



MENENGAGE AFRICA
STRATEGIC PLAN 2019 – 2023

**“Accountability to Achieve the Sustainable Development
Goals:**

**A Human Rights and Gender Justice Agenda for MenEngage
Africa”**

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ACRONYMS

AMShEr	African Men for Sexual Health and Rights (AMShEr)
AU	African Union
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CAL	Coalition of African Lesbians
CPD	United Nations Commission on Population and Development
CSO	Civil society organization
CSW	United Nations Commission on the Status of Women
EAC	East Africa Development Community
ECOWAS	Economic Community of West African States
EASSI	Eastern African Sub-regional Support Initiative for the Advancement of Women
FMT	Full management team
FEMNET	The African Women's Development and Communication Network
GBV	Gender-based Violence
GTA	Gender transformative approaches
HRC	Human Rights Council
ICPD	International Conference on Population and Development
IMAGES	International Men and Gender Equality Survey
KM&C	Knowledge Management and Communications
FGM	Female Genital Mutilation
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex
MEA	MenEngage Africa
MATI	MenEngage Africa Training Initiative
MOU	Memorandum of Understanding
MRC	South African Medical Research Council
NGO	Non-governmental organisation
RECs	Regional Economic Communities
SADC	Southern African Development Community
SC	Steering Committee
SDGs	Sustainable Development Goals
Sida	Swedish International Development Cooperation Agency
SRHR	Sexual and Reproductive Health and Rights
UNHCR	United Nations High Commissioner for Refugees
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNSCR	United Nations Security Council Resolution
VAW	Violence against Women
WHO	World Health Organisation
WILPF	Women's International League for Peace and Freedom

INTRODUCTION

MenEngage Africa (MEA) is the largest regional network of the MenEngage Global Alliance, with more than 300 member organizations across 22 country networks.¹ MEA has been the strongest regional network with respect to financial sustainability as the result of financial support from the Swedish International Development Cooperation Agency (Sida) Zambia office since 2014, enabling the network to strengthen itself, to conduct collective activities across the region and to provide sub-grants to many of the country networks. MEA's advocacy work at regional level with the African Union and other regional bodies including the Southern African Development Community (SADC), its capacity building activities including the MenEngage Africa Training Initiative (MATI), the Network Building Toolkit and other key materials it has produced, have been useful references for other regional networks and for the MenEngage Global Alliance."²

A recent external evaluation of the Sida-funded programme 2014-2018³, commissioned by Sonke Gender Justice (Sonke) as the lead grantee and secretariat of the MEA, found that the program has had a significant impact in strengthening the *men and masculinities* field in the locally, region and globally. The work that MEA has led in engaging men and boys in gender equality has been relevant and meaningful, and has been instrumental in the growth of existing and new country networks, including the expansion of networks in Francophone countries. This Strategic Plan 2019-2023 has been informed by the outcomes of a number of processes that have taken place within and across the MenEngage Alliance during the period of 2012-2018. These processes include the evaluation of the MenEngage Alliance conducted in 2017; the development and adoption of the MenEngage Alliance Strategic Plan 2017-2020; feedback on alliance priorities from MEA country networks in 2017; recommendations made on the way forward during the MEA AGM in 2017 and 2019; recommendations from an external evaluation of the MATI course and from a strategic meeting with MATI alumni in 2017; and the findings and recommendations from the end-term independent external evaluation of MEA mentioned above. In addition, this plan is informed by the current discourse, knowledge and understanding from the *men and masculinities* and women's rights fields as well as the learnings and knowledge that emerged from the MEA members and partners. This strategic plan also reflects on the Agenda 2030 and the African Agenda 2063 and other international and regional policy frameworks around the advancement of progressive feminist women's rights and social justice agendas within social, economic, environmental justice and human rights movements. By doing so, it supplements the MenEngage Alliance's Global Strategic Plan 2017-20's vision and mission for the Africa region.

The Strategic Plan 2019-2023 describes the priorities, goal, objectives and aspired results of MEA for the period 2019-2023. The size of the MEA network, combined with the ambitious plan laid out, requires strong leadership and governance, and a Secretariat to effectively coordinate and support all aspects of the network, from resource mobilisation and organisational development, to information exchange and capacity building, and to the development and implementation of joint political agendas and advocacy on gender and human rights issues.

¹ Botswana, Burundi, Cameroon, Ethiopia, Democratic Republic of Congo, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mozambique, Namibia, Nigeria, Rwanda, Sierra Leone, Swaziland, Tanzania, Togo, Uganda, Zambia, and Zimbabwe.

² MenEngage Global Alliance Program and Core-support Proposal to Sida, 2017-2020, page 36.

³ Conducted by Singizi Consulting.

MENENGAGE AFRICA

INTRODUCTION TO THE MENENGAGE AFRICA NETWORK

Vision

An Africa where all people are equal and freed from the impact of destructive gender and sexual norms and, in the context of democratic societies, healthy and happy relationships, gender justice and human rights are enjoyed, promoted and protected.

Mission

To build an African network of organizations with increased commitment and capacity to implement, document and advocate for effective, evidence-based and scaled-up interventions to engage boys and men in achieving gender equality.

MenEngage Africa, the regional network of the MenEngage Global Alliance, is a network of civil society organisations and activists formed in 2006 with the goal of working in partnership to promote the engagement of men and boys in achieving gender equality, preventing HIV, promoting human rights and reducing violence at all levels across the continent, including questioning the structural barriers that drive gender inequalities. The membership of MEA consists of a range of civil society organisations representing women's rights, HIV/Aids, LGBTQIA+ rights, youth and child rights, refugees and migrants, and social justice constituencies. All 22 MEA country networks have existing, and strive to build stronger, working relations with feminist women's rights, child rights and youth movements, LGBTQIA+ rights movement and other social justice movements, as well as local and national governments and UN agencies, which are seen as strategic partners. The structure of the regional network has also evolved since 2006 in order to meet the emerging needs of the collective. The country networks aim to undertake joint programming, research, and policy and advocacy activities to contribute to the achievement of gender equality.

The members of MEA base their work and this partnership on international human rights law as well as global and regional intergovernmental and non-governmental policy commitments, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the UN Convention on the Rights of the Child, the International Conference on Population and Development (1994), the Beijing Platform for Action (1995), agreed conclusions from the United Nations Commission on the Status of Women's (CSW), the African Commission on Human and Peoples' Rights, and SADC's Gender Protocol, in addition to MenEngage Alliance's declarations and commitments such as the Rio Declaration on Engaging Men and Boys on Achieving Gender Equality (2009), the Johannesburg Declaration and Call to Action (2009), the Delhi Declaration (2014) and the Maputo Declaration and Call for Action.⁴

GEOGRAPHIC SCOPE AND DEPTH

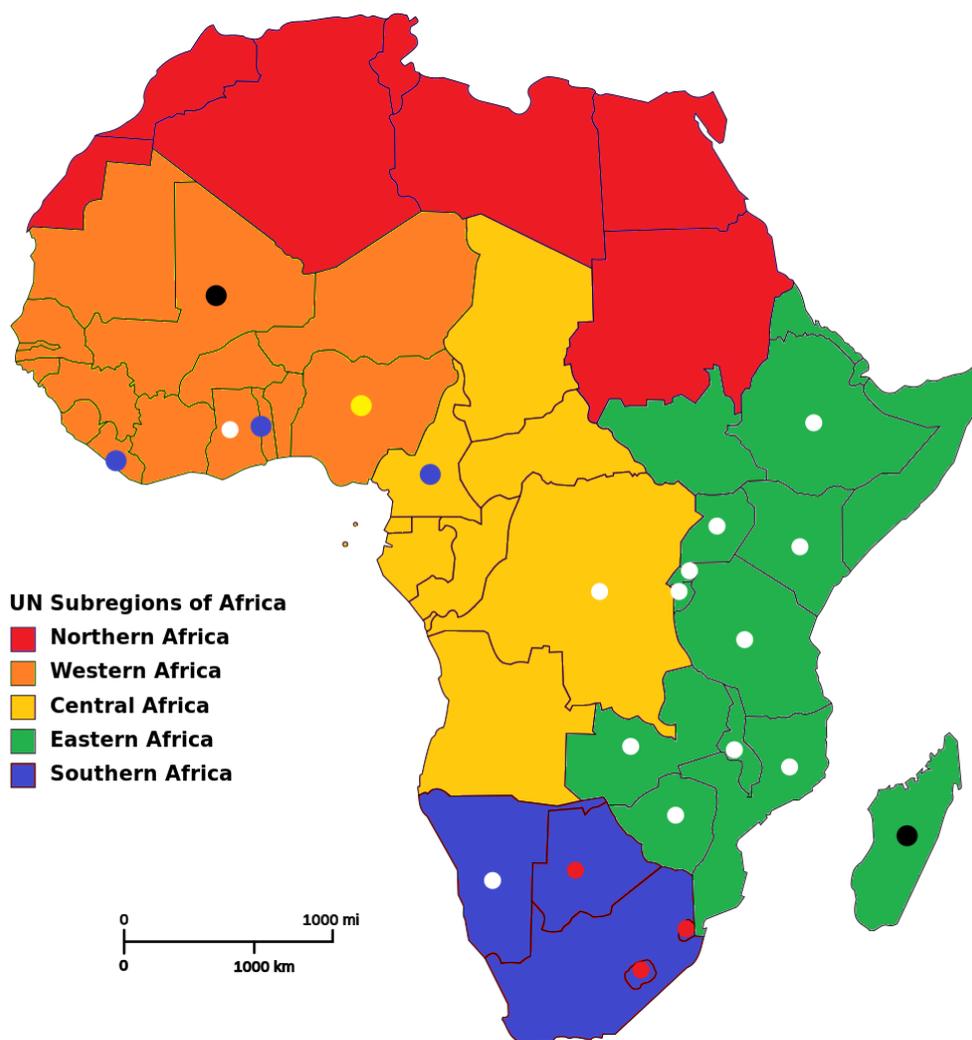
MEA is currently the biggest regional network of MenEngage Global Alliance, growing from 6 country networks in 2006 to currently covering 22 countries in English, French and Portuguese speaking Africa. This growth can be attributed to numerous factors, including the scope and visibility of the projects implemented by MEA partners, thereby attracting new members; the

⁴ MEA Memorandum of Understanding.

growing body of evidence of the success around engaging men and boys in development work has also attracted new members who seek to draw from member experiences to adapt and adopt in their work.

The network currently connects 347 organisations in the 22 countries, namely: Botswana, Burundi, Cameroon, Ethiopia, Democratic Republic of Congo, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mozambique, Namibia, Nigeria, Rwanda, Sierra Leone, Swaziland, Tanzania, Togo, Uganda, Zambia, and Zimbabwe.

The average number of organisations per country is 15, with the highest registering 45 member organisations and the lowest registering 6 member organisations.



RELEVANCE AND ADDED VALUE

As highlighted above, MEA is the largest regional network within the MenEngage Global Alliance. Its exponential growth over the past 12 years has facilitated the development of an inclusive and diverse network of individuals, academics, community-based organisations, civil society organisations, regional networks, international organisations, donors, UN agencies, and national governments across the continent, all of whom collectively bring a wealth of experience and expertise in the gender justice field. MEA serves to supplement the vision and mission collectively set within the MenEngage Global Alliance, implementing the MenEngage global agenda by contextualising it to the local realities, and feeding back the learnings and insights

emerging from the Africa region, thus playing a pivotal role in agenda-setting on men and masculinities, within a feminist discourse.

Most of the key socio-economic and political challenges facing the world right now – poverty and growing inequality; violence and conflict; conflict and insecurities; refugee and migrant crisis; climate change and sustainable development; access to social services, particularly health – are heightened in the continent and their impact is unfortunately most acutely felt in the regions and countries where MEA works. By virtue of its geographic membership, MEA brings the needs and voices from the global south into the political agenda and activism of the MenEngage Global Alliance around gender justice. Even though some of the global power structures may not have changed and the voice of the south is still not as loud and impactful as it should be, MEA needs to continue creating alliances and pushing the social and gender justice agenda at all levels and with a unified voice.

Further, MEA has established long-lasting and impactful collaborative relationships with key UN agencies in the field of gender justice across the continent, such as UN Women, UNICEF, UNAIDS and UNFPA. Furthermore, as detailed in the *Achievements to Date* section of this document, MEA has raised awareness among government officials and human rights bodies on the importance of engaging men and boys for gender equality across the continent. These relationships have enabled MEA to influence the political and programmatic decisions around gender equality and the discourse of key government officials in international forums, such as the CSW. This political capital built over time will facilitate the implementation of the new strategic plan and will ensure the results are long lasting.

MEA uses a socio-ecological model when implementing the strategy of engaging men and boys for gender justice. As shown by the external evaluation of MEA (2014-2018), the members and country networks have made an impact at individual and community level, as well as in the policy arena, at country, regional and global levels. The model will continue being used in the new strategic phase, and the expertise acquired will also be shared among network members, partners and colleagues from other regional networks and academics, thus enriching the field.

MEA leadership has been at the forefront when it comes to expertise to contribute to one of the emerging thematic areas of MenEngage Global Alliance, namely, faith-based approaches to transforming social and gender norms and advance women's rights. The network has already made a number of inroads in this field, including the documentation of innovative interventions engaging religious leaders for gender equality across Africa. MEA intends to build on and expand this area of work, as well as share the learnings with networks in other regions.

From a sustainability and membership perspective, the MEA network is led by a recently elected steering committee, composed of representatives of Uganda (Chair), Mali (Vice Chair), the Democratic Republic of Congo (DRC), Sierra Leone, Tanzania, and Zambia. Additionally, strategic partners ASMHeR (LGBTQI issues), Plan International (children rights issues) and the Athena Network (interface of women's rights and HIV and Aids) are members of the steering committee. This geographical and thematic representation will guarantee that the network remains relevant and connected to key stakeholders and issues at national, regional and global levels. Furthermore, MEA is supported by an institutionally strong Secretariat with a wealth of expertise in engaging men and boys. Sonke – a co-founder of the MenEngage Global Alliance and currently a member at large on the global board – is one of the pioneer organisations in the field. Sonke has strong resource mobilisation, organisational development and human resource skills to develop the institutional capacity of network members.

BACKGROUND TO THE MENENGAGE AFRICA STRATEGIC PLAN 2019-2023

CONTEXT ANALYSIS – WOMEN’S RIGHTS, EQUALITY AND HUMAN RIGHTS IN AFRICA

In spite of tremendous progress towards the inclusion of gender equality as a global goal, nowhere is it more evident than in Africa where gender inequalities continue to undermine women’s rights, gender equality and the enjoyment of human rights by all women and girls; impede development and democracy building; and compromise people’s lives in the following dramatic and devastating ways.

VIOLENCE AGAINST WOMEN AND GIRLS AND GENDER-BASED DISCRIMINATION

Research by the London School of Hygiene & Tropical Medicine, the World Health Organisation (WHO), and the South African Medical Research Council (MRC) found that for combined intimate partner and non-partner sexual violence, or both, among all women 15 years or older, Africa had the highest levels of violence against women: 45.6% of women in Africa compared to 35% of women globally will experience either intimate partner or non-partner violence in their life time. While women are the most visible survivors of sexual and GBV, they are far from being the only ones who suffer the consequences: children of both sexes, adult men who witnessed or experienced abuse as children, people with disabilities and members of the LGBTQI community are often neglected in policies and interventions.

Throughout the world, there are many different types of harmful traditional practices that violate the human rights of women. Some practices are endemic to a particular area of the world, while others are more widespread. These practices constitute violence against women and a violation of their personal dignity and human rights.⁵ In Africa, there are two particularly prevalent harmful traditional practices that endanger the lives of women and girls. Female Genital Mutilation (FGM), also known as female circumcision, is considered to be a part of the coming of age ritual for women in some cultures, but it is performed on girls of all ages, from infants to adults.⁶ Population data on FGM prevalence from African countries in which the practice is documented suggests that more than 3 million girls are estimated to be at risk of FGM annually.⁷

Directly linked to FGM is the issue of forced child marriage. About 39% of girls living in sub-Saharan Africa are married by the time they turn 18. Poverty and the low value placed on girls are cited among the reasons for this practice. Forced child marriage – as with all gender discriminatory practices – does not only harm girls, it also has negative consequences for boys.⁸

Lastly, the situation of LGBTQI rights violations in Africa is worsening. Nigeria passed a Same Sex Marriage (Prohibition) Act, while Uganda’s President has recently signed the Anti-Homosexuality Bill into law, toughening and broadening punishment for homosexuals and those seeking to advance their rights. Violence against LGBTQI people continues, even in countries where homosexuality is not criminalised, such as South Africa. The violence that key

⁵ http://www.stopvaw.org/harmful_practices_types_prevalence

⁶ Ibid

⁷ World Health Organisation Fact Sheet on Genital Mutilation available on <http://www.who.int/mediacentre/factsheets/fs241/en/>

⁸ UNICEF (2015) The National Strategy to End Child Marriage 2014/2015 – 2019/2020 A society free from child marriage.

populations face severely undermines the rights, livelihood and well-being of these communities as enshrined in the Universal Declaration of Human Rights (1948).

GENDER-BASED VIOLENCE IN THE CONTEXT OF CONFLICT, MIGRATION AND PEACE AND SECURITY IN AFRICA

The general breakdown of law and order that takes place during conflict results in all forms of violence and displacement. Conflict, particularly armed conflict has its distinct effects on women and girls because of their unequal status in society and gender. Among some of the specific effects suffered by women during conflict are displacement, victimization through sexual harassment and rape. It has been accepted globally through instruments such as UNSCR 1820 that rape and sexual assault (including forced sex work and marriage), is used as a weapon of war during conflict times. Women are often treated as cotes of war as they are perceived to be bearers of cultural identity and their bodies 'territory' to be conquered.⁹

Forced migration has become a direct consequence of violence and it is estimated that approximately three million people became refugees on the African continent in 2014, following conflict, persecution and political turmoil.¹⁰ In these circumstances, migrant and refugee women and girls become easier targets of GBV. In South Africa, the UNHCR reports that there are high rates of domestic violence in refugee and asylum seeking communities, with victims often hesitant to report these and other crimes they experience for fear of police harassment or discrimination from the Department of Home Affairs.¹¹ The situation is repeated in other sub-regions and countries such as Uganda - the main host country of destination in East Africa - where sexual violence is reported to be rife in refugee settlements.¹²

SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

Women and girls carry the majority of the burden for contraceptive use and suffer grave implications of violations of their sexual and reproductive health and rights (SRHR). Men's lack of involvement influences women's and girls' sexual health negatively, and constrains their life decisions. The limited involvement by men in joint decision-making and men's limited use of sexual health services represents an ongoing, major health problem for both men and women.

Health activists also argue that "there is overwhelming evidence that in the continent, even in those countries where there are liberal laws, the protection and promotion of sexual and reproductive health rights has taken a back seat. In most instances, there has been express push back against the entrenchment and/or realisation of sexual and reproductive health rights".¹³ The implementation of WHO recommendations have partially contributed to a 44% decrease of the global maternal mortality rate since 1990, but this still remained far from the 75% reduction target under the Millennium Development Goals (MDG 5). More worryingly, 99% of maternal deaths occur in developing countries and 66% of those occur daily in sub-Saharan Africa. Sub-Saharan Africa's maternal mortality ratio is also the highest in the world, with an average of 1 death per 191 live births. As of 2010–2014, the unintended pregnancy rate in Africa as a whole is 89 per 1,000 women aged 15–44; in Eastern Africa, the rate is 112 per 1,000

⁹ Violence against women in situations of armed conflict, World Health Organization July 1997.

¹⁰ Loren Landau and Tendayi Achiume "The African Union migration and regional integration framework", 10 November 2015, ACCORD Policy & Practice Brief, available <http://www.accord.org.za/publication/the-african-union-migration-and-regional-integration-framework/>

¹¹ 2015 UNHCR country operations profile: South Africa: <http://www.unhcr.org/pages/49e485aa6.html>

¹² <http://dispatch.ug/2018/04/09/refugee-settlements-uganda-rife-sexual-abuse/>

¹³ Mafuma, T., 'Sexual and reproductive health rights should matter to all', https://www.spotlightnsp.co.za/2018/06/11/sexual-and-reproductive-health-rights-should-matter-to-all/#_ftn1

women. An estimated 21.6 million unintended pregnancies occur each year in Africa; of these, nearly four in 10 (38%) end in abortion.¹⁴ Access to safe abortion remains limited, as an estimated 93% of women of reproductive age in Africa live in countries with restrictive abortion laws. Even in countries where the law allows abortion under limited circumstances, it is likely that few women are able to obtain a safe, legal procedure. In all, about 1.6 million women in the region are treated for unsafe abortion complications each year. Africa is also the region with the highest number of abortion-related deaths. In 2014, at least 9% of maternal deaths (or 16,000 deaths) in Africa were from unsafe abortion.¹⁵ The recent political developments and decisions made by the US government to reintroduce and expand the Global Gag Rule will have further impact in the reproductive justice agenda in the continent. Although the full impact of the policy is still to be seen, the work of progressive and feminist organisations in the continent working in the continuum of service provision to policy and advocacy on SRHR has already been affected by the pressure to sign the Global Gag rule in order to access funding.

HIV AND AIDS IN AFRICA

In a global context, sub-Saharan Africa remains the region that is most affected by the HIV epidemic. In 2017, Sub-Saharan Africa accounted for nearly 65% of new infections globally and 1.2 million people were infected with HIV; the region accounted for over 70% of deaths globally. Young women in sub-Saharan Africa are twice as likely to be infected with HIV as young men.¹⁶ The high numbers of new infections among young people in Eastern and Southern Africa remain a serious concern, as is the fact that the majority of adolescents and young people living with HIV are growing up in the same region.¹⁷ The cycle of heterosexual HIV transmission from older men to younger women and girls, and the particular biological and socioeconomic vulnerabilities of adolescent girls and young women are some of the reasons for the disproportionately high burden of HIV infections among them.¹⁸

An extensive body of literature over many years provides clear evidence that gender inequalities and associated gender norms about femininities and masculinities encourage men to act in ways that put themselves and their sexual partners at risk of contracting HIV. This is bad for men who are more likely to get sick and 70% more likely to die of AIDS than women but it's also bad for women who are exposed to greater risk of HIV acquisition – as shown in the section above - and who care for and grieve the men who get sick and die.

POVERTY HAS A FEMALE FACE IN AFRICA

An important achievement of the 4th World Conference on Women (Beijing, 1995) was the recognition by governments that there is a gender dimension to poverty. This resulted in efforts to refocus poverty eradication policies to specifically address the needs of women, particularly in rural areas. It has also led to the introduction of a wider definition of poverty, one that not only takes into account minimum basic needs but also includes the denial of opportunities and choices.¹⁹ But the recently published Oxfam report “Public Good or Public

¹⁴ <https://www.guttmacher.org/fact-sheet/abortion-africa>

¹⁵ <https://www.guttmacher.org/fact-sheet/abortion-africa>

¹⁶ https://www.one.org/international/blog/aids-facts-epidemic/?gclid=EAIaIQobChMI1puomf614AIV7b_tCh0WvABeEAAYASAAEgKK9vD_BwE

¹⁷ UNESCO. 2013 “Young People Today. Time to Act Now”

<http://unesdoc.unesco.org/images/0022/002234/223447e.pdf>

¹⁸ WHO, 2017, Evidence brief: The importance of sexual and reproductive health and rights to prevent HIV in adolescent girls and young women in eastern and southern Africa,

<https://apps.who.int/iris/bitstream/handle/10665/255334/WHO-RHR-17.05-eng.pdf>

¹⁹ The Feminisation of Poverty. Fact Sheet N 1, UN Women.

<http://www.un.org/womenwatch/daw/followup/session/presskit/fs1.htm>

Wealth”²⁰ shows a bleak picture of the world economy and social inequalities, and its devastating impact on women. According to the report, although the number of people living in extreme poverty has decreased, new evidence from the World Bank shows that the rate of poverty reduction has halved since 2013. More worryingly, extreme poverty is actually increasing in sub-Saharan Africa.

The report also shows that women have less wealth than men and the impact this causes on them when they have to cope with family crises such as ill health – especially given that they have disproportionate care responsibility for young, sick and elderly family members. Gender wealth gaps are caused by the cumulative effect of a range of structural inequalities. Women and girls have more unpaid care work than men and boys owing to restrictive social attitudes that consider care to be ‘women’s work’, and limited access to quality public services that could reduce their care workload. Women also have less access to and control over productive assets (such as land, credit, insurance and skills). Though millions of African women rely on land for their lives and livelihood, far fewer women than men enjoy secure rights to it. The reasons for this include discriminatory customary practices, marginalization in land governance, and gaps between national and regional policies that aspire to gender equality and the implementation of laws at the local level.²¹

RELIGION AND GENDER EQUALITY - A CONTESTED TERRAIN

The relationship between religion and masculinities is highly complex. While religion is often thought to reinforce patriarchal ideas as well as problematic ideals of masculinity, it can also be a useful resource for transforming those harmful masculinities as well as strengthening gender equality.²² Religion is an important aspect to consider regarding gender, as it is an important influence upon the construction of gender in many parts of Africa.²³ Religion and gender equality remain a contested terrain in the continent. Although there is a new movement of leaders and communities challenging the rigid and conservative interpretation of religious scripts and driving positive transformations in society around gender norms, there is also an upsurge of conservatism and mushrooming of religious groups promoting conservative laws and practices with regards to LGBTQI communities and SRHR.

PATRIARCHY, INTERSECTIONALITY AND SHRINKING DEMOCRATIC SPACES

There is growing evidence that gender inequality inhibits sustainable development as much as structural barriers. Moreover, gender inequalities intersect with other inequalities based on race, age, class, ability, ethnicity, nationality, religion, sexual orientation and gender identity. These negative trends combined with current development challenges in Africa, such as conflict-enforced migration, economic injustices and climate change, inhibit the fulfilment of human rights. Having in mind contextual differences, a feminist analysis shows that the underlying system that maintains the rigid gender norms and heterosexual privilege and the status quo of power is patriarchy.

On the strength of this cumulative evidence, the case for working pro-actively on SRHR, women’s rights and gender justice for all has never been stronger. Yet, recent years have seen a disconcerting global trend: shrinking of civil society spaces and resources, and increased

²⁰ <https://www.oxfam.org.nz/sites/default/files/reports/Public%20Good%20or%20Private%20Wealth%20-%20Oxfam%202019%20-%20Summary.pdf>

²¹ <https://womendeliver.org/2017/africas-women-still-waiting-equal-inheritance-rights>

²² Available at:

<http://www.uu.nl/faculty/humanities/EN/research/researchinstitutes/integon/current/Pages/20110113-seminar-transformation-of-masculinities-in-african-christianity.aspx>

²³ Available at: www.igitur-archive.library.uu.nl/dissertations/2011-0112-200318/klinken.pdf

criminalization of dissent. While SRHR, women’s empowerment and gender equality are more on the global human rights agenda than ever (including as SDG 5 and 3 in Agenda 2030), women’s human rights defenders, LGBTIQI activists, SRHR activists and their organizations have been subject to targeted attacks and have seen their access to direct funding decrease. There is thus all the more need for the MenEngage Alliance across the regions to be part of broader movement-building and solidarity. This includes holding the international community to account for the on-paper recognition of the need for targeted and appropriate resources to support civil society to fulfil their independent monitoring roles and to enable them to reach people in need in areas where governments, UN-agencies and the private sector can’t.²⁴

WHY THE ENGAGEMENT OF MEN AND BOYS FOR GENDER JUSTICE: RATIONALE AND EVIDENCE OF IMPACT²⁵

MEN, MASCULINITIES AND GENDER ANALYSIS

Rigid gender norms about appropriate attitudes and behaviour of men and women across the world are related to boys’ and men’s acceptance and use of “power-over” women and girls, and gender inequality more generally²⁶. Notions around manhood (“masculinities”) encourage boys and men to engage in high risk behaviours, condone violence against women, grant men the power to initiate and dictate the terms of sex, and make it difficult for girls and women to protect themselves from sexually transmitted infections (STIs) or violence and to seek health and other services. Gender norms can be harmful for men’s own health and wellbeing, including mental health²⁷, making them vulnerable to violence and less likely to seek health services when needed. Importantly, existing notions of masculinities are not merely oppressive towards women and girls but also towards other boys and men. Current gender analysis often paints boys and men as a homogenous group, leading to overly simplistic views of men as perpetrators of violence, or ‘the problem’, and failing to acknowledge the diversity that exists among men. While men as a group benefit from the association of masculinity and privilege and hold greater power than women, not all men are powerful. Many men are marginalized and subordinated to other men – and sometimes women - by traditional power structures, based on race, age, class, nationality, religion, health status, sexual orientation or gender identity. Examining men’s varying and often contradictory experiences of power can help us understand the factors that contribute to men’s use of violence and other gender-inequitable behaviour, as well as men’s own vulnerabilities. And enable us to see beyond individual attitudes and behaviours to identify the multiple systems of oppression (patriarchy).

Equating masculine power with male sexual identity masks the complexities of dominance and subordination between men and women and among men. This exploration is critical if boys and men are to internalize and see women’s rights and gender equality not only linked to justice for women and girls but with ramifications that also involves their own wellbeing. When paired with recent demographic and economic/political trends – growing urbanization in developing countries, high rates of unemployment, alcoholism and drug abuse, susceptibility to radicalism –

²⁴ Extracted from MenEngage Global Alliance Program and Core-support Proposal to Sida, 2017-2020.

²⁵ Ibid.

²⁶ Barker, G., J.M. Contreras, B. Heilman, A. Singh, and R. Verma (2011) *Evolving Men: Initial Results from IMAGES Survey*. Men + Gender Equality Policy Project. International Center for Research on Women (ICRW) and Promundo; Fleming, P.J., G. Barker, J. McCleary-Sills and M. Morton (2013) ‘Engaging Men and Boys in Advancing Women’s Agency: Where We Stand and New Directions’. Gender Equality & Development, World Bank; Peacock, D. and G. Barker (2012).

²⁷ Ibid.; Y. Joel Wong, Moon-Ho Ringo Ho, Shu-Yi Wang, I. S. Keino Miller, (2016), *Meta-Analyses of the Relationship Between Conformity to Masculine Norms and Mental Health-Related Outcomes*, *Journal of Counseling Psychology*; DOI: 10.1037/cou0000176 Gender

they often fuel even greater spikes in violence and other gender inequitable behaviors. It is critical, therefore, that men and boys be made aware of how gender norms affect them – their health, their relationships – so that they are mobilized as genuine change agents for gender justice.

EVIDENCE OF CHANGE IN MEN'S AND BOYS' ATTITUDES, ROLES AND RESPONSIBILITIES

During the past decades academic and action research on men and masculinities has gained recognition as an interdisciplinary field of academic inquiry. A number of research organizations have emerged within academic institutions and independent NGOs. Many of them are affiliated with the MenEngage Alliance, and there have been partnerships to connect and disseminate evidence. These developments have led to the creation of numerous tools, materials and resources which inform current activism, programs and advocacy efforts on men and masculinities in SRHR, women's rights and gender justice, and has created spaces for interdisciplinary researchers, practitioners and activists to come together.

The **'Engendering Men: Evidence on Routes to Gender Equality' (EMERGE)** project¹ - in which Sonke was a research partner - concluded that strategies shown to be effective in changing gender attitudes and practices include a combination of peer education on masculinities, mobilizing male advocates, large-scale media programs, workplace initiatives and community-based activities that aim to change discriminatory norms in relations to gender inequality.

Evidence does suggest that there is potential for individual change among men and boys. Their agency can contribute to changing the patriarchal systems around them and of which they are part. A longitudinal analysis of Demographic and Health Survey (DHS) data from 15 low- and middle-income countries during the first decade of the 2000s found significant increases in the percentage of men who rejected justifications of violence against women²⁸. Findings from the International Men and Gender Equality Survey (IMAGES) also point to a generational shift: younger men and men with higher levels of education (completed secondary education and above) showed more support for gender equality, less use of violence and higher rates of participation in care work. Evaluations of well-designed projects and programs aimed at men and boys have shown positive impacts on the well-being of women and girls²⁹, and of men and boys themselves, and marked attitudinal and behavioural changes³⁰ among boys and men towards

women's rights and gender equality³¹.

In order to achieve this community and institutional level change, the EMERGE research report highlights the need to support alliance building and collective action across organizations, activist networks and services. The review also called for increased accountability to women's movements to ensure strategies that guard against male protectionism or the reinforcement of male supremacy.

²⁸ MenEngage Alliance, UN Women and UNFPA (2014), 'Men, Masculinities, and Changing Power: A Discussion Paper on Engaging Men in Gender Equality from Beijing 1995 to 2015'.

²⁹ Lundgren, R., & Amin, A. (2015), Addressing Intimate Partner Violence and Sexual Violence Among Adolescents: Emerging Evidence of Effectiveness, *Journal of Adolescent Health*, Volume 56, Issue 1, Pages S42-S50.

³⁰ The Global Women's Institute and International Rescue Committee. (2016) Evidence brief: What works to prevent and respond to violence against women and girls in conflict and humanitarian settings? Washington DC: George Washington University and London: IRC.

³¹ Ricardo, C., Eads, M., & Barker, G. (2011). Engaging boys and young men in the prevention of sexual violence: A systematic and global review of evaluated interventions. Pretoria: South Africa: Oak Foundation.

The case study *'The One Man Can Model: Community mobilisation as an approach to promote gender equality and reduce HIV vulnerability in South Africa'* explored the impact of Sonke's One Man Can (OMC) community mobilisation approach in a multi level HIV prevention intervention to address the community level factors that contribute to women and girls' increased HIV vulnerability and men's HIV risk taking behaviour. The findings indicate significant attitudinal and some behavioural changes around gender and HIV risk amongst individuals exposed to the intervention. At the interpersonal level, adoption of gender equitable beliefs and values had positive effects of improved interpersonal communication and a more balanced division of labour in the home. At the community level, participation in collective activities and increased social awareness of men's and women's unique HIV vulnerabilities produced changes in community members' lives and relationships and created new pathways for collective action for social change. Key lessons learned and potential policy implications are offered.

WHAT THE MENENGAGE AFRICA NETWORK HAS ACHIEVED - RESULTS OF THE 2017 EVALUATION³²

In 2017, Sonke and MEA commissioned Singizi Consulting Africa to conduct a final evaluation of the current SIDA Zambia project. Key findings and recommendations of the evaluation are highlighted below, and have been considered in the drafting of this strategic plan.

KEY AREAS OF SUCCESS

BUILDING SOLID FOUNDATIONS FOR AN EFFECTIVE NETWORK

During the period 2014-2018, a strong focus of activities was on building the MEA structures and networks. The evaluation found that there has been extensive capacity building, and that the technical support, on-going training, as well as the sub-grants made an important contribution to strengthening structures, and that both the Regional and Country Steering Committees had been formally constituted and have regular meetings. There was evidence of greater clarity regarding the accountability of the regional Steering Committee and there was also increased insight in terms of roles and responsibilities.

Both focus and non-focus countries had strengthened their ability to undertake advocacy and programme activities, though it was evident that this was more strongly expressed in countries that were receiving the sub-grants.

The MEA network has become a trend setter, building a body of knowledge in the field of engaging men for gender equality, producing a vast pool of highly sought after resources including, but not limited to: curriculums and training tools; factsheets and info-graphics; case studies; journal articles; regional research projects, such as the International Men and Gender Equality survey (IMAGES); policy scans in the MEA countries that are used as advocacy tools; digital stories; toolkits and numerous reports. Many of these MEA resources have been adopted worldwide by both MenEngage and non MenEngage members. For example, MenEngage Global Alliance adopted the MEA Network Building toolkit and the Advocacy toolkit, which have been revised and taken on as a tool for the general MenEngage Alliance membership.

³² This section relies on the findings of the MenEngageAfrica Evaluation of Activities between July 2014 & November 2017 Singizi Consulting Africa published in February 2018.

STRENGTHENED PROGRAMMATIC AND OPERATIONAL CAPACITY OF NETWORK MEMBERS AND BROADER CIVIL SOCIETY ACTORS

The evaluation found evidence that the technical support that the members of the country secretariats received enhanced their ability to seek and secure funding for the work of their respective country network. The role of MATI was specifically cited as contributing to the ability of the network to undertake these activities and to mobilise local resources. Further, MATI has become a sought after course by upcoming and experienced gender activists, with an alumni of over 132 individuals from Africa and beyond. The MATI course attracted partnerships with well-respected academic institutions globally and in the continent, including the UCLA Global Health Institute; the University of Nairobi; the University of Pretoria's Centre for Sexuality, Aids and Gender and the Centre for Human Rights); the University of Botswana and the University of Cape Town. MEA members have also been approached by governments, embassies, Regional Economic Communities (RECs), religious and traditional leaders, organisations and UN agencies at regional and country level to provide formal training to their staff on gender norms transformation and the strategy of engaging men and boys for gender equality, providing an additional source of revenue.

MEA has also over the years hosted significant regional events bringing together practitioners, researchers and policy makers to share knowledge and experiences in the field of gender justice and synergise and devise strategies for achieving gender equality in Africa. Some of the events include: The 5 Days of Violence Prevention Conference in Johannesburg 2017 (hosted in partnership with UN Women) and the second MEA Symposium in Maputo in April 2018 (the first one was held in Johannesburg in October 2009). MEA has also organised other high level meetings at country and sub-regional level on numerous thematic areas including: ending FGM and forced marriage; peace and conflict in the region; and a religious leaders' symposium in Johannesburg in November 2018.

CONTRIBUTING TO POLICY CHANGE AT NATIONAL AND REGIONAL LEVEL

Further, whilst the 2014-2018 phase focused on the strengthening of the networks, more than half of the countries in MEA reported on changes in policy to which they have contributed. They observed that the network has been central to these changes and highlight factors such as the involvement of government within the network, and as a partner of the network. MEA has conducted policy scans in a number of MEA countries to be used as advocacy tools for civil society, policymakers and decision-makers to identify key areas for policy advocacy. At country level, members have been able to input in the development of strategic plans on male involvement in health, parenting, and ending harmful practices. One respondent observed that the Zambia country network had been able to advocate for the implementation of CEDAW and the SADC Gender Protocol within their country to take forward legislation against GBV.

This has been reinforced by work at a regional level, where the MEA has managed to target their advocacy work around regional frameworks (such as the SADC Gender Protocol) and has begun to participate in the work being done in the AU around FGM. This is recognized by regional and international stakeholders who highlight the importance of MEA when national spaces are closed off and emphasise the importance of regional solidarity, the role of regional frameworks, and the impact of the regional voice at international events such as the Commission on the Status of Women.

EFFECTIVE PARTNERSHIP BUILDING AND ACCOUNTABILITY

The evaluation found that the Steering Committees expressed a shared commitment to working with other partners (including women's organizations, traditional and religious leaders, the structures of the United Nations as well as other institutions and government) to realise gender equality and greater levels of inclusion. Respondents spoke to the importance of the work that is

being done with traditional and religious leaders: this is confirmed by external stakeholders who, for example, comment on the importance of this work with religious leaders in “*furthering the conversations about masculinity.*” Respondents also highlight the success that they have achieved in translating these partnerships into strategic actions: for example, the MEA country network in Namibia stated that, through the MEA, they had conversations with partners at a regional level (with the UNFPA regional representative on gender) and then this UN relationship helped them to engage government and access support to develop a shadow report.

KEY AREAS FOR IMPROVEMENT

Building on the findings and recommendations from the external evaluation, MEA identified the following areas for improvement in the next strategic phase:

Inclusion and membership (both with respect to including, and taking up issues facing, marginalised groups such as LGBTQI persons, and creating spaces for organisations that are not registered. The evaluation found that steering committee members, at both a regional and country level, expressed a commitment to the MenEngage Alliance vision. However, this is not fully internalised by new members and there is some uncertainty about the ways in which the commitment to inclusion is translated into practice: there is a need for MEA to reflect on its approach to including organisations that may not be registered due to the politically closed environments, coupled with repressive legislation and cultural intolerance, in the countries in which MEA operates. Ways to build the participation of youth in the network would also require additional attention.

Extending the network’s solidarity with women’s organisations both through greater levels of inclusion of women’s organisations in the network as well as through working actively with women’s organisations to take up sensitive gender issues. Whilst there is evidence of MEA working actively with women’s organisations, there still appears to be uneven participation of these organisations within the MEA structure, and a concern – amongst external stakeholders – that MEA needs to reflect on its views on solidarity with women’s organisations. It was acknowledged that MEA is taking up gender issues such as FGM and GBV, and it was suggested that this “pushing of the envelope” to spaces that are “less safe” to take up is important: this requires of all MEA countries that there is an honest reflection of privilege and a willingness to stand with women’s organisations on issues that may be difficult to confront and in ways that effectively build the women’s movement.

The evaluation found that, since the previous evaluation, MEA has been able to take forward its advocacy work ensuring regional engagement into global processes as well as with respect to regional frameworks. However, this evaluation found that there is still a need to **strengthen the Network’s engagement with regional structures** and their role in ensuring that national countries are given increased support to leverage global and regional agreements to advocate for national change. There is also a need to consider how best to accommodate francophone countries in the network with some steering committee members suggesting that there should be a francophone region with its own secretariat. Others suggested there may be value in organizing MEA with sub-regions that align with the regions within the continent. It was clear that this will be an issue that the Regional Steering Committee secretariat will need to tackle in ways that ensure effective communication across countries as well as transparent decision making.

As a result of changes in the representatives on the steering committees and the expansion to new countries, there is a need to **sustain capacity building interventions** to ensure that there is a shared understanding of the vision and purpose of MEA as well as the roles and responsibilities of the Steering Committees in ways that further strengthen accountability.

Respondents suggested the importance of creating an in-built mechanism for capacity building: a 'capacity building hub' in each country to support on-going sharing of experiences to support learning. Ways to build an approach to peer learning within the quarterly meetings of the network in each country (with reference to the Asia Men Engage approach) as well as in other workshops facilitated by MEA could also be explored; and,

A further need was identified to build the practice of **documenting and sharing of learning** (across the network and with strategic partners). This could be supported by the approach to peer learning suggested, which would allow for a continual practice of reflection, evaluation and learning. There would also be value in enabling country networks to document processes relating to at least one thematic area (determined by the country against one of the MEA priorities) such that it is possible to increasingly map the contribution that the Network is having in realising change and to share learning about ways in which change is realised.

MENENGAGE AFRICA STRATEGIC PLAN INTERVENTION LOGIC

In this section we explain the policy alignment, the frameworks, priority thematic areas and Theory of Change that will drive the implementation of the strategic plan in the next 4 years.

POLICY ALIGNMENT

There are multiple international and regional commitments that inform, and, more recently, are in turn informed by, the work of MEA. These go as far back as the 1994 International Conference on Population and Development, and the 1995 Beijing Platform for Action, through to Security Council Resolution 1325 and 1830, and more recently the Sustainable Development Goals. The SDG agenda includes a stand-alone goal to “Achieve gender equality and empower all women and girls” (SDG #5), as well as many targets that include gender equality and/or speak specifically to women and girls. The SDG agenda also recognizes the engagement of men and boys as a key strategy in eliminating all forms of discrimination and violence against women and girls, and it is included in Paragraph 20, the “gender paragraph” of the Declaration which accompanies the goals & targets framework.

The MEA strategic plan will specifically contribute to:

- Eliminate all forms of discrimination, violence and harmful practices against all women and girls (targets 5.1; 5.2; 5.3);
- Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development (target 4.7);
- Ensure access to sexual and reproductive health and rights (target 5.6 – we added the important recognition of sexual rights here); and ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes (target 3.7);
- Promote shared responsibility of unpaid care and domestic work (target 5.4);
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels (target 5.c).

Further, the UN system and its many member states have made clear their commitment to work with men and boys for gender equality. In 2016 UNAIDS launched its Global Platform for Action on Engaging Men and Boys in the HIV Response, and in June 2017 the 35th session of the United Nations Human Rights Council passed a resolution titled “Accelerating efforts to eliminate violence against women: Engaging men and boys in preventing and responding to violence against all women and girls.”

At the regional level, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 2003 - better known as the Maputo Platform for Action on Women’s Rights - together with the African Union Solemn Declaration on Gender Equality in Africa, the AU Decade of the African Women 2010-2020, and the SADC Protocol on Gender and Development all include language on the importance of engaging men and boys.

The MEA strategic plan is also aligned with the continent's own developmental agenda, namely Agenda 2063 – the leading document of the African Union. The vision of Africa expressed in Agenda 2063 is one of a continent in which development is people-driven, there is gender equality in all spheres of life, and the youth are engaged and empowered.

UNDERPINNING THEORY

MEN & BOYS, MASCULINITIES & GENDER TRANSFORMATIVE APPROACHES³³

The term *masculinities* refers to the particular patterns of attitudes and behavior that are associated with ideals about how boys and men should behave and their position within gender relations.³⁴ Boys' and men's attitudes and behaviors are profoundly shaped by these rigid expectations which have costs for both the women and girls in their lives, as well as for themselves and other men and boys. The more common features of masculinity are the equation of manhood with dominance, toughness, and risk-taking. However, as with femininities, there are multiple masculinities which change over time and between and within contexts, and some of these masculinities may hold more power and privilege in society than others. When patriarchy meets masculinities, we can see that the problem is in essence about gendered-power: the dominance of the masculine over the feminine. This implies that feminization can happen to people of all gender identities: including by men over men.

Transforming masculinities requires gender transformative approaches that seek to reshape gender and power relations - by freeing women, men, and people of diverse gender identities from the impact of destructive gender and sexual norms. It requires individuals and organizations working in various sectors to come together with their knowledge and expertise to work with boys and men in different positions of power, with the understanding that power works in complex and often conflicting ways, including in boys' and men's lives. Hence, any large scale social transformative processes require the spread of ideas as well as a critical mass of people who will translate these ideas into practice in their everyday lives and the building of new institutions.

SOCIO-ECOLOGICAL CHANGE MODEL

People live within social, economic, religious and cultural contexts. Change at the individual and relational level, which is where people experience ill-health, violence and discrimination, can only occur if all levels of society are engaged in a process of transformation: individual, community, institutions, and government. The work of MEA is therefore informed by a socio-ecological framework which underlines the different levels of change and therefore action required at the individual, family, community, policy, and structural levels, in order to transform (sustainably change) society. The MEA membership is comprised of organizations working at all levels, and through the network they are connected.

HUMAN RIGHTS BASED APPROACH

³³ This section is adapted from MenEngage Global Alliance Strategic Plan.

³⁴ MenEngage Alliance, UN Women and UNFPA (2014), 'Men, Masculinities, and Changing Power: A Discussion Paper on Engaging Men in Gender Equality From Beijing 1995 to 2015': <https://www.unfpa.org/sites/default/files/resource-pdf/Men-Masculinities-and-Changing-Power-MenEngage-2014.pdf>

The work of MEA is based on a human rights approach to development and gender equality. A human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyze inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress³⁵. As stated by Professor S. Goonesekere, *“The language of human rights allows legitimate claims to be articulated with a moral authority which other approaches lack. It is a language which has the potential to empower individuals and communities at the grass-roots level to believe that they have a right to education, to health care or any other right. Human rights speak in broad terms about the fundamental entitlement of all human beings to live in dignity, and in conditions of social justice and thereby provide a foundation from which to establish a set of demands premised on the intrinsic worth of the individual.”*³⁶

Firstly, MEA uses a human rights framework to analyse the political economy of the countries across the continent, which entails doing scans and analysis of key legislation and policies in the field of gender equality and women’s rights and its compliance with national constitutions, as well as with regional and international human rights instruments, and international developmental agenda. This analysis assists us in determining the gaps, from both a content or implementation point of view, and the advocacy priorities. Contributing to the SDGs is at the centre of the MEA strategic vision, as they promote human rights and women’s rights, and – most importantly – aim to improve the lives of the most vulnerable and disadvantaged groups under the motto ‘Leave no one behind’.

Secondly, MEA builds the capacity of rights holders at different levels. For instance, partner organisations across the continent promote the empowerment of individuals and communities through long-term and rights literacy campaigns and the avenues and recourses available when the rights are violated. MEA promotes literacy and activism around women’s rights and gender equality and the role men and boys can play on its attainment. MEA’s work is guided by the principles of non-discrimination and equality, and this translates into the prioritisation of the needs of the most vulnerable individuals or communities in order to eliminate the barriers to realising their rights. Accordingly, MEA member organisations work with distinct groups of beneficiaries that include the most marginalised populations.

Thirdly, MEA’s policy development and advocacy work puts a strong emphasis on making national governments and regional human rights bodies accountable for the passing and implementation of international human rights instruments, and their domestication into national laws and policies. In this vein, MEA also engages constructively with duty-bearers to build their capacity and better deliver on their mandate.

Lastly, the strengthening of civil society in order to consolidate the democratic processes in each country is at the core of MEA’s strategic plan and agenda. MEA works in partnership with and builds the capacity of a broad range of civil society bodies, such as community and mainstream media, religious and traditional leaders, think tanks, trade unions and other organized communities and groups that operate independently from the state. These groups and movements have the power to shift discourse and actions, and push for the realisation of human rights for all.

³⁵ https://www.unicef.org/policyanalysis/rights/index_62012.html

³⁶ Goonesekere, S., Rights-based Approach to Realizing Gender Equality.
<http://www.un.org/womenwatch/daw/news/savitri.htm>

PRIORITY THEMATIC AREAS

Following a rigorous exercise with the MEA Steering Committee over the period 2017-2018, MEA identified the following priority thematic areas for the new strategic plan.

GENDER-BASED VIOLENCE

Addressing sexual and intimate partner violence prevention, addressing harmful traditional practices, and child marriages, including:

- Scale up its branded regional campaigns, in partnership with women's rights organisations and alliances with long-standing work in this area - such as the "Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI);
- Continue targeting traditional and religious leaders to promote social norms change at community level;
- Continue targeting policy makers at the regional and national levels to change laws and policies in countries lagging behind in this respect – such as Mali and Sierra, where there are no explicit laws at national laws against FGM³⁷;
- Continue targeting national governments and regional human rights bodies to monitor the implementation of laws against FGM by the countries who have passed legislation and policies in this regard.
- Continue collaborating with UNFPA offices across East and West Africa on advocacy initiatives, particularly in the context of the new UN Spotlight Initiative, and collaborate with UNFPA HQ to strengthen regional and national advocacy and capacity building interventions aimed at eradicating FGM;
- Advocate for the passing of specific laws and policies to prohibit forced child marriage, in countries where the practice is still legal;
- Develop and support initiatives aimed at creating awareness and mobilisation in communities around the negative impact of forced marriages on children.

Addressing sexual violence in the context of conflict, peace and security in Africa:

- Engage in high-level advocacy, networking and policy advocacy to prevent conflict and promote peace, violence prevention and gender equality;
- Advocate for peace and transition processes that promote women's full participation – including in peace processes as envisaged by Resolution 1325, and challenge militarised masculinities

CHALLENGING HOMOPHOBIA AND ADVOCATING FOR LGBTIQ RIGHTS

In the next strategic plan, MEA will:

- Endeavour to always take into consideration first and foremost the safety of activists and organisations while conducting awareness raising and advocacy activities;
- Work with existing LGBTIQ organisations across the continent to shape advocacy and awareness interventions with the respective country networks;
- Encourage national networks to invite LGBTIQ organisations to form part of their country networks with the primary strategic objective of having LGBTIQ organisations leading the discourse and approaches in their countries;
- In countries where extreme Homophobia/Transphobia exists, the country networks will be encouraged to adopt a do no harm policy designed to ensure that they can still lobby and advocate for the fundamental human rights of all people;
- At the regional level, work closely with key LGBTIQ organisations such as AMSHeR and the Coalition of African Lesbians (CAL) to strengthen the capacity of MEA to work in this

³⁷ Ibid, p. 30.

field, as well as inform the regional strategies that will guide the work of MEA on the rights of LGBTQI communities.

SRHR AND HIV AND AIDS

As envisioned by the UNAIDS Global Platform for Action, MEA will:

- Intensify the capacity-building of MEA Youth to advocate around youth SRHR issues, including comprehensive sexuality education and access to services;
- Intensify its work around involvement of men in family planning and contraception;
- Continue supporting women's right to access safe and legal abortion across the continent, challenging the conservative political forces pushing for the GAG rule's application in Africa. This will include participation in international, regional and national campaigns promoting safe abortion as well as challenging the GAG rule in the international arena;
- Continue implementing the Men and HIV and Aids campaign at regional and national levels, in partnership with UNAIDS.

CHILDREN'S RIGHTS AND GENDER EQUAL, POSITIVE PARENTING THROUGH THE MENCARE AFRICA CAMPAIGN

MEA will engage in advocacy efforts around men and fatherhood in collaboration with the MenCare campaign, with a focus on increasing men's active participation in equitable, non-violent parenting. This campaign is particularly relevant in order to break the cycles of violence and contribute to the prevention of GBV. MEA country networks will be capacitated to implement MenCare activities in their countries to achieve increasing participation by men in positive involvement in maternal and child health; care-giving (including addressing unpaid care); and ensuring adequate policies to promote men's involvement as equitable, non-violent caregivers and fathers. The capacity-building will strengthen the already existing work on positive parenting under implementation by some of the country networks.

FAITH-BASED APPROACHES TO ADVANCE GENDER JUSTICE

The work with religious and traditional leaders for gender justice in the continent is gaining momentum and MEA's work in the field is being recognised by key strategic partners, including global campaigns such as *We Will Speak Out* (WWSO) and the *Side by Side for Gender Justice* Campaign. During the next strategic phase, MEA will:

- Provide technical assistance to country networks on strategies to engage the faith-based sector to advance the goals of MEA;
- Conduct train the trainer workshops for MEA country networks on strategies to engage FBO leaders;
- Mobilise MEA country networks to set up local chapters of WWSO and Side by Side;
- Encourage the FBO sector to join and become full members of MenEngage country networks, to ensure that the agenda of MEA is also spread to the constituency of the FBOs;
- Engage leaders of faith communities in policy and advocacy initiatives that further SRHR for all, advance women's rights and gender justice, prevent GBV, strengthen children's rights and gender equal, non-violent parenting, and promote peace and security.

YOUTH LEADERSHIP AND INTERGENERATIONAL DIALOGUE

The MenEngage Alliance envisions meaningful participation of young leaders in the governance structures of the national, regional and global networks, and will continue to coordinate efforts to facilitate an enabling environment for young leaders. In this vein, MEA will continue supporting the work of its MEA Youth Group, which is one of the most active within the global alliance, with representatives from Kenya, Botswana, Uganda, Swaziland, Rwanda, Togo, Mali,

Tanzania, Zambia, DRC, Namibia, Cameroon, Burundi and Liberia. The support will include facilitating the formation of MEA Youth from other country networks; facilitation of capacity building spaces; and representation in the MEA structures, among others.

All these priority areas are in line with the identified areas of collaboration in the MEA Memorandum of Understanding between the MEA Steering Committee and the country networks³⁸, as well as with the MEA Steering Committee Charter. Furthermore, they contribute towards the priority issues identified by MenEngage Global Alliance, thus contributing to collaborate, push the field and shape the international discourse around a number of key issues where gender inequalities and injustices directly affect the lives of women, men and people of diverse gender identities.

In summary: MEA is a value-based regional network with 22 country networks. Each national network works in varying contexts and is at a different stage of development with their own priorities, strengths and challenges. Building on the successes of the current strategic phase and emerging requests, MEA will deepen its work on these issues in existing countries and will also expand in a contained fashion to new geographical areas, particularly in Francophone Africa. The decision to expand to some of these countries is based on the growing interest in that area on the strategy of engaging men and boys for gender equality, and the number of MEA country networks that were created during the last two years. There is a fertile soil for expanding the work and MEA has a responsibility to respond to the need for support.

THEORY OF CHANGE

³⁸ Signed during the MEA AGM in Nairobi in February, 2019.

The MenEngage Africa Theory of Change

We will work towards:

OVERALL STRATEGIC GOAL: A dynamic, vocal and visible network of leaders and gender justice advocates that can drive the gender equality and human rights agenda in their communities, their countries and in the continent.

Which we believe will result in us having the following impact:

STRATEGIC IMPACT: By 2023, MEA and partners have more influence and impact across the region, and have contributed to increased support, uptake and implementation of feminist, gender transformative approaches to engaging men and boys for gender equality.

Which we will know by looking at:

- % change in growth of members at country network level
- % change in funds mobilised at regional and country network level
- # of positive regional and national policy changes (revisions or new) with explicit reference to relevant SRHR, GBV, child rights and human rights language, including the engagement of men and boys for gender equality
- # of donor strategies incorporating language on the engagement of men and boys
- # of references to MEA interventions in evidence-based journals and publications
- % of country and regional networks reporting having accountability frameworks
- Change in level of operational risk in MEA country networks receiving sub-grants from the Secretariat

In order to contribute to this impact we need to achieve the following Outcomes:

**Objective 1 –
A High Impact
Network**

Outcome 1: MEA members have strengthened capacities to coordinate, implement, enhance & scale up their work & apply evidence-based approaches to contribute to women's rights & gender justice, including SRHR, GBV prevention, positive parenting, & the promotion of peace & security for gender justice.

**Objective 2 –
Evidence-based
Implementation**

Outcome 2: There is an increased body of evidence and knowledge emerging from MEA members and partners on promising practices to transform masculinities and engage men and boys on issues related SRHR, GBV prevention, positive parenting, and the promotion of peace and security for gender justice.

**Objective 3 –
Effective Policy
Environment**

Outcome 3: The MEA network has influenced the development, implementation and monitoring of existing policy priorities of women's rights movements, and has worked with national governments and regional bodies to advance policies that engage men and boys for gender justice.

**Objective 4 –
Accountability to
the Sector**

Outcome 4: MEA members and partners have strengthened capacities to uphold quality standards and accountable practices in transforming masculinities and engaging men and boys, and work in partnerships and solidarity with the broader field of SRHR, women's rights and gender justice advocates.

In other words:

IF WE DEVELOP THE CAPACITY OF THE NETWORK

THEN THE NETWORK & ITS PARTNERS WILL BE ABLE TO IMPLEMENT & DOCUMENT EFFECTIVE PROGRAMMES

& CAN ADVOCATE FOR CHANGES IN THE POLICY ENVIRONMENT

WHICH WILL BE ENABLED BY THE PARTNERSHIPS THAT ARE FORMED & WILL IN TURN ENABLE WIDER PARTNERSHIPS

Overall strategic goal

There is a dynamic, vocal and visible network of leaders and gender justice advocates that can drive the gender equality and human rights agenda in their communities, their countries and in the continent.

Strategic Impact

By 2023, MEA and partners have more influence and impact across the region, and have contributed to increased support, uptake and implementation of feminist, gender transformative approaches to engaging men and boys for gender equality.

Key Strategic Impact indicators

- % change in growth of members at country network level
- % change in funds mobilised at regional and country network level
- # of positive regional and national policy changes (revisions or new) with explicit reference to relevant SRHR, GBV, child rights and human rights language, including the engagement of men and boys for gender equality
- # of donor strategies incorporating language on the engagement men and boys
- # of references to MEA interventions in evidence-based journals and publications
- % of country and regional networks reporting having accountability frameworks
- % change in level of operational risk in MEA country networks receiving sub-grants from the Secretariat

Strategic Objectives

- 1. A High Impact Network:** The MEA network will be capable and connected, and amplifies local, country and regional work on engaging men and boys in gender transformative approaches, thereby contributing to SRHR for all, advancing women's rights and gender justice, preventing GBV, strengthening children's rights and gender equal, positive parenting, and promoting peace and security.
- 2. Evidence-based Implementation:** MEA country networks will implement strong evidence based programmes and campaigns addressing gender equality and human rights using gender transformative, intersectional feminist and rights based approaches, to men and masculinities.
- 3. Effective Policy Environment:** MEA will contribute to a more enabling policy environment that promotes gender transformative approaches with men and boys to advance women's rights and gender justice.
- 4. Accountability to the Sector:** MEA and its country networks will be held accountable to the SRHR, women's rights and gender justice movements, through policies and practices that are based on solidarity, equality, justice and feminist principles.

Expected Results

MEA has aligned its programme in the continent for the next four years with the MenEngage Global Alliance Strategic Plan 2017-2020. MEA has aligned its results areas, outcome and outputs in a way that will contribute to the global strategy in the coming years.

Objective 1: A High Impact Network: the MEA network will be capable, connected, and amplifies local, country and regional work on engaging men and boys in gender transformative approaches

In the next phase, MEA will focus on consolidating and strengthening members' and partners' capacities as a strong and inclusive network and facilitating exchange, mutual learning and joint actions at sub-regional and country networks and on thematic priorities. MEA will also support

new members to connect and associate with the work of the network - particularly in Francophone countries – and strengthen relationships with other networks and movements.

The MEA Secretariat will continue to strengthen the regional networks, with functioning systems and strong partnerships especially at country levels. At the same time, we will continue including key constituencies in the MEA Steering Committee, namely representatives of women’s rights organisations, youth formations, the disability sector and LGBTQI organisations. The Secretariat’s Operations team will continue to build the capacity of the NGO members of the country networks by offering tailored workshops on organisational development and resource mobilisation.

Regular MEA meetings will continue to take place in the next strategic phase (Annual General Meeting, in person and virtual steering committee meetings, youth regional advisory committee meetings), as well as an expanded MEA exchange programme. A stronger focus will also be placed on youth activities within the network, and the regional network will continue participating in the board and sub-committees of the MenEngage Global Alliance. The Secretariat and the Steering Committee will continue strengthening networks at the country level, and each country will receive an induction and participate in sub-regional country network meetings. By the end of the project MEA members should be able to deepen the work of the network in their respective countries, provide technical assistance to capacitate other networks, and play a key role in a strong MEA strategy implementation in the region.

Outcome 1: MEA members have strengthened capacities to coordinate, implement, enhance and scale up their work and apply evidence-based approaches to contribute to women’s rights and gender justice, including SRHR, GBV prevention, positive parenting, and the promotion of peace and security for gender justice.

Outcome 1 Indicators:

- % of MEA country networks that have improved their policies, procedures and practices to support efforts in increasing men’s involvement and in addressing gender equality.
- % of MEA country networks that have increased capacity to engage in priority thematic areas from local to global level, through the MATI and other capacity building initiatives.

Output 1.1: Strength assessments and work plans developed by MEA country networks.

Output 1.2: Joint capacity strengthening activities organized by MEA at country and regional levels on priority thematic areas and implementation approaches³⁹, through MATI, exchange programs, colloquia and seminars.

Output 1.3 MenEngage Youth Capacity Building Programme developed and implemented.

Output 1.4 MEA strategic plan implemented and monitored at regional and country levels.

Output 1.5 MEA governance structures in place, participatory and functional at regional and country levels.

Output 1.6 The organisational development and operational capacity of MEA country network members is enhanced.

Output 1.7 MEA resource mobilisation strategy developed and successfully implemented.

Output 1.8 Sub-grants managed by the Secretariat for existing MEA country networks.

Objective 2: MEA country and regional networks will implement strong evidence based programmes and campaigns addressing gender equality and human rights using gender

³⁹ Implementation approaches and strategies including use of media, community mobilisation, policy advocacy, litigation.

transformative, intersectional feminist and rights based approaches to men and masculinities

This objective is important as there continues to be a gap in awareness and knowledge among many practitioners and policy makers – including civil society and NGO workers, activists, governments, donors and UN agencies - on the role of role and value of the engagement of men and boys as a strategy in furthering the gender equality agenda. Moreover, the expertise from activists from the South – particularly from Africa – has still not been shared sufficiently in international forums.

Outcome 2: There is an increased body of evidence and knowledge emerging from MEA members and partners on promising practices to transform masculinities and engage men and boys on issues related SRHR, GBV prevention, and the promotion of peace and security for gender justice.

Outcome 2 Indicators

- % of country networks increasing the # of activities and campaigns being implemented annually.
- Participation of religious and traditional leaders and networks in MEA country and regional activities.
- # of instances where external practitioners and decision-makers approach MEA for expertise, training, materials, partnerships and resources on men and masculinities work.

Output 2.1 Sub-grants to MEA country networks are used to implement in-country activities, including campaigns, trainings, research and coordination of their membership as outlined in their annual workplans.

Output 2.2 MEA knowledge management strategy developed and implemented with country networks.

Output 2.3 Interventions are documented, and case-studies and articles are developed, focusing on promising practices and lessons learned on gender transformative approaches working with men and boys, issues related to SRHR and HIV and Aids, preventing GBV, strengthening children's rights and gender equal, positive parenting, and promoting peace and security.

Output 2.4 Media used as a tool for social change and to amplify MEA impact.

Output 2.5 MEA Monitoring and Evaluation system in place at regional and country network level.

Objective 3: Effective Policy Environment and Advocacy. MEA will contribute to a more enabling policy environment that promotes gender transformative approaches with men and boys to advance women's rights and gender justice

MEA country networks have drawn on international and regional commitments to engage their country governments, and in many instances have achieved success with their policy advocacy and helped generate new national policies aimed at engaging men and boys to advance women's rights and to support a women's rights policy agenda. MEA has also developed partnerships with existing regional networks, especially the SADC Gender Protocol Alliance coordinated by Gender Links, the GBV Prevention Network, coordinated by Raising Voices, the Nobel Women's Initiative Global Campaign to Stop Rape in Conflict, the Girls Not Brides Global Partnership and the Women's International League for Peace and Freedom and their country sections in West, Central and Southern Africa. The new strategic phase will also see MEA actively focus on regional structures including the SADC, EAC and the ECOWAS, as well as the African Union.

Outcome 3: MEA has influenced the development, implementation and monitoring of existing policy priorities of women's rights movements, and has worked with national governments and regional bodies to advance policies that engage men and boys for gender justice.

Outcome 3 Indicators

- # and quality of joint advocacy agendas formulated and shared nationally and regionally in key advocacy spaces.
- # and quality of supportive statements by policymakers demonstrating their awareness on gender transformative approaches to engage men and boys.

Output 3.1 Relationships with law and policy makers at country and regional levels in priority thematic areas are developed and maintained.

Output 3.2 Country and regional network members have provided technical input into global and regional policy processes, including CSW, CPD and Human Rights Council.

Output 3.3 Policy monitoring tools are developed in collaboration with MenEngage Global Alliance and used by MEA country and regional networks.

Output 3.4 Country and regional level policy analysis and monitoring reports are produced and disseminated.

Objective 4: MEA and its country networks will be held accountable to the SRHR, women's rights and gender justice movements, through policies and practices that are based on solidarity, equality, justice and feminist principles

There is an uneven level of understanding of what the strategy on engaging men and boys entails, which could alienate the network from women's rights and feminist networks across the continent. MEA understands that the field of engaging men and boys for gender equality is still a new strategy for many organisations and individuals across the continent and that there is a need to use a developmental approach – rather than a judgemental and antagonistic one – to build alliances and effect inclusive and sustainable social change. At the same time, effective and credible leadership is essential to the long-term viability of the organisations which make up the MEA network. Concerted efforts will be made to provide training on strengthening forms of leadership that are ethical, democratic, strategic and committed to gender equality and social justice working at all times in collaboration with women's rights partners.

Outcome 4: MEA members and partners have strengthened capacities to uphold quality standards and accountable practices in transforming masculinities and engaging men and boys, and work in partnerships and solidarity with the broader field of SRHR, women's rights and gender justice advocates.

Outcome 4 Indicators

- # of strategic alliances established between MEA structures and other key partners, including especially SRHR, women's rights, children's rights, LGBTQI, People Living with HIV and other social justice movements.

Output 4.1 An MEA regional accountability strategy is clearly articulated and jointly developed with SRHR, women's rights and gender justice partners, and further contextualised and implemented at country level.

Output 4.2 Joint accountability activities organized by MEA members and partners at regional and country levels.

Output 4.3 Regular dialogues and capacity building sessions on MEA Accountability Standards and Guidelines are hosted.

MENENGAGE AFRICA STRUCTURE, COORDINATION AND OPERATIONS

MEA has put much emphasis on strengthening its institutional structure and coordination mechanisms in order to develop functioning, democratic and sustainable networks at national and regional levels.

MEA has representation and voice on the board of MenEngage Global Alliance in two ways: with a dedicated seat for one representative of the regional network, and with a seat for Sonke as an at-large member organisation.

The MEA network is guided by the decisions taken during the Annual General Meeting of country members; and by the operational decisions taken by the Steering Committee and the Secretariat.

MEA has drafted a Memorandum of Understanding (MoU) that formalizes the terms and conditions under which the member organisations of the network shall cooperate to support and implement the overall goal and specific objectives of MEA. The work of the network is guided by a Steering Committee, whose role and functioning are described in its Charter. Furthermore, the operations of the network are managed by a Secretariat, whose role is also described in the MEA MOU. Currently, the Secretariat is hosted by Sonke, a South Africa-based NGO that has played a pivotal role in building the strategy of engaging men and boys for gender equality at global and regional level, and in the launch and growth of the MEA network.

To effectively respond to the interest and growth in the continental membership during the new strategic phase, MEA plans to establish satellite regional offices in East and West Africa, to enhance close working relations with the MEA country networks. The offices will be established preferably within the office of a regional partner or MEA country member. Under the satellite offices, the Secretariat will be in a good position to better support current and potentially new country networks.

Until now, a key component of the programme has been the provision of sub-grants to focus countries that had functioning country networks during the first years of MEA. Hence, during the past years, the same networks have been able to access resources to support their in-country work. However, the growth of the network requires new ways of operating to allow for a more just and equitable distribution of the resources mobilised by the Secretariat. This is particularly the case when grants don't allow for the distribution of funds to all national networks.

The Strategic Plan 2019-2023 is very ambitious in scope, as it aims to respond to and support the needs of the 22 country networks across the continent. During the new strategic phase, the Secretariat will endeavour to mobilise resources in order to implement in full the annual operational plans, including the provision of sub-grants to all existing country networks. In order to do so, stronger emphasis will be put on developing the resource mobilisation capacity of the country networks, including through the submission of funding applications to donors operating at sub-regional levels.

DEVELOPMENTAL AND SUSTAINABILITY APPROACH

The approach to the next period of implementation will be from a developmental and sustainability perspective, which will seek to instil self-sufficiency and financial independence among MEA members. The aim would be that by the end of the period we will have a network of strong and passionate members, able to clearly articulate and show their work within a

broader human rights framework, finance their own activities and ensure that the work would therefore continue. Central to this approach will be encouraging MEA members to become stronger in fundraising, and to adopt an innovative approach that moves beyond just delivering on a set of activities.

This developmental and sustainability approach will be achieved through: 1) greater focus on capacity building, particularly for resource mobilisation and through utilising the skills of MEA members more frequently for the provision of technical assistance; 2) strengthened strategic partnerships and collaboration, including a strengthened exchange programme; 3) building ownership, including increasing leadership among members for MEA events and strengthening the role of the Steering Committee; 4) increasing political and donor support including holding donor roundtables regionally and in-country; 5) strategic approaches to resource mobilisation, based on regional and thematic contexts; 6) improved communications; and 7) improved documentation and sharing of the country-level work.

ANNEX 1 – MENENGAGE AFRICA’S RISK MANAGEMENT FRAMEWORK

Identification of external risk factors	Rank	Handling of identified risk
Political developments locally and globally contribute to increased fundamentalism and strengthened patriarchal resistance to gender equality.	Medium	Work with communities, partners and the media across the continent and globally to challenge fundamentalism; produce evidence of the negative and harmful effects to men and boys, women and girls, of such fundamentalism
Lack of ongoing institutional commitment from regional bodies, national governments in the region and other duty bearers to sufficiently address GBV, SRHR, women’s rights and children rights issues, including financial resources	Medium	Increased capacity of MEA network partners to conduct community, media and policy advocacy to sustain pressure on duty bearers, including regular publication of evidence of successful GBV prevention, SRHR, women’s rights and children rights interventions.
Political change in different levels of government and regional bodies	Low	Build strong relationships within national governments and regional bodies to ensure buy-in on issues of gender equality, engaging boys and women’s empowerment
Low prioritization of SRHR including HIV and AIDS; gender equality; GBV; women’s rights and children rights issues due to competing interests of law/policy makers	Medium	Thorough planning of events/meetings for policy makers and ensure buy-in to those and that they do not compete with other major events.
Submissions and inputs are being disregarded by regional and national governance bodies	Medium	Building strong relationships with relevant staff at regional and national governance bodies before submissions
The political, social and religious environment hinders leaders to speak out because of fear own well-being	Medium	Ensure community leaders are adequately prepared and protected when speaking out, particularly at local government level
Community leaders are de-prioritising advocacy activities due to competing interests	Low	Good planning of activities and ensure that they do not compete with other main activities in the community

Participants are not willing or do not prioritize to participate in the offered trainings, including MATI and the Youth Development Programme	Low	Thorough pre-planning and marketing of the trainings held
The political or social environment hinders public announcements on key issues	Medium	Rephrase key messages to be more accepted in the communities.
The political environment at national government level becomes increasingly dangerous, particularly during national or local government elections periods	Medium	Good planning of activities and ensure that they do not cause any harm.
Lack of engagement and participation of MenEngage Africa governance structures – Steering Committee, Sub-committees, working groups – in the management of the network affairs	Low	Yearly capacity-building of structures on their roles and responsibilities; yearly AGM and working groups meetings; yearly elections of steering committee; regular monitoring of structures activities by Sonke’s M&E team and dissemination of performance information
Sustainability of the MEA network is not guaranteed by the end of the project	Medium	Yearly capacity-building of MEA national networks and partners on network building and growth, resource mobilisation and project management; continued fundraising for network activities at regional and national levels

ANNEX 2 – MENENGAGE AFRICA STRATEGIC PARTNERS

African Queens and Women Cultural Leaders Network	The African Queens and Women Cultural Leaders Network was established to create meaningful networks with traditional and cultural leaders in the implementation of programs to protect and promote the rights of women and girls in the African Union. For MEA they present an opportunity for partnership to address harmful social norms through engaging with the custodians of culture giving them the necessary skills to address harmful cultural norms like child marriage and FGM among others.
African Men for Sexual Health and Rights (AMSHeR)	<i>African Men for Sexual Health and Rights (AMSHeR)</i> is a pan-African coalition of organizations working to promote non-discrimination, particularly based on sexual orientation and gender identity (SOGI) in Africa, and to advance access to quality health services for MSM and LGBTQI persons in Africa, and beyond. AMSHeR brings the perspective of LGBTQI communities to the MEA Steering committee, as well as its knowledge and experience of combating homophobia and advocating for the rights of people of diverse sexual orientations and gender identities (SOGI), especially on a continent like Africa with repressive laws against sexual diversities. Through the presence of AMSHeR on the Steering committee we will deepen our commitment to LGBTQI rights and SOGI within MEA and support them to make a greater link between LGBTQI issues, and HIV/AIDS, and masculinities.
Athena Network	<i>ATHENA Network</i> works to ensure the centrality of gender equality and human rights in the global HIV response . ATHENA brings expertise in the field of HIV/AIDS to the MEA Steering committee, particularly from a women’s rights perspective . Together we aim to link the field of engaging men and boys with the field of HIV prevention and response, meanwhile supporting feminist women’s rights activism.
East African Community (EAC) Secretariat	The East African Community (EAC) Secretariat is the executive Organ of the EAC, which ensures that the regulations and directives adopted by the Council of Ministers are properly implemented, and provides the Council of Ministers with strategic recommendations. The EAC secretariat and in particular the Gender Directorate is a strategic partner with which we engage from time to time with input on new and existing policies, and create linkages to the EAC countries within MEA to advocate for implementation at country level.
SADC Gender Unit	Guided by the Protocol on Gender and Development , the Gender Unit of the SADC Secretariat was established in June 1998 to facilitate, coordinate and monitor the implementation of SADC Gender Commitments at national and regional levels. The Gender Unit also has the mandate of facilitating the development and application of skills in gender analysis and gender mainstreaming in policy and programme/project development, implementation, review, planning and budgeting throughout SADC.
Women’s International League for Peace and	Women’s International League for Peace and Freedom (WILPF) works to create peace through non-violence and by promoting political, economic and social justice for all. They bring their expertise and knowledge of women, peace and security (WPS) to the Global Board, and are strongly rooted in feminist women’s rights networks from the local to the

Freedom (WILPF)	international levels. Together we will work to implement the recommendations of the Global Study on UNSCR 1325 – in particular those related to strengthening a men and masculinities lens as a valuable contribution to the women, peace and security agenda, advocate through the UN Security Council in New York and Human Rights Council in Geneva, and pilot concrete partnerships among our country-level branches.
UNAIDS	UNAIDS is leading the global effort to end AIDS as a public health threat by 2030 as part of the Sustainable Development Goals. UNAIDS provides the strategic direction, advocacy, coordination and technical support needed to catalyse and connect leadership from governments, the private sector and communities to deliver life-saving HIV services. UNAIDS generates strategic information and analysis that increases the understanding of the state of the AIDS epidemic and progress made at the local, national, regional and global levels. UNAIDS and MEA have worked during the past years on the Men & HIV Campaign at continental level.
UN WOMEN	UN Women is the global champion for gender equality, working to develop and uphold standards and create an environment in which every woman and girl can exercise her human rights and live up to her full potential. We are trusted partners for advocates and decision-makers from all walks of life, and a leader in the effort to achieve gender equality. MEA has established partnerships with UN Women at international, regional and country levels, particularly on issues of GBV prevention and response and gender equality.
UNFPA	UNFPA is the United Nations sexual and reproductive health agency. Its mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's scope of work directly corresponds with MEA thematic areas. MEA partners with UNFPA at their national, regional and international offices partnering especially on ending FGM and forced marriages, SRHR and advancing gender equality.
University of Pretoria Centre for Human Rights	The Centre for Human Rights is both an academic department and a non-governmental organisation, and works towards human rights education in Africa, a greater awareness of human rights, the wide dissemination of publications on human rights in Africa, and the improvement of the rights of women, people living with HIV, indigenous peoples, sexual minorities and other disadvantaged or marginalised persons or groups across the continent. The Centre was established in the Faculty of Law, University of Pretoria, in 1986, as part of domestic efforts against the apartheid system of the time. Today, a wide network of Centre alumni contribute in numerous ways to the advancement and strengthening of human rights and democracy all over the Africa continent, and even further afield. The CHP was a co-organiser of the MATI course in 2018.
University of Pretoria – Centre for Sexualities, Aids and Gender (CSA)	Founded in 1999, the CSA has helped the University to think strategically about HIV and AIDS, mainstream HIV and AIDS into its core business, and ensure that students and staff are prepared personally, professionally and intellectually to deal with HIV and AIDS as it has unfolded in South African society. The CSA has developed a range of interventions to address the social drivers, and the social consequences, of HIV and AIDS. These have included community-level rights, gender,

	<p>stigma, sexuality and youth programmes; collaborations with African universities on their prevention and support initiatives; work with African parliamentarians with oversight responsibilities; and consultations with a range of international organisations on policies and programmes. The CSA was a co-host of the MATI course in 2018.</p>
<p>University of California Global Health Institute (UCGHI)</p>	<p>The UC Global Health Institute (UCGHI) is a UC wide initiative that stimulates, nurtures, and promotes global health research, education, and collaboration to advance the University’s global health agenda. MEA and UCGHI started a partnership by merging the MATI and Women’s Health and Empowerment courses to offer students a broader perspective on public health and gender equality. While the Women’s Health and Empowerment course focused on elements of women’s lives including health, economic empowerment and women’s rights, the MATI course brought the element of masculinities in the above aspects, how men should be involved, and what role they can play in women’s health and rights.</p>