!
- More advocacy and communication strategy is needed in terms of lesbians and gays
- I found the meeting very useful for both my organisation and for my own personal growth and deeper understanding of gender issues
- Focus on a few relevant activities that are attainable and strategic and break the ground for national networks and partners
- I have other meetings in countries where collaborations will inform these meetings
- Good luck with your work. Live long and keep on going.