



**"LEARNING TOGETHER REGIONALLY"
AN EAST AND SOUTHEAST ASIA REGIONAL CONSULTATION
PHNOM PENH, CAMBODIA • 28-30 SEPTEMBER 2009
MEETING REPORT**



This regional consultation was organized by Partners for Prevention in collaboration with the MenEngage Alliance and Gender and Development for Cambodia. “Partners for Prevention: Working with Boys and Men to Prevent Gender-based Violence” is a Joint Programme of UNDP, UNFPA, UNIFEM and UN Volunteers for Asia and the Pacific.

CONSULTATION OBJECTIVES:

1. Explore the concepts of masculinities, gender relations, and gender-based violence (GBV) – and how they are connected
2. Share promising practices and lessons learnt in the region on the engagement of boys and men in gender equality and GBV prevention
3. Explore next steps for collaboration across the region to engage boys and men in work towards gender equality and GBV prevention

“Learning Together Regionally” brought together approximately 65 participants from East and Southeast Asia and the Pacific. The participants were members of civil society, the UN family and their partners in government, some with specific expertise in working with boys and men for gender equality and GBV prevention and others with less experience in this area.

The consultation provided a space for learning around key issues related to working with boys and men for gender equality and GBV prevention. This included reflection on causes of gender-based violence, masculinities, and how a deeper analysis of masculinities and gender relations can enhance policies and practice for GBV prevention. Promising practices and interventions from around the region were shared and discussed in plenary or linked with group work activities.

The consultation concluded by outlining next steps for regional collaboration in key areas and reviewing what corresponding resources are available to support this including those from Partners for Prevention, the MenEngage Alliance and other support mechanisms shared by participants.

The consultation sessions outlined in this report are:

Laying the foundation

- Working with boys and men for women’s empowerment: perspectives of women-led NGOs
- Overview of gender-based violence and prevention
- Overview of working with boys and men for gender-based violence prevention

Thematic areas related to work with boys & men

- Working with youth for violence prevention and gender equality
- Project approaches for working with boys and men
- Campaigns and communications
- Working in post conflict settings
- Working through sexual and reproductive health programming

Resources & Next Steps for Collaboration

- Overview of policy options for gender-based violence prevention
- Overview of Partners for Prevention and MenEngage Alliance
- Mapping of interventions, strengths and gaps
- Next steps for working together

All consultation PowerPoint presentations and other resources are available from www.partners4Prevention.org

LAYING THE FOUNDATION: DEEPENING UNDERSTANDING OF GENDER, MASCULINITIES AND GENDER-BASED VIOLENCE

The consultation opened with a representative from each country sharing individual statements on what needs to change in their country to stop GBV.

"When I was young, my father told me that "in order to make your wife love you, you should beat her until her bones are broken." Differently my sisters were told, " Treat your husband as a God, and treat your son as your master." These sayings are very common in Burma and deeply rooted in our society. Many people think this is normal to have these saying in practice in our real life. To end gender-based violence, of course, we must have strong laws to protect women from GBV and we must also change our own attitude and behavior that will constitute and encourage GBV in our daily life such as gender discriminatory sayings, proverbs and songs. We can start changing within ourselves." –Myanmar

"After 1995, China has gradually recognized that gender-based violence is a violence against human rights. Today, laws and regulations have been issued or revised and many institutions, organizations, and individuals have worked together to create a gender-equal society. But still, the prevalence of gender-based violence continues to be a reality that challenges us. Therefore, we need to work harder to raise awareness and eradicate harmful cultural norms and practices towards women, we need to introduce concept of gender equality, gender-based violence as well as gender discrimination, we need to improve existing legislation and to create new ones to protect women's right, we need to have a strong prosecution and law enforcement and judiciary action to combat gender-based violence. –China

Traditional patriarchal culture is extremely strong in East Timor. Until now, women have had little public voice and discussions of women's rights and power issues around gender have been largely limited to small groups of women. Twenty-five years of an extremely repressive Indonesian military occupation, during which violence against women was systematic and thorough, have left a deep scar on the nation. Hundreds of years of Portuguese colonialism and a conservative Catholic Church have added to a culture of male domination and female subservience. Today, as East Timor rebuilds and develops itself as a new and independent nation, there is a sharp increase in the number of reports of violence against women. There is a need for a deeper analysis of gender roles, and especially a need for men to be involved in such work. –East Timor

WORKING WITH BOYS AND MEN FOR WOMEN'S EMPOWERMENT AND GBV PREVENTION: PERSPECTIVES OF WOMEN-LED NGOS

Round table speakers: Prema Devraj (Women's Center for Change—Malaysia), Ros Sopheap (Gender and Development for Cambodia), Patrina Fong (Fiji Women's Crisis Center)

Moderator: Janet Wong (UNIFEM East & Southeast Asia Office)

Work with boys and men for gender equality and GBV prevention across the region is situated within the women's empowerment movement with the goals of gender justice and violence prevention. Often, this work is shaped by women's led NGOs and support centers as one of the approaches to mitigate gender-based violence. As work with boys and men is growing, an increased understanding of the importance of working with boys and men for gender equality from the perspective of women in the region was a logical starting point for the consultation. This roundtable discussion brought together representatives from leading women's NGOs and support centers to discuss three key questions.

- 1) Why have women and women's led NGOs decided to work with boys and men for GBV prevention?
- 2) What have been some of the challenges?
- 3) What have been some of the benefits and successes of working with boys and men?

Highlights from this conversation follow:

- 1) Why have women and women's led NGOs decided to work with boys and men for GBV prevention?
 - Violence against women is not a women's issue and men must be engaged to stop violence. Experience has proved that men within communities responded much better to messages coming from other men.

- As attitudes towards gender equality and violence start at an early age, prevention and awareness work on gender equality with boys and young men has proven very effective.
- Victims/survivors of violence frequently ask the supporting organizations to speak with their partners about their use of violence and male counselors were found to be much more effective in working with men who used violence.
-

2) What have been the challenges?

- There are some difficulties ensuring male trainers attached to projects fully internalize gender equality and consistently respond to questions and challenge gender norms from a human rights perspective.
- There has been some difficulty in getting men to take the initiative to form and maintain men's groups.
- Lack of continuity in school programmes: often schools provide inadequate amounts of time to carry out effective gender equality programming with students.
- Often penal systems are not equipped to and/or interested in providing rehabilitation services to perpetrators and sex offenders. Jail time does not prevent perpetrators from using violence again. More state support for violence intervention programmes with men is needed.
- Domestic violence laws often conflict with what is considered "culturally appropriate" behavior and are only effective if victims/survivors feel it is culturally appropriate to report, and try to end, the violence.

3) What have been some of the benefits and successes of working with boys and men for GBV prevention?

- Key changes have been reported after men were trained as "male advocates" in the Pacific. Many men realized for the first time the impact of their violence and the consequence of inequalities. There was also increased involvement of men in organizing community activities for violence prevention.
- Men were mobilized to form a men's network in Cambodia and undertake activities such as the White Ribbon Campaign during 16 days of activism.
- After providing boys and men a safe space to talk openly, men engaged in more personal sharing about gender and often revealed a level of emotion and care that does not typically happen-. This is a slow process however, and requires time and numerous group sessions.
- For sustainability and increasing outreach, in Malaysia the most successful approach was providing gender training to future teachers who then incorporated this into their curriculum.

OVERVIEW OF GENDER-BASED VIOLENCE AND PREVENTION

Facilitators: James Lang (Partners for Prevention) and Kiran Bhatia (UNFPA Asia Pacific Regional Office)

The session provided an introduction to definitions and analytical frameworks for understanding GBV and its prevention. To start several participants shared statements on violence in their countries.

Participants shared examples of violence and prevention approaches on note cards:



The facilitators then presented a working definition of GBV:

Partners for Prevention’s Working Definition of Gender-based Violence:

“ANY FORM OF VIOLENCE USED TO DEFINE, REINFORCE OR DEEPEN UNEQUAL POWER RELATIONS BETWEEN WOMEN AND MEN AND AMONG DIFFERENT GROUPS OF WOMEN AND MEN...”

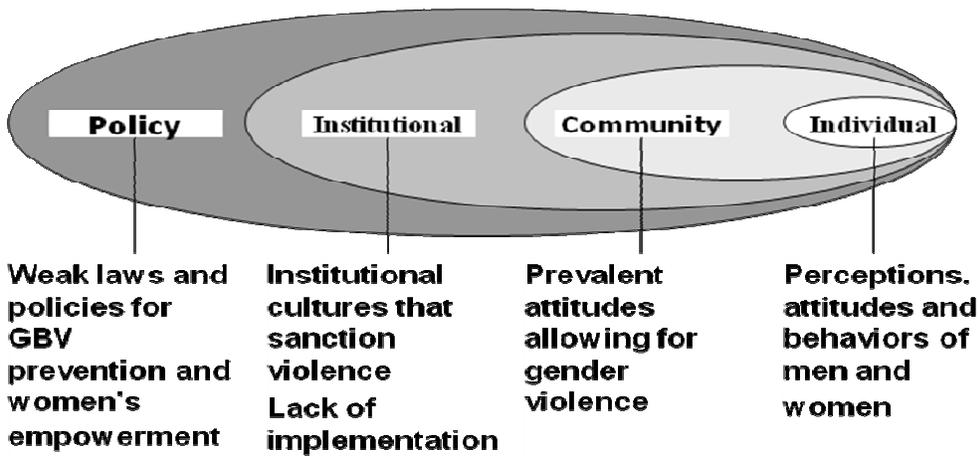
“IT IS VIOLENCE USED AS A POLICING MECHANISM FOR GENDER INEQUALITY...”

This working definition helps to highlight violence within different power relations between and among men, women and children and helps connect men’s use of violence to prevalent gender norms and dominant forms of masculinities. This definition also connects violence between individuals to other types of violence that is used to reinforce unequal power relationships.

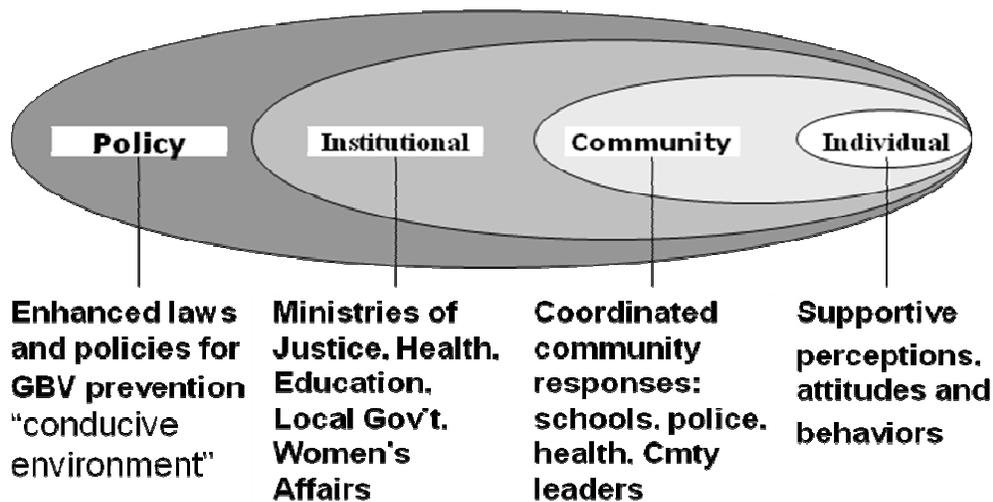
A Comprehensive Approach to Prevention

The facilitators introduced the social ecology of violence to frame the discussions around GBV and its prevention throughout the consultation:

Here is a snap shot of the “social ecology” in a context where gender-based violence persists, and where different types of interventions must be focused. There are interrelated factors at the different levels of society that help sustain gender-based violence:



On the other hand, here is a snapshot of an ideal “Comprehensive Approach to Violence Prevention” where the interrelated levels of society are supportive of an overall environment where violence is not tolerated:



The “take home” point of this session: prevention approaches must be located at - and coordinated across - the different levels of the social environment. Change at one level - for example individual changes in attitude – will not have a broad impact if these changes are not reinforced and supported at the other levels – for example through education systems, laws and in the workplace.

Speaker: Gary Barker (International Center for Research on Women (ICRW) & MenEngage Alliance)

This session presented a general introduction to work with boys and men for gender equality and violence prevention: what we know - and don't know - about boys, men, gender-based violence and violence prevention. The driving questions of the discussion were: What factors drive men's use of violence against women – and what factors serve to reduce it? How do normative versions of masculinity contribute to gender-based violence?

The discussion included a deeper exploration of:

- Gender as relational
- Men learning and experiencing violence through multiple interpersonal relations and institutions (men are not “naturally” violent)
- Men's use of violence towards women, children and other men is tied to broader social norms related to manhood

Below are some of the factors associated with men's use, and non-use, of violence:

Factors associated with men's use of violence

- *Witnessing or experiencing violence in home of origin or community context*
- *Belief/acceptance of rigid gender norms*
- *Lack of social controls; impunity*
- *Adversarial views toward women*
- *Low empathy/remorse*
- *Women's economic/social disempowerment (and sometimes women's empowerment)*
- *Men's perceived disempowerment, stress associated with un- and underemployment*
- *Substance/alcohol use associated with, but not a cause of, sexual/ gender-based violence*

Factors associated with non-violence among men

- *Families/significant others who abhor violence and oppose family members who use violence*
- *Having peers or social group that does not support use of violence against women*
- *Awareness and acceptance of belief in the rights or personhood of others*
- *Reflection: able to reflect about the consequences of violence; having experienced or witnessed violence and constructing positive meaning; able to express fear of violence*
- *Social control, community sanctions: living in settings where traditional rites of passage, elders, community leaders, collective norms serve as positive forms of social control against violence*
- *Possessing alternative means of expressing frustration, anger or resolving conflicts*

THEMATIC AREAS RELATED TO WORK WITH BOYS & MEN FOR GENDER EQUALITY & GBV PREVENTION

A significant portion of the consultation meeting was dedicated to deeper explorations of working with boys and men for gender equality and GBV prevention through various thematic lenses. The objective of the thematic sessions was to introduce different ways in which boys and men have been engaged in a variety of areas and to share learning and experiences from regional project examples.

The sessions included:

- Working with youth
- Project approaches to working with men

- Communications and campaigns
- Working in post conflict settings
- Sexual and reproductive health

WORKING WITH YOUTH FOR VIOLENCE PREVENTION AND GENDER EQUALITY

Panelists: Undarya Tumursukh (MONFEMNET, Mongolia), Tura Lewai (Foundation of the Peoples of the South Pacific International, FIJI), Rodel P. Abenoja (Youth and Students for the Advancement of Gender Equality, Philippines)

Moderator: Saghir Bukhari (Partners for Prevention)

“THERE IS NO ROAD TO GENDER EQUALITY. GENDER EQUALITY IS THE PATH AND NEEDS TO BE CREATED NOW. NO ONE WILL LIBERATE YOUTH, YOUTH HAVE TO LIBERATE THEMSELVES.”

This panel discussion provided an opportunity for participants to learn from three promising examples of work with youth to prevent gender inequalities and GBV. Key points from their presentations included:

- Young people have great potential to address violence: they have the time and energy to organize campaigns and undertake other awareness and prevention activities. Youth have potential to demonstrate leadership and become vehicles of change in society.
- Work with youth is vital to prevent inequalities from taking root as young people move into adulthood.
- To reduce violence and gender inequalities it is vital to engage boys and young men through a multi-prong approach covering awareness raising to policy advocacy with individuals and institutions, and involving a diverse range of boys and men.
- Work with youth should be youth-led: it should encompass social and cultural transformation including the promotion of equality in relationships and questioning harmful cultural practices.
- Meaningful youth involvement in gender equality requires the use of culturally sensitive approaches to raise awareness, exploring masculinities and identifying positive masculinities within various settings.
- Mentoring and coaching with young people should be done in flexible and creative ways. The role of the family and community-based organizations is very important in motivating youth and providing an opportunity to rehearse more gender equitable behaviours.



Photo from Undarya Tumursukh, MONFEMNET, Mongolia

See Annex section online to view the “Working with Youth for Violence Prevention” presentations

PROJECT APPROACHES FOR WORKING WITH BOYS AND MEN

Speakers: Chhay Kim Sore (Gender and Development for Cambodia), Nur Hasyim (Rika Anissa—Indonesia) and Gary Barker (ICRW & MenEngage Global Alliance)

Moderator: Saghir Bukhari (UNIFEM & Partners for Prevention)

The objective of this session was to share promising practices and challenges from local projects working with boys and men for GBV prevention. The presentations focused on various approaches for engaging men in communities as partners, inspiring role models for other men, and work around advocacy for policy change.

The two presentations of projects in Indonesia and Cambodia highlighted key components of successful interactions with men including a sound understanding of the issues, individual and organizational commitment, volunteerism, space for reflection, and continued follow up. Also of importance is the identification of motivated men in the community to initiate sustained work, and for project organizers to ensure the work remains firmly situated within the women’s empowerment movement. The speakers also indicated that while local interventions to engage groups of boys and men to prevent and address GBV are key, it is also important to work at different levels with individuals, communities, and government.

The presenters also shared challenges including limited resources and expertise and the lack of impact assessments. Overall the recommendation was that organizations involved in working with boys and men for prevention/reduction of GBV should develop strong networks and other platforms for regional and country-based exchanges and always incorporate monitoring and evaluation systems.

Gary Barker shared examples of how monitoring and evaluation can be used within projects working with boys and men, and shared some general good practice of gender transformative and group education work:

Key Elements in Effective Group Education with Boys and Men

- Information and critical reflection about masculinity
- Skills building/experiential learning
- Creating a safe space for discussions
- 10-16 sessions minimum recommended duration
- More effective when combined with campaigns

What “works” in a gender norms transformative perspective?

- Include discussion of gender norms and how these influence behavior
- Include deliberate public debate and critical reflection about these norms
- Measure changes in attitudes toward gender norms and relevant behaviors
- Achieve a tipping point in a critical reflection about masculinities and gender

See Annex section online to view the “Project Approaches for working with boys & men” power point presentations

CAMPAIGNS AND COMMUNICATIONS

Speaker: Cesar Robles (PyD—Vietnam)

Moderator: C.Y. Gopinath (Partners for Prevention)

This session focused on good practice for campaigns and communications targeting boys and men for GBV prevention. The speaker presented a case study of a broad-based campaign being developed in Viet Nam through a Government, UN and NGO partnership.

Cesar Robles related the first step for the campaign was to undertaking research on men’s awareness, attitudes and behaviours related to GBV, as well as time use and media consumption behaviors for different groups of men in Viet Nam. Also a set of good practices for campaigns targeting men were shared:

Key Elements in Effective Campaigns to Engage Boys and Men

- 1) Use messages that invite men to take action to help prevent violence – many men who are not violent “tune out” when campaign ads portray men only as violent perpetrators.
- 2) Campaign messages should be sustained over long periods of time. Gender norms are learned over a lifetime and will not be transformed with a short term campaign.
- 3) Messages of mass media campaigns should be reinforced by project based work in communities and through institutions. If messages are promoting actions for prevention, these behaviours should also be promoted to the greatest extent possible through projects and policies.
- 4) The “messenger” portrayed in mass media campaigns should be respected and from the same cultural context as the target audience. We tend to listen and relate to people we respect and identify with them.
- 5) Engage local boys/men in constructing the messages.

6) Promote a gender-equitable lifestyle or alternative, non-violent male identity.

This presentation was followed by a discussion on effectiveness of top-down messages especially when the change being sought was in deeply rooted behavior.

The discussion ended with the point that real change in behavior and norms needs dialogues at the community level to promote critical reflection. This was followed by the final segment of the presentation on the directions of the Viet Nam campaign in below-the-line communication.

See Annex section online to view the “Campaign and Communication” power point presentation

WORKING IN POST CONFLICT SETTINGS

Panelists: Min Lwin (International Rescue Committee—Thailand), Mericio dos Reis (AMKV—East Timor), and Sultan Fariz Syah (Aceh Women’s League—Indonesia)

Moderators : Rahul Roy (Aakar, India) & Janet Wong (UNIFEM East and Southeast Asia Office)

“We talk a lot about cultures of violence, and how violence is ingrained in societies through conflict...but it is time we start looking more at cultures of non-violence, and the examples of non-violent masculinity that are found across the region...”

Rahul Roy

The session brought together panelists working with boys and men in post-conflict settings. The key points which emerged from the discussion included:

- The use of violence against women during war is not random, but rather is systemic and used as a weapon of war (especially sexual violence).
- The UN Security Council Resolutions 1325 and 1820 are key instruments for addressing GBV in conflict settings as they recognize GBV as a crime and support the involvement of women in peace building and political participation.
- Peace building cannot be achieved without addressing GBV. This is done through work at the policy level (amending laws, especially which promote discrimination), community awareness raising, counseling services and capacity building (especially with men in order to ensure their participation and involvement in violence prevention).
- It is important to seek the participation of the male population in violence prevention and build an understanding of why it is important to work on violence and address issues of gender inequalities. To achieve this, internal reflection among men can be nurtured to help them to see how violence impacts their own lives and lives of others.
- Work with religious leaders and institutions accountable for addressing violence is very important and needs to focus on challenging male power by looking at the root causes, promoting gender equality and creating and strengthening safe spaces for women.
- Men as role models and trainers are vital to addressing GBV and promoting gender equality. Religious leaders and even ex-soldiers in post conflict settings can play a vital role here.

- The issue of young boys (child soldiers) who use violence and become combatants remained a point of discussion. Little data is available on this area and how experiences of child combatants may contribute towards violence against women and girls.
- There is a need to invest in more research on gender, conflict and peace building. It is evident that GBV and sexual violence increases during and post conflict, yet there is little knowledge on how to address it through the engagement of men and women in post-conflict situations.

See Annex section online to view the more detailed “Post-conflict Session Panelist Detailed Points”

WORKING WITH BOYS AND MEN FOR GENDER EQUALITY AND VIOLENCE PREVENTION THROUGH SEXUAL AND REPRODUCTIVE HEALTH PROGRAMMING

Facilitators: Elizabeth Starmann (Partners for Prevention) and Kiran Bhatia (UNFPA Asia Pacific Regional Office)

This session provided a simulation exercise allowing participants to explore the linkages between sexual and reproductive health (SRH) and violence prevention and design interventions for different target populations. The moderators were tasked to carry out quick focus group discussions with “stakeholder groups” to identify the key issues for six different target populations (adolescent boys & young men, adult men, men living with HIV, men having sex with men, sex workers, and community leaders). The small groups then designed an approach and actions for a three year intervention addressing GBV prevention through SRH programmes. Following the discussions each group presented a brief pitch to the “donor panel” highlighting:

- Why their target group is a priority group to work with for GBV prevention
- What are three key issues that call for attention
- What are three key actions to support linkages of SRH and GBV prevention

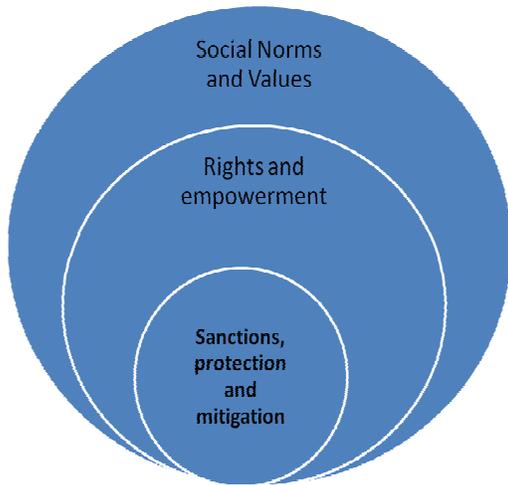
The donor panel developed criteria for evaluating the proposals and after deliberating provided feedback on the strengths and weaknesses of the different proposals based on innovation, design, the inclusion evaluation and monitoring mechanisms, risk evaluation and overall presentation. They each then gave an award to what they felt was the best proposal based on the criteria.

See Annex section online to view “SRH Session Group Work Guidelines” and the Additional Resources section for a range of resources on work with boys and men on SRH and violence prevention

OVERVIEW OF POLICY OPTIONS FOR GENDER-BASED VIOLENCE PREVENTION

Facilitators: James Lang (Partners for Prevention) and Gary Barker (ICRW and MenEngage)

This session introduced a conceptual framework for understanding policies related to gender-based violence prevention and explored the ways that a deeper understanding of boys and men’s attitudes and behaviours can enhance policy responses.



Each circle above represents different domains of law and policy related to GBV and its prevention. Many discussions related to GBV policy remain limited to the inner circle, “sanctions, protection and mitigation”. However, more comprehensive policy change can be brought about through enhancements at all the different levels.

Following was a conversation about how evidence from research about boys and men can contribute to policy enhancements beyond the sanction and protection laws. Examples include:

Research: Probability of use of violence increases for men who experienced it		Policy response: <i>Child rights and protection programmes</i>
Research: the more time men spend with children and care giving, the less likely they are to use violence in the family	➔	Policy response: <i>care taking, fatherhood parental leave, workplace policies</i>
Research: Coordinated and community responses are effective for prevention	➔	Policy response: <i>safe spaces/cities, school and community based, media and projects</i>

SHARING EXPERIENCES AND MAPPING WORK ACROSS THE REGION

GALLERY WALK

The gallery walk sessions were designed to provide an opportunity to participants to display their organizational materials related to working with boys and men to address and prevent GBV. It was an informal, interactive format allowing consultation participants the opportunity to walk around the display area and learn more about the work in the region. The gallery walk generated conversation among participants and sharing on an individual level on the successes and challenges organizations are facing. During both gallery walk sessions, participants also used the time to understand the country level work and contributed towards the mapping of interventions, needs assessment and resources.

MAPPING OF INTERVENTIONS, GAPS AND NEEDS

The mapping of interventions, gaps and needs on work with boys and men for gender equality and GBV prevention was an ongoing exercise throughout the consultation. Initially each country group was provided a map of their country and asked to place colored circles on their map listing ongoing activities and interventions in their country. The maps were then combined to form a map of the region on the wall and participants then added additional interventions that they were aware of in other countries along with regional initiatives.

During the next mapping session participants identified key needs and assets and on day three the exercise culminated in country presentations covering: what they are doing on GBV and boys and men in their country; what needs to happen to advance this work; and, what additional research is needed to build knowledge.

The mapping exercise revealed a clustering of activities in a number of key areas including awareness raising, working directly with boys and men, investment in research, involvement of boys and men at different levels, service provision to perpetrators of violence to address attitudinal change, implementation of government policies, investment in government capacities and fundraising coordination. The exercise also illustrated that most interventions are focused on small-scale projects and work at the individual and community levels, with minimal work being done at the institutional and policy levels.

RESOURCES & NEXT STEPS FOR COLLABORATION

The third day of the consultation focused on outlining the various resources available to support work with boys and men for gender equality and GBV prevention and identifying key areas where we can work together strategically at both national and regional levels.

AREAS OF SUPPORT FROM PARTNERS FOR PREVENTION & THE MENENGAGE ALLIANCE

Speakers: James Lang (Partners for Prevention) & Gary Barker (ICRW & MenEngage Global Alliance)

A brief overview of Partners for Prevention (P4P) was provided including details on the programme components and a summary of P4P's key areas of support:

- Communication for Social Change: social media campaign; learning and technical assistance on what works for communications with boys & men; and, sharing and adapting existing campaign approaches
- Capacity Development and Networking: consolidated expertise and tools under a regional community; facilitating a regional "group of coaches" for sustained capacity development; and targeted technical advisory and capacity development services for CSOs, UN & government
- Advocacy and Policy Change: building evidence-based research on boys, men and GBV and action/thematic research connected to programming; advocacy with decision makers: promoting "options for action" and policy forums and high level meetings; and, capacity for research and advocacy: working with CSO partners through a sequence of research, analysis and programme/policy enhancement

Following this Men Engage was introduced as another potential resource for the region. MenEngage is a growing global alliance of NGOs that came together in 2004 with the general goal of working in

partnership to promote the engagement of boys and men in achieving gender equality, promoting health and reducing violence at the global level, including questioning the structural barriers to achieving gender equality and is focusing on advocacy capacity strengthening and resource sharing. The function and strategic focus of the MenEngage regional and country networks was presented as well as a summary of the overall progress made since 2004.

NEXT STEPS FOR WORKING TOGETHER

The next steps for collaboration across the region emerged throughout Day 3 to address the gaps identified during the consultation. Enhanced coordination among the participants was identified as a key element to maximizing impact in communication, networking, capacity building and research.

Partners for Prevention’s upcoming activities for 2010 will include the:

- rolling out of social media campaign’s in selected countries in the region
- focusing on regional coordination and capacity development activities (curricula development, training and exchanges)
- implementing the International Men and Gender Equality Survey (IMAGES) and other thematic research on men and gender-based violence prevention (volunteerism and prevention in post conflict settings)
- P4P will also launch and test the online “community portal for working with boys and men” in partnership with MenEngage by the end of 2009. The community portal will be vital for many of the next steps listed below.

MenEngage for its part will focus on the management and growth of the community portal, a transition plan and fundraising toward the creation of a staffed NGO/Global Secretariat and Regional Secretariats (ICRW and Sonke Gender Justice in South Africa are the new global co-chairs and will lead this planning) and the development of initial “Emerging Themes” in violence and masculinities (guns, public security, GBV, VAC, conflict and post-conflict), economic marginalization, migration, care work and men’s roles in families and as fathers, and research, policy, program development and activism/advocacy.

The final session brought participants together in groups to discuss what current assets they/their organizations have to offer and next steps for collective action in six key areas. The groups recommended key steps and a synthesis is presented below:

NEXT STEPS	
1) Resource Development	<p>Actions to be taken:</p> <ul style="list-style-type: none"> • Share information and material and processes for resource development • Develop strategy and approach for resource development
2) Networking and Resource Development	<p>Actions to be taken:</p> <ol style="list-style-type: none"> 1) Join community portal and link up online 2) Use participant information list provided to connect with each other 3) Explore developing national and local networks to increase collaborative projects and support, and lobby for greater

	<p>awareness, resource mobilization and accountability</p> <p>4) Organize exchange visits</p> <p>5) Offer internships</p>
3) Capacity Development	<p>What participants/organizations have to offer:</p> <ul style="list-style-type: none"> • Experiences (seminar, internet, visit etc.) • Training modules • Curriculum, tools, resources including: <ul style="list-style-type: none"> ○ Donor education/proposal writing support (Lessons learned) ○ What works and how to do it? (for individuals or groups) ○ Coaching and support ○ Listening and sharing by forum (in person or via internet) <p>Actions Needed:</p> <ol style="list-style-type: none"> 1) Mapping of organizations' work and training resources 2) Linking development of training and resources with meaningful follow up and evaluation 3) Linking practice-based research to training and development in order to increase sustainability (It must not be a one-off event, but a continual process) 4) Developing effective TNA's methodologies specific to work with men and boys
4) Research	<p>What participants/organizations have to offer:</p> <ul style="list-style-type: none"> • Each country has available data, papers, case studies, etc. related to masculinity and GBV to share • Participants/organizations have technical expertise they can share with others <p>Actions to be taken:</p> <ol style="list-style-type: none"> 1) Each country needs to collect and share existing research on issues related to men's attitude and behavior on masculinity and GBV 2) Identify specific research needs for each country based on existing knowledge, gaps and needs
5) Evaluation	<p>What participants/organizations can offer:</p> <ul style="list-style-type: none"> • UNIFEM: List of GBV indicators • UNFPA: Results-based management tools • NGOs: Share experiences on approaches including quantitative, qualitative and participatory indicators • Partners for Prevention: Identify and share best practices in Asia Pacific • WHO: Evaluation review • Indonesian Government: Experience on independent evaluation <p>Actions to be taken:</p> <ol style="list-style-type: none"> 1) Work on common indicators and methodology at the regional level 2) Set up a group of evaluation experts on working with boys and men for GBV prevention and gender equality

	3) Capacity building and increasing awareness on work with boys and men for gender equality and GBV prevention
5) Communication	<p>Actions planned:</p> <ul style="list-style-type: none"> • Malaysia: Launch 2 months campaign: newspaper, PSA, walk by screens, public event including famous figures + Focus Groups trainings. Training perpetrators. • Cambodia: Mainstream gender in all aspects of development. Campaigns that reach people with low education and marginalized/vulnerable groups. • Vietnam: National Campaign on DV with community group meetings, Awareness Raising with local leaders and officials on gender equality and GBV. • Indonesia: Media National Campaign on domestic violence

ANNEX ONE: COUNTRY MAPPING RESULTS MATRIX

COUNTRY	CURRENT ACTIVITIES & PROJECTS	GAPS & NEEDS	ADDITIONAL RESEARCH NEEDS
CHINA	<p>1) Regional level</p> <ul style="list-style-type: none"> Mekong subregional “Commit” anti human trafficking <p>2) National level</p> <ul style="list-style-type: none"> IEC (materials development TV spots, publication, radio plays) Advocacy and campaign (white ribbon, care for girls) Capacity building (implementation of Women’s law) <p>3) Local level</p> <ul style="list-style-type: none"> Capacity building (AGBV training for law enforcement) Establishment of multisectoral collaboration Medical intervention (survey, victim referral) Advocacy (to promote protective order). 	<p>1) Individual & Community</p> <ul style="list-style-type: none"> Lack of awareness Lack of early education and IEC on gender equality and SRH into curriculum Lack of male involvement at different levels Lack of sustainability of activities involving men <p>2) Institution</p> <ul style="list-style-type: none"> Lack of Union of men Lack of services to perpetrators and men & boys with psychological problems <p>3) Policy</p> <ul style="list-style-type: none"> No national law addressing VAW Lack of national policy of Protective order (pilot starts but no national policy) Lack of male and female leadership present at GBV activities Lack of women’s political participation at high level <p>4) Research</p> <ul style="list-style-type: none"> Lack of research on male behavior Lack of research on attitude of boys and men on topics of masculinity, GBV, gender equality 	<ul style="list-style-type: none"> Awareness raising through IEC and advocacy (public and policy makers) Institutional support (boys and men organizations) Policy Research on Male behavior Research on attitudes of boys and men on topics of masculinity, GBV, gender equality
INDONESIA	<p>1) Policy level</p> <ul style="list-style-type: none"> Law on the Elimination of Domestic Violence (2004) / national level Law on Child Protection (2002) / national level Law on the Elimination of Trafficking in Persons (2007) / national level Local Regulation on Integrated Response on Violence against women case handling / provincial level Development of national strategy on 	<ul style="list-style-type: none"> Poor policy implementation: Advocacy needed on government political will and commitment to the implementation of policies Weak monitoring and evaluation from government bodies: Develop mechanism of MONEV at national and provincial level Intervention services concentrated in big cities (less in remote areas): Develop intervention strategy in remote areas with tourists and with marginalized groups 	<ul style="list-style-type: none"> Capacity building on the issues of masculinities and working with boys and men Research on masculinities in the context of religion in Indonesia Research on men’s involvement in promotion of GBV prevention in post conflict areas Other related research on key issues

	<p>male involvement in elimination of GBV / national and provincial level</p> <p>2) Institutional level</p> <ul style="list-style-type: none"> • Pilot project on counseling for male perpetrators in prisons in cooperation with Ministry of Law • Rehabilitation program for ex-female combatants / victims of conflicts in Aceh <p>3) Community level</p> <ul style="list-style-type: none"> • Community awareness raising and education on GBV • Public raising awareness campaign on Commercial Sexual Exploitation of Children (CSEC) in 11 provinces • Network development in the elimination of CSEC in 11 provinces • Provision of services for female victims of GBV • Provision of services for perpetrators of DV (several cities) • Research on masculinities and DV in Yogya • Research on masculinities in crisis in Aceh <p>4) Individual level</p> <ul style="list-style-type: none"> • Behavior change counseling program for male perpetrators of DV • Peer educators for youth groups on SRH and HIV 	<ul style="list-style-type: none"> • Lack of networking among CSOs: Build and expand networking on the issues • Limited resources (HR/Funds): Resources mobilization needed • Limited research (data and information): Conducting more research on the issue 	
MALAYSIA	<ol style="list-style-type: none"> 1) Counseling- Individual and group 2) Public awareness-White Ribbon Campaign 3) Training of Trainers 4) Workshops for youth 	<ul style="list-style-type: none"> • Lack of acknowledgment of issues • Need more awareness to engage facilitators and trainers • Need to overcome religious, cultural and communal resistance • Broaden geographic coverage (in the cities and provinces) • State provision of funds for counseling (DVA) of men 	<p>Need research in:</p> <ul style="list-style-type: none"> • Factors which promote non-violence in a family • Cost of time and loss of productivity in Malaysia due to GBV • Linking childhood violence to adult violence • Malaysian man's concept of masculinity
MONGOLIA	<ul style="list-style-type: none"> • Laws: constitution, civil code, family code, Anti-DV law, criminal code, GEL 	<ul style="list-style-type: none"> • Weak implementation, budget allocation small, political will weak, government's 	<ul style="list-style-type: none"> • Changing constructions of Mongolian masculinities in the post-socialist

	<p>draft</p> <ul style="list-style-type: none"> • National programs: anti-DV, combating human trafficking of women & children for sexual exploitation, gender equality, reproductive health, behavior change for men, child protection, and gender and DV included in school curriculum • Services: legal aid centers, NGO legal & psychological counseling, mandatory sessions for newly weds, youth training, one stop service centers, hotlines, shelter houses, health education • Discussions/advocacy: forum on men's issues, analytical discussions on masculinity, White Ribbon Campaign/16 Day Campaign 	<p>capacity & awareness weak</p> <ul style="list-style-type: none"> • NGO activities limited, lack of funding and poor infrastructure, limited capacity • Most initiatives not self-critical, tend to reinforce patriarchy, do not integrate men & boys • Limited initiatives addressing nationalism • Gender equality and human rights education weak, lack of teacher training, no gender audit of school textbooks • Lack of coordination among law enforcement agencies • Poor alcoholism prevention • Lack of rehabilitation services • Not enough work in rural areas • Lack of human resource development 	<p>context</p> <ul style="list-style-type: none"> • Changing family structures, gender roles and relations • Cultural values compatible with principles of human rights, gender equality and democracy • Media influence in the context of the birth of bourgeois class, consumer capitalism and revival of tradition • Gender audit of textbooks and curricula • Analysis of institutional culture (schools, hospitals, detention centers, army) • Needs assessment for services and support for men and boys and families • Men to men violence in various settings, boy fights and their impact on GBV
<p>MYANMAR <i>(*work being done with refugees and migrants living in Thailand)</i></p>	<p>Refugees and migrants from Burma in Thailand (150,000 refugees and approximately 1.5 million migrants)</p> <ul style="list-style-type: none"> • Awareness on GBV among general populace (training, IEC materials, outreach) • Direct Response to GBV survivors in the camp (shelter, counseling, medical assistance and legal justice) • Men only discussions on GBV in the camp • Men Talk: discussion on GBV with migrants • Setting up "Modern Men" group and involvement in Nov 25 campaign 	<ul style="list-style-type: none"> • Target groups are very traumatized by war and this a key factor in incidences of GBV • Refugees and migrants marginalized from the Thai society/legal protection due to their lack of legal status • NGOs are seen as imposing concept of GBV creating strong resistance by leaders/culture (individuals & social institutions) • Limited access of research/resources and exposure to gender equality and GBV concepts • Very low education background/ language barriers • Lack of role models of male trainers/members • More linkages needed with Thai groups and regional networks working on similar issues for sharing experience and resources 	<ul style="list-style-type: none"> • Base line study on GBV among the different refugee camps and migrant communities • Collaboration with local Thai authority for legal and medical assistance to survivors • Adopting laws in refugee camps to penalize VAW and DVAW in the camp • More capacity building for local staff and community members to deal with this issue in local context
<p>PHILIPPINES</p>	<ul style="list-style-type: none"> • Prevention/Awareness raising on community level 	<ul style="list-style-type: none"> • Men's and women's groups are not working in partnership 	<ul style="list-style-type: none"> • Enforcement of existing laws • Research on understanding masculinity

	<ul style="list-style-type: none"> Organizing Policies Researches 	<ul style="list-style-type: none"> Niche of gay community in GBV Conflicting laws Overlapping of programs and interventions 	<p>to build more positive images for men</p> <ul style="list-style-type: none"> Mapping of groups working on GBV Changing cultural dynamics of relationships between men and women Role of gay community in GBV Research on masculinity on I.P./ masculinity in the Philippines Review/Evaluation/Assessment of youth programs
THAILAND	<p>1) Programs on GBV</p> <ul style="list-style-type: none"> Legislation: DV law 2007, law amendments Policy: cabinet resolutions in 1999, female investigator in police station, etc Services: OSCC in hospitals, legal aid, counseling, community services, group support, access to HIV treatment, income generation Capacity building: gender training, SRH and rights training, training on related laws Campaign: TV spots, Radio spots, print media and performance and edutainment Research: sexual harassment, women affected from DV, public policies, legal system <p>2) Programs working with boys and men:</p> <ul style="list-style-type: none"> Training and Education: gender sensitivity training and dialogue for conscripts, TOT for conscripts, training against sexual harassment for boys and girls in school, male involvement in stopping VAW, masculinity curriculum in women's studies program Campaign: White Ribbon Campaign 	<ul style="list-style-type: none"> Lack of programs working directly with boys and men Lack of research on masculinity and violence No male involvement policy and implementation Lack of media education programs Lack of funding support on working with boys and men Ineffective mechanism for GBV prevention Lack of gender sensitivity among civil society Lack of adequate coordination 	<ul style="list-style-type: none"> Masculinity and violence Masculinity and SRH and rights Men's needs for social and medical services related to GBV and SRH Surveillance system on GBV Policy research on male involvement in GBV prevention
EAST TIMOR	<ul style="list-style-type: none"> Gender equality is becoming an issue of national interest: <ul style="list-style-type: none"> - There is a national network of NGOs, 	<ul style="list-style-type: none"> Need laws to ensure men's and women's rights and gender equality: <ul style="list-style-type: none"> - The constitution guarantees men's and 	<ul style="list-style-type: none"> Need more in-depth research and data to inform work and advocacy. For example: <ul style="list-style-type: none"> - Power relations in relation to cultural values

	<p>government and international agencies working towards an integrated approach.</p> <ul style="list-style-type: none"> - Activity is happening at the individual, community, institutional and policy levels on GBV • The network is committed to public awareness raising at all levels on GBV and gender equality (community level, national level) • AMKV is focused on working with men and boys at the district level: <ul style="list-style-type: none"> - Membership has grown strongly - AMKV does training for men and boys - Objective is to involve more men in gender equality as it is an issue between men and women • Other NGOs are targeting different groups at different levels. 	<p>women's rights</p> <ul style="list-style-type: none"> - Need specific acts to give effect to these rights, for example, Laws on DV, abortion • Need to discuss values with traditional leaders and church hierarchy, for example, on bride price • Need to do more work with boys to prepare them to be good leaders in the future and to know about gender equality • Gender equality should be part of school curriculum from elementary school: <ul style="list-style-type: none"> - Need advocacy with Ministry of Education on this - Should include gender sensitive material in school books - Discussion of FBV at high school 	<ul style="list-style-type: none"> - Gender and social change - Updating old studies - Men's attitudes towards GBV
VIETNAM	<p>1) Policy</p> <ul style="list-style-type: none"> • DVL, NPOA on DVL, CIRCULARS, DECREES • NPOA on anti-trafficking of person <p>2) Programs</p> <ul style="list-style-type: none"> • DV programs in various provinces and National DV campaign on men and boys (community level, BCC, health sector, DVP steering committees) • HIV/RH work with sex workers (SWs) (men/women) • Prevention of men trafficking, reintegration services <p>3) Research</p> <ul style="list-style-type: none"> • DV, trafficking, SRB, SW 	<ul style="list-style-type: none"> • Large focus on DV in Vietnam, missing broader focus on GBV (but still not national coverage including ethnic minorities) • Lack of addressing/recognizing needs of LGBT (at community, institutional, policy levels) • Sex work + GBV, rights of sex workers (male and female) • Trafficking of men/boys + women/girls • Understanding and redefining masculinities (building on positive values in society) • DV- Focus on men- for prevention and addressing DV • Sex Ratio at Birth – addressing demand for son preference • Sexual harassment • Childhood sexual abuse (boys/girls) 	<ul style="list-style-type: none"> • Research on LGBT in VN context: needs and policy/advocacy for breaking stigma + policy change • Sex work: advocacy for policy revision regarding internment of SWs • Research on male SWs + GBV • GBV/SRH: research on negative SRH outcomes • Trafficking men/boys: no research yet, but some anecdotal evidence • Masculinity, including GBV- little research • SRB: continue to collect annual data, qualitative research on supply/demand - Men's attitudes/behaviors • Sexual harassment • Childhood sexual abuse

<p>PACIFIC ISLAND REGION</p>	<p>1) Research</p> <ul style="list-style-type: none"> • GBV research: Prevalence studies, National representative surveys, Child sexual exploitation/Child sex abuse (CSEC studies) <p>Funding: UN, SPC (implementer countries), UNFPA Target group: 6 countries including Samoa, Sds, Kiribati, Tonga, Fiji, others to be started</p> <p>2) Policy</p> <ul style="list-style-type: none"> • Chief of police/ Security chief • DPV legislation/ Police capacity building • No drop policies/Police Units (DVU) for Vanuatu, Solomons, Kiribati • Tuman security agenda (UN1325) <p>Funding: NZAID Target group: Police/BCC, PI Forum leaders</p> <p>3) Legislation</p> <ul style="list-style-type: none"> • SPC/Regional rights resource team • DV Legislation reform <p>Funding: NZAID Target group: Lawyers, magistrates, Legal right training officers</p> <p>4) Capacity building</p> <ul style="list-style-type: none"> • UN Joint program EAW for Kiribati, Solomons islands • Fiji women's crisis centre (FWCC): male advocacy for women's human rights for PNG, Tonga, Vanuatu, Cook islands • FSPI/Referees for peace/Male violator's learn <p>Funding: UNFPA, UNIFEM, UNDP Target group: FSPI/SPC: Stepping stones (STI/HIV↓, Gender-based violence↓, Gender relations↑) Funding: NZAID, AUSAID Target group: Solomons, Vanuatu, Fiji, Kiribati, Tonga(2010); FSPI network(2010-2012);</p>		<ul style="list-style-type: none"> • Pacific to be actively involved in the 'IMAGES' research • More countries to be part of GBV studies/national surveys (on men and boys component) → 5/6 countries already, but great interest from other Pacific Island countries. Financial condition is the major issue.
-------------------------------------	--	--	--

	<p>Tuvalu(2010)</p> <ul style="list-style-type: none">• UNFPA/ILO: men as partners, male involvement in reproductive health <p>5) Services</p> <ul style="list-style-type: none">• FWCC: Fiji/Region (Capacity building)• Counseling and training for many countries <p>Target group: Fiji, Cooks, Solomons (Christian care); Vanuatu, Tonga (Family health centre)</p>		
--	--	--	--

Resources

Day 1

Overview of GBV & Prevention (James Lang)

Overview of Working with Boys & Men (Gary Barker)

Working with Youth for Violence Prevention (Tura Lewai)

Working with Youth for Violence Prevention (Undarya Tumursukh)

Working with Youth for Violence Prevention (Rodel Abenoja) 1

Working with Youth for Violence Prevention (Rodel Abenoja) 2

Day 2

Campaigns & Communications (Cesar Robles)

Project Approaches for Working with Boys and Men (Kim Sore)

Project Approaches for Working with Boys and Men (Nur Hasyim)

Post-Conflict Session Panelist Detailed Points (Mericio Akara)

Post-Conflict Session Panelist Detailed Points (Min Lwin)

Post-Conflict Session Panelist Detailed Points (Sultan Fariz Syah)

SRH Session Group Work Guidelines (Elizabeth Starmann)

Day 3

GBV Prevention and Public Policies (Gary Barker and James Lang)

P4P Overview (James Lang)

MenEngage Overview (Gary Barker)