

Issue 16 | March 2016

Concern's
Knowledge
Quarterly
Review

KNOWLEDGE MATTERS

The journey towards addressing
gender inequality



CONCERN
worldwide

Any contributions, ideas or topics for future issues of knowledge matters. Contact the editorial team on email: knowledgematters@concern.net

The views expressed are the author's and do not necessarily coincide with those of Concern Worldwide or its partners.

Knowledge Matters basics

Knowledge Matters offers practice-relevant analysis relating to the development and humanitarian work of Concern Worldwide. It provides a forum for staff and partners to exchange ideas and experiences. The publication is committed to encouraging high quality analysis in the understanding of Concern's work. Concern staff and partners document their ideas and experiences through articles. Articles are very short – 500 – 1,000 words. Usually you only have space to make two or three interesting points. Here are some tips on writing a short feature article:

- Start by imagining your audience – a Concern colleague. Why are they interested – why do they want to read what you have to say? When you identify what your most important point is, say it straight away, in the title or first sentence.
- What can others learn from your story? Focus on this. Remember to back up your story with evidence. This can be got from evaluations.
- It's easier to get people reading if you start with the human perspective – mentioning real people and real-life events. (You don't have to give names).
- Use short sentences. Use Concern's style guide to help you.
- Keep paragraphs to a maximum of six lines long.
- Use clear language. Many of the readers of Knowledge Matters are non-native English speakers, so think carefully about using idioms or colloquial language that might not be easily understood by others.
- Always avoid assuming too high a level of knowledge of the topic you are writing about, on the part of the reader.
- Use active sentences ('we held a workshop' not 'a workshop was held by us')
- Use short and clear expressions.
- Keep your title short - no more than eight words.
- Where necessary use photos to accompany the narrative but ensure that you follow the Dochas Code of Conduct on Images and Messages.

Cover image: Smart Minezhi & his wife Mage Smart of 40 years from Malawi. Smart is a role model to a lot of families because the way he supports his wife. Whilst smart is an inspiration to many, some men criticise him 'but this does not demotivate me since I am doing this in order for my house to live a better live and I think its high time we change how we think and start treating women differently'. Photo by Kieran McConville, 2015.

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From the Issue Editor

Welcome to the latest edition of Knowledge Matters, to coincide with International Women's Day this edition examines Concern's work on gender inequality. In many respects this is a follow up to Issue 8 of Knowledge Matters published in March 2014. The current edition shares some of the lessons and promising practice emerging from our work on gender inequality.

Each of the articles presents a unique approach to addressing gender inequality within a particular context. It is fascinating to reading how colleagues in Lebanon and say, Liberia are adopting the various tools and methodologies to unpack gender inequality.

In keeping with the spirit of organisational learning, the various contributors to the edition highlight both the successes and challenges that have accompanied Concern's drive towards addressing gender inequality. For example, the piece from Uganda demonstrates some promising practice in relation to male change agents. Similarly, the work in Lebanon and Turkey around engaging men to build resilient communities is encouraging. However, both articles also illustrate the clear importance of developing a strong evidence base especially when seeking to advocate for policy change.

I hope you enjoy reading the articles and that they give you a better insight into Concern's work whether it is with engaging men in Malawi in addressing School Related Gender Based Violence or transforming gender relations within an existing project as is the case in Mozambique.

Bernadette Crawford

Foreword



By **Bernadette Crawford**

How far along the road to gender equality has Concern travelled?

It's International Women's Day every year on 8th March, an important opportunity to celebrate women's contribution to development and peace around the world and a great time of the year for Concern to reflect on where we are at in terms of addressing gender inequalities within our programmes and our organisation.

Gender inequality as we all know is a global phenomenon, a form of inequality that exists in every country in the world, and to extreme degrees in many of the countries in which we work. Women and girls from a young age are often treated and valued differently to men and boys, leading to exclusion, discrimination, lesser opportunities and choice in life.

So how is Concern doing?

It's been two years, since we published the first special issue of Knowledge Matters on Gender Equality¹, and it is uplifting to see that we continue to build on the experiences from then to now. When I started in this role as Equality Adviser 4 years ago, we carried out research with Promundo (a globally recognised organisation working on 'Engaging Men') to scope out promising practice on engaging men on gender equality and Gender Based Violence (GBV) issues, and from that very early work and research report by Gary Baker², we went on to develop the unique Concern Equality Scale to assist the country teams to assess and monitor changes in attitudes and practices to gender equality. The scale has been incorporated into the Digital Data Gathering system, and adopted in many ways including in baseline and end-line surveys, but is also used within the organisation to assess attitudes of staff. In the article by Ilaria, the BRACED³ Equality Adviser she highlights how the survey was utilised to begin exploring issues of gender equality with the Chad and Sudan teams. The reflection piece by Johannes, FIM Manager in Malawi provides us with insights into how he achieved a gender balanced FIM team in an isolated rural district, and the benefits it's bringing to the community and the team itself.

Our partnership with Promundo continues and Jane Kato Wallace their senior programme officer reflects on our partnership in Mozambique and the exciting work that has begun there. This along with the findings from the evaluation of the 'Engaging Men' work in Sierra Leone, which was established with the support of Promundo, shows some very promising results as outlined by Noelle Rancourt, who was the consultant evaluator of the project. Following on from our earlier work on Engaging Men in Liberia as outlined in the 2014 Knowledge Matters edition, when we were at the start of the journey, Edwin Morlu, the Equality officer now talks about the processes, challenges and successes of the 'We are One' approach. Tanzania also shares its experiences from the

evaluation of their 'Women's Social and Economic Rights (WSER)' programme and the impact on women's economic and social assets. We see how the work of understanding the prevailing social norms that is driving gender inequality is critical when aiming to empower women, how change is possible, once we understand that gender norms are learnt behaviours and can be unlearned.

Emmanuel and Nicole share Uganda's experiences with using male change agents within the health intervention in Karamoja. Their article describes some promising practice with this approach.

The scale and frequency of conflicts continue to rise, and brings with it new challenges and complex issues to address in our programme responses. The Syria crisis which is now entering its 6th year continues to place women and girls at increased risk of multiple forms of violence due to generalised insecurity and limited access to support. Fleeing conflict and being displaced negatively impacts on women and children's lives, as they are split from their families, experiencing violence, isolation and denial of the life that they once knew. The experience also impacts on Syrian male refugees as well who have lost everything, including the ability to provide for and to protect their families which is increasing the stress and tensions that they experience. The article by Peter, the Desk Officer, outlines how the Lebanon and Turkey teams through their protection programmes have been giving space to men to break the silence on this very taboo subject and is supporting them to develop alternative non-violent coping mechanisms. The approach as per the mid-term review findings is showing positive shifts to men's attitudes, which in turn is improving the lives of women, children and men themselves.



Despite the progress the journey towards gender equality is far from over and the momentum is just beginning

Syrian children, both girls and boys are also suffering, and millions are missing out on their education which is going to impact on the rest of their lives. Jenny Hobbs in her article on our work on education in the Syrian response, stresses the importance of understanding the gendered needs of children in the context. Getting boys and girls into school is not enough on its own, the psychosocial needs of girls and boys need to be understood and responded to.

Accessing the right to education is extremely gendered, and there are many factors which girls in particular face that lead to their dropping out. One key issue is that of school related gender based violence, which is a real issue in all of the contexts in which we work in. Caoimhe De Barra, the Country Director in Malawi outlines some key findings from the evaluation of their 3 year School Related GBV project.

It can be hard to establish just how far along the road to equality we have travelled. In this issue we give a glimpse of some of the successes and challenges that have been faced and next steps on the path to achieving gender equality in our countries of operation. The significant issues that tread through the articles illustrate how we have moved well beyond understanding gender equality as the mere targeting of women. We have moved to a deeper level of understanding the critical nature of understanding the prevailing power dynamics, social and inequitable gender norms and finding

transformative approaches to address these in a way that is bringing about positive changes for the lives of women in particular but also their children, and men in their lives.

The journey continues

Despite the progress the journey towards gender equality is far from over and the momentum is just beginning. We need to continue to invest resources, expertise and time in ensuring that we continue on this pathway. The new organisational strategic plan (2016 - 2010) puts 'How Concern Understands Extreme Poverty' in a central place, which is good news for ensuring that issues of inequalities, risks and vulnerabilities remain a critical element of our programming response, internal processes and ways of working. The new Irish Aid Proposal currently being developed presents us with an opportunity to further deepen our work across all of our country programmes given the experiences and learning that we have seen over the last few years, many of whose results are presented in this issue. As well as further researching the linkages between inequality and other outcomes central to Concern's work such as good health, nutrition, food security, resilience and safe quality education. Concern's growing experiences of addressing gender inequality and gender based violence in emergency contexts, through our expanding experiences in education and protection programmes, is showing us that shifts in inequitable gender norms and levels of violence can be addressed not only in development contexts alone.

Finally, thank you to all the contributors of articles, who have made this issue of Knowledge Matters so interesting! Keep an eye out for *more* insights from country experiences on addressing gender equality soon to be published on 'Knowledge Exchange'.

For those working in emergencies you should check out the new Interagency Standing Committee (IASC) guidelines on 'Addressing GBV In Emergencies'.

Launched in 2015, the guidelines provide us with a practical set of steps to ensure that our emergency response activities across all sectors are not doing further harm and minimising the risks of gender based violence that often flare up during conflict and natural disasters. http://www.europarl.europa.eu/meetdocs/2014_2019/documents/femm/dv/gbv_toolkit_book_01_20_2015_/gbv_toolkit_book_01_20_2015_en.pdf The guidelines are developed for non-GBV specialist and non-protection actors and are structured along different response sectors including Concern's priority areas during emergencies, such as WASH, Shelter, Nutrition, Food Security and Agriculture.

References and Content Notes

1. The issue is available on Knowledge Exchange
2. See 'Report of Desk Research on Theories and Promising Practices on Engaging Men and Boys in Gender Equality'. The report is available on Knowledge Exchange.
3. BRACED stands for Building Resilience and Adaptation to Climate Extremes and Disasters

Addressing staff attitudes and gender balance within Concern to promote gender equality



By Ilaria Michelis

Introduction

Given the sensitivity surrounding gender inequality in many of the countries where Concern works, staff must feel equipped with the knowledge and skills necessary to tackle such delicate discussions at the community level.

It is important to recognise that attitudes towards gender equality are not uniform amongst Concern staff, with many staff members retaining inequitable beliefs and behaviours as these are considered “the norm” in their own social environment.

Understanding the playing field

Recognising the key role played by staff in delivering programming to address gender inequality, the Building Resilience and Adaptation to Climate Extremes and Disasters (BRACED) project in Chad and Sudan decided to invest in the capacity building of staff. The project, which has an ambitious set of goals in terms of women’s empowerment and gender equality, includes a phased capacity building programme targeting frontline staff from all Concern field teams.



Concern staff in Chad test the Daily Activity Clock with a group of women in Ngorloli as part of the training session on gender analysis tools. Photo by Ilaria Michelis, Chad, 2015.

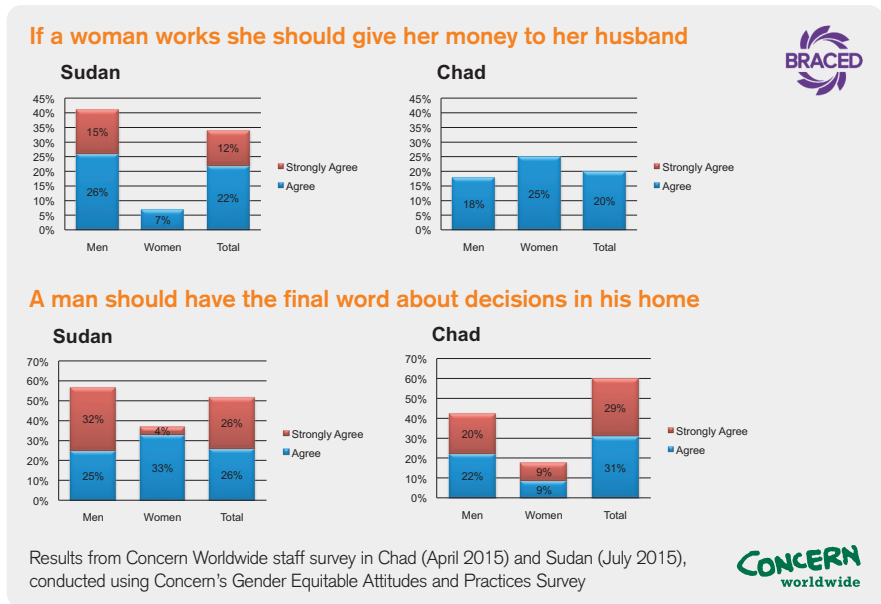
During the initial stages of implementation, all staff in the Chad and Sudan country teams participated in an anonymous survey to ascertain their attitudes and behaviours related to gender equality. The survey revealed a fascinating picture. 49 percent of all staff in Chad agreed with the statement " If there is limited amount of money,it should be spent on sons first", while in the case of Sudan it is 52 percent.

Developing the appropriate capacity building approach

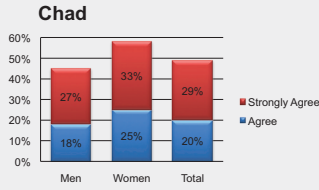
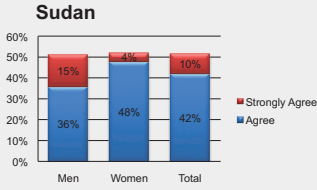
The capacity building phase of the project includes a set of training sessions focusing on gender equality. In Chad, all frontline staff were trained on *Understanding Gender Equality in our Programmes*. A smaller number of female staff will be trained as facilitators of the *Women's Life-Skills Curriculum*, which aims to equip female project participants with essential life-skills to participate in community life, such as decision-making and negotiation skills. A motivated group of male staff will be equipped with skills required to facilitate *Father's Groups* which will look at concepts of masculinity, promote joint decision-making and a more equitable sharing of workload in the household.

Intensive training is combined with on-the-job mentoring and coaching. Practical toolkits for gender analysis¹ and checklists are provided to field teams to ensure they are guided during the practical application of skills learned during the training sessions

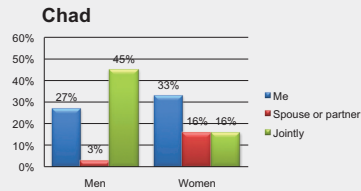
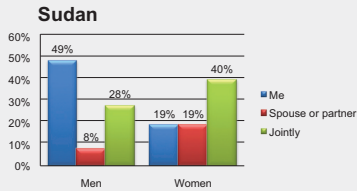
Table 1: Staff survey results



If there is limited amount of money, it should be spent on sons first



Who in your household has the final say on the health of women at home?



Results from Concern Worldwide staff survey in Chad (April 2015) and Sudan (July 2015), conducted using Concern's Gender Equitable Attitudes and Practices Survey



Concern staff in Chad during the equality training session. Photo by Ilaria Michelis, Chad, 2015.

The results of the staff survey also proved to be an effective tool to advocate internally for resources and time to be dedicated to capacity building of staff. The Chad country programme reviewed its staffing structure to create a small team dedicated to the promotion of gender equality at the community and organisational levels. Some of the survey results were used during staff training as an entry point to discuss sensitive attitudes. Staff members were encouraged to openly present and debate their point of view on statements like “A man should have the last word on all decisions in his house”. The ensuing discussion presented an invaluable opportunity for female and male staff to discover a variety of views within their team and to encourage each other to consider a different perspective.



The results of the staff survey also proved to be an effective tool to advocate internally for resources and time to be dedicated to capacity building of staff

Working with HR to drive change

The BRACED project also engages staff in discussions about an equal representation of men and women on the team. Several team members identified the lack of female staff as an obstacle in achieving project objectives. For instance it is less acceptable and less effective for a male staff member to engage women in discussions about the risks they face. The project aims to analyse the various barriers that have led to the current gender imbalance within the teams and propose practical solutions which might, in the medium term, lead to more women being hired, retained and supported in their professional development by Concern.

The analysis of recruitment practices in Chad revealed that the scoring system used during the first phase of shortlisting placed significant emphasis on tertiary education and was therefore likely to introduce a bias towards men who have greater opportunities to access quality education. In practice, this resulted in men being shortlisted for the vast majority of roles. By changing the scoring system, it is expected that the Chad team will see an increase in the number of women being shortlisted. In addition, the Chad team has recognised the need to increase the number of female staff in order to become more affective in its programme activities and has agreed to prioritise female candidates for certain positions.

What can others take from the BRACED experience?

As one-off trainings are rarely sufficient to bring about meaningful change, it is essential that Concern programmes build in time to address unequitable attitudes amongst field teams and equip them with the knowledge, skills and tools to be able to integrate gender equality principles in their work. Formal training should be paired with ongoing mentoring and on-the-job coaching by staff with technical expertise in addressing gender inequality. Barriers preventing female staff from joining and staying with Concern vary greatly and it is important to conduct a simple

analysis of these dynamics and devise practical solutions in collaboration with the HR department.

The early stages of implementation of the BRACED project in Chad and Sudan confirmed that the role of Concern teams on the ground is critical to the achievement of objectives related to gender equality and women's empowerment. In order to deliver what we promised under '*How Concern Understand Extreme Poverty*' we cannot underestimate the need to invest time and resources to equip teams at all levels within Concern, from technical advisers based in Dublin to drivers in remote parts of Sudan, with the right knowledge, skills and attitudes.

We need to support female staff, in particular, to ensure they have equal opportunities before and after joining the organisation and are supported to overcome the many barriers that social norms create for women wanting to pursue a career. We also need to recognise that attitudes of staff are often not aligned with organisational values around equality and time needs to be set aside to address this disconnect in a constructive and supportive manner.

References and Content Notes

1. The BRACED Gender Analysis toolbox includes, at the moment: Daily Activity Clock, Access and Control Matrix, Community Mapping. All tools are available in French, English and Arabic.

Is it possible to achieve a gender balanced team? Reflections from Malawi



By Johannes Chikarate

Introduction

How many times have you heard a Concern staff member or manager say '*Ah women don't want to work in these isolated rural areas.....or women don't apply*'...or a number of other excuses for why a rural district team is male dominated with few if any female programme staff.

Nsanje district in the most southerly tip of Malawi is no exception.

In March 2013, I arrived as the new Food, Income and Markets (FIM) Manager. When I met the team, something struck me! They were all men....and yet within the FIM programme, the majority of programme participants are female. It didn't make a lot of sense to me. When I asked why this was the case, I was told: *"this place is a difficult area and no qualified female field officer would be interested in working in such a harsh environment"*. So I was determined to change the situation once the opportunity arose.

How did change happen?

For the district team to become more gender balanced the initial step was to understand the barriers that were preventing qualified and experienced female staff applying. Initially, we brainstormed as a team at our district review meeting to try and unpack the barriers. But of course we were all men, and we came up with reasons that were possibly not true but rather manifestations of our own stereotyped notions of women; such as thinking that women will struggle to ride a motorbike in Nsjane, or that women will be afraid to head into the bush.

During the 2013 annual review meeting, the Nsanje team presented their ideas and deliberated with the wider country team on why their team was so gender unbalanced. After deeper probing they eventually started to realise that all the reasons presented were mostly social constructs. The team started to realise that they were stereotyping women as weak, afraid, or not able to do certain tasks. It was important to dispel these misconceptions that had been internalised by the male team staff members.

Within three months after the annual review, 3 of the Programme Support Officers (PSOs) were promoted to Team Leader positions and 2 of them had to relocate to other districts providing me with the opportunity to attempt to bring about some changes.

This gave me the opportunity to reflect on the recruitment process and minimum requirements to see if we were subconsciously building in a gender bias to the process. As a result we changed a number of things, starting with the job description and requirements, see table 1.

Table 1: Amending Job Descriptions

Requirements and Approaches before change	Changes made to Minimum Requirements and approach
Applicants must have a full motorcycle driving licence	We changed the requirement to ' <i>Applicants must be committed to learning to ride a motorcycle</i> '. Concern will support an applicant in the process of gaining a driving licence. This greatly widened the pool of applicants. Two of the three new female staff had no experience of riding a motor cycle. But after recruitment they learnt.
3 years' experience working for NGO	This was reduced to ' <i>2 years of agriculture extension experience, at community level in government, community organisation or other relevant agency</i> '. Reducing the experience to 2 years was important but probably more significant was the lifting of the requirement of experience in an NGO.
Advertised only in national newspapers	We continued to advertise in national newspapers but also advertised locally on notice boards in the library, community centres, etc. This resulted in recruiting a PSO locally who was already working in Nsjane.
No Concern support was given to facilitate staff travel safely and easily to Blantyre	Given the distance to Blantyre and the lack of safe and regular public transport, Concern started to provide transport once a month to Blantyre, departing on a Friday and returning on Sunday. This incentive made a difference to the team given the isolation of the location and helps support retention.

The effects of the changes

Through making the above changes we managed to achieve a gender balanced FIM team. By lowering the minimum working experience and in particular not specifying experience in an NGO, has greatly opened up the pool of female applicants who apply for positions in Nsanje.

Once the gender balanced team was in place, as the manager I realised that the work is not over. It was important that I provided mentoring and coaching, to ensure that they were clear on what was expected. I ensured that they got regular feedback and support on their performance.

I also ensured that the working environment was conducive to both men and women. I fostered a culture of openness, where everyone is comfortable to speak about their work and any concerns they have. We also have an atmosphere of fun that is not overly formal which is something really appreciated by everyone and ensures that the whole team is effective and works well together.



Back Row (Males) Joel Thom (Partnership Support Officer{PSO}); Johannes Chikarate (PM) Tommy Chimpanzi (Team Leader) Stanley Chiyaga (PSO); Sam Phiri (PSO) Yanjanani Kamba (PSO); Brain Damson (PSO)

Front Row (Females) Victoria Mwanjabe (VS&L Officer) Clara Nanchinga (PSO) Nozgenji Bilima (PSO) Hanna Chinembiri (PSO) and Lillian Nguluwe (Administrative Assistant). Photo by Deborah Underdown, Malawi, 2015.

Gender Dynamics within the team were managed to ensure all team members believe that they all are capable of delivering project outputs and outcomes effectively and everyone's contribution is appreciated. Saying thank you and you've done a good job goes a long way in terms of job satisfaction and staff retention.

Victoria, one of the PSOs says that *'honestly it's the work environment which the Area Manager created just from day one of my work, like the warm welcome, confidence building, coaching and even trusting me in focal point positions....with his coaching and the team support has made me grow and contribute to the organisation'*.

The impacts of a more diverse team

To date, all the recruited female PSOs have been retained within the team. Currently, the team has 3 female PSOs and 3 male PSOs, 1 male Team Leader and 1 male Manager. At one point when the team was implementing the flood response, the team had grown to 4 female field officers, 5 male field officers, showing that the gender balance can be maintained even in emergency response situations. In fact it is critical during periods of emergency responses to have females on the programme and assessment teams, as they have a good understanding of the needs of women and girls. For example, in the flood response, it was the female staff that were approached by women to raise their concern that there were no sanitary products in the Non-food item kits, something they said would have been harder to ask a male staff member.



We all know that more diverse teams are the most effective, but we need to think through ways for this to happen, right from recruitment through to retention

Female PSOs are also acting like role models at the community level. They are not just providing extension support, but they are inspiring people and the possibilities of what women can do, as one traditional leader in Chimombo said during a Conservation Agriculture awareness day, ‘*Look at that young lady who is teaching us new agricultural technologies, is he a man?*’ He asked the crowd... *.Let us not be carried away with bales of sugar and exchange our girls with men because we want to drink tea. She is there because she went to school*’. So the impact of having front line female staff has the double impact on challenging social and gender norms that place restrictions on girls and women, reducing their opportunities to such things as education.

The impact however is not just at the community level but the emergence of a more diverse and gender balanced team has had an impact on the male staff members as well. Tommy, one of the team leaders says that ‘*it’s much better now that we have females on the team, as they find out more information from women in the communities, about their problems. Whereas in the past the women may have told us men, but we either didn’t listen properly or didn’t know what to do with the information, so nothing was done*’. Clara, another of the female PSOs recalls a woman from the community saying ‘*I feel good to have a female extension worker now, once I have problems, I can share and you can easily understand*’.

We all know that more diverse teams are the most effective, but we need to think through ways for this to happen, right from recruitment through to retention. As Sheryl Sandberg has said¹ ‘We cannot change what we are not aware of, and once we are aware, we cannot help but change.’ And this is how I felt about striving for change and ensuring that we achieved a gender balanced team in Nsanje. The result is a dynamic and committed and multi-talented team. As a manager I am delighted at the interpersonal relationship and dynamism fostered within the team, everyone is always ready to cover for or support their other colleague!

Lessons that others take from this experience

In summary, there are a number of lessons that I feel colleagues in other country programmes can take from our experience in Malawi. These include:

- Understand the barriers to women applying for a job and amend the requirements to ensure they are not reflecting our unconscious bias.
- Women will apply for and can be retained in positions in contexts that are considered harsh and very difficult, as long as the work environment is conducive for a good balance of work and social life and where they feel secure, appreciated and listened to.
- Addressing workplace styles and mannerisms, for example, being aware that men will often be the first to speak or to take the lead and through getting staff to realise these behaviours and encouraging women to take the lead.
- Build a culture of fun and collaboration, where teams regardless of their make up support each other.

References and Content Notes

1. Sheryl Sandberg, *Lean In: Women, Work, and the Will to Lead*

Transforming gender relations within an existing project: The Mozambique experience



By Jane Kato-Wallace

Background

Situated in southeastern Africa, the Republic of Mozambique is experiencing a period of stable economic growth following a devastating civil war that left millions displaced or killed. However, the low-income country still faces development challenges.

Today, 43 percent of the population suffers from chronic undernutrition. This seriously impacts individual health and wellbeing, as well as future generation's with 17 percent of infants born with a low birth weight¹. Concern Worldwide's barrier analysis of select districts in Manica Province an area prone to natural disasters such as flooding and drought also finds a high prevalence of undernutrition sub-optimal and young child feeding practices².

Concern Worldwide's Linking Agribusiness and Nutrition (LAN) project aims to tackle chronic malnutrition and extreme poverty in Mozambique in partnership with the private and public sectors. Concern's approach integrates two well-established community-based delivery platforms for behavior change; Farmer Field Schools (FFS) and Care Groups across three districts in Manica.

However, Concern's review of the project highlighted a number of limitations in its ability to improve women's decision-making power and empowerment. These include alcohol abuse by some male farmers and a lack of female leadership and representation within the farmer field schools. Harmful norms and inequalities around gender must be addressed in order to strengthen strategies aimed at improving maternal, infant and child nutritional outcomes, and to continue promoting the advancement of women. In order to do this, men must be engaged more intentionally as partners and as allies alongside women and girls in challenging such norms.

A partnership approach

Concern is collaborating with Promundo-US to shift the LAN project from a gender-sensitive approach to one that is gender-transformative, and to increase the project's capacity to engage men in order to improve mother and child nutrition. A gender-transformative approach challenges the underlying gender norms and practices that perpetuate inequality between men and women, as well as inequality among men and among women. At the heart of such an approach is the active questioning of what it means to be a man or woman in society and how

such expectations can cause harm not only to those around them but to themselves. For example, men who ascribe to harmful definitions of masculinity often believe that 'real men' do not cry. Such beliefs limit men's capacity for emotional expression often resulting in poor mental health. In Manica Province there is also a gender norm that 'real men' do not care for children. Such norms tend to serve to burden women with both income generating and care/domestic work, as well as to further disconnect men emotionally from their children.

Promundo-US³ a global leader in engaging men and boys for gender equality, alongside a local partner HOPEM⁴ conducted formative research in six communities with male and female project participants to better understand their caregiving practices and attitudes about gender. The formative research highlights that both men and women face an immense amount of community and social pressure to conform to rigid community attitudes, expectations and practices. However, some communities interviewed are beginning to challenge distribution of labor at the very least. For example, in some communities interviewed, women asserted that their male partners carry out household responsibilities such as caring for children and that women perform traditionally male-dominated tasks such as building houses and clearing fields for planting.



Female Nutrition group after the Focus Group as part of Promundo Formative Research in Barue, Manica district. Photo by Jane Kato –Wallace, Mozambique, 2015.

Results

Promundo and HOPEM also carried out intensive one-week training with Concern Worldwide Mozambique staff on gender-transformative approaches. The tools to promote reflection were the same as what one would use in the community. The approach utilizes a series of self-reflective and experiential learning approaches to unpack participants understanding of what it means to be a man or woman, as well as their own understanding and perspective on gender roles and norms in their context. For example, in one activity entitled “Persons and Things” participants are paired and each person is assigned to be either a “Person” or a “Thing.” The “Persons” are allowed to control their “Things” however they wish. The “Things” must allow their “Person” to control them. Afterwards, participants reflect on how the use of power in relationships, intimate and otherwise, negatively affects us as individuals.

It is important to recognize that not everyone will agree with the principles of equality because it may cause them to think about issues that make them uncomfortable, such as: how controlling a female partner’s income is a form of violence (economic violence). There can be pushback and verbal challenges from staff members, but such disagreement is normal considering that these gender norms and practices have been learned from an early age. As was the case in Mozambique, it may be important to have the support of the Equality Adviser from Concern’s head office to participate in such trainings to add a supportive voice. In Mozambique, her knowledge of progress being made in other Concern country programmes greatly assisted the Concern Mozambique team to realize how they can incorporate a gender-transformative approach into their own programme. It is important to stress that gender equality is a ‘win-win’ for both men and women as an overarching message.



A major challenge of integrating a gender-transformative approach is that changing gendered attitudes and practices takes time

Concern in Mozambique, Promundo-US and HOPEM are working together to use the formative research findings and input from Concern staff to develop a gender-transformative manual that will guide the approach to engaging men in caregiving, maternal, newborn & child health, and nutrition. The success of this project depends on the partnership with key local and international organizations; Promundo who bring their technical and global expertise, HOPEM who bring not just technical expertise but understanding of the local context. This partnership coupled with Concern’s organizational and management commitment to the approach, exemplified by the leadership from Concern’s Equality Adviser, ensures a strong likelihood that significant positive changes can be made to the lives of women, men and children in the LAN programme.

A major challenge of integrating a gender-transformative approach is that changing gendered attitudes and practices takes time. It requires an investment on the part of Concern to actively promote positive norms as an institution. In the case of the LAN project, this meant watching a

weekly television show hosted by a member of HOPEM called “Homem que é Homem” (“Man that is a Man”) which fosters discussion around taboo gender issues such as polygamy, alcoholism and violence against women. Extra time in staff meetings is then set aside to reflect on the topics discussed that week or month in the television show.

Concluding thoughts

The main lessons learned from the Mozambique experience is that challenging harmful gender norms requires a long-term investment on the part of the practitioner and their teams. Norms and practices do not change overnight. Think about ways in which this can be done, such as by attending trainings conducted by local civil society organizations on gender and masculinity or through group reflection using the tools developed by organizations focused on promoting gender-transformative change. It is important to remember that though this approach can be ‘mainstreamed’ it requires long-term thinking and financial resources. Country offices interested in integrating these approaches should aim to set aside at least 12 months to conduct initial sensitization training, link with local organizations already engaging in this work to exemplify its local and national relevance, finding and supporting institutional champions who can carry on the work internally, and developing, adapting, testing and evaluating existing tools.

Good luck!

References and Content Notes

1. Syeda Sija Mehabeenm, Concern (Jan 2014) ‘Linking Agribusiness and Nutrition in Mozambique: BAGC Baseline Survey Report, Manica Province’
2. *ibid*
3. More information about Promundo is available on their website (<http://promundoglobal.org/>)
4. More information about HOPEM is available on their website (<http://www.hopem.org.mz/>)

Evidence of success in improving gender relations in Sierra Leone



By Noëlle Rancourt

Introduction and overview

I felt bad because I would be cooking and washing the children and he would just sit down and didn't help. Praise God, this group has put us in a good way. Now he gives me money, and me, if I have money I don't hide it. So we share things.

This was one of numerous glowing reports of improved intimate partner relationships, coming from both women and men, following the Living Peace initiative in rural Tonkolili District, Sierra Leone.

A psycho-educational support group model originally developed by Promundo for men and later for couples, Concern tweaked it in several key ways, creating more space for women, and making adaptations to work for polygamous families, so that all spouses took part in the sessions. The results highlighted in the final evaluation appear, at least in the short term, to have had an impact in reducing intimate partner violence and other forms of violence, abuse and neglect among spouses residing in rural households and experiencing conflict.

During the evaluation process, sex-segregated focus group interviews were carried out in 4 communities with Living Peace group members. Women's accounts were probed to assess the validity of their husbands' claims of self-improvement: that they were abandoning violence and in some cases, girlfriends, helping with housework, communicating and sharing more. In every case assessed, women praised the programme, telling stories of the myriad ways their lives had changed for the better. Here is some of what they shared.

Women who disclosed experiences of frequent physical abuse and rape at the hands of their husbands talked about how this behaviour had changed – dramatically – with husbands treating them with respect, good humour and affection. Stories of emotional pain and abuse, of infidelity, of financial neglect of families, of male control and opaque use of resources such as rice stores, of grossly inequitable workload, of poor parenting were reported as negative experiences that had been reported to have changed dramatically during the course of their involvement in the programme. Testimonies talked about improved communication, not only about serious matters, but day-to-day friendly discussions; husbands helping with household chores and playing a more active role in farming, and women having time to themselves, reporting weight gain, improved health and body image. Several women reported fathers spending more time with the children, and children themselves being happier in the home, and even more obedient towards their mothers.

Both monogamous and polygamous families, men and women, reported that enhanced trust and cooperation had helped them to scale up their agricultural plots, and these families anticipated greater harvests and financial returns. Interviews revealed that mistrust of husbands frequently led women to withhold money, for fear that he would take it, or because he would divert family resources to a girlfriend. One couple discussed how, now that she didn't feel the need to hide her business, she could discuss it with her husband, and it had gained from his advice. Several women also reported that their husbands were now sharing, and in some cases handing over, decision-making power over the use of rice supplies.

Polygamous families also reported improved cooperation, including co-wives sharing parenting responsibilities for children that were not their own –unusual behaviour in this context – a change in behaviour that was explained as stemming from improved trust, communication and equitable treatment of polygamous partners by husbands.



The programme approach aimed at deconstructing, exposing and transforming negative cultural norms associated with masculinity

What did the programme seek to change?

The programme approach aimed at deconstructing, exposing and transforming negative cultural norms associated with masculinity. The results indicated that men found the experience of opening up to each other, and to their partner(s), in a structured and supportive environment, to be freeing. Interaction with partners evolved over the course of an intensive 8-week programme, in a setting where other men and families who openly shared similar problems and where new behaviours and ways of relating could be safely tested at home and in the presence of peers. They essentially gained permission to explore new behaviours which may have been seen as “unmasculine,” while behaviours impacting negatively on family and community became a source of shame.

All shared insights which they found to be personally transformative, and their appreciation of a newfound or enhanced ability to relate to their partners. They were eager to share the emotional gains of newly adopted behaviours: of domestic work, of sharing money, of active parenting, of personal stress management techniques, of being emotionally vulnerable and kind. They perceived numerous benefits, both tangible and intangible: improved health and happiness of their families, undiminished and even greater respect from their families and peers, improved agricultural and business productivity, improved prospects for their children's education and for their family's prosperity, and not least, the relief of dispelled misunderstandings and return of affection in their intimate relations. Men overwhelmingly expressed pride and satisfaction in new behaviours (even if they had a long way to go before achieving an equal workload!)

All the Living Peace groups interviewed had become enthusiastic about the transformative potential of this approach for their communities, taking it upon themselves to coach other couples experiencing conflict and to share their experiences in village mosques. Elders in one community praised the programme for contributing to a reduction in domestic conflict throughout the village, and for improving prospects for overall “development”.

What change did in fact take place?

These qualitative findings were also supported by the numbers. A composite gender equality indicator was calculated at both baseline and endline, measuring agreement with a list of inequitable statements about masculinity and femininity. An increase of over 5 points from 47.2 to 53 was registered, indicating a significant shift towards more gender equitable attitudes.¹ This suggests that the impact of the programme may have reverberated beyond the immediate groups, see table one. Data measuring experiences also supported this, such as 6 percent of women reporting experiences of sexual abuse in 2014, compared to 12 percent in the previous year.²

Table 1: Shifts in gender equitable attitudes

Baseline score	Endline score
<p>Specific Objective: To reduce the sexual violence against women and girls through change in attitude and practice of at least 2,000 men and 2,000 women and 1,000 boys and girls towards gender relations and an improved referral system.</p>	
<ol style="list-style-type: none"> 1. Adult Gender Equality Indicator 47.2 2. 12% (26) women said in the past year they have been forced or threatened to have sexual or oral intercourse when they didn't want to 3. 78% (329) respondents said they would report a known incident of sexual or domestic violence in the community to the Family Support Unit of the police (77%W, 79%M) 4. 59% (126) women said they would report an experienced incident of sexual assault to the FSU 	<ol style="list-style-type: none"> 1. Adult Gender Equality Indicator 53 2. 6% (13) of women said in the past year they had been forced or threatened to have sexual or oral intercourse when they didn't want to 3. 91% (201) respondents said they would report a known incident of sexual or domestic violence in the community to the Family Support Unit of the police (75%W, 91%M) 4. 63% (139) women said they would report an experienced incident of sexual assault to the FSU



Participating couple in the Living Peace Group in Mayosoh, Kholifa Rowala Chiefdom, Tonkolili District. Photo by Noelle Rancourt, Sierra Leone, 2015. *Due to the nature of the programme, people's names have not been disclosed. Photo by Noelle Rancourt, Sierra Leone, 2015.

If the early results of the Living Peace model are anything to go by, there may be more than a passing link between this gender-transformative intervention and improved psychosocial, health, financial and even educational outcomes. One elder summarized the essence of the programme, and of his group's understanding of its merit: *"If you have one word (agreement), unity, there will be development in the home."*

This is not to present Living Peace as a development panacea – there are no shortcuts on the path to gender equality, and programmes that focus exclusively on gender relations without investing heavily in activities focused on the protection and empowerment of women and girls could risk ossifying acceptance of certain forms of female subordination; in particular they risk reinforcing norms that tell women to avoid challenging their partners. While being mindful of this risk, the fact that so many women expressed reduced stress counts for a great deal, and is, in itself, an indicator of cascading benefits to communities.

Concluding thoughts

In summary, country offices seeking to replicate this approach should look to measure impacts at intervals, over time, and should also note several programme management conditions considered to have contributed to its success: highly trained Concern facilitators who started as community outsiders, an intense immersion programme focused on quality over scale, and the absence of resources (financial or non-food items) for individuals to compete over, improving prospects for trust-building and cooperation.

References and Content Notes

1. Rancourt & Fehr. (2015) Engaging Men Evaluation: Endline Evaluation of Concern Worldwide's *"Engaging Men to Contribute to Safer Communities in Tonkolili District Project"*, Concern Worldwide, p.34
2. Ibid. p. 36

How the WAO project in Liberia sought to embed gender equality outcomes



By Edwin Morlu

Introduction

In 2012, the Liberia country team decided to conduct a contextual analysis¹ to ensure that new interventions were in line with How Concern Understands Extreme Poverty.

As a result of the contextual analysis it became apparent that the issue of gender inequality would have to be addressed. This was a new departure for the country team who had traditionally focused on asset driven interventions. Thus the country team made a decision to bring in external support.

In 2013, Men's Resources International (MRI) conducted two phases of support: firstly a scoping of the context and initial training with management which was followed a number of months later with a 5 day Training of Trainers (TOT) workshop for Concern field level staff. The training emphasised the impact of positive masculinities, facilitation skills and approaches to addressing gender inequality and prevention of Gender-Based Violence. This then resulted in 13 staff members leading a two day Change Makers training for 44 community representatives under the skilled supervision of MRI. The idea was that the training would inspire community members to become role models and agents of change within their communities. In essence their positive behaviours would have multiplier effects.

The WAO project

It would be naïve to think that a one off training workshop would be enough to bring about real transformative change. It was with this mind that the "We Are One" (WAO) project was designed and implemented. MRI trained Concern Community Development Officers and Community Change Makers on how to 'engage men and women on gender equality.'

Concern hired an Equality Officer to lead the project. The officer also had the support of gender champions who were embedded within existing interventions in Grand Bassa and Lofa Counties. A baseline survey using the equality scale and Focus Group Discussions (FGD) were conducted to ascertain and understand the level of communities' perception, attitudes, behaviors and traditional norms and values. As a result of these activities gender equality initiatives were integrated within existing programmes. Safe spaces were created where women and men can discuss, listen, address the imbalances in decision-making at family, community and county levels and work together with mutual respect and equal rights for each other.

Early results

The WAO project has had some clear tangible results at community level. For example, it is quite common to hear community members say that family life is now much happier. This should not necessarily come as a surprise since a lot of effort has been put into providing the skills and knowledge in order to promote cohesive family units. For instance, 88 Change Makers from 32 communities of which 85 are still active in mobilizing communities for group sessions and serving as roles models within their families and communities have been trained. Since the onset of the initiative in 2013 a total of 1301 participants (541 males & 760 females) representing 32 communities have benefited from the roll out sessions in Grand Bassa and Lofa.



Abraham Zueh - Senjah Town, (PTAs member) District # 2, Grand Bassa County, with his daughter Ma Tenneh Zueh. Photo by Edwin Morlu, Liberia, 2015.

Promising results have also been registered at the district level. Concern in partnership with the International Rescue Committee (IRC), the Ministry of Gender Children and Social Protection and Zorzor Rural Women's Association have formed an alliance group, called Zorzor District Gender NGO Alliance. The alliance plays a pivotal role in lobbying for policy change based on the evidence emerging from interventions like WAO. The work of the alliance and other actors has led to a domestic violence bill been tabled before parliament. It is hoped that this bill would be enacted into law during the course of 2016. Networks such as the Zorzor District Gender NGO Alliance are crucial when it comes to ensuring project sustainability.



Transforming gender norms either at household or community level takes time

It was not all plain sailing

During project implementation a number of challenges were encountered. These can be clustered around two main areas: practical and cultural.

Practical challenges

- Getting the initial buy-in from staff was problematic. Many saw the WAO project as not part of their routine work. There was a perception that it was an additional workload.

- The project was initiated during the farming season which was not ideal since community members were busy on their farms.
- The remoteness of some communities coupled with a poor road infrastructure made gaining access to community members troublesome.

Cultural challenges

- There was suspicion on the part of some community members that the project would upset the gendered power structures.
- Due to societal norms female community members did not always want to speak in front of their males especially in large public gatherings.
- Some male community members felt that issues to do with gender equality was already given too much attention.

Concluding thoughts

In conclusion whilst the project has demonstrated some positive early results a lot still remains to be done. Transforming gender norms either at household or community level takes time. Gender equality like other aspects of social, political, and economic development constantly changes direction. Human development is not a linear process. Thus, positive behaviours in respect of gender equality needs constant reinforcing. As the WAO project has shown coalition building with civil society actors as well as with government agencies is critical to creating a network that can lobby for long-term systematic change. The only way to ensure sustainability is by embedding the good practice of projects like WAO within locally owned networks such as the Zorzor District Gender NGO Alliance.

References and Content Notes

1. The report is available on Knowledge Exchange

Reflecting on positive changes to women's social and economic rights in Tanzania



By Rosaleen Martin and Bernadette Crawford

Introduction

As the European Union-funded Women's Social and Economic Programme (WSER) comes to an end we reflect on some key achievements and findings. Reaching more than 30,000 women and men in poor communities in Tanzania, the WSER programme used a combination of economic, social and advocacy activities, underpinned by Community Dialogues, to successfully improve women's empowerment.

Through Community Dialogues, couples started to decide together what to do with their income, resulting in greater economic and social impacts for households. The final evaluation of the WSER programme provides lessons which may be of use for other similar programmes across Concern, as Concern Tanzania closes its country programme after 38 years¹.

Overview of the intervention

According to the UNDP Gender Inequality Index², Tanzania is ranked close to the bottom at 125 out of 154 countries. Discrimination, abuse and violence against women and girls (VAWG) is widespread due to patriarchal and traditional norms with two out of five women between 15 and 49 said to have experienced physical violence. In order to address some of these issues, Concern Tanzania implemented a three year European Union-funded Women's Social and Economic Rights (WSER) Programme in Tanzania between January 2013 and December 2015. The programme was implemented in 40 villages over three districts, namely, Masasi, Kasulu and Kigoma. Concern worked with local Civil Society Organisation (CSO) partners in each district including KIMAS in Masasi, Caritas in Kigoma Rural and Kasulu Consortium in Kasulu.

The overall objective of the programme was to contribute to women's economic and social empowerment and rights in Tanzania. This was to be achieved by advancing women's involvement in and control over decision-making and economic resources. The package of support included training in agricultural techniques, issuing of land titles (Certificates of Customary Right of Occupancy – CCROs), enhancing access to credit through village community banks (VICOBAs), exploring entrenched social norms and gender inequality through Community Dialogues as well as working with CSOs to improve their capacity to address gender inequality. Programmatic results were measured by comparing a baseline survey conducted in April 2013, a midline survey in August 2014 and an endline survey and final evaluation in November 2015.

Programmatic results

One of the strengths of the WSER programme was its dual focus on economic and social empowerment. On the economic side, the emphasis was put on increasing women's access to resources. In Focus Group Discussions women were emphatic about the benefits of being members of village community banks (VICOBA). For instance, they noted that they were able to pay school fees and set up micro enterprises. The increase in the proportion of women who could access credit rose from 23.5 percent at the baseline, to 58.1 percent in the midline and reducing slightly, but not below the baseline level, to 36 percent at the endline. The decrease between midline and endline was likely due to a drop in the number of active VICOBA groups as well as attrition of group membership in the last year of the programme. Similarly, the number of women accessing farmer training or extension services increased from 13.8 percent at the baseline to 54.9 percent at the midline and 25.9 percent at the endline, see table 1.

Table 1: Percentage of women with access to resources

	Baseline	Midline	Endline
Women who received access to credit	23.5%	58.1%	36%
Women who accessed farmer training/Extensions services	13.8%	54.9%	25.9%

Learning from the evaluation of a previous Livelihoods programme in Tanzania, the Concern team realised economic empowerment alone is not sufficient to change the power inequality that prevails between men and women. Women from the previous programme said that *'The greatest barriers we face to improving our lives are our husbands', 'I know my rights, but they don't apply in my home. When I come home, I leave my rights at the door'*.

The programme team realised that they were missing something important or rather someone important in their work to promote gender equality – the men! In order to address the prevailing social norms reinforcing gender inequality, the team developed the Community Dialogues (CD) as an approach to influence positive change. The community dialogues were a key catalyst for change.

Community Dialogues

Community dialogues were carried out in groups of up to 30 members, with both women and men, led by trained male and female community mentors. They involved a series of six facilitated sessions, guided by a curriculum and undertaken over a three-month period. The sessions which were interactive, explored issues such as what is a successful household, power and relationships, gender roles, workloads, communication, building trust and making joint decisions. The sessions provided a new safe space for women and men to unpack issues of gender inequities, perceptions and attitudes and an opportunity to build respect and trust between women and men. Each session lasted two to three hours and had three or four activities.



Community Mentors, Hassan Ali and Aria, Mnopwe village Masasi District. Photo by Bernadette Crawford, Tanzania, 2014.

Impact of the programme on Women

Several programme outcomes were selected to measure the impact of Community Dialogues including women accessing economic opportunities outside the home, see table 2. Also significant was the proportion of men who said they would allow their wife to engage in economic activity, see table 3. It should be noted there was no improvement in the proportion of men saying their wife would need their permission to engage in economic activity.

Table 2: Economic opportunities accessed by female programme participants outside the home

Economic opportunities accessed by female participants outside the home	Baseline	Midline	Endline
Running small business	32.1%	40.7%	44.1%
Training	6.7%	17.4%	12.2%
Credit	14.6%	25.7%	29.4%

Table 3: Percentage of men who would allow their wife to engage in economic activity

	Baseline	Endline
Men who would allow their wife to engage in economic activity	54%	89.6%

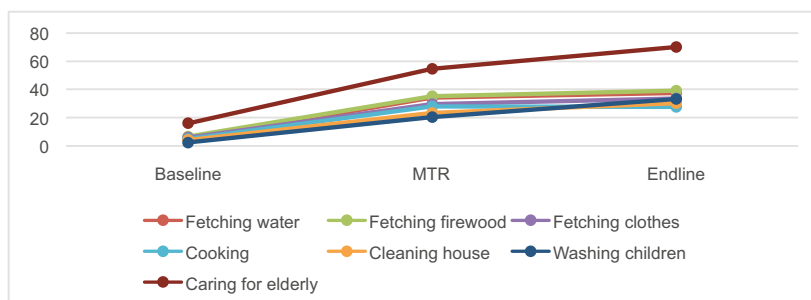


Women who had participated in the Community Dialogues all agreed that their perceptions and those of their husbands towards sharing of tasks at home had changed

From focus group discussions, women who had participated in the Community Dialogues all agreed that their perceptions and those of their husbands towards sharing of tasks at home had changed. A common example given was that, while both husband and wife would go to the farm, on return it was the woman who was expected to fetch water, fetch firewood, bathe the children, and get the meal ready. After the Community Dialogues, men were now also helping with the aforementioned tasks.

The final evaluation also found that this was true even for those people who had not participated in the Community Dialogue. This indicates a strong spillover effect into the wider community, which shows promising practice for scale up of this approach and its ability to influence beyond the direct programme participants. Perceptions were also changed on cultural barriers against farming certain crops. For example, men considered it women's work to farm sweet potatoes (consumed at home), while women were supposed to have nothing to do with banana plants (cash crop). Men reported changed perceptions with regard to these customs.

Figure 1: Shift in sharing of household chores at household level



Lessons and Challenges

Despite the positive results of the Community Dialogues, the spike at midline and levelling off at endline suggests that participants had better recall closer to the CD sessions (i.e. at midline) and that repeated messaging is integral for longer-term changes in behaviour. Rather encouragingly, the evaluator found that 'men value the peace and harmony brought about by better communication [as a result of CD] and see themselves as advocates for change in their communities'. Working with local CBOs and government departments has been and will continue to be key to sustainability and driving longer-term change. Concern has trained community mentors and has advocated at national and district levels for a systematic approach to be adopted.

In Tanzania there were some challenges around working with government including turnover in government staff due to elections, delays due to lengthy political campaigning, severe delays with issuing of CCROs and challenges around the closure of the office resulting in early resignations from the Concern programme team.

Developing group education approaches such as the Community Dialogues, requires an understanding of the barriers to achieving gender equality in the context, what are the prevailing social and gender norms that are preventing it from being achieved. It is critical to carry out a good gender analysis at the early stages of programme design. In the WSER programme the team also carried out a barrier analysis (see Knowledge matter Issue 8). This made it possible to design and test appropriate approaches and tools for the context. It is vital that adequate resources for the training phases for staff, partners and community mentors/ facilitators are budgeted for. On-going monitoring should be built in and not just at baseline, midline and end-line stages in order to identify the drivers of change. The financial resources, technical expertise and time required for the approach should not be underestimated.

Concluding thoughts

In summary, when it is well designed and facilitated group education processes such as community dialogues can change behaviour and practice in relation to gender norms. Finally, we should all remember that social and gender norms are learnt behaviours and can be unlearned. Change is possible!

References and Content Notes

1. The evaluation report is available on Knowledge Exchange.
2. The Gender Inequality Index is a composite index measuring maternal mortality, share of women's seats in parliament, female labour force participation and education.

‘Engaging Men’ to reduce GBV in Lebanon and Turkey

 By Peter Doyle

Introduction and overview

About to enter its sixth year, the Syrian civil war has resulted in one of the largest population exoduses in modern history, with more than four million Syrians fleeing to neighbouring countries.

Concern is working inside Syria, and with refugees and vulnerable host families in Lebanon and Turkey to deliver assistance, including the programme “Protecting the rights of and promoting resilience of Syrian refugees and their host communities”. The programme is innovative in that it works directly with men in order to reduce violence against women, but also to improve their coping mechanisms, reduce conflict and promote gender equality generally.

The family structure for many Syrians prior to the civil war was quite conservative where women and girls were constrained to socially ascribed roles such as childcare and housework and men as providers for and protectors of the family. This phenomenon has been intensified by the impact of the conflict and displacement. Syrian men and boys have reported experiencing stress due to the impact of the conflict on them and feelings of powerlessness because of their inability to fulfil their traditional roles as family providers and protectors¹. The deteriorating socio-economic situation, coupled with limited access to education, has resulted in an increase of reported cases of child labour and early marriage. In addition domestic violence, sexual harassment and exploitation are among the main protection concerns for Syrian refugee women and adolescent girls in the region.

Engaging men to build resilient communities

The conflict in Syria has not only created a humanitarian crisis requiring a response, but also presents a critical entry point to foster men’s use of non-violent coping mechanisms and conflict resolution strategies. Currently, Concern is one of the leading actors with respect to engaging men in Gender Based Violence (GBV) reduction in Lebanon and, along with our local partner International Middle East Peace Research (IMPR), the only organisations directly working with Syrian men to combat GBV in Turkey.

The community-based protection approach taken by Concern with the combination of community committees and men’s groups is recognised to be new in the context of the emergency response in Lebanon, and in emergency contexts in general². Particularly innovative is engaging groups of Syrian men in a series of training sessions where they learn positive coping mechanisms that

encourage conflict prevention, peacebuilding and GBV prevention. It is the first programme to specifically target men in relation to GBV in Akkar, Northern Lebanon in areas identified by protection actors as most at risk.³

The approach consists of a 12-week structured course; “Engaging Men to Build Resilient Communities” which creates a space for men to meet weekly and discuss issues. The course aims to engage groups of men in understanding and addressing the root-causes of GBV, train them in alternative pro-social coping strategies such as non-violent communication and conflict resolution, develop their understanding of child development and encourage more gender equitable roles in the family and community. To quote one of the participants: *‘My friends tease me now I’ve done this course’ Tarek laughs, nodding in the direction of his wife, Zeniah, ‘They call me a feminist, but in truth I’ve always had these views. Men are so dominant in our culture its time they let their wives make the decisions and take a far more dominant role in the running of the home’*

Underpinning the 12 -week course is a belief that whilst men are part of the problem as the primary perpetrators of violence, they are also central to building peaceful equitable communities and societies. The course structure is guided by a manual developed specifically for the context, catering to all learning styles and the sessions are facilitated by Concern and partner staff. Syrian volunteers also work alongside the Protection Officers. This acts as a capacity building and knowledge sharing exercise.

Through the sessions men’s groups are encouraged to work with women’s groups to identify a protection-related community project and implement it together. An example of a community project includes the installation of street lights on the main road of a village to increase the safety of refugee and host community women and children at night, particularly during winter when it gets dark earlier.

Concern and IMPR facilitate workshops with women and girls on a weekly basis to address emerging protection issues relevant to this target group, such as intimate partner violence. These workshops address issues such as understanding the cycle of violence; age appropriate positive parenting; communication skills; gendered identities and referral pathways in addition to those issues identified and prioritised by the participants. Women are also referred to relevant service providers as needed. Psychosocial activities enhance the capacity of children and youth to deal with issues such as trauma, grief and loss. Each child has the opportunity to attend a minimum of one session per week. The programme makes use of locally developed child protection tools.



Tarek and Zeniah attend an art workshop with refugee families at a Concern supported Collective Centre in Northern Lebanon in December 2015. Zeniah and Tarek now live with their three children and two other families. Before fleeing Syria, Zeniah was a primary school teacher and Tarek was a supervisor in a dairy factory. Photo by Abbie Trayer-Smith, Lebanon, 2016.

A key element of the success of the approach relates to the amount of resources devoted to the training component of the programme. This was fundamental for the team to acquire the necessary

skills to facilitate the sessions. Staff attended internal and external training provided by the Protection programme manager and local NGOs with recognised experience. A considerable amount of time and money was invested in training. However, given the nature of the activities implemented this was deemed necessary.

Promising results

Ahmed who led one of the men's groups said *"We started to know each other. Then we started to trust each other. We began to talk about family issues and ask each other's opinions. The sessions went deeper and deeper. We began to shine a light on violence against women, and early marriage. In all of us, something changed 180 percent. A stone began to be lifted from our hearts. After these sessions, we could breathe again."*

"These sessions made us feel that someone cared for us on an emotional level. This doesn't happen often in our masculine society, where we are driven by the idea that we must be machines and provide for our families," says Hassan, another Syrian refugee and father of three.

An internal mid-term review of the Lebanon programme⁴ highlighted in addition to the qualitative findings above that there have been positive shifts in attitudes of men who have participated in the programme. Using Concern's Equality Scale⁵ within the Knowledge Attitude and Practice (KAP) survey respondents scored the following:

- Attitudes towards social and sexual relations at home: 8.8 percent change in average score between baseline and endline
- Attitudes towards violence against women: 20.1 percent change in the average score between baseline and endline
- Gender equitable resolutions of community challenges⁶: 8.1 percent change in the average score between baseline and endline
- Community efficacy and empowerment scale⁷: 12.9 percent change in the average score between baseline and endline

In addition, between the baseline and the endline there was a 17.3 percent increase in the number of programme participants that responded that they believe there are negative consequences of early marriage and listed some of them (health problems, girl's body cannot carry a child as she is herself a child, she cannot take the full responsibility of a child)

The programme has successfully begun to change men's attitudes and reduce violence against women. As Khadija, the wife of a men's group member Ibrahim says *"I won't say he never gets angry, but now he counts to ten aloud, or he simply walks away. Sometimes he manages to laugh."*



A key element of the success of the approach relates to the amount of resources devoted to the training component of the programme

Concluding thoughts

In order to have more rigorous evidence to share on the impact of the programme, Concern Lebanon has engaged the Psychology Department of University College Cork (UCC), Ireland. UCC will support the on-gong monitoring and evaluation of the approach. As a result of their first visit in January 2016, they have made a number of recommendations such as:

- Provide psychosocial support to facilitators
- Provide additional training in psychosocial support for facilitators
- A theory of change should be developed
- Revision of the manual should reflect the current practice of facilitators.
- Increased coordination with protection actors to address potentially adverse effects of the programme
- Revise the KAP survey to include a culturally adapted scale and participatory indicators

UCC have also made some more medium term recommendations. For example, they noted that the conflict resolution aspects of the programme should be strengthened through the use of conflict mapping. They recommend that an integrated, family focused approach which includes parallel programming with wives and partners, children and youth and cooperation on community projects should be adapted. They also noted that inter-agency working and coordination at community level - particularly with elders, municipalities, and religious leaders needs to be enhanced. These are issues which the team are working to address.

To conclude, changes have taken place in relation to attitudes and practices. The programme has given the male programme participants a renewed sense of purpose through the community projects. The programme has also ameliorated tensions and stresses that were leading to instances of violence and discontent. Exciting things are to come with the new engagement with UCC, and the experience and expertise that they will bring to the programme. This new partnership will hopefully strengthen the programmatic evidence base.

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2. Ibid
3. Meeting with UNHCR representative.
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5. The scale was adapted from the amended GEM scale.
6. Respondents were asked questions such as how frequently they engage in discussions about possible solutions to community conflict with members of the opposite sex.
7. Respondents were asked to agree with statements such as: I feel confident that the community I live in now are able to address issues or challenges that arise; Communities are better able to overcome or address challenges if they work together; Men and women working together in my community can help to improve our situation.

Conflict, fragility and gender: considerations for the education response for Syrian children



By Jenny Hobbs

Introduction

As the Syrian crisis reaches its sixth year in March 2016, almost seven million children living inside Syria and in neighbouring host countries need to access education services.¹ Amid violent conflict, poverty and displacement, education responses need to be shaped by the complex needs of girls and boys.

It is especially important that education responses consider the gendered needs of children and analyse the protection needs of girls and boys. Child marriage, forced labour, domestic violence and child trafficking are particular risks that Syrian children face. Hidden effects of the conflict also need to be considered, such as the militarisation of children, normalisation of violence and reinforcement of gender inequalities.

Concern implements education programmes for Syrian children living in Turkey and Lebanon. Our experiences since 2014 have led to flexible education programmes that respond to the changing context and political landscape, such as non-formal education services, remedial classes and formal primary school services. One thing that has remained constant in our response is the integration of protection and education programming, in recognition of the trauma and continuing vulnerabilities experienced by children as they try to re-enter education systems. These vulnerabilities are overtly and covertly gendered, from decisions over whether to send boys or girls to school to hidden messages within the school curriculum that reinforce violence and gender stereotypes.

A complex picture

The first step for education is getting girls and boys into school. Within Syria it is estimated that 2.1 million children are not accessing basic education.² In the five major host countries (Turkey, Lebanon, Jordan, Iraq and Egypt) 1.4 million children are out of primary school.³ This accounts for 60 percent of Syrian children who should be in primary school in Turkey, and 49 percent in Lebanon.⁴ Finding details on the gender breakdown of groups is challenging – for example, the Regional, Refugee and Resilience Plan (3RP) Dashboard for Education for the Region usually provides overall figures for children, with disaggregation by age groups rather than sex.⁵

When a gendered analysis is provided we find complex situations. In Jordan, for example, a higher proportion of school-aged girls (64 percent) than boys (60 percent) are accessing formal education.⁶ The three most commonly cited reasons for non-participation were not being eligible



Girls in education programme in south east Turkey. *Due to child protection issues the names are not included. Photo by Caroline Gluck, Turkey, 2015.

because the child never went to school before, financial barriers, and having to earn income for the family.⁷ Family separation and single-headed households can also influence gendered access to school. In Jordan 19 percent of households were headed by women, who were almost twice as likely (17 percent) as male household heads (9percent) to not have received any education at all. However, children (boys and girls) in female headed households were found more likely to be attending school (70.4 percent) compared to children in male headed households (61 percent).⁸

The underlying reasons for these gendered differences need to be examined and better understood to inform responses. Lower education levels for boys may be caused by increased labour demands, for example, with the associated risks boys may face as they leave home or school to earn income. In addition the obvious denial of the right to education for boys, their low education participation has significant implications for gender equality in the next generation.

Results from the ongoing International Men and Gender Equality Survey (IMAGES), conducted in 2009 and 2010 in Brazil, Chile, Croatia, India, Mexico and Rwanda, found that men with less education expressed discriminatory gender views, were more likely to be violent in the home, and were less likely to be involved in child care if they were fathers. Men with secondary education demonstrated more gender-equitable attitudes and practices.⁹



Men with secondary education demonstrated more gender-equitable attitudes and practices

Getting to the heart of the matter

Almost half of girls and boys in the region are not in school (49 percent).¹⁰ The practice of child marriage for girls has reportedly increased significantly due to the conflict, which leads to girls dropping out of school, and also prevents married girls from re-joining school. In response to social upheaval and increased gender-based violence during conflict, families may turn to child marriage, believing this to be a protection mechanism for girls. A study by UN Women (2013) found that refugees in Syria resort to arranged marriages for girls who have survived rape or may be perceived to have been raped.¹¹ Financial pressures and reduced options for income generation are also attributed to young girls marrying much older men, in search of financial protection and stability.¹²

Concern's experiences in Turkey and Lebanon mirror these findings – in a recent outreach exercise our education team in Turkey visited 75 households to identify children to join school, but found four married girls who were just thirteen years old. Although estimates are difficult to calculate in the ongoing conflict, the Population Reference Bureau points to an increase in child marriage for Syrian children of eleven per cent since 2001.¹³

Getting children into school is not enough – the psycho-social needs of girls and boys need to be considered and education practices need to be improved to respond to these needs. In Turkey Concern found that 52 percent of the girls in the education programme (grades 1 – 6) reported experiencing up to three signs of distress, and 37 percent of girls reported experiencing between four and eight signs of distress over the past week. The figures for boys are similar, although they were slightly less likely to report between four and eight signs of distress (28 percent) in the past week. When in school, children face corporal punishment and verbal abuse by teachers. Prevalence for girls is lower than boys, but both are vulnerable. One in four girls and 40 percent of boys reported experiencing physical punishment in the past week.¹⁴

Conclusion

The lack of research and data on gendered vulnerabilities of Syrian children – as refugees or within Syria – presents major challenges for actors responding to their education needs. Research on the implicit gendered violence that students may face – particularly in the curriculum and school processes – is a notable gap. Growing up in the shadow of a prolonged conflict presents serious risks that children will develop perceptions of gender-based violence and inequality as the norm. Education services may reinforce these inequalities and messages of violence. However, with careful gendered analysis and responses, education services may offer protective spaces which challenge violence and reinforce gender equality.

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Engaging Men in Malawi in Addressing School Related Gender Based Violence



By Caoimhe de Barra

Introduction

Levels of educational attainment in Malawi are extremely low. Only one in every three children completes primary school. Achieving the right to an education is also gendered, with retention rates for girls falling sharply compared with boys after 5 - 6 years of school: 28 percent of girls complete Standard eight (final year in primary school) compared to 35 percent of boys. Retention rates are closely linked to poverty and quality of education. However, School Related Gender Based Violence (SRGBV) is also a major factor in limiting girls' attendance and attainment levels. At country level, one in five girls and one in seven boys experience at least one incident of sexual violence before they are 18. In 2012 in Nsanje District, Southern Malawi, 42 percent of girls reported having experienced sexual abuse in the school environment in the previous 12 months.¹

Concern implemented a three year School Related Gender Based Violence (SRGBV) project from 2012 – 2015, supported by the UN Trust Fund to End Violence against Women (UNTF). The goal of the project was to increase access for girls in Nsanje district to quality education that is free from violence and discrimination. It targeted students, teachers, committees involved in school management and oversight, community leaders and District health, police and judicial service providers. The involvement of men as fathers and as community leaders was one of the most important elements of the project.

The final evaluation found that significant impact has been made on the lives of girls, especially around preventing early marriages and ensuring girls remain in school. However, high levels of GBV are endemic in the school and wider community. More time is needed to change behaviours which are driven by underlying gender inequality. This article will discuss some of the issues which the intervention sought to address and the successes and challenges encountered.



The mid-term review of the programme recommended engaging with Chiefs and traditional leaders. This change was adopted by the programme and proved highly effective

Engaging Men at community level

The mid-term review of the programme recommended engaging with Chiefs and traditional leaders. This change was adopted by the programme and proved highly effective. Social and cultural norms mean that men, especially traditional leaders, have a lot of influence and can be strong agents of change.

'As a 'fathers' group' we work to protect and rescue vulnerable children, especially girls, from harmful cultural practices including early or forced marriages.'

In the project, 600 men were engaged in fathers' groups and played active roles as peer educators with their fellow men in preventing early marriage and supporting the right of girls' to an education. This was very significant in terms of the project's success. Chiefs and traditional leaders were brought together in workshops to discuss gender equality, Gender Based Violence (GBV), the status of the girl child and her education. An important result is the passing of by laws by Chiefs outlawing early marriage. The bylaws and the leadership shown by Chiefs should have the longer term impact of changing societal norms in respect of early and forced marriages.



The photo shows Lenason Dinyero is a 34 years old farmer from Dinyero village in Misamvu, Nsanje district. He is chairperson of Nyantchiri School Father Group and is married to Melina. Lenason says he joined the father group to help in the fight against early or forced marriages and other cultural practices that prevent children from achieving a good level of education. Photo by Kieran McConville, Malawi, 2015.

Safety at school

Given the extremely high levels of GBV in the school environment, and the impact of this on girls' education in particular, the project focused on improving safety in the school environment. The intervention empowered students to voice their concerns through student councils and built the capacity of teachers and school-related structures such as Child Protection Committees through training on gender equality, GBV and Child Protection. Participatory theatre was used very effectively to build students' confidence and enable them to raise issues around GBV.

The evaluation found significant changes in stated attitudes towards and knowledge about GBV, but found that this has not resulted in equivalent changes in behaviour. Teachers' understanding of the Code of Conduct on child protection increased dramatically. The percentage of teachers who reported having used some form of severe punishment in the previous 12 months fell from 66 percent to 35 percent. However, 74 percent of students reported having received some form of extreme punishment in the previous 12 months. This illustrates that teachers are now more aware that they should not be using severe punishments against children, but that the practice has continued. Forms of severe punishment have changed somewhat, from physical to psychological violence.

While girls reported that while there was a reduction in gender based violence in school, levels of sexual harassment from teachers and male students remained high. Girls said that they continued to experience high levels of sexual harassment, with threats of physical violence made if sexual advances were rejected. Overall, the number of girls reporting having experienced some form of sexual violence in the previous 12 months fell from 42 percent in 2012 to 32 percent in 2015. However, 20 percent fewer students actually told someone when they experienced violence of any type, signalling that girls fear a backlash if they report GBV.

There was an increase in the number of boys believing that they can prevent GBV (from 79 percent to 91 percent). However, most incidents of sexual violence against girls are perpetrated by fellow students. So clearly there is an increase in knowledge but this has not yet been translated into a change in behaviour.

It seems therefore that there is a far higher understanding that violence, especially sexual violence, is unacceptable. However, teachers and male students continue to inflict violence, including harassment, threats and severe forms of punishment, on girls. While awareness of the referral pathway for accessing health services and prosecuting cases of GBV has increased, teachers are not held to account for their actions either through effective disciplinary procedures or the court system. Key lessons are to work more intensively with male teachers and with boys on masculinity and gender equality issues, while also ensuring that all students are able to report violations safely.

Addressing institutional weaknesses in access to justice

At the district level, through coordinating the delivery of health, justice and social services, the project established a clear referral pathway. However, some key factors still severely limit access to access to justice for survivors, these include;

- Poor understanding of relevant laws by police and weak linkage between the police and the District Health Office, resulting in lack of follow-up on cases of GBV;
- Poor delivery of justice through the court system due to low levels of knowledge, capacity and resources as well as weak prioritisation of GBV cases;
- Lack of safe shelter and other supports for survivors of violence, resulting in increased risk to survivors who report abuse.

Impunity for GBV has to be addressed. There are opportunities to do this through strengthening linkages of District level services with the police and magistrates offices. However, there is also a need to influence policy at national level to ensure implementation of gender related laws, as well as to build the understanding of police and judiciary of their responsibilities in relation to GBV cases. Accountability to the public could be made more effective by engaging Chiefs in demanding responsive services at District level.

Conclusion

In summary, the project has identified that to address School Related GBV, there is a need to work on gender equality as a driver of GBV at both community and school level. Engaging men and boys and the promotion of positive masculinities is a promising approach and engaging traditional leaders is especially effective. It is important to strengthen the coordination and effectiveness of District level services through capacity building and also through increasing the accountability of service providers.

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Male Change Agents: Uganda's Experience



By Emmanuel Ssegawa and Nicole Franklin

Introduction

In the Karamoja region of Uganda the majority of household tasks, including childcare, is done by women, while men are the heads of the household and the primary decision makers¹.

Due to these pre-existing family dynamics, Concern believed men would be instrumental in promoting and influencing optimal health and nutrition practices within their communities given their decision making power and access to resources. As a result Concern Uganda developed the male change strategy under its largest health and nutrition programme based in Karamoja. Male Change Agents (MCAs) are proving to be pivotal in promoting positive gender attitudes and health and nutrition behaviours among men in Karamoja.

How do we select them?

We select two MCAs per parish through a parish-level selection committee. The selection committee members make nominations, discuss and vote on the nominees. Some minimum qualities a potential MCA must possess are willingness to change their attitudes and behaviours and work as a volunteer, have respect within the community, unbiased toward others, and a resident of the parish they will serve.

Who are MCAs?

They are role models who adopt and practice several optimal behaviours. These include caring for children, accompanying a pregnant partner to antenatal visits, assisting with household chores and having and using sanitation and hygiene facilities. Some of the men selected will be already practicing a few of these and they are supported to improve their gender attitudes and learn about ideal behaviours to be better role models.

How do we support them?

The selected MCAs attend training sessions that improve their attitude towards health practices and gender relations. Training is facilitated by Concern's Health Educators. During the first day of training the men discuss what a male change agent is and envision their dream households.

On the second, third and fourth training days, they are joined by their wives to discuss gender and power, division of labour, communication and partnership in decision-making. A safe space is encouraged as men and women have single sex discussions and then present to each other. Men meet alone on the last day of the first 4-month phase to discuss their personal changes and draw their action plans. For example some men plan to support their wives with household chores, to involve their wives in planning for their households or constructing latrines, bathing shelters and/or utensil drying racks. In the second phase, men discuss maternal and child health, nutrition, water, sanitation and hygiene, public speaking and positive parenting. This is done in six, men only, sessions spread over 8 months. Each session is about four hours long.

What do we expect of them?

MCAs are expected to implement positive change in their homes and pass along key messages, at least twice a month, to other men during social gatherings, such as community meetings, initiation ceremonies, etc. Each of the MCAs is also asked to identify at least two men each year that they will consistently share messages of positive behaviour change with, in order to influence their behaviour. These men are named in the quarterly monitoring MCA interviews and followed up by Concern's Health Educators to triangulate the information provided by the MCAs.

Promising practice

Positive change has occurred and Akol Solomon, 20, is a reflection of this change. Solomon lives in Loka-chiketi village in Karamoja. Solomon's father did not value education, so Solomon stopped going to school at primary six. Solomon has a grocery shop in his house and he has also joined a Village Savings and Loans Association (VSLA) to save money and access loans to increase his family's income. Solomon and his wife, Kotal Paulina, have three-year old twin girls.

Solomon has always had a desire to speak to community members about important issues and his selection as an MCA provided this opportunity. When he was selected as an MCA, Solomon felt honored to be a role model and pass on critical messages to other men in his community.



The Photo shows Solomon and Paulina in front of their newly replanted Kitchen Garden, Karamoja, Uganda. Photo by Deborah K, Uganda, 2016

He says the MCA training has vastly improved communication and decision-making with Paulina. For example, Solomon was away from home on a business trip and came back to find that Paulina had sold part of the sorghum they had harvested and bought a hen for rearing. “She explained to me what she had done and I was happy about it because I planned on having more chickens. We now have 18 chickens from the one chicken she bought. This will help us to increase our income, improve our family’s diet and buy some other essential home items. I am proud of my wife for her decision-making. This was not the case before because a wife was not allowed to touch anything without the permission of the husband. But now that we have obtained knowledge, my wife does not have to wait for me to decide what to do regarding important matters.” Paulina says she wants this change to continue because it makes home more peaceful and reduces women’s workloads.



We plan on conducting pre-training Knowledge, Attitudes, Practices and Behaviour (KAPB) and impact assessments to gather further evidence on the change MCAs are making in their communities

In phase three, MCAs will discuss family planning and sexual and gender-based violence in preparation for the mother care groups’ lesson on family planning. In phase four, they will be introduced to lessons on the link between agriculture and nutrition, energy saving stoves, HIV and marriage, child health, and Health User rights and filing complaints in men only sessions.

We plan on conducting pre-training Knowledge, Attitudes, Practices and Behaviour (KAPB) and impact assessments to gather further evidence on the change MCAs are making in their communities.

Concluding thoughts

In summary, whilst the concept of male change agents has demonstrated some positive early results a lot still remains to be done. Transforming gender norms either at household or community level takes time. We need more data to give us a clearer picture of how sustainable some of the changes described will be.

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Aborder les questions d'attitude du personnel et d'équilibre entre hommes et femmes au sein de Concern, pour promouvoir l'égalité des sexes

 Par Ilaria Michelis

Le succès de Concern, en tant qu'organisation visant à aider les personnes vivant dans l'extrême pauvreté, tient en grande partie au dévouement et aux compétences de son personnel, qui travaille dans le monde entier. La réussite des efforts de réduction des inégalités fournis par Concern (et en particulier dans le domaine de l'égalité des sexes), conformément à la vision détaillée dans *How Concern Understands Extreme Poverty* »¹, (*Comment Concern conçoit l'extrême pauvreté*), – comme détaillé dans la politique d'égalité de Concern – s'appuie de la même façon sur l'expertise et le dévouement de son personnel, de la direction aux membres des équipes chargées de la mise en œuvre sur le terrain.

« Impliquer les hommes » pour lutter contre les « Gender Based Violence » - GBV – (la violence sexiste) au Liban et en Turquie

 Par Peter Doyle

À l'aube de sa sixième année, la guerre civile syrienne a généré l'un des exodes de population les plus importants de l'histoire moderne, avec la fuite de plus de 4 millions de Syriens vers les pays voisins. Concern travaille de l'intérieur en Syrie, à la fois avec des réfugiés et des familles d'accueil vulnérables, pour apporter une aide, dans laquelle est incluse un programme innovant « Protecting the rights of and promoting resilience of Syrian refugees and their host communities » (protéger les droits des réfugiés syriens et de leurs communautés hôtes et renforcer leurs capacités de résistance).

Conflit, fragilité et sexes : considérations portant sur la réponse éducative à apporter aux enfants syriens

 Par Jenny Hobbs

Concern met en œuvre des programmes éducatifs à destination des enfants syriens vivant en Turquie et au Liban. Nos expériences depuis 2014 ont abouti à la création de programmes éducatifs modulables, qui répondent au contexte et au paysage politique changeants, tels que des services éducatifs non formels, des cours de soutien, des services formels d'enseignement


primaire. L'élément qui est demeuré constant dans la réponse que nous apportons, c'est l'intégration de programmes de protection et d'éducation, dans un objectif de repérage du traumatisme et de la vulnérabilité permanente auxquels font face les enfants, tandis qu'ils essaient de réintégrer les systèmes éducatifs. Cette vulnérabilité est explicite et implicite, en fonction du sexe, qu'il s'agisse de décisions vis-à-vis de l'envoi de filles ou de garçons à l'école, ou de messages cachés dans le programme scolaire, qui renforcent les violences et les stéréotypes sexistes.

Comment le projet WAO au Liberia a cherché à intégrer les résultats en matière d'égalité des sexes

 Par Edwin Morlu

Dans le cadre des sources de financement apportées par Irish Aid en 2012, l'équipe se trouvant au Libéria a décidé de procéder à une analyse contextuelle². Celle-ci a été requise dans le but de s'assurer que les nouvelles interventions étaient bien conformes à la directive de politique générale (How Concern Understands Extreme Poverty), émise par nos bureaux de Dublin. À la suite de cette analyse, il est apparu clairement que la question de l'inégalité entre les sexes devait être abordée. C'était un nouveau départ pour l'équipe qui se trouvait dans le pays, dont le travail portait habituellement sur les moyens d'existence ainsi que sur d'autres interventions, centrées sur les ressources. L'équipe a donc décidé de faire appel à des conseillers externes.

Est-il possible de parvenir à créer une équipe respectant un équilibre entre les sexes ? Considérations venues du Malawi

 Par Johannes Chikarate

En mars 2013, je suis arrivé en tant que nouveau responsable aux fonctions de « Food, Income and Markets (FIM) Manager » (responsable nourriture, revenus et marchés). Lors de ma rencontre avec l'équipe, une chose m'a sauté aux yeux ! Il n'y avait que des hommes... et pourtant, au sein du programme FIM, la majorité des personnes qui y participent sont des femmes. Cela n'avait pas grand sens pour moi. Lorsque j'ai demandé pourquoi les choses étaient ainsi, on m'a répondu : « c'est un endroit difficile, ici, et travailler dans un environnement aussi hostile n'intéresserait aucune responsable régionale ». J'étais donc déterminé à changer les choses une fois que l'opportunité se présenterait.

Impliquer les hommes au Malawi dans la lutte contre la violence sexiste en milieu scolaire

 Par Caoimhe de Barra

Concern a mis en place un projet de lutte contre la violence sexiste en milieu scolaire (School Related Gender Based Violence - SRGBV -) d'une durée de trois ans, de 2012 à 2015, avec le soutien de l'UNTF, « UN Trust Fund to End Violence against Women » (Fonds d'affectation spéciale des Nations Unies pour l'élimination de la violence à l'égard des femmes). Le projet

avait pour but de faciliter l'accès des filles du quartier de Nsanje à une éducation de qualité, exempte de violences et de discriminations. Le programme ciblait : les étudiants, les enseignants, les comités impliqués dans la gestion et la supervision scolaire, les dirigeants communautaires, ainsi que les membres des services de santé, de police et ceux des services judiciaires. L'implication des hommes en tant que pères et dirigeants communautaires a été l'un des éléments les plus importants du projet.

Transformer les relations entre hommes et femmes au sein d'un projet existant : l'expérience vécue au Mozambique

 Par Jane Kato-Wallace

Le projet « Linking Agribusiness and Nutrition » (LAN) de Concern Worldwide (faire le lien entre industrie agroalimentaire et nutrition) entend lutter contre la malnutrition chronique et l'extrême pauvreté au Mozambique, en partenariat avec des acteurs des secteurs publics et privés. L'approche de Concern intègre deux plates-formes communautaires bien établies pour amener les comportements à changer : les « Farmer Field Schools (FFS) », (écoles agricoles) et les « Care Groups » (groupes d'assistance) dans sept quartiers de Manica. Néanmoins, l'examen du projet par Concern a souligné plusieurs facteurs de limitation dans la portée du projet, du point de vue de sa capacité à améliorer l'autonomisation et le pouvoir de décision des femmes, des facteurs tels que : l'alcoolisme de certains agriculteurs et le fait que les femmes soient exclues de certains forums représentatifs, comme les clubs d'agriculteurs, fondés par des hommes. Les normes nocives et les inégalités entre les sexes doivent être combattues, pour le renforcement des stratégies visant à améliorer les résultats nutritionnels dans le cas des mères, des nourrissons et des enfants, et également pour la poursuite de la démarche de sensibilisation à la condition de la femme. Pour y parvenir, les hommes doivent être plus délibérément impliqués en tant que partenaires et alliés, au côté des femmes et des jeunes filles, dans la remise en question de ces normes.

Preuves de l'amélioration des relations entre les hommes et femmes en Sierra Leone


 Par Noëlle Rancourt

Je me sentais mal parce que je faisais la cuisine, lavais les enfants et, lui, il restait assis là, sans rien faire pour aider. Dieu soit loué, ce groupe a fait changer nos rapports. Maintenant, il me donne de l'argent, et moi, si j'en ai, je ne vais pas le cacher. Alors on partage. Ce témoignage fait partie des nombreuses évaluations positives montrant l'amélioration des relations entre partenaires intimes, venant d'hommes comme de femmes, à la suite de l'activité « Living Peace »(vivre la paix) dans le quartier rural de Tonkolili, en Sierra Leone.

Concern a remodelé plusieurs aspects-clés d'un modèle de groupes de soutien psychoéducatifs, développé à l'origine par Promundo, à destination des hommes, et plus tard des femmes. Cette modélisation a créé davantage d'espace pour les femmes, et permis de faire des adaptations dans le travail mené à destination des familles polygames. Il est apparent,

d'après les résultats, qu'il y a eu, au moins à court terme, un impact en termes de réduction des violences entre partenaires intimes, ainsi que sur d'autres formes de violence, de maltraitance et de négligence parmi les époux en conflit, dans les ménages en zone rurale.

Réflexions sur les changements positifs vis-à-vis des droits sociaux et économiques des femmes en Tanzanie

 Par Rosaleen Martin et Bernadette Crawford

Avec la clôture du « Women's Social and Economic Programme (WSER) » (programme social et économique à destination des femmes), financé par l'UE, nous tirons des conclusions vis-à-vis de quelques-unes de ses principales réalisations et constatations. Touchant plus de 30 000 hommes et femmes au sein de communautés démunies en Tanzanie, le programme avait recours à un mélange d'activités économiques, sociales et de plaidoyer, qui avait pour base les dialogues communautaires, pour une autonomisation réussie des femmes. Par le biais des dialogues communautaires, les couples ont commencé à prendre des décisions conjointes sur la façon de dépenser l'argent qu'ils gagnaient, ce qui a généré des impacts économiques et sociaux plus importants pour les ménages. L'évaluation finale du programme WSER a également été source d'enseignements pouvant s'avérer utiles pour d'autres programmes similaires, dans l'ensemble de Concern, alors même que Concern Tanzania clôture son programme dans le pays, après 38 ans.

Les vecteurs masculins de changement : l'expérience vécue en Ouganda

 Par Emmanuel Ssegawa et Nicole Franklin

Dans la région de Karamoja en Ouganda, dans l'écrasante majorité des cas, ce sont les femmes qui s'occupent des tâches ménagères, y compris des enfants, tandis que les hommes sont les chefs de foyer et les principaux décideurs³. De par ces dynamiques familiales préexistantes, Concern avait pour conviction que le rôle des hommes allait être crucial en termes d'influence et de sensibilisation aux pratiques optimales en matière de santé et de nutrition, au sein de leurs communautés, compte tenu à la fois de leurs pouvoirs de décision et d'accès aux ressources. En conséquence, Concern Uganda a développé la stratégie des vecteurs masculins de changement, dans le cadre de son plus important programme de santé et de nutrition, basé à Karamoja. Le rôle des « Male Change Agents » – MCA – (vecteurs masculins de changement), s'avère être décisif dans la promotion de l'évolution des attitudes vis-à-vis des femmes, ainsi que dans celle des comportements nutritionnels, chez les hommes de Karamoja.

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What this publication includes

- Promising practice
- Organisational learning
- Promotion of multi-sectoral and integrated approaches to programming
- Links to full reports

What it doesn't include

- Targeted recommendations
- Additional evidence not included in the papers cited
- Detailed descriptions of interventions or their implementation

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