

B3: WHY SHOULD MEN CHANGE?

AIM

By the end of the session, participants will have:

- ▶ Identified men's multiple interests in challenging patriarchal masculinities.
- ▶ Reflected on personal motivations for being involved in work to promote women's greater political participation.

STEP-BY-STEP

1. Explain the aims of this activity. Emphasize that it is important to recognize the range of reasons why men may get involved in work to promote women's rights. Knowing these reasons helps us to motivate a greater number of men to get involved in such work.
2. Brainstorm with participants some of the reasons why men in the party/organization may oppose or not see the benefits of women's greater political participation. As participants call out, write their answers up on the flip-chart. Answers may include:
 - ▶ **Sexism:** Men may not think women are their equals and do not deserve equal rights to participate fully in political life.
 - ▶ **Ignorance:** Men simply do not see the sexism that does exclude women from politics.
 - ▶ **Privilege:** Men benefit from women's exclusion; if women get more involved in politics, there will be less jobs/roles for men.
 - ▶ **Fear:** Men may fear the reactions of other men if they choose to support women's political participation.
 - ▶ **Inertia:** Parties/organizations are hard to change, and championing women's political participation may seem unrealistic.
 - ▶ **Capacity:** Men may support the idea of women's political participation, but don't know how to put this idea into practice.
 - ▶ **Political moment:** Men may support the idea of women's political participation, but believe that the current moment is not right to push for this idea to be acted upon.
3. Explain that an important first step in being able to counter these obstacles to women's political participation is to talk with men about the range of reasons why men do get involved in work to challenge patriarchal masculinities (see Handout A1) and promote women's rights. Ask participants to pair up, finding someone they have not already worked with today.

Time: 60 mins

Materials:

- ▶ Flipchart paper and pens
- ▶ Handout B3: Why Should Men Change?

Training Tips:

- ✓ Think carefully about when participants will be ready to have this discussion. This activity will work better when participants have some sense that men are not only part of the problem of gender inequality, but can also be part of the solution. In the DRC pilot, the NDI team used this tool after a discussion of Gender Norms and Pressures (Tool B1).
- ✓ The information contained in the Handout is useful but general.
- ✓ Make the information more relevant for participants by adding information from your local/ national context to that which is already in the Handout. This could include survey data and research findings relating to the harms of patriarchal masculinities for women and girls, for men and boys as well as for the economy and society as a whole.
- ✓ If you have more time, you can end this activity by using a role play, in which participants get the chance to practice talking to other men about the many benefits of challenging patriarchal masculinities.

4. In their pairs, ask each person to share a story from their own lives of a man (or boy) who has challenged some aspect of patriarchal masculinities - in their family life, in the community, at school, in the workplace. If you have already used Activity C1, recall the discussion of the Gender Boxes, and what it meant to step out of the box. In sharing the story, talk not only about what the man (or boy) did, but why they did it - what motivated them? Encourage participants to think about the different kinds of motivations that men may have for rejecting patriarchal masculinities and supporting gender equality and women's empowerment - use the information in the Handout to give examples of these different motivations.
5. As the pairs are talking, write up on flip-chart 5 columns with the following headings: "For their own benefit", "For the benefit of women and girls in their lives", "For the benefit of boys and other men", "For the benefit of the party/organization" and "For human rights and gender equality".
6. Allow 10-15 mins for the pairs to share their stories, and then bring everyone back together. Go around the room, asking participants to share with the whole group highlights from their stories, and particularly the motivations behind men's actions for gender change. Write up these motivations in one (or more) of the 5 columns on the flip-chart, according to where it best fits.
7. When everyone has shared, lead a general discussion of motivations for men to challenge patriarchal masculinities, reflecting on the 5 kinds of motivations, using the Handout to provide more information where it is needed. Ask:
 - ▶ *Thinking about the men in your own lives, which kinds of motivations have been the most significant for men to challenge patriarchal masculinities?*
 - ▶ *For the men in your party/organization, which motivations should you focus on?*
 - ▶ *For the leadership of your party/organization, which motivations should you focus on?*
 - ▶ *What would you say to your male colleagues and male leaders about the benefits of women's greater political participation?*
8. End the session by emphasizing the multiple interests that men have in challenging patriarchal masculinities in political life, and the importance of highlighting these in work with men on gender equality within political parties and processes.