

mapping of tools *for working with* men and boys

to end violence against girls, boys and women

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working with men and boys
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We deliver immediate and lasting improvements to children's lives worldwide.

Save the Children works for:

- a world which respects and values each child
- a world which listens to children and learns
- a world where all children have hope and opportunity

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Concept: Lena Karlsson, Ravi Karkara and Nandita Baruah
Report by: Syed Saghir Bukhari and Ravi Karkara
Reviewed by: Archana Tamang, Gary Barker and Lena Karlsson
Production: Neha Bhandari, Savita Malla and Prajwol Malekoo
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Save the Children Sweden
Regional Office for South and Central Asia
Sanepa Road, Kupundole, Lalitpur
GPO 5850, Kathmandu, Nepal
Tel: +977-1-5531928/9
Fax: +977-1-5527266
info@savethechildren.org.np
nehab@sca.savethechildren.se
www.rb.se

UNIFEM
Regional Office for South Asia
223 Jor Bagh, Lodhi Road
New Delhi - 110003, India
Tel/Fax: +91-11-469-8297
www.unifem.org.in

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Preface

"All research into violence against children and into strategies to prevent and respond to it should be designed to take gender into account. In particular, the Study has found a need for men and boys to play active roles and exercise leadership in efforts to overcome violence."

- The United Nations Secretary-General's Study on Violence against Children

The United Nations Report titled "In-depth study on all forms of violence against women," acknowledges for the first time from the highest levels of the United Nations that violence against women by spouses, family members and employers is a massive human rights violation that is both a cause and a consequence of deeply ingrained inequality between men and women, settling any outstanding debate on this issue. The study highlights the need for additional attention to violence suffered by women from marginalized groups (such as indigenous peoples or ethnic minorities). The report also draws attention to the problem of under-documentation of violence and control of women's bodies and sexuality as an insidious component of gender inequality. In addition, the study addresses violence in conflict situations, pertinent issues related to criminal justice systems, service provision for survivors and needs of women who are facing multiple forms of discrimination. Taking a close look on the nature, extent and causes of violence against children around the world in various settings, this Study clearly highlights the need for involving men and boys to deconstruct the traditional notions of masculinity, an important factor in the perpetuation of violence.

UNIFEM works on several fronts to interrupt the cycle of violence against women, with an overall objective of linking violence to the source that feeds it: gender inequality. UNIFEM multiplies the power of its groundbreaking strategies through advocacy campaigns and close partnerships with governments, women's and men's groups and other branches of the UN system. In South and Central Asia, Save the Children Sweden and UNIFEM have been working together on issues of masculinities to end violence against women and violence against children respectively. Since the last two years, the agencies have worked towards a common goal by building capacity of its partners in working with men and boys to end violence against girls, boys, women and other men and to promote gender equality.

The mapping of tools for working with men and boys to end violence against girls, boys and women, takes this commitment a step ahead. The tools have been compiled, so as to enable practitioners to add value to their current interventions by adapting them to their

context. The mapping also attempts to create linkages between the growing community of people and organisations working with men and boys to end violence.

For both the organisations, creating and disseminating knowledge, go hand in hand. This has been attempted by the resource CD which accompanies this document. The CD is a compilation of key documents, publications and toolkits available on the theme, and is complementary to the information in this document.

The overall purpose is to further knowledge excellence, to enable the development community to share information, to work together to end violence against women and children.

Chandni Joshi

Regional Director
UNIFEM
South Asia Regional Office

Lisa Lundgren

Regional Representative
Save the Children Sweden
Regional Office for South and Central Asia

Foreword

Today, there is an increasing recognition that men and boys play a crucial role in questioning other men's and boys' use of violence. However, too much work with and discussion about men and boys has focused on the negative. Our research often compiles long lists of the consequences of the negative behaviors of men and boys: their use of violence, their 'lack' of responsibility and participation in the family. To be sure, we cannot and also should not ignore the extent of such behaviors. We know that men's violence against women, girls, boys and other men are human rights violations and are prevalent in different forms, worldwide. For too many young men, violent versions of manhood are glorified, whether in media, among their peers, and adult men.

But we also know that violence is created, learnt and socialised; boys are not inherently or biologically determined to be violent. Already at the age of three, girls and boys imitate the behavior of family members of the same sex. Boys who observe fathers and other men in their communities and through the media as being violent towards women, treating them as sex objects and inferior, believe that this is a normal male behaviour.

On the positive side, not all boys adopt these gendered behavior practices, and many boys and men take actions to address discrimination and violence against women and girls. These experiences could be used as a resource for building interventions where boys and men in partnership with girls and women takes actions against gender discrimination and violence.

In addition to improving the lives of girls and women, men and boys have much to gain for themselves in the process. It has also been recognised that by involving men and boys in actions to address gender discrimination and violence and by supporting and encouraging men to become progressively more involved in the care of their children, we may discover some promising strategies to reduce gender discrimination and violence.

Save the Children has been heavily involved in the United Nations Secretary-General's Study on Violence against Children, and Save the Children has organised a number of consultations with girls and boys to understand children's perceptions on issues of violence. In many of these consultation, children recommended that support has to be provided to enable parents and families to ensure a non-violent space, which is based on a sound relationship, gender equity, and positive and non-destructive masculine behaviors.

Gary Barker
Director
Instituto PROMUNDO

Archana Tamang
Chief, Women's Human Rights and
Human Security Unit
UNIFEM
South Asia Regional Office

Lena Karlsson
Senior Advisor on Violence against Children
Save the Children Sweden Chair
Save the Children's Task Group on Violence
against Children

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Ravi Karkara

Regional Programme Manager
Save the Children Sweden
Regional Office for South and Central Asia

Syed Saghir Bukhari

Advisor
Men and Boys Action for Change

Abbreviations and Acronyms

CD	Compact Disc
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEDPA	Centre for Development and Population Activities
FIR	First Information Report
FVPF	Family Violence Prevention Fund
HIV	Human Immunodeficiency Virus
INGO	International Non-Government Organisation
MASVAW	Men's Action for Stopping Violence Against Women
MAVA	Men Against Violence and Abuse
NGO	Non-Government Organisation
UNCRC	United Nations Convention on the Rights of the Child
WRC	White Ribbon Campaign

Background

The Universal Declaration of Human Rights acknowledges a quality life free of violence for each and every human being on the basis of equity and dignity. It is evident that a world in which there exists discrimination, exploitation, patriarchal system, and unequal power relationships between men/boys and women/girls, lead to discriminatory and dominating attitudes towards women and girls. Such attitudes become apparent in form of violence against women and girls, with men generally being the perpetrators.

To tackle this gender-based violence many debates, discourses and actions have already been initiated. Till now, it is visible that most initiatives focus specifically on women and girls. This approach was successful in raising awareness and consciousness among women. However, apart from increased awareness on violence against women and girl, the achievement of major sustained change in the patriarchal system has failed and unequal power relationships between men/boys and women/girls still exist extensively.

Although women and girls have become more aware through interventions, traditionally men and boys have been excluded from such interventions. As a result men and boys continue using violence in their lives. Violence remains the ultimate means of conflict resolution, which affects women, girls and boys at large.

Society also accepts and justifies men's violence against women and children by linking it to economical, social, cultural or any other basis. It is also clear that addressing only women and girls on an issue that clearly affects all men, boys, women and girls cannot result in an effective and positive change at large.

Another silent reality is that men and boys who have witnessed and have been victims of violence against women and children, are prone to use more violence against their female partners and children. The exclusion of men and boys has in fact jeopardised a violence-free development and placed a heavier burden on women and children, not only to initiate change but to sustain it as well. Men's silence about violent behaviour of men, further contributes to violence against women and children.

Save the Children's mission is to address issues of violence against children from a Child Rights Programming approach, which implies non-discrimination, participation of, and accountability towards children.

The United Nations Convention on the Rights of the Child (UNCRC) addresses violence against children. Article 19 of UNCRC states that “States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, which in the case of parent(s), legal guardian(s) or any other person who has the care of the child.”

Gender discrimination is a root cause of many forms of violence against children. Although the concept of gender-based violence is commonly associated with violence against women and girls, it also applies to boys.

Girls experience a wide range of violence associated with their gender. As a result of the general preference for boys, millions of female fetuses are aborted every year in wide parts of the world. Disparities in gender-analysed population statistics in some countries suggest that millions of girls are killed shortly after birth.

In many countries of the world, discrimination against girls continue to persist, in form of deliberate neglect, denial of nutrition and poor access to necessary health care. There exists a higher risk of rape within the family and all other forms of sexual violence, including in the context of early marriage for girls. Millions of girls suffer female genital cutting and other traditional practices that put the lives and health of girls at stake. Cultural forms of violence, such as dowry related abuse and acid throwing, only affects girls and women. Self-inflicted violence, such as in the form of eating disorders also mainly effects girls.

Certain forms of violence involve a greater proportion of boys both as victims and perpetrators. These include the recruitment of children into armed groups, drug gangs, and violence against street children. For example, the prolific murders of street children in Latin America by police or death squads usually target boys. Boys appear at greater risk of severe physical punishment from parents and adults outside the family. Boys are more often found living on the street, in conflict with the law and as child soldiers. Boys are also sexually abused and exploited, unfortunately, due to perceptions of masculinity boys are seldom believed when they report this crime.

“Because we are boys we are expected to protect our family honour. This involves us in fighting. But we don’t like it.”

An 8-year-old boy from Pakistan

Boy and girls are exposed to violence based on discrimination associated with their sexuality. Although there is no doubt that violence against young lesbians and gay men throughout the world is commonplace, it is difficult to find reliable statistics indicating the real scale of the problem. Violence in the family can take the form of regular beatings, trying to force a young person to be “more girl” or a “real boy”, or trying to get them married. Young lesbian and gay people are sometimes rejected by their families and made homeless, often exposing them to the risks of abuse and exploitation. Others leave home to avoid the conflict they fear if they reveal their true feelings. Bullying in school, by peers, neighbours, relatives due to sexual orientation or gender expression is common in all parts of the world.

In societies with strong taboos around sex and sexuality, young men and women seldom receive relevant information about their bodies, their sexuality, which makes it difficult for them to report on sexual abuse.

To effectively address the patriarchal system and achieve positive socialisation and change, it is essential to start work at early childhood development stages. This also involves development of curricula for both girls and boys that are based on non-violence and equity.

Over recent times, Save the Children Sweden’s Regional Office for South and Central Asia enhanced its efforts to facilitate the understanding of multiple expressions of masculinities and patriarchy and involve men and boys as partners to eradicate violence against children. As part of these efforts Save the Children Sweden and UNIFEM organised a regional meeting to share methods, strategies, tools and practices on working with men and boys to promote gender equality and to end violence against boys and girls. One of the main recommendations in this meeting was a mapping exercise with the objective of compiling tools for working with men and boys on ending violence against women, girls and boys.

In response to the multidimensional nature and degrees of violence against women and children and at the same time taking into account above mentioned recommendations by girls and boys, Save the Children Sweden and UNIFEM planned this mapping exercise to compile tools of working with men and boys.

Purpose of the mapping

The purpose of the mapping is to provide avenues to enable practitioners to address violence against girls, boys, and women through active partnership with men and boys within their current interventions by equipping them with necessary and effective tools that can easily be adapted into local contexts.

Objective of the mapping exercise

To compile tools for working with men and boys on ending violence against women, girls, and boys.

Methodology

Involving men and boys in ending violence against women and children is a relatively new theme in the context of South and Central Asia. In March 2004, at Kathmandu, during a meeting of practitioners, it was recommended that focus should be expanded beyond South and Central Asia since little work has been done in the region compared to other parts of the world.

In response to this recommendation, the focus of the mapping was kept limited to available, documented tools only. However, documented processes and methodologies have not been included in this mapping, which enabled us to cover all geographical areas of the world.

The scope of this mapping is to build a resource for building capacities of people/organisations for further work on male involvement. It has to be noted that due to geographic variations particularly in terms of cultures and resulting norms and values of different societies, the documented tools often do not have the scope to be applied directly in South and Central Asian societies. However there is an immense possibility to contextualise and adapt these tools into our region. Several organisations and people within our region are already adapting these tools as part of their work.

An advisory committee consisting of prominent practitioners and experts in the area of working with boys and men, facilitated the process by providing inputs in the development of methodology and data collections.

The mapping exercise focused on already existing tools, including training manuals, session plans, films, resource CDs, games, and more, which address violence against women, girls, and boys by involving men and boys as partners.

Challenges and limitations

The mapping was conducted mainly through collecting and compiling secondary sources of data/information, with the limitation of having no opportunity to verify and cross-check in the field. Moreover, telephonic and e-mail contacts, interviews with organisations and individuals working in partnerships with boys and men facilitated the collection of the tools. This methodology of data collection constrained the researcher in terms of thoroughly understanding the social, political and cultural context in which the tools are being developed and used.

Only a small number of organisations and individuals work with men and boys on issues of violence against women and girls, through an active partnership and involvement of men and boys. Even fewer organisations encourage the sensitisation and involvement of younger boys on gender issues. For child rights and child-focused organisations the issue of male involvement is still a new arena.

This lack of documentation of tools for building partnerships with men and boys for ending violence against women, girls, and boys is a limitation in itself to replicate and share the tools with more interested groups and organisations.

Most of the tools are taken from websites and computers. This tremendously limits the access for the general community. However, practitioners who work towards developing and adapting tools into our regional contexts have already benefited from one or the other tool from different geographic and social contexts. Language barriers, inadequate understanding of the social, cultural, and contextual backgrounds are other limitations and challenges for adapting these tools.

Girls and boys are the worst-affected victims of violence. Therefore, any intervention and production of tools concerning them should ideally be developed and implemented in consultation with children themselves. However, we noticed that this aspect has hardly been considered in the tools collected. Following three reasons make the partnership with girls and boys for development of the tools essential:

1. The UNCRC obliges the government and other duty bearers to make children's views and concerns heard and take their recommendations seriously into account in order to be able to effectively end violence against them.
2. As victims of violence children are most knowledgeable about the nature, dimensions, and degrees of violence they face and also the means and ways to address and counter them.
3. Girls and boys demonstrate outstanding levels of resilience and coping mechanism in living with violence. This incredible capacity has to be transformed into the tools and strategies developed for them.

How to use the toolkit

The toolkit consists of two parts. The first part presents tools from the South Asian region, including campaigns, tools and IEC material (films, posters etc.) on working with men and boys. The second part presents campaigns, tools and IEC material (films, posters, etc.) on working with men and boys, from around the world.

Many tools are also available in a resource CD compiled by Save the Children Sweden. However, website addresses and a price list are also provided in case the tools are payable or not available from the concerned organisations.



SECTION 1

Campaigns, tools and IEC material for working with MEN and BOYS, from South Asia





In this section, you will find tools, campaigns, and IEC material from South Asia to work with men and boys for ending violence against women, girls, and boys. It also provides information about the organisations that have developed and implemented these tools.

MASVAW *(Men's Action for Stopping Violence against Women)*

Campaigns, Tools, and IEC Material

A set of educational material has been developed under the campaign which includes:

1. Flash cards;
2. Games;
3. A training manual entitled **Working with Men on Gender, Sexuality, Violence and Health** and other resources;
4. Exercise book **Umang** for boys and girls (8-12 year);
5. Book Mark.

Among all the tools, games have proven to be very useful at the grassroots level. In particular, the snakes and ladder game, works as an easy and entertaining tool to stimulate gender-based discussions. Other tools of change, such as organising rallies,

seminars, meetings, and workshop, support the games to organise men against violence.

"Working with Men on Gender, Sexuality, Violence and Health"

The recently developed training manual covers six areas, which are:

- Equality – Equity;
- Gender;
- Sexuality;
- Violence;
- Health; and
- Facilitation Skills.

The manual was developed within the Indian context, yet it can be widely used by adapting it in other countries in South Asia.

Activities with Youth

MASVAW has initiated activities with male youth in schools, colleges and universities in the cities of Varanasi, Faizabad, Chitrakoot, Gorakhpur and Lucknow. These include workshops, debates and poster competitions, film-shows, taking a pledge and road-shows. The road-shows are an innovative mechanism to reach school and college going youth in public places and engaging them in topical discussions on violence against women. Interested and actively involved youth get a chance to organise future activities. The young people also become involved in casework, providing support to survivors, supporting sexual harassment committees in their institutions and so on.



Campaign against Sati

'Sati' or 'widow immolation' is an ancient Indian custom which compels a woman to join her husband in his funeral pyre. This practice was outlawed over a hundred and fifty years ago, but it is still glorified as a form of idealised womanhood. There have been sporadic reports of Sati from Uttar Pradesh in the last few years. MASVAW groups from different districts, in collaboration with other social groups started a campaign against Sati through identifying cases, stimulating public discussion questioning the glorification of Sati.

Violence prevention watch groups

Over a hundred watch groups have been organised in villages across Uttar Pradesh and Uttaranchal. These groups intervene in instances of violence within the village, provide support to survivors, and ensure that local schools and colleges become violence-free zones. These groups observe the International Women's Day on 8 March as well as the Montreal Massacre Day on 6 December by organising meetings, cultural programmes, and by taking a pledge.



Partnership with the Media

A number of people within the MASVAW core group are from the media. MASVAW acknowledges the powerful role of the media in identifying cases and building public opinion around violence against women. MASVAW has therefore started a programme of identifying, training, and supporting journalists from mainstream media who are based in rural areas. Over 25 journalists from 12 districts have now linked with local MASVAW groups who follow-up cases following reports by these journalists.

District MASVAW forum

The district MASVAW forums provide members and associates of MASVAW from one district to collaborate and support each other. Incidents of Violence Against Women often have strong local political links preventing such cases from being officially registered. District forums provide a platform for collective fact-finding, bringing pressure to bear on the district administration, interacting with the media for positive coverage and so on. The district forums regularly scan media reports to identify and act upon cases of violence against. In addition district forums also organise film shows, workshops, and discussion groups to bring more men into MASVAW activities.

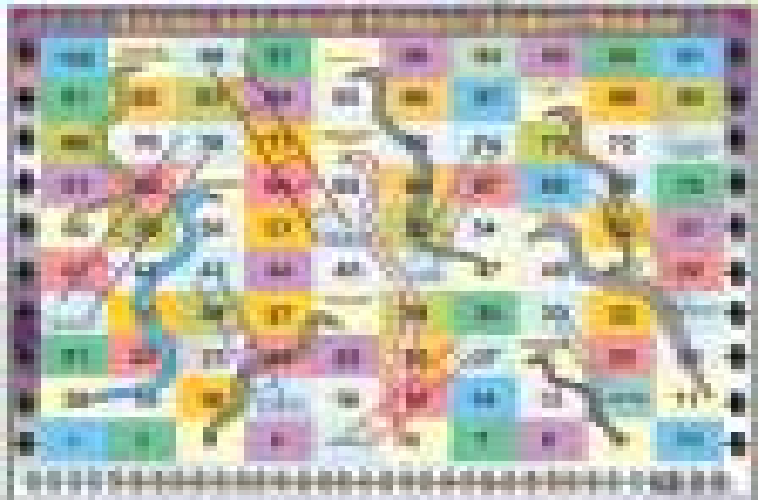
MASVAW also conducts and partners with state wide campaigns. Some of these have been on the occasion of the International Women's Day or the 16 Days of Activism against violence against women.

The change begins with myself – **“Initially I thought I would only work with others. I didn't think I wanted to change myself but later realised if I don't make change within myself first there's no way I can bring change in others.”**

– A MASVAW activist

There is a growing realisation in most men who get involved in MASVAW activities that social change is not only about changing others but to change ourselves as well. MASVAW provides support to initiate and facilitate this change by organising workshops on gender, masculinity, sexuality and similar issues with those who become involved in its activities. MASVAW groups also provide opportunities to men to discuss their own conflicts and confusions in a supporting environment. MASVAW has also been training facilitators who support men in freely discussing their personal issues.

MASVAW recently conducted a small study to understand the nature of change in MASVAW activists. The study revealed that in addition to the public action on VAW - There is a qualitative change in the relationship with wife and other members of the household including the ending of coercive sex. There is greater understanding of VAW and their own culpability. These men are practicing mechanisms to manage conflict and anger. Being involved in MASVAW has given them a broader range of emotional expression and they are taking a lead in mentoring and influencing others using formal and informal opportunities.



Snake & Ladder Game



Flash Card: Towards Humanity



MASVAW training manual

About MASVAW

MASVAW- Men's Action for Stopping Violence against Women - started in 2001, when male activists involved in supporting a state-

wide campaign on Violence Against Women realised that this was not just a women's issue but an issue that involved society at large. In order to attract men's attention, and to build a larger coalition of concerned and active men, a series of meetings were held and the MASVAW campaign launched.

Uttar Pradesh is a vast state, and with a large population of 170 million. It is at the same time a very backward state, with a large number of social development organisations spread throughout its hinterland. Men working in these social development organisations and activists build the backbone of MASVAW. Starting from these nuclei, the message of MASVAW has since inception spread to schools and universities, to villages and urban communities. Farmers and businessmen, students and teachers, journalists and their readers from all walks of life are associated with MASVAW. MASVAW groups are active in 40 districts of Uttar Pradesh and three districts in the neighbouring state of Uttaranchal.

Vision and Objectives

Violence against women (VAW) has perhaps been commonplace in India all through history. But in the last few years, the visibility of VAW has increased, as a result of the work done by women's groups. Men have usually looked down at these efforts; domestic violence is justified as a husband's or father's prerogative and a 'family matter'. There is social acceptance of marriage as a license for the abuse of women, and there seems to be a strong effort to keep such incidents "within the family".



However, MASVAW understands that violence against women is not only a women's issue but an issue of concern for society at large. We strongly believe that all members of society, men and women have the responsibility to ensure a violence-free society for women. Men are culpable not only for inflicting the violence, but also for endorsing such incidents through their silence. Therefore, men's roles in preventing and eradicating this pervasive form of social injustice has to become more pro-active.

Starting from this belief, MASVAW works towards gender-justice and seeks gender equality in society with the twin objectives of:

- Increasing awareness among men about the different forms of VAW and that VAW is a larger social issue;
- Motivating men to shun violence, protest against violence, support survivors, and provide new role models.

Impact

- A female student was harassed by a teacher in a university in Varanasi (Uttar Pradesh). A group of male students supported her to file a police report against the teacher.
- A woman was burnt for dowry, but her death was portrayed as suicide in a village in Eastern Uttar Pradesh. A delegation of men from three neighbouring districts met the district administration repeatedly to ensure that a case of homicide was registered and the guilty arrested.

- A man regularly beat his wife at home while the rest of the village could clearly hear the blows and her cries. Now, the youth of the village has given him the option to either stop beating his wife or leave the village.
- A father-in-law pushed his daughter-in-law down the roof when she refused his sexual advances. She lost both her legs in an amputation, which was needed to save her life. A citizen's group from Gorakhpur, supported her with hospitalisation, helped her register a case, and has arranged for prosthetics to help her regain her life and confidence.

These are few examples of the winds of change that have started blowing across the plains of Uttar Pradesh, in India. Uttar Pradesh has for long been vilified as one of the most backward regions in the country with very low social development indicators. It is also well known as being a strong hold of patriarchy where 'mooch' (moustache) and 'lathi' (staff) have been the potent symbols of 'mardangi' (masculinity). In a region where 'izzat' (honour) continues to be the foremost reason for keeping women in 'purdah' (isolation) and denying them their basic rights to health, education, mobility, dignity, and a life free from violence; a small number of men have against all odds started a quiet revolution throughout this vast state.

Information on MASVAW is available at <http://www.sahayogindia.org/masvaw.htm> and all tools are available in the resource CD.

MAVA (Men against Violence and Abuse)

Purush Spandana (Male Vibrations) -

In collaboration with Purush Uvach (Men Speak), a like-minded organisation in Pune (Maharashtra), MAVA brings out Purush Spandana (Male Vibrations) - an annual magazine in Marathi. Published since 1996, the magazine contains short stories, first-person accounts, interviews, poems, analytical articles, and media-trends that voice the sentiments of men. The themes cover a number of contemporary issues ranging from misuse of sex-determination tests, dowry system, women's sexuality, and male psyche. The writers come from diverse walks of life and professions.



About MAVA

Men against Violence and Abuse (MAVA) is a Mumbai-based voluntary organisation committed to fight violence against and abuse of women. MAVA's aim is to bring about a change in 'traditional, male-dominated' attitudes of men which have been systematically perpetuated and enforced by media and other sub-systems in society.

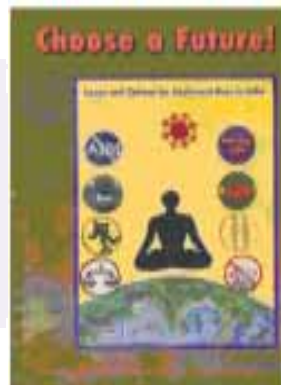
Focusing on domestic violence and abuse in India, the organisation also seeks to help stopping and preventing violence and abuse of women in Indian society. MAVA addresses various gender issues, including misuse of sex-determination tests, sexuality education, and sexual harassment at workplace. MAVA seeks to provide a platform for men to express their views and



difficulties in facing gender-related issues, including marital conflicts. MAVA further organises mass awareness programmes on gender issues for different target groups like school and college youth, community groups, voluntary bodies, residential colonies and employees of business organisations. This is done by using different, innovative media like street-plays, essay- and poster-competitions, wall-newspapers, radio-plays, poetry reading sessions, talks and discussions by veterans in the field. Over the past two years, MAVA has been organising pre-marital guidance workshops (in English and Marathi) for boys and girls who wish to get married and need basic inputs on various aspects of marriage.

Further information on MAVA is available at <http://www.mavaindia.org>

*Choose a Future!
Issues and Options for Adolescent Boys in India*



Choose a Future! Issues and Options for Adolescent Boys in India, a resource book and facilitators' guide book of participatory learning activities was adapted and developed by CEDPA. The book draws linkages between the United Nations Convention on the Rights of the Child (UNCRC) and reproductive health and the need for men and boy's responsibility to go beyond protection towards nurturing.

The resource book contains exercises and discussions on behaviour, value identification, relationships, parenting techniques, sexual harassment at workplace and sexual abuse. It further talks of puberty, reproduction, marriage, partnership and parenthood.

The manual, first of its kind, has been adapted in various South Asian contexts and is available in Hindi and Nepali for boys and girls. The manual can easily be adapted in other South Asian contexts as it is culturally appropriate and contains a broad-based curriculum that can be widely applied in diverse circumstances.

The manual is available at <http://workingwithmenandboys@yahoo.com> and is also available on the resource CD.

Manual of guidelines for improving police awareness and the response on violence against women

This is a manual of guidelines for improving police awareness and the response on violence against women in Pakistan. Where the first section deals with violence against women in general, the second section focuses on violence against women in the context of male police.





The manual enables police officers to handle cases of violence against women in police stations sensitively. There is a special focus on cases of violence of men against women, including domestic violence, rape, trafficking, and others. The manual addresses personal attitudes and behaviours of police officers towards women and girls too.

The manual is available with the resource CD and can also be obtained from Ehsan Sadiq (PSP) Senior Superintendent of Police, Commandant - Police College Sargodha, Punjab, Pakistan.

Groupe Developpement in South Asia

The regional secretariat of Groupe Developpement in South Asia supports its partner implementing organisations in India, Bangladesh, Pakistan and Nepal to empower boys challenge patriarchy through a programme called MAP (Males Against Patriarchy). Projects under this programme include:

- mobilising adolescent boys to support adolescent girls' rights to protection from gender based forms of violence and exploitation;
- promoting sexuality rights education for boys;
- supporting rights of gender variant boys to protection from exploitation, especially sexual violence.

SANJOG, Groupe Developpement's regional child protection programme conducts trainings with its partner organisations on gender, sexuality, and rights with caregivers, social workers, children and adolescents, develops training and communication tools on issues of masculinities for children and adolescents as well as adults.





Tools developed by Groupe Developpement in South Asia:

- **Ek Aur Munnabhai:** This is an animation film which can be used as a training tool on masculinities.

In the film, three young boys leave the safety of their home to work in Mumbai. As the colourful cast stumbles through the trials and tribulations of newfound adulthood, adolescents, especially boys, are encouraged to talk about machismo, substance abuse, and sexuality.

- **Eight notes of interrogation:** This is a training programme on rights that helps trainees to understand the relationship between power, hierarchy, systems and gender-based violence with the politics of genders and sexualities. The training is targeted at adolescents as well as adults (in separate groups).

For more information contact, Roop Sen and Pinaki Roy, by writing at the following addresses:

roop.sen@gdsouthasia.org, pinaki.roy@gdsouthasia.org

Films on Masculinity

Lets Talk Men

Let's Talk Men, is a package of three documentaries and a short fiction film made between 1999 and 2000 by well-known short and documentary film-makers from Bangladesh, India, Nepal and Pakistan. Save the Children UK,



Save the Children Sweden, and UNICEF in South Asia supported the production process. The films were made for use within existing programmes to present young people with alternative male role models to the existing dominating paradigms within South Asian cultures and societies, which are often violent towards girls and women. The films are primarily targeted at adolescents (particularly boys) aged from 13 to 20 years.

When Four Friends Meet...

Director - Rahul Roy, India, 43 minutes

When four friends meet is about secrets, sex life, youthful dreams, failures, frustrations, and triumphs of four friends Bunty, Kamal, Sanjay and Sanju, who live in Jehangirpuri, a working class colony on the outskirts of Delhi. It is set in the context of an environment that is changing rapidly with greater assertiveness of girls, growing male unemployment and influence of television. At the same time some things are yet to change. Sex is a strange mix of guilt and pleasure and families make you feel claustrophobic.

Yeh Hui Na Mardon Wali Baat (Now that's more like a man)

Director - Farjad Nabi, Pakistan, 35 minutes

This video captures how perceptions on masculinities manifest themselves in the public domain in their most practical and basic form. The video relies upon popular clichés and provides the space for constructing men, real and imagined. A series of women from Pakistan give form to men through words... a group of children play endlessly... the game of life... of gender...



Listen to the Wind

Director - Tsering Rhitar and Kesang Tseten, Nepal, 31 minutes

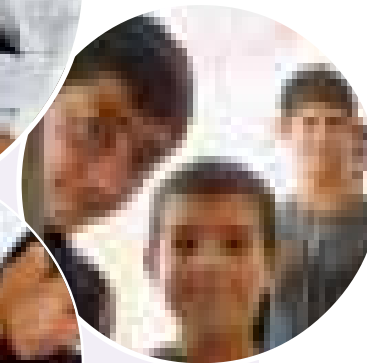
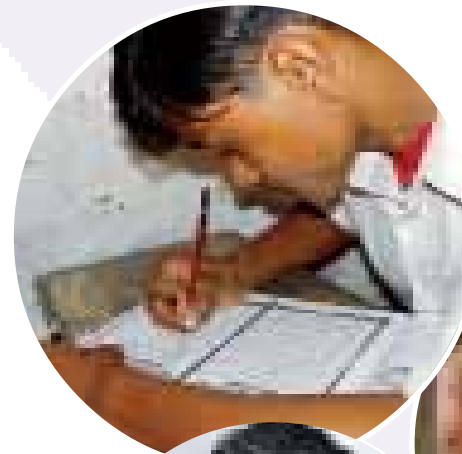
This film is about a Sherpa boy in the high mountains of Nepal who is different. His best friend is an old nomad with deteriorating eyesight who wishes to see the rare Kalma Metok flower before he dies. In the face of mounting obstacles at his new school - bullying classmates, diminishing chances of securing a much-needed scholarship, and the threat of expulsion from his new school – this film explores whether the boy can realise his friend's advice to Listen to the Wind to find his own answers.

Amader Chhelera (Our Boys)

Director - Manzare Hassin, Bangladesh, 40 minutes

Winds of change are sweeping through Bangladesh... The West is irresistible and the East refuses to disappear. In these confusing times, boys from a pop group and a young artist - all from newly emerging middle class families of Dhaka - open their lives to the director of the group. Duties and obligations, women and desire, confusions and contradictions... the boys can feel the wind, but do they really know which way it blows?

All four films are available at Save the Children Sweden, Regional Office for South and Central Asia. For more information, please contact, info@savethechildren.org.np





Majma

A film by Rahul Roy

Majma - performance - centres around the lives of two men. While Aslam sells medicine for sexual problems on the pavements of Meena Bazaar, Khalifa Barkat presides over an **akhara** (a place for wrestling) in the adjacent park and puts a group of young men through the moral and physical grind of wrestling. Every day, hundreds of men pass through the park and market. The film deals with anxieties, fears, 'performance stress', whether it be in the sphere of sexuality, in terms of physical prowess, or the challenges of standing up to the unexpected twists of fate.



money from their homes that calls to keep their hands busy. The difference in attitudes, in work, and in aspirations between the men and women is shown beautifully in The City Beautiful.

For more information, write to Rahul Roy at aakar@del3.vsnl.net.in

The City Beautiful (Sundar Nagari)

A film by Rahul Roy

This film tells the story of the lives of two families in a low-income neighborhood in New Delhi. The film is concerned with the unseen and unaccounted effects of globalisation, the unemployment and under-employment, on young men. The film beautifully shows when the men are jobless, they stare vacantly at the television, or drink the hours away at the same time that women are never jobless, there is either housework to be done or the small work that they do for little



SECTION 2

Campaigns, tools and IEC material for working with MEN and BOYS from around the world





In this section, you will find tools, campaigns and IEC material, from around the world, for working with men and boys to end violence. It also provides information about the organisations that have developed and implemented these tools.



The White Ribbon Campaign
Men working to end men's violence against women

The White Ribbon Campaign

Following tools are available on the website of the White Ribbon Campaign (WRC) at
http://www.whiteribbon.ca/educational_materials/

- The Seven P's of Men's Violence by Michael Kaufman
- Say Something (What to say when you know abuse is happening)
- Looking for Answers (Answers to common questions about organising a campaign)
- The Education and Action Kit
- Organiser's Kit

- What every man can do to help end men's violence against women
- Frequently asked questions about the WRC
- Partner abuse
- It's time for guys to put an end to this
- Canada's treatment programmes for men who abuse their partners
- The worst thing you can call a man...

Seven P's of Men's Violence:

In particular, Seven P's of Men's Violence, Education and Action Kit, Organiser's Kit and the AIM Framework (also developed by WRC), need to be given special attention for building an understanding on issue of masculinities and men's behaviour towards vulnerable groups such as women, girls, and boys.

These four tools also seem to be easily adaptable into the contexts of norms, culture and values of the South and Central Asian region to address violence against women, girls and boys. The tools actively seek to involve men and can also be used for interventions with boys. By understanding and effectively utilising them, these tools might lead to learning of new methodologies and processes for involving men and boys in building partnerships and addressing gender-based violence and violence against children. Yet, effective and meaningful participation and involvement of children during adaptation of the tools is vital.

- The First "P"** : Patriarchal Power
- The Second "P"** : The Sense of Entitlement to Privilege
- The Third "P"** : Permission
- The Fourth "P"** : The Paradox of Men's Power



- The Fifth “P”** : The Psychic Armour of Manhood
The Sixth “P” : Masculinity as a Psychic Pressure Cooker
The Seventh “P” : Past Experiences

An analysis of the tool showed that it enables an understanding on reasons why men become violent against vulnerable groups, especially in the case of violence against women. However, since children are also subject to men’s violence at large, the tools might also be utilised for working with men and boys on the issue of violence against children.

Written by Michael Kaufman, Ph.D., International Director, White Ribbon Campaign. The Seven P’s are available at http://www.whiteribbon.ca/educational_materials_fault.asp?load=seven,

(Written permission is required to translate or to distribute in print or in electronic form.

Write to mk@sympatico.ca or see www.michaelkaufman.com)

The tool is available in the resource CD.

The Education and Action Kit

The Education and Action Kit is designed to introduce students and teachers to a range of issues concerning violence against women, and to help them understand the many things that they can do to take action on this issue. The Education and Action Kit is the combined version of two earlier educational kits that received tremendous response. The new version, has been updated, includes

many significant improvements, and is available online. Recognising the different ways in which students learn, the exercises of the kit incorporate discussions, written activities and readings. They are arranged in a progressive manner, thereby leading students to question gender-based stereotypes and myths, to explore harassment and dating behaviours, and to identify the components of violence prevention and healthy relationships.

This tool can be used for developing preventive skills among young boys and girls in school. It can even be utilised in interventions that go beyond individual change and focus on attitudinal and behavioural change in the larger society.

The toolkit is available on http://www.whiteribbon.ca/educational_materials/#edkit. It is also part of the resource CD.

Organiser’s Kit

The Organiser’s Kit presents ways to organise a white ribbon effort in a community, school, group or workplace.

Topics covered in the Organiser’s Kit are:

- Five steps to organise a white ribbon committee;
- How to do outreach into your community;
- Internal organisation - the way we work;
- Working with women’s groups;
- What happens during white ribbon days?



- No events on December 6;
- Ribbon production and distribution;
- Money matters and fundraising;
- Throughout the year...;
- Answering the difficult or hostile question;
- Relations with the media.

Understanding this tool might lead to the organisation of a meaningful and effective campaign to end violence against women. However, it also seems that the Organiser's Kit could be used to develop and run campaigns on violence against children with the involvement of men and boys.

The Organiser's Kit is available at http://www.whiteribbon.ca/get_involved/default.asp?load=org-kit

The AIM Framework

The AIM Framework was developed by White Ribbon Campaign under Michael Kaufman. It presents methods and techniques for involving men and boys.

The tools, designed to be used primarily with schools and youth organisations, are divided in two parts. The first section is a series of simple step-by-step exercises that could be facilitated even by someone who had not received formal training on the issue. The exercises revolve around masculinity, gender relations, violence against



women, fitting in the box, and more. The second section includes various materials and tools, including specific information for teachers and facilitators on how to deal with disclosures, how to support activities, etc. It also provides a range of ideas that can be employed in school and communities, such as how to invite a popular person to a school or how to organise a fund raiser. The target population of the tools is adolescents from 14-18 years.

The AIM Framework is further supported by other papers by Michael Kaufman, such as The Seven Ps of Men's Violence and "Breaking Men's Silence to End Men's Violence" Statement of Principles.

The AIM (Addressing and Involving Men and Boys to Promote Gender Equality and End Gender Discrimination and Violence) Framework focuses on addressing and involving men and boys to promote gender equality and end gender discrimination and violence. It is one of the core resources in building capacity for gender mainstreaming and is included in the Learning Support Framework for Gender Mainstreaming.

The outcome of the exercises in the AIM Framework lead to a broadened awareness of men as part of the gender equation, at the same time lead to identification of entry points to work with men and boys in promotion of gender equality as well as identifying challenges and opportunities for such participation. The exercises further enable men to engage in a discussion on gender issues, increasing the comfort and improving communication between women and men.

The exercises pave the way for incorporation of more effective entry points of strategy development and action planning in the context of



the South and Central Asian region. To be more specific following outcomes of the AIM Framework are valid in our context too:

Knowledge: Understanding of the AIM Framework, its underlying assumptions, and its potential contribution to planning and programme delivery.

Skills: Greater fluency with gender analysis, particularly as it applies to boys and men. Greater ability to integrate personal experiences within a broader analytical framework. Strengthened skills by promoting girls' and women's rights with mixed-sex groups and groups of men.

Attitudes and Values: The need is to encourage men to identify with the importance of gender issues and to understand their own role in promoting gender equality. It is also to encourage women to see men as potential allies and partners with women in promoting equality.

The AIM Framework is available in the resource CD.

The White Ribbon Campaign in Europe, CD-ROM 2001

The White Ribbon multilingual CD-ROM 2001 was edited by Euro WRC, a resource centre and a European network of organisations and individuals, of men working to end men's violence against women.

The CD-ROM provides materials, tools, and information with the objective of sensitising and mobilising men and institutions against violence against women.

The CD-ROM gives an overview and information about WRC in Europe, information about audio-video spots, related presentations, pdf documents and websites.

The materials and information in the CD-ROM might be beneficial for understanding, creation of new material, and building partnerships among groups who are already working in other parts of the world on similar issues with initiatives in the South and Central Asian region. The main limitation of this tool is its inaccessibility without computers.

About the White Ribbon Campaign

The White Ribbon Campaign is the largest effort in the world of men working to end men's violence against women. It relies on volunteer support and financial contributions from individuals and organisations. In 1991, a handful of men in Canada decided to have a responsibility to urge men to speak out against violence against women. They decided that wearing a white ribbon would be a symbol of men's opposition to men's violence against women. After only six weeks preparation, as many as one hundred thousand men across Canada wore a white ribbon. Many others were drawn into discussions and debates on the issue of men's violence against women and children.

WRC is an educational organisation, which encourages men to reflect and start discussion leading to personal and collective action among men to end violence against women.

The WRC tools can also be downloaded from <http://www.whiteribbon.ca>



Family Violence Prevention Fund

Family Violence
Prevention Fund

Family Violence Prevention Fund initiatives to protect children

Family Violence Prevention Fund prevents domestic violence and its negative impact on children through initiatives that foster community collaboration. The following are a few initiatives to work with men:

- Community Engagement for Change;
- Community Collaborations;
- ENVISION: Ending Violence in Our Homes and Neighbourhoods;
- Reaching Fathers and Young Men;
- Fathering After Violence Project; and
- Public Opinion Polling.

Further information can be obtained from the web-address
<http://www.endabuse.org/programs/display.php?Docid=9930>

A National Violence Prevention Kit entitled, “Preventing Child Maltreatment by Protecting Children from Exposure to Domestic Violence: Promising Practices for Programs Reaching Young Men and Fathers,” is under preparation. This kit will help these programmes give young men the tools they need to be non-violent fathers and partners. A ‘Coaching Boys into Men’ poster series along with related material is also available on the same web address.

The Family Violence Prevention Fund works to prevent violence within the home and its negative impact on children through initiatives that foster community collaboration. The following is an initiative to coach boys into men:

Coaching Boys into Men



The boys in our life need our time and energy. Our son, grandson, nephew, younger brother: the boys we teach, coach and mentor. All that is needed is to help them grow into healthy young men.

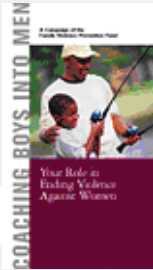
Boys are swamped with influences outside the home – from friends, the neighbourhood, television, the internet, music, movies... everything they see around them. They hear all kinds of messages about what it means to ‘be a man’ – that they have to be tough and in control. Boys are given numerous conflicting and some harmful messages about what constitutes ‘being a man’ in a relationship.



Boys need our advice on how to behave toward girls. Boys are watching us and other men relate to women to figure out their own stance towards girls. So coaching boys early, and teaching them often, that there is no place for violence in a relationship is crucial in addressing the issue of violence from its beginning.



<http://founding-fathers.org> – This web resource gives first information on how to ‘Coach Boys into Men’. After becoming ‘Founding Father’ one can become one among thousands of men who are taking a stand against violence.



These brochures are available at <http://endabuse.org/cbim>

Teen Action Campaign: See it-Stop it

This is an unprecedented multi-media public education campaign by and for teens. It offers posters, radio and television public service announcements, an online toolkit, and valuable information on how to recognise the warning signs of dating violence, how to stop it, and how to make a difference in a school and community. ‘See it-Stop it’ was developed by teens in Massachusetts, with support from the Family Violence Prevention Fund and the Advertising Council.

The website has a number of posters and an online downloadable toolkit available on <http://www.seeitandstopit.org/>

About the Family Prevention Fund

The Family Violence Prevention Fund works to prevent violence within the home, and in the community, to help those whose lives are devastated by violence because everyone has the right to live free of violence. For more than two decades, the Family Violence Prevention Fund has worked to end violence against women and children around the world. Instrumental in developing the landmark Violence Against Women Act passed by Congress in 1994, the Family Violence Prevention Fund has continued to break new ground by reaching new audiences including men and youth, promoting leadership within communities to ensure that violence prevention efforts become self-sustaining, and transforming the way health care providers, police, judges, employers, and others address violence.

See <http://endabuse.org/cbim> for more information.

Instituto PROMUNDO

The tools created by Instituto PROMUNDO, under its various projects are as follows:

- A Training Manual;
- Lifestyle social marketing campaign;
- Gem Scale;
- Não é facil, não! (It's not easy) – A video;
- Afraid of What? – A film;
- Once Upon a Boy – A film; and
- Guy-to-Guy Project – training young boys to be peer promoters.



Training Manual

Project, 'Program H' (H stands for **homens** meaning men in Spanish), has developed a series of training manuals developed for health educators, teachers and/or other professionals and volunteers who work with, or want to work with, young men between 15 and 24 years, which corresponds to the youth age group, as defined by the World Health Organisation (WHO). This age range is broad and it is not recommended that organisations always work with 15 to 24 year olds in the same group. However, the activities included here have been tested and developed for working with young men in this age group, in various places and settings.

The five sections included in the manual series are:

- Sexuality and Reproductive Health;
- Fatherhood and Care Giving;
- From Violence to Peaceful Coexistence;
- Reasons and Emotions; and
- Preventing and Living with HIV and AIDS.

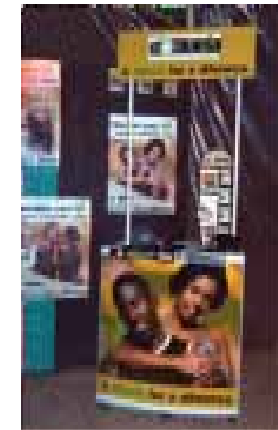


Each section contains a series of activities, lasting from 45 minutes to 2 hours, planned for use in groups of young men, and which, with some adaptations, can be used with mixed-sex groups. Discussions about boys and young men have often focused on their problems – their lack of participation in positive ways in reproductive and sexual health or their sometimes-violent behaviours. Some adolescent health initiatives have seen boys as obstacles or aggressors. Some boys are in fact violent toward their female partners. Some are violent toward each other. Many young men – too many – do not participate in the care

of the children and do not participate adequately in the sexual and reproductive health care needs of themselves and their partners. But many adolescent boys and young men do participate in the care of the children. Many are respectful in their relationships with their partners.

Lifestyle social marketing campaign

A lifestyle social marketing campaign is undertaken using billboards, radio spots, posters, postcards and dances, complementing the group sessions. The campaign aims to change community and social norms about what it means to be a man and tries to convey the message that it is “cool and hip to be a more gender-equitable man”.





Gem Scale

This is a research tool developed by the organisation. It is helpful in gauging the impact of such projects in the community. At present PROMUNDO is training local partners to adapt and replicate Program H work in various parts of Brazil, other countries in South and Central America, and in India.

Não é fácil, não! (It's not easy) – A video

A video, **Não é fácil, não! (It's not easy)**, helps to promote reflections and discussions, among men and women, about violence in intimate relationships. The story is a useful tool for:

- discussing the ways in which men are socialised and learn certain behaviours, including violence;
- demystifying the idea that violence against women is caused by unemployment and/or alcohol consumption;
- discussing the importance of peers in influencing behaviours; and above all,
- identifying non-violent alternatives for resolving conflicts with partners.

Afraid of What? – A film

A film entitled “Afraid of What?” is about a young man Marcelo who, like most young people, has dreams, desires and plans. His parents, his best (or good) friend, João, and the community in which he lives also have expectations from him. But Marcelo’s dreams and desires do not always match those expectations. The film creates

a question on what he wants. Both Marcelo and those around him are afraid of the answer. Afraid of what they do not know – of what is unfamiliar, different. In general, people fear what they do not know well. It is this fear that creates prejudice and leads to discrimination, in its many manifestations. Homophobia is one of them.



This no-words cartoon video invites viewers to reflect on these fears and on how they can help to promote a more open and accepting society, one that respects rights and embraces diversity.

Once Upon a Boy – A film

The project also produced the cartoon video ‘Once Upon a Boy’ that addresses sexual and reproductive health-related issues important to adolescent boys and young men: first sex, machismo, violence, homophobia, pregnancy, STIs, HIV and AIDS, and fatherhood. It is designed to be used in same-sex group sessions.

This film is available in the resource CD.

Guy-to-Guy Project

The Guy-to-Guy Project recruits and trains young males aged between 15 and 24 years to be peer promoters to reach other young men in low-income communities in Rio de Janeiro, Brazil. Topics addressed



include condom use, gender equity and gender-based violence, as well as male involvement in sexual and reproductive health. The young men present a play and distribute a photo-comic on the issue of gender violence, which they developed themselves, to other groups of young people in schools, youth programmes, and youth forums in the community. The aim of the project is to promote discussions on domestic violence, condom use, and the relationship between men and women.

About Instituto PROMUNDO

Instituto PROMUNDO, a Brazilian NGO working to promote sexual and reproductive health among adolescent males, has several projects that work with men and young men.

Instituto PROMUNDO believes that boys, even those who sometimes are violent or do not show respect toward their partners, have the potential to be respectful and caring partners, to negotiate in their relationships with dialogue and respect, to assume responsibility for children they father, and to interact and live in peaceful co-existence instead of violence.

It is also clear from research and from personal experiences as educators, parents, teachers and health professionals that boys respond to what we expect from them. From research on delinquency, it was observed that one of the main factors associated with delinquent behaviour by adolescent boys, are being labelled or identified as a delinquent by parents, teachers, and

other adults. Boys who feel they are labelled and categorised as 'delinquent' are likely to become in return even more delinquent. Society creates self-fulfilling prophecies, by expecting boys to be violent, not to be involved with the children they may father, not to participate in reproductive and sexual health issues in a responsible way.

In India, a few organisations have already started adapting the material, which addresses masculinities, male violence against women and children at large. The adapted material is entitled 'YAARI DOSTI materials'. Once again children's participation in such initiatives is pre-requisite to result into effective interventions. It is also felt that most of the materials from Instituto PROMUNDO's Program H are exceptionally significant such as the cartoon film 'Once Upon a Boy', training materials, and social marketing campaign as research studies have shown their effectiveness in the field of working with boys and men. There is immense possibility of adaptation of these tools into local contexts of the South and Central Asia region with reference to violence against girls and boys.

Note: Program H materials are a joint production together with Instituto Papai, ECOS, Salud y Genero, IPPF and the Pan American Health Organisation. Promundo coordinates the process, but the authorship is joint between the 6 organisations.

For more information about the organisation, please see <http://www.promundo.org.br>



Men Can Stop Rape

*Strength Training Programme:
Redefining what it means to be a man*

Grounded in an environmental change model that provides a blueprint for moving individuals and groups from the passive role of bystanders to the active role of social change agents, the Strength Training Programme (STP) is designed to motivate young men in communities to take a more active role in challenging the attitudes and behaviours that support rape and other forms of men's violence.

The Strength Campaign

The Strength Campaign is an educational campaign, which is designed to raise awareness of dating violence among youth and highlight the vital role young men can play in fostering healthy and safe relationships. Organised around the theme "My Strength is Not for Hurting," the campaign emphasises how men can be strong without being intimidating, using force, or violence to get what they want in relationships.



CAMPAIGN GOALS

- To educate young men about their role as allies with women in preventing dating violence.

- To promote positive, non-violent models of male strength.
- To empower youth to take action to end dating violence, promote healthy relationships based on equality and respect, and create safer school communities.



The adaptation of this campaign in the context of the South and Central Asian region will support in developing an understanding of masses on the issue of rape and child sexual abuse in the case of women, girls and boys. The significant participation of women and children is fundamental in the development of any such campaign.

The posters are available at

<http://www.mencanstoprape.org/info-url2698/info-url.htm>
and

<http://www.whiteribbon.ca/newsletters/default.asp?aID=925>

About Men Can Stop Rape

Men Can Stop Rape, formerly known as Men's Rape Prevention Project, empowers male youth and the institutions that serve them to work as allies with women in preventing rape and other forms of men's violence. Through awareness-to-action education and community organising, the program promotes gender equity and builds men's capacity to be strong without violence.

Men Can Stop Rape is a concerned community organisation of men and women of all ages, from many walks of life, working locally and



nationally for peace, equity, and gender justice. They are the men and women who find strength in compassion and non-violence and who strive to support young men who are courageous enough to challenge the “rape culture”. The Men Can Stop Rape website also provides links to valuable resources throughout the world. Reading and use of those could lead to further strengthening of similar campaigns in the South and Central Asian region.

Visit <http://www.mencanstoprape.org> for more information.

Men For Change

An important part of the work of Men For Change is to develop positive non-violent male views. Men For Change have been active training and publishing materials for public education. An important project of theirs is a programme for students, available in three volumes:



- Dealing with aggression;
- Gender Equality and Media Awareness;
- Building Healthy Relationships.

These three volumes are made up of 53 user-friendly activities, numerous reproducible student handouts, and a comprehensive print and video resource appendix. Each activity is packaged in a way, that it can be delivered within 45-minute to 1-hour time slots. The full programme can take up to 75 hours of instructional time if the extensions to the core activities are used.

While the activities are designed to build thematically, educators can easily develop mini-modules to suit their time availability and specific needs of their students. The program is flexible enough to be integrated into ongoing multi-year curricula as well as be taught as a stand-alone curriculum. In the case of the latter, the three volumes are typically taught in sequential grades although selected activities are sometime taught out of sequence to meet specific needs. Alternatively, the entire programme can be taught intensively in one year if sufficient class time is available.

This example forms one volume:

Healthy relationships Violence–Prevention Curriculum for Grade Nine

The healthy relationships curriculum is helping the students to analyse the culture of violence that condones abusive behaviour. This is the first step towards empowering them to create the violence-free culture of tomorrow.

Following are the objectives:

- To explore fundamental attitudes that support dysfunctional, violent relationships between men and women;
- To build appreciation and understanding for what can go wrong in relationships;
- To use role plays and class discussions to see the destructive impact that stereotypical roles can have on relationships.



Session covers:

When relationships go wrong;
How sexism leads to violence;
Understanding anger;
Communication skills;
Gender justice in school.

About Men For Change

Men For Change formed in the aftermath of the tragic killing of women engineering students in Montreal, Canada in 1989 by a man who singled out his victims because they were 'a bunch of feminists'. Since then, the group has been meeting regularly to better understand the controlling behaviour and violence that, all too often, characterise male-female relationships in society. Since inception, Men For Change have focused on becoming more aware of the pitfalls of traditional 'male culture' and how the assumptions and values of such a limited version of masculinity adversely affect the lives of all men.

The tools can be obtained from
<http://www.chebucto.ns.ca/CommunitySupport/Men4Change/>

Building Partnerships to End Men's Violence: A Website <http://endabuse.org/bpi>



On this site one will find:

The Project Overview – a description of the project strategies and goals

The Online Discussion Series - the topics and schedule for the discussion series, accompanying papers and an archive of the email discussions

The Resource Room – links to relevant online resources and upcoming events

The Community Page – a database of participating organisations and individuals, their working areas, topics of interest, and contact information

Project Partners – a list of the partner organisations and links to their websites



About Building Partnerships Initiative to End Men's Violence

The Building Partnerships Initiative to End Men's Violence (BPI) is a collaborative project of the Family Violence Prevention Fund, the Centres for Disease Control and Prevention, the Gay Lesbian and Straight Education Network, the Institute on Domestic Violence in the African American Community, the Institute on Domestic Violence in the Asian and Pacific Islander Community, Minnesota Centre Against Violence and Abuse, Men Can Stop Rape, National Latino Alliance for the Elimination of Domestic Violence, the National Network to End Domestic Violence, National Sexual Violence Resource Centre, and Prevention Institute. The aim of this initiative is to inspire more men to take a stand against men's violence and to play an active role in promoting healthy, vibrant relationships. To achieve this, they promote stronger partnerships among those currently working to end violence and those individuals and organisations with potential for a more active role in prevention work.

For more information visit <http://www.endabuse.org/bpi/>

Toolkit on Working with Men and Boys to Prevent Gender-Based Violence

This comprehensive toolkit is designed to help work with men and boys to prevent gender-based violence. It provides readings, case studies, handouts, exercises, and other resources as well as community-building tools. The recommended work plan is highly suggested to fully explore these extensive materials, but one is free to go directly to the sections that address your priorities.



Anyone is welcome to use these materials, whether or not one is already working with men and boys to prevent gender-based violence.

The following 10-lesson work plan is a suggested sequence for exploring and discussing the themes in this toolkit. There are numerous other readings and further resources are also provided to build a deeper understanding on both horizontal and vertical level.

- Lesson 1:** Introductory Reading: Men, Masculinities, and Violence
- Lesson 2:** Discussion: Why Work with Men & Boys
- Lesson 3:** Applying a Comprehensive Approach
- Lesson 4:** Examples: Good Practices and Programs
- Lesson 5:** Active Roles: What Men and Boys Can Do
- Lesson 6:** Work with Young Men
- Lesson 7:** Work with Schools
- Lesson 8:** Cross-Cultural Solidarity
- Lesson 9:** Readings: Build Partnerships
- Lesson 10:** Organisational Exercise: Build Partnerships

The toolkit is available at
<http://www.toolkit.endabuse.org/Home/>

Intimate Partner Violence: An Assessment Tool for Providers - PALM Version

In an effort to reach health practitioners who rely on palm-based electronic tools for quick reference, the Family Violence Prevention Fund, in collaboration with Denise Bilbao, MD and Leigh Kimberg, MD, recently created a new assessment tool for domestic violence.

Complete with tips on how to conduct inquiry, assessment, intervention, documentation, and follow-up for domestic violence, along with facts and web links, this palm ready tool is available in two formats at

<http://endabuse.org/health/ipv/> and
<http://www.endabuse.org>

Discovery Journey of Men “Men Talking to Men about Men”

The Discovery Journey of Men “Men Talking to Men About Men” addresses men’s violence in the Malaysian context. The course is designed as a process of self discovery for men with the aim of making them partners along with women to develop better families. The rationale of the course focuses on the socialisation process by addressing social, economical, and cultural factors. The journey further challenges various aspects of power and privileges, behaviours and attitudes which promote men’s violence so that men could become:

- partners along with women to end violence against women;
- better husbands;
- better decision and policy makers.

The module includes the following exercises:

- Quality of men and its impact;
- Growing as a boy and man;
- Man as a relationship builder and violence creator;
- Man and violence;
- Violence-Power-Man;



- Responses to women's general issues;
- Violence against Women.

Each exercise includes its own objectives, session plan, and other details. The course can also be used as part of extra curricular activities with young men in higher educational institutions, such as college and university establishments by adapting them to local settings.

For more information, please contact Paul Sinnapan at paulcca@pc.jaring.my

The Men as Partners Programme



Engender Health's Men as Partners (MAP) programme is a global initiative designed to work with men on reproductive health and violence issues within a gender framework. A manual has been designed to be used by MAP educators to lead workshops with groups of men and mixed-gender groups. This manual includes a variety of interactive educational activities to work with men. The programme takes a positive approach toward male involvement. As a foundation, PPASA (Planned Parenthood Association of South Africa) has developed the following philosophy for the MAP programme:

The MAP programme needs to approach men in a gentle, respectful, open-minded manner. Outreach efforts should be designed to match the needs of South African males. Universal values of equality, respect, responsibility, and honesty should be promoted to our male audiences. Efforts that engage and motivate men should be used to draw in their involvement in an area that has traditionally focused on women.

The MAP manual is divided into two parts:

Part 1

Resources for Training MAP Life Skills Educators which includes:

- Overview of the Men as Partners Programme and Philosophy;
- Overview of the Men as Partners Research in South Africa;
- Facilitation Skills: Tips and Suggestions;
- Giving and Receiving Feedback;
- Observation and Feedback Form for Life Skills Educators;
- Sample Agenda for a Five-Day Men as Partners Training;
- Life Skills Workshop;
- Sample Agenda for a One-Day HIV/AIDS Prevention Training;
- MAP Workshop.

Part 2

Training activities and exercises includes:

- Section 1: Introductions and Icebreakers;
- Section 2: Gender and Sexuality;
- Section 3: Male and Female Sexual Health;
- Section 4: HIV/AIDS and other STIs;
- Section 5: Relationships;
- Section 6: Examining Violence;
- Section 7: Awareness of Sexual Violence;
- Section 8: Domestic Violence;
- Section 9: Closing Activities.

Engender Health and the MAP Network in South Africa also support painting murals to engage young men in the fight against HIV and AIDS and violence against women.

The manual is available in the resource CD.

Boys-Talk

A programme for young men about masculinity, non-violence, and relationships.

A programme for young men and boys about masculinity, non-violence and relationships. Boys-talk, written by Book Fiedman and



illustrated by Kenton Miller, is a personal development programme for young men and boys. It examines masculinity, non-violence, and relationships.

It aims to:

- enhance the health and well-being of young men;
- develop young men's awareness on the construction and effects of gender;
- encourage young men to have pro-social goals, skills, and motivation.

Topics covered under this module are:

- Gender expectations;
- Gender relations;
- Feelings and beliefs;
- Managing feelings and assertiveness skills;
- Problem solving skills;
- Reducing violence and learning from conflict;
- Violence against women;
- Sexuality and sexual health;
- Family, friends and relationships;
- Pathways to change and evaluation.

This is a practical guide for teachers, youth workers and parent groups to provide young men with support and options as they search

for their own understanding of masculinity and can be easily adapted into our culture. The programme has been developed over the past decade in consultation with participants who have provided inputs and feedback. Similar kinds of activities can be planned in terms of our context with the active participation of children. It has been tested in a range of secondary schools, youth institutions, and youth services. It was awarded a certificate of merit in 1995 and invites young men to explore their beliefs and practices related to gender and violence.

The programme manual is available at a cost of USD 38.50 by writing to brook.friedman@dhs.sa.gov.au
Visit <http://home.swiftdsl.com.au/~bunyip/boystalk/welcome.html> for more details.

Safe Teen - Powerful Alternatives to Violence

With a focus on gender-esteem building, the Safe Teen programmes teach a unique assertiveness model which has been integrated into the curricula of many schools internationally. This model, embraced by teens and praised by educators and parents, provides violence prevention 'language' that can be integrated into school and family culture. The process is designed to provide boys, girls and youth with tools to identify their own voice of wisdom and to speak from that place.



This tool can easily be introduced through various expert organisations working on similar issues through out the region.



However, certain sensitive topics require expert handling of the issue. Another suggestion is to also get feedback from the children along with the families for cultural integration of the tool.

This tool is available by order from Anita Roberts, 306 East 24th Avenue Vancouver, B.C., Canada V5V 1Z9.
Visit <http://www.amazon.com/exec/obidos/ASIN/1896095992/102-4595776-0380907> for more details.

Project Respect



Project Respect is a prevention programme for youth aged 14 to 19 years that aims to stop sexual violence, particularly acquaintance assault. 'Date Rape', as it is commonly referred to, is a serious risk for youth. Project Respect challenges the attitudes and behaviours that lead to sexual violence: stereotypes, labels, miscommunication, drugs and alcohol, media pressure and power imbalance.

Using key messages developed with youth, Project Respect provides positive solutions. Centred around the theme of 'Respect', this



programme aims to give youth tools to communicate their sexual limits and have safe, healthy relationships. The messages encourage youth to break the silence that allows sexual assault to happen. It empowers youth with the right to sexuality without violence.

Save the Children believes in community involvement and participation which is a key element for adaptation of this tool in the local context. A controlled group pre-testing of the tool would enable safe and secure implementation of the tool.

Main Components

- School Programme;
- Youth Volunteer Programme;
- Respect Revolution Video Package;
- Community Events;
- Social Marketing Campaign;
- Website.

A brief description of two components is as follows:

Respect Revolution Video Package

An award winning 24-minute video that features youth talking to youth about sexual violence and ways to prevent it from happening. The video is divided into segments that can be used as excellent discussion starters. A comprehensive, easy-to-use guide is a helpful resource for facilitators.

Project Respect School Programme

Project Respect conducts, interactive two-part workshops, which involves youth with games, role play, video and discussion. Topics covered include defining sexual violence and assault, how sexual scripts and labels lead to sexual violence and skills to promote assertive communication in sexual situations. The programme is designed for youth aged 14 to 18 years, in a classroom setting and can be amended to meet specific group needs.

Some handouts are available online. For further information see <http://www.yesmeansyes.com/index.php>

XY: Men, Masculinities and Gender Politics

XY is a website focused on men, masculinities and gender politics. XY is a space to explore issues of gender and sexuality, the daily issues of men's and women's lives, and practical discussions of personal and social change. XY features over 80 articles on key 'men's issues', ranging from the state of the men's movement to the relationships between masculinity, class, race and sexuality to domestic violence. XY also includes personal stories, book reviews and links to related websites.



XY starts from the belief that many of our society's attitudes about masculinity are harmful to men and boys in numerous ways, as well as being oppressive to women and children. XY is a forum for men who are seeking to build life-affirming, joyful, and non-oppressive ways of being.



XY began life as a printed magazine, published in Canberra, Australia, four times a year from 1990 to 1998. The magazine was titled XY: Men, Sex, Politics. They published 397 feature articles in 26 editions of the magazine. The website contains over 60 of the best articles from the original printed magazine. But the XY website goes beyond this and is now also an online resource of articles, discussions, and links. New articles are regularly added to the website.

One important feature of this website is a men's comprehensive bibliography of writing on men, masculinities, gender, and sexualities. Readings of these resources might facilitate interventions in the South and Central Asian region by building an in-depth understanding.

Visit <http://www.xyonline.net> for more details. The bibliography is available on <http://mensbiblio.xyonline.net/>

Young Men Speak Out - A short film

'Young Men Speak Out' is a short film in which a panel of five young men (including one from Pakistan and one from India) share how they feel about their role in achieving gender equality and the empowerment of women, their perceived gender roles as well as issues around violence against women. The panel explores how young men feel about gender stereotypes and what they think they can do to change gender norms and societies in promoting gender equality.

In South and Central Asian region this film can be used as a tool to share information and raise awareness. It would also facilitate the inclusion of young men in achieving gender equality and combating violence against

women during sessions in partnership with women and other groups. The film could, in combination with other tools, lead to resilience and form groups of motivated young men working on the issue of male violence against vulnerable groups.

Macho
A film by Lucinda Broadbent 2000, Scotland, 26 minutes

This documentary is a valuable contribution to the debates around 'masculinity', and male involvement. Featuring moving testimonies from men who are perpetrators of violence and abuse, it challenges and supports men to become part of the solution to a damaging machismo not only in Latin America but also around the world.

For more information visit
<http://www.cinenova.org/cinenova/home.nsf?Open>

GAMES, RESOURCES AND IDEAS PACKS

GAMES

Building Bridge pack and game
Developed and produced by Neil Davidson with assistance from Simon Blake and Simon Forrest.

This new pack is aimed at tutors and others working in formal and informal educational settings. The game and materials make up a module of work targeting young men, which will help young men:





- To engage more fully with issues around sexual health;
- To reflect on their knowledge, attitudes, values, and behaviour towards sex and relationships;
- To learn practical skills that will aid their communication in relationships and in accessing services.

(Cost: £30.00)

The Young Men and Violence Game

Developed by Youth Action Northern Ireland, Work with Young Men Unit, and prepared for publication by Neil Davidson.

This board game has emerged out of young men and violence programmes developed by Youth Action Northern Ireland. This work, has successfully engaged young men in reflective discussions about their experience of violence and strategies for dealing with violence. This game has been tested in over 20 sites and can be used in a broad range of informal and formal settings. The game aims to encourage young men to reflect on their values, attitudes and behaviour about violence and conflict in the western background.

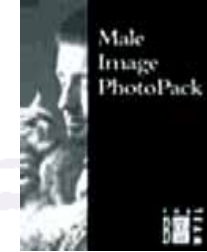


(Cost: £28.50)

Man's World

This is a must for anyone working with young men. A board game with dice and counters, up to six people can play at the same time, but can also be played in teams. Ideal for raising different issues related to being male, such as sex, violence, and puberty.

(Cost: £21.00)



PHOTOGRAPHS

Male Image PhotoPack

Produced by B Team

52 original 10" x 8" black and white photographs of men and boys that show men expressing a range of emotions and doing a number of activities. The PhotoPack will be of particular interest to those workers looking for a resource to start a variety of discussions.

(Cost £24.00)



POSTERS

Fatherhood is a Serious Business

This set of four A2 posters shows a father with a child or children. The set reflects African, Caribbean, Asian and European fathers, with the same text.

(Cost: £12.00)





Lads and Dads

This is a set of six A2 posters which use quotes from boys and young men, on what they value and like about their fathers, to encourage fathers to get more involved with their sons. One of the posters reads: “He pays the bills and takes me out, he says he loves me, and gives me a hug and a kiss” (aged 5). DADS, YOU’RE IMPORTANT TO YOUR SONS.

(Cost: £15.00)



Boyswork Posters

A set of four A2 posters with the strap lines “It’s good to be close to your mates”, and “what’s to prove by fighting”, “use your head be your own man” and “we are young, black and responsible”.

(Cost: £15.50)

To purchase these materials visit

<http://www.workingwithmen.org/resources/>



ANNEXURE

*Organisations and individuals
working with men and boys in
South Asia*





Afghanistan

War Child UK

House No 534, District 5
Mahtab Street, End of the Avenue
Herat City, Herat Province
Afghanistan
Tel: +93-0-40 223 635
Email: menabatra@vsnl.com

Bangladesh

Acid Survivors Foundation

House 12, Road 22, Block K, Banani
Dhaka, Bangladesh
Tel: +880-2-9891314/9862774
Email: saira@acidsurvivors.org

Association for Community Development (ACD)

H-41, Sagorpara, Ghoramara, Boalia, Rajshahi-6100, Bangladesh
Tel: +880-721-770660
Fax: +880-721-775383
E-mail: salima_sarwar@yahoo.com

Bangladesh Institute of Theatre Arts

1 Shaheed Mirzalane, Meheedibag,
Chittagong, Bangladesh
Tel: +880-031-610262, 370560
Email: bita@spnetctg.com

Bangladesh Rural Advancement Committee (BRAC)

356, Mohakali C/A
Dhaka-1212, Bangladesh
Tel: +880-2-884180-7
Fax: +880-2-883542,883614
Email: genaral@brac.bdmail.net

CARE Bangladesh

RPR Centre, 20-21 Kawran Bazar,
Dhaka - 1215, Bangladesh
Tel: +880-2-9112315 / 8114207
Fax: +880-2-8114183

CONCERN Worldwide, Bangladesh

House 58, 1st Lane, Kalabagan
Dhaka, Bangladesh
Tel: +880-811279596
Email: salma@concerbd.org

**INCIDIN Bangladesh**

9/11 Iqbal Road,
Mohammadpur, Dhaka-1207, Bangladesh
Tel: +880-2-8129733
Fax: +880-2-8118393
E-mail: incidinb@bol-online.com, incidinb@incidinb.org

Save the Children Sweden Denmark

House No. 9, Road 16, Gulshan 1, Dhaka 1212, Bangladesh
Tel: +880-2-98616901
Fax: +880-2-8812523
Email: info@scsd-bd.org

Save the Children UK

House No. 9, Road 16
Dhaka - 1212, Bangladesh
Tel: +880-9861690-691
Email: jacob@scfbangla.org

India**Aakar**

A-19, Gulmohar Park
New Delhi - 110049, India
Tel: +91-11-26515161
Fax: +91-11-26960947
Email: khel@vsnl.com

**Committee of Resource Organization (CORO)
For Literacy**

Near Suman Nagar, Container Yard, Opposite Bezola Complex
Sion-Trombay Road, Chembur,
Mumbai - 400 071, India

EKTA

Bethe Nagar, Bible Bhavan Street,
Madurai - 625016, India
Tel: +91-452-2381309
Fax: +91-452-2382454
Email: mdu_ekta@sancharnet.in, bimla_ekta@yahoo.com

Guide

Palaveli, Venpakkarm (Post)
Cengalpattu - 603111, Tamil Nadu, India
Tel: +91-4114-229429, 228894
Fax: +91-4114-229430
Email: guide@vsnl.net

**MAMTA**

33-A, Said-ul-ajaib, M.B. Road
New Delhi-110030, India
Tel: +91-11-29535067/29535466
E-mail: mrvikaskumar@yahoo.com

MASVAV

A-240, Indira Nagar, Lucknow
Uttar Pradesh-226106, India
Tel: +91-522-2341319, 2310747
Email: masvaw@sahayogindia.org

Population Council

HIV/STI Prevention and Care Research Programme
142, Golf Links, First Floor,
New Delhi - 110 003, India
Tel: +91-11-2469-7445/50/38
Fax: +91-11-2461-6448
Email: rverma@populationcouncil.org

Prajwala, An Eternal Flame

20-4-34, III Floor, Behind Charminar Bus Stand,
Hyderabad-500002, India
Tel: +91-40-2451029
Fax: +91-40-24410813
E-mail: praj-2010@eth.net
Web: www.prajwalaindia.com

Sanjog, Groupe Developpement

50E, Hazra Road, Kolkata - 19, India
Tel: +91-33-24861090
Fax: +91-33-24861091
E-mail: sco.gd@vsnl.net

Satish Kumar KC

TC 27/848(2), [ARA-105A]
Vanchiyoor (PO), Thiruvananthapuram, 695 035
Kerala, India
Email: santhosh.kanipayur@gmail.com

Ranjani K Murthy

Researcher
12 Srinivasam, Urti Avenue Adyar
Chennai - 600 020, India
Tel: +91-44-24902960
Email: ranjani@hathway.com

SWATI**(Society for Women's Action and Training Initiative)**

B-2, Sunshine Apartments, Dr SR Marg
Ahmedabad - 380015, India
Email: swatiorganization@sanchar.net



USAID

American Embassy, Shantipath, Chanakyapuri
New Delhi - 110021, India
Tel: +91-11-4198520
Email: nandita-baruah@usaid.gov

Nepal

Kathmandu School of Law

Dadhikot, Bhaktapur, Nepal
Tel: +977-1-6634663/6634455
Fax: +977-1-6634801
E-mail: geetaps@graduate.hku.hk, ksol@wlink.com.np

Pro Public

P.O. Box 14304, Anam Nagar
Kathmandu, Nepal
Tel: +977-1-4268022 / 4269828 / 4265023
Fax: +977-1-4269828 / 4268022
E-mail: propublic@wlink.com.np

Save the Children Norway Nepal

GPO Box 3394, Jawalakhel,
Lalitpur, Nepal
Tel: +977-1-5538705/5538204
Email: s.ghimire@savechildren-norway.org.np

UNIFEM

Nepal Programme Office
102/42 Thapathali, Kathmandu, Nepal
Tel: +977-1-4255110
Fax: +977-1-4247265
Email: sangeetathapa@unifem.wlink.com.np

Pakistan

AMAL Human Development Network

H.No.7, Street No 62, G-6/4,
Islamabad, Pakistan
Tel: +92-51-2824930, 2827774
Fax: +92-51-2272491
Email: imranji@hotmail.com

PAVHNA

9C, 18th Commercial Street DHA ext,
Phase II, Karachi, Pakistan
Tel: +92-21-5801401-03
Email: zoaibmansoor@hotmail.com

**Sahil**

#13, Al Babar Centre, F-8 Markaz,
P O Box 235, Islamabad, Pakistan
Tel: +92-51-2260636/2856950
Fax: +92-51-2254678
Email: info@sahil.org

Save the Children UK

House no. 52/A/2, Street 54, F-7/4
Islamabad, Pakistan
Tel: +92-51 2256923/4
Email: drsadiaazam@hotmail.com

Men and Boys Action for Change

889 Street 34, G/10-1, Islamabad, Pakistan
Tel: +92-333-5105987
Email: syed_saghir_bukhari@yahoo.com

Rozan

House 68-B, Street 25, Sector F-10/1,
Islamabad, Pakistan
Tel: +92-51-2215364-65
Fax: +92-51-2215366
E-mail: info@rozan.org

Sri Lanka**Solidarity Centre, American Centre for International Labour
Solidarity**

9, Kinross Avenue, Colombo-4, Sri Lanka
Tel: +94-1-2580080 / 4513497
Fax: +94-1-2593123
E-mail: kumari@acils.lk



Region

Save the Children Sweden

Regional Office for South and Central Asia
Sanepa Road, Kupondol, Lalitpur,
GPO 5850, Kathmandu, Nepal
Tel: +977-1-5531928/9
Fax: +977-1-5527266
Email: ravik@sca.savethechildren.se, ravikarkara@yahoo.com
Web: www.rb.se

UNDP

UNDP Regional Centre in Colombo
23 Independence Avenue
Colombo 7, Sri Lanka
Tel: +94-11-4526 400
Fax: +94-11-4526 410
Email: james.lang@undp.org

UNIFEM

223, Jor Bagh, New Delhi-110003, India
Tel: +91-11-24604351
Fax: +91-11-24622136
Email: archana.tamang@unifem.org
Web: www.unifem.org



Other Contacts

Andrew Levack

Executive Director
EngenderHealth
USA
Email: alevack@engenderhealth.org

Instituto Promundo

Rua México, 31/1502, Bloco D
Rio de Janeiro, RJ, Brasil
CEP 20031-144
Email: g.barker@promundo.org.br, linhalesbarker@aol.com
Web: www.promundo.org.br

Save the Children Sweden

SE-107 88 Stockholm, Sweden
Visiting address: Landsvägen 39, Sundbyberg
Tel: +46 8-698 90 00
Fax: +46 8-698 90 10
Email: lena.karlsson@rb.se

The White Ribbon Campaign

365 Bloor St East, Suit 203
Toronto, Ontario, M4W 3L4
Canada
Tel: +1-416-920-6684, 1-800-328-2228
Fax: +1-416-920-1678
Email: info@whiteribbon.ca
Web: www.whiteribbon.com



NOTES



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For more information, please contact:

Save the Children Sweden

Regional Office for South and Central Asia
Sanepa Road, Kupundole, Lalitpur
GPO 5850, Kathmandu, Nepal
Tel: +977-1-5531928/9
Fax: +977-1-5527266
info@savethechildren.org.np
nehab@sca.savethechildren.se
www.rb.se

UNIFEM

Regional Office for South Asia
223 Jor Bagh, Lodhi Road
New Delhi - 110003, India
Tel/Fax: +91-11-469-8297
www.unifem.org.in

