



Transforming Masculinities : Tearfund's Approach to Gender Equality: A Deep Dive.

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What is the Transforming Masculinities?

- Evidence-based, and focused on working with faith leaders and communities.
- A community mobilization process, based on faith communities.
- Aim to promote gender equality and positive masculinities.
- 6-weeks of facilitated community dialogues within communities, with focus on diffusion.
- Aim of changing behaviour and also challenging harmful norms, and reinforcing positive gender norms and role models.
- Addressing creation, gendered roles, power, relationships through scriptural reflections.
- Accountable practices because of power, privilege and impunity

Why Transforming Masculinities (TM)?

- The need to engage with men and boys meaningfully - based on formative research and from the experiences of survivors.
 - The need to challenge harmful interpretation and application of scriptures, and to support behaviors and norms
 - The need to promote an alternative model, narrative about gender
 - Need to engage with men and women holistically, and to engage religious leaders and communities
 - Gender inequality, unequal power and accountable practices are key pillars of gender transformative approaches
 - Faith leaders and communities can be catalysts in shifting social norms
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The Problem?



**Inequitable
gender norms -
high prevalence
of SGBV**

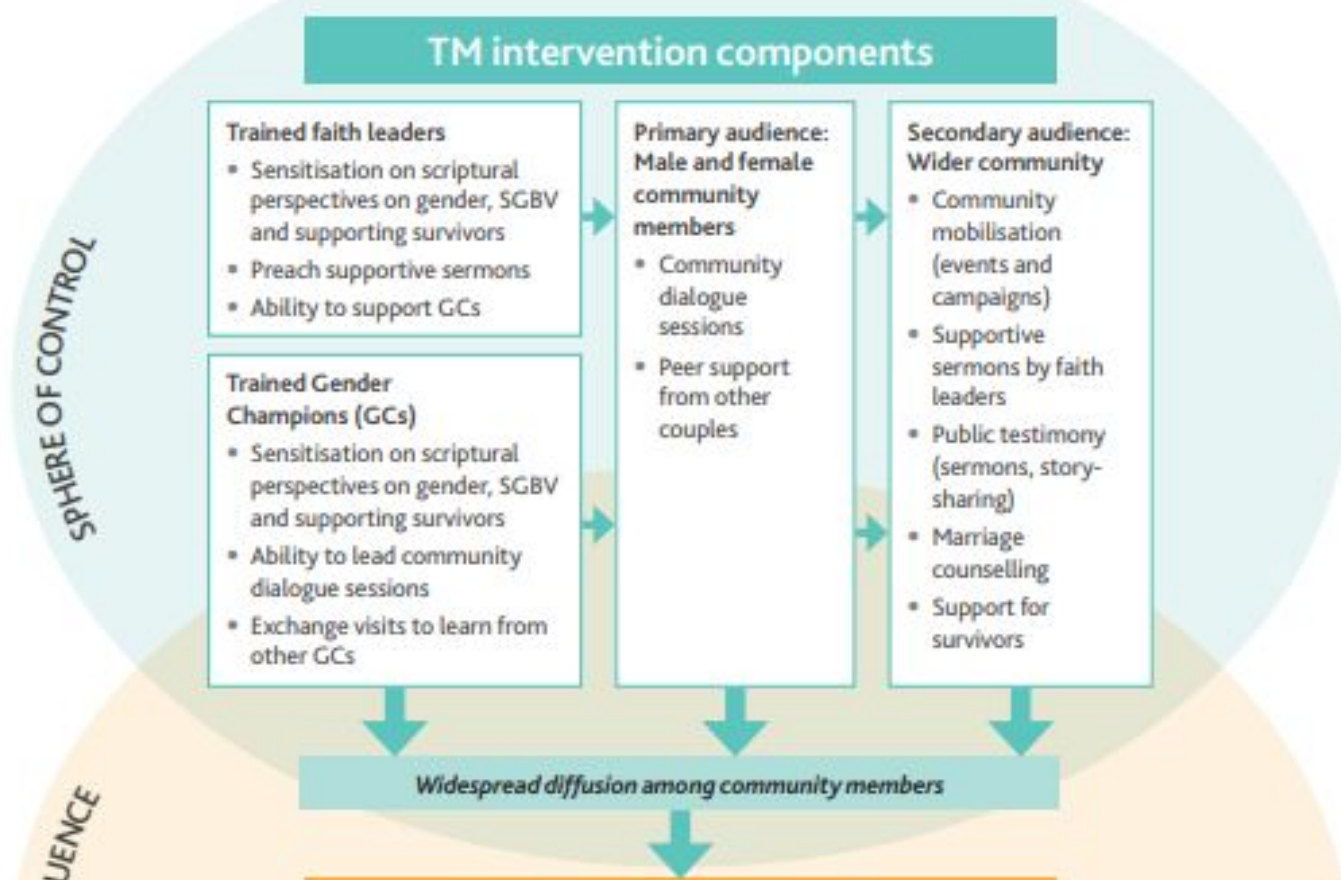


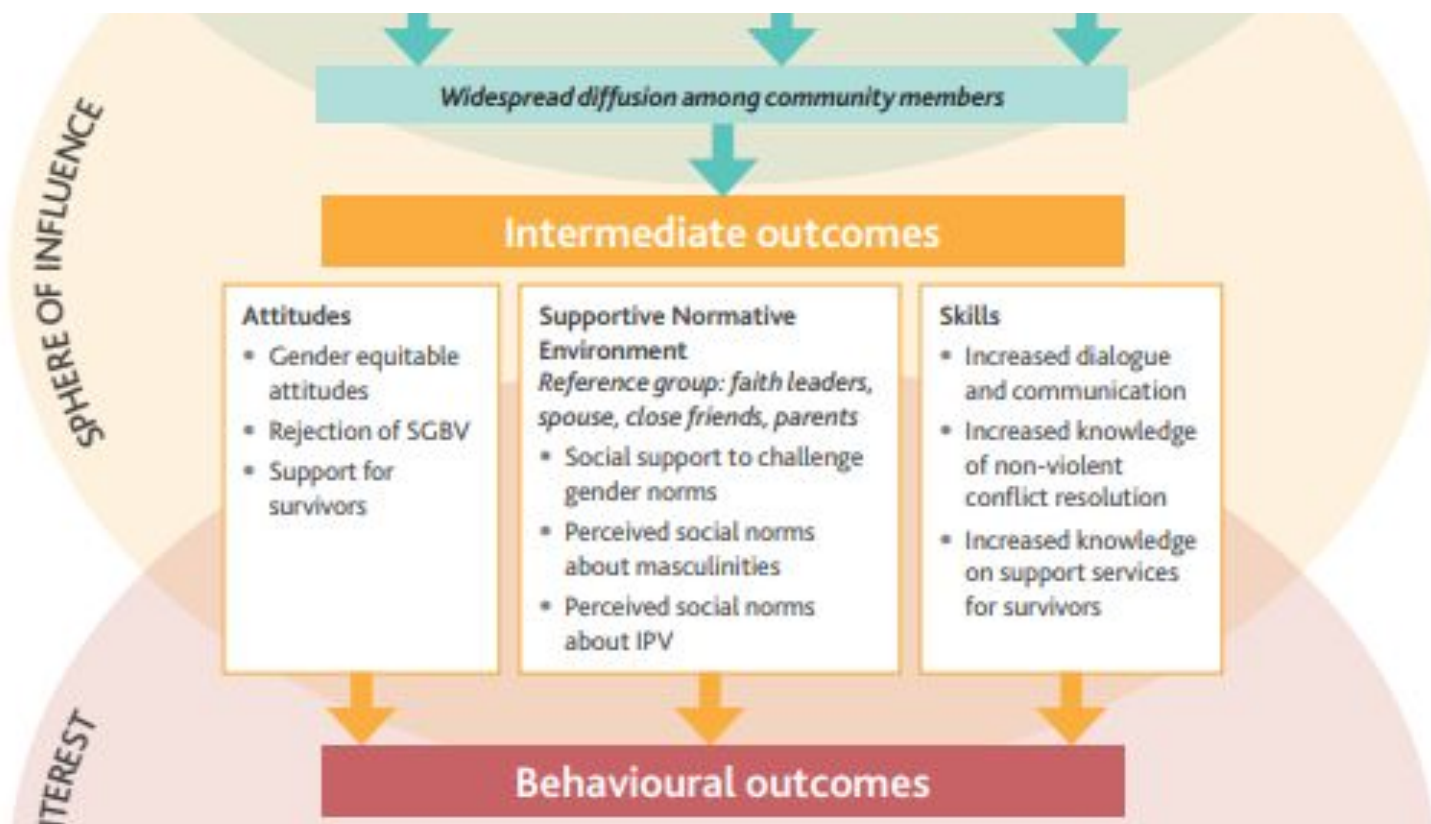
**Harmful practices,
including masculine
traits**



Faith leaders and
communities
reinforcing and
shaping these norms
and practices

Theory of change for
the core Transforming
Masculinities intervention







Main Components



FAITH LEADERS

National, provincial and community level faith leaders attend workshops that engage and equip them to provide leadership and support for the Transforming Masculinities process.



GENDER CHAMPIONS

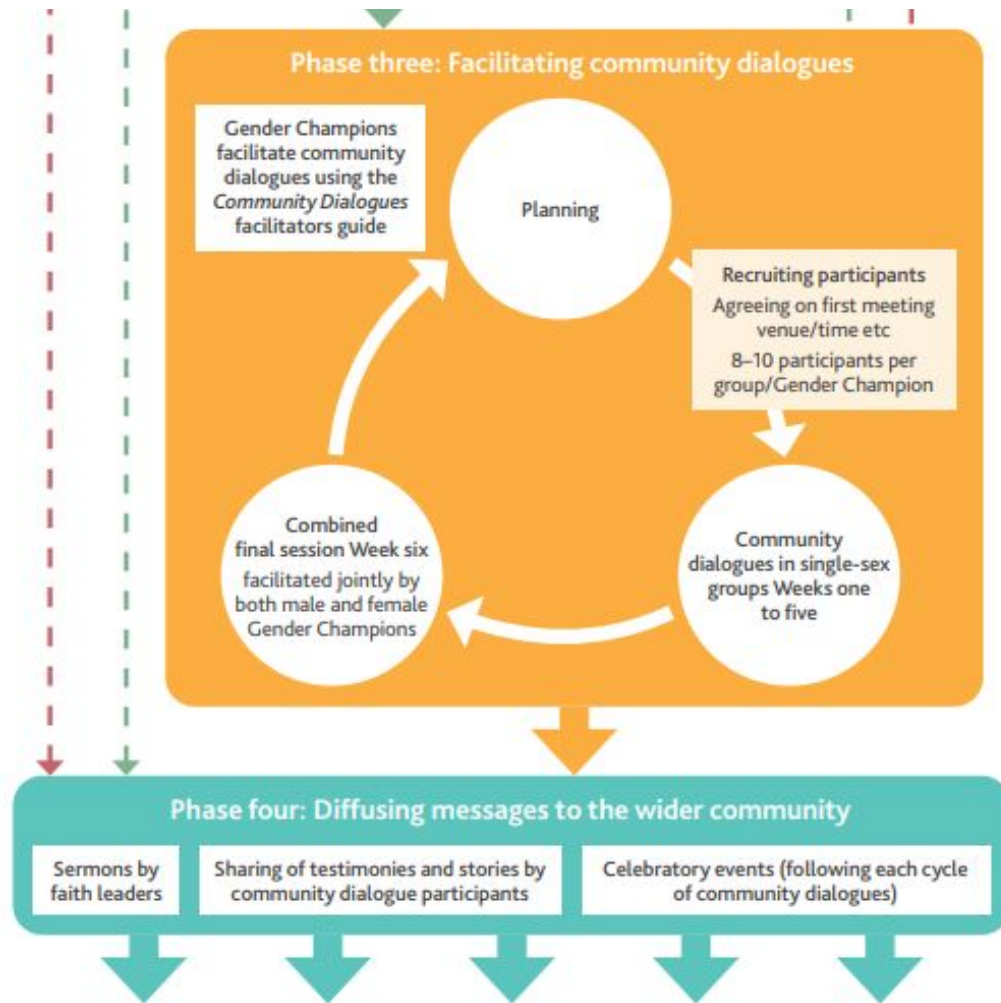
Community faith leaders select key male and female members of the community to be trained as facilitators of small group discussions named 'community dialogues'.



COMMUNITY DIALOGUES

Small groups of men and women meet weekly in their communities for six weeks for discussions led by Gender Champions. Weeks 1-5 are conducted in single sex groups and Week 6 in combined sex groups.





Intervention Overview



ENGAGEMENT

Faith Leaders
Gender Champions



TRAINING & EQUIPMENT

VAWG root causes
and theology
Gender Equality
and Norms
Power and Violence



COMMUNITY - LED ACTIONS

Role models
Information sharing
Community Dialogues
Survivors' support



MONITORING & MENTORING

Project staff visits
Mentoring and
Coaching
Training refreshers

Key Features of TM

- Scripture-based reflections/dialogues on SGBV
- The sessions are framed around the key scriptures that influence norms and practices
- Group learning and a safe space for dialogues, for both men and women
- Experiential learning, interactive, practical lens, and safe.
- Brings the discussions on gender, masculinities, SGBV within the context of people's faith and culture.
- Promotes accountable practices at all levels
- Aims to address underlying beliefs, norms on gender norms, gender inequality, harmful practices

Transforming Masculinities

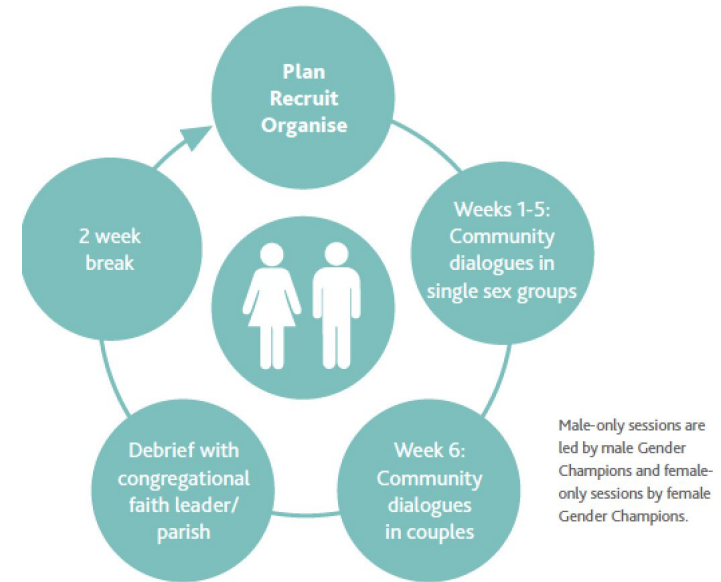
- A community mobilization process, 'community activist' approach within faith communities.
- SGBV entry point, goal is promote gender equality and positive masculinities.
- Personal commitment, willingness to change/reflective process for all actors is key.
- Facilitated dialogues with men and women, with focus on diffusion activities in wider community.
- Aim of changing behaviour and challenging harmful norms, and reinforcing positive gender norms and through role models.
- Focusing on gender equality, gender norms and roles, power imbalance, relationships through scriptural and critical self reflections and interactive activities.
- ~~Accountable practices because of power, privilege and impunity.~~



The Trainings and Workshops

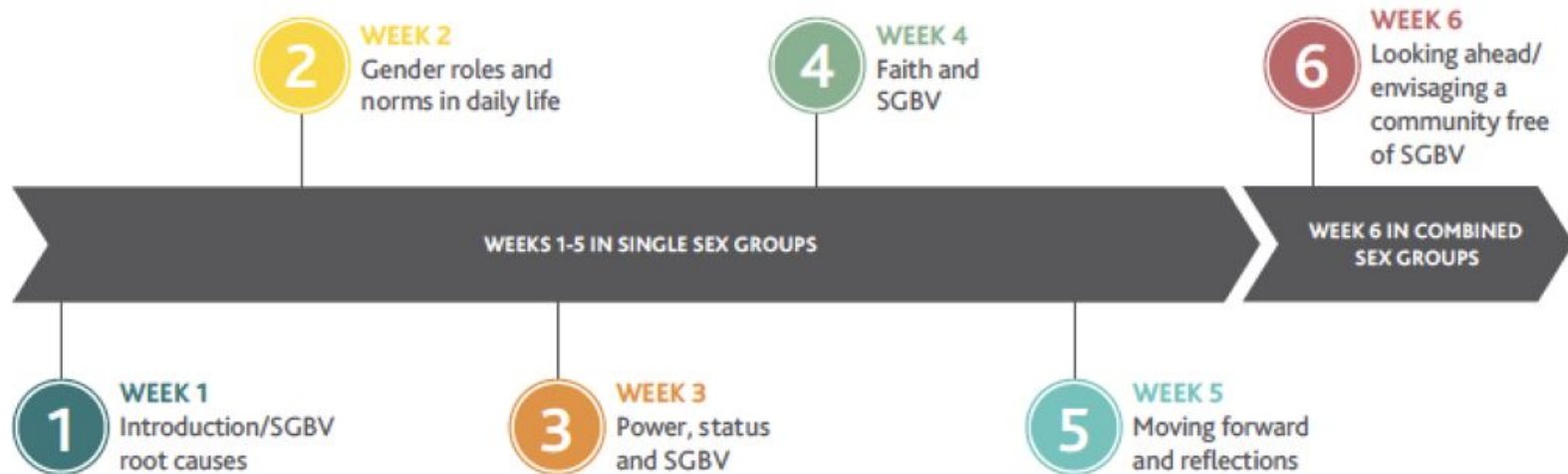
Community Dialogues - standard

- Facilitated by gender champions, 2-hours maximum per session, for 6 weeks standard.
- Minimum 8-10 men and 8-10 women per group.
- Single sex groups, and combined group.
- Facilitation guide by week, and language varies for men and women.
- Organic and organized by GCs and the members.
- We have had 80+ % retention so far.
- Importance of continuity, process is key.
- Accountability to each other.



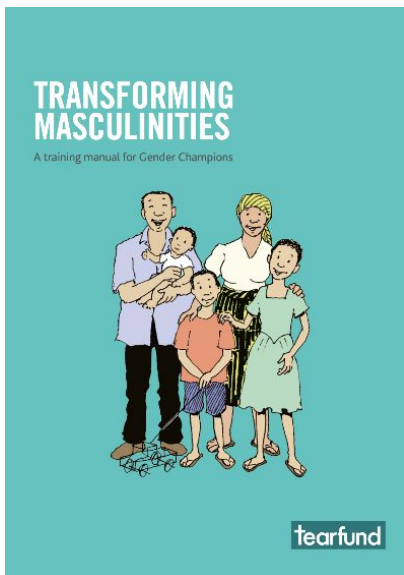
Standard 6-weekly sessions

Community dialogues run for six weeks and follow key themes in the order described below.

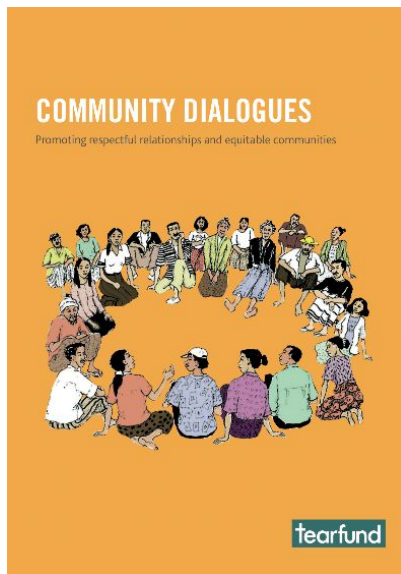


Male only sessions are led by male Gender Champions and female only sessions by female Gender Champions.

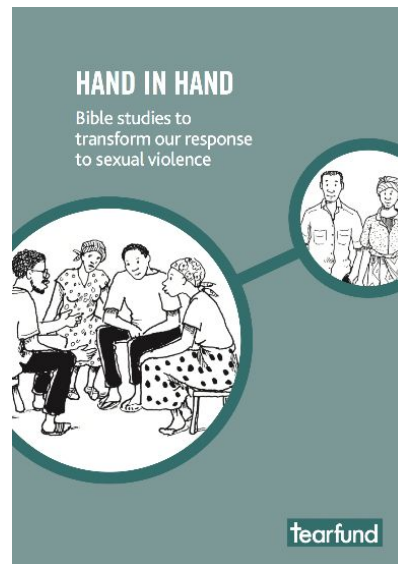
Tools:



Transforming Masculinities
Training tool



Community Dialogues Guide



Bible study guide

Core principles of TM

- Challenging harmful social and gender norms: gender inequality, power hierarchy as root causes, challenging the normative environment, promoting alternatives.
- Community mobilization process: Structured and layered intervention models, and community owned and led.
- Experiential learning, and practical - move away from theoretical discussions.
- Inter-faith: bringing communities together, promoting social cohesion, and working in collaboration where needed and appropriate.
- Gender equality, addressing root causes, an framing of SGBV as an outcome of Gender Inequality - and referral information.
- Accountable practices, personal and relational.
- Learning and adaptation.
- Continuous learning and feedback loop for programme actors.

Challenges

1. Actors are volunteers and some dropped out,
2. Absence of services/actors for survivors, especially in rural areas,
3. In Humanitarian settings, GBV seems to be seen as a huge problem for community members, they have primary needs to respond to,
4. Not safe when survivors are claiming Justice (Impunity),

Opportunities/Key Takeaways and Learning

1. Scriptures, spiritual beliefs and faith leaders shape and reinforce social and gender norms,
2. Engage both men and women,
3. Addressing underlying causes of SGBV and taking a socioecological approach is critical to intervention design,
4. Faith-based approach is showing evidence of impact, need to be intentional not to reinforce harmful gender norms
5. Faith leaders and communities are uniquely positioned to engage men and women in SGBV prevention in most contexts
6. Significant chances exist for scaling-up within existing faith structures

www.tearfund.org/sexualviolence

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