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*Sonke Gender Justice Network, the MenEngage Africa Network and the Women’s Health Research Unit of the University of Cape Town are offering the‘****Masculinities, Leadership and Gender Justice in Sub-Saharan Africa’ Training Course*** *to support the development, launch and operation of a new ‘MenEngage Africa Training Initiative’. The MenEngage Africa Training Initiative will work regionally to increase the capacity of organisations and individuals to lead gender justice programmes in their respective countries that engage men as partners and agents of change.*

ABOUT THE HOSTS

*Sonke Gender Justice Network*

*Sonke Gender Justice Network (Sonke) is a South African-based NGO that works across Africa to strengthen government, civil society and citizen capacity to support men and boys in taking action to promote gender equality, prevent domestic and sexual violence, and reduce the spread and impact of HIV and AIDS. Using a human rights framework to achieve gender equality, Sonke endeavours to create the change necessary for all to enjoy equitable, healthy and happy relationships that contribute to the development of just and democratic societies. Sonke has an expanding presence on the African continent and a growing international profile through its involvement with the United Nations and its role as co-chair of the Global MenEngage Alliance and Chair of the MenEngage Africa Network, as well as other international networks and affiliates.*

*Sonke is involved in a wide range of initiatives and activities which encompass its multi-faceted approach to promoting gender equality, preventing gender-based violence, and reducing the impact of HIV and AIDS.  This includes research and advocacy at both the community and policy levels; community education, outreach, and mobilisation; building networks and effective coalitions; coordinating global efforts to engage men; monitoring and evaluation of its projects and initiatives; and on-going staff training to improve internal capacity.*

*MenEngage Africa Network*

*The MenEngage Africa regional network was formed in 2006, with the goal of working in partnership to promote the engagement of men and boys in achieving gender equality, preventing HIV, promoting human rights and reducing violence at all levels across the continent.  In particular, the network aims to promote collaboration and resource sharing among organisations, support joint advocacy initiatives, and build capacity and leadership on gender equality within Africa.  For more details, please visit:*[***www.menengage.org***](http://www.menengage.org/)

*The network currently has country networks in over 12 countries.  These networks bring together partner organisations working on gender-based violence, sexual abuse and sexual exploitation, women’s rights, youth and child rights, masculinities, HIV, fatherhood, sexual and reproductive health and rights, maternal health, refugees and migrants, and other issues.  The networks undertake joint programming, research, and policy and advocacy activities.*

*Women’s Health Research Unit (UCT)*

*The Women's Health Research Unit (WHRU) was established in the Faculty of Health Sciences at the University of Cape Town (UCT) in 1996 and is located in the School of Public Health and Family Medicine. The overall aim of the Unit is to improve the health of women through research that informs policy and practice. It acts as a multidisciplinary centre for women's health research in South Africa focusing on high priority women's health, particularly sexual and reproductive health, and gender and health issues. The Unit's main activities include: Research, Health service support, Teaching, Social responsiveness and Advocacy. The WHRU collaborates with departments and organisations within the University and with other Universities and national and international NGOs and research organisationsand academic institutions. The Unit's research is structured according to high priority areas identified by the government and in keeping with international trends: HIV and AIDS; health systems research: sexual and reproductive health; abortion; and female cancers and contraception. One of the key issues for the Unit is how these areas link to gender issues. Its links with the National, Provincial and Local Departments of Health ensures that its research is relevant and contributes to health policy development and program implementation.*

BACKGROUND TO THE COURSE

*Achieving economic, social and development goals within Africa requires individuals, government and civil society to build a more gender equitable society with healthier gender roles for women and men. To be effective, strategies must not only empower women, but should engage men and bring about significant changes in men's attitudes and practices towards sex, reproduction, women and their own health.*

*We have, however, insufficiently focused on the need to engage men. For although men are implicated in public health and human rights challenges facing the African continent, they are equally an integral part of the resolution – whether it be ending sexual violence, promoting sexual and reproductive health and rights, preventing HIV infections, addressing homophobia and human rights abuses towards LGBTI persons, or becoming more involved in fatherhood and holding their governments accountable for their commitments. In all these areas men and boys play a central role as partners and agents of change as leaders in governance.*

*In addition, we have too often neglected how gender plays out in the lives of men and boys – to the detriment of women, and to the detriment of men and boys. Rigid norms related to gender, and power differentials between groups of men, mean that many men are vulnerable to violence (the leading cause of death for young men worldwide) and are less likely to seek health services when needed, compared to women.*

*A growing number of program interventions at the local level are showing tremendous success in engaging men and boys in promoting their own health and well-being, and that of women and girls. A review of 57 male involvement programmes published by the World Health Organisation found evidence that at least a quarter were effective in transforming harmful gender attitudes and behaviour, and many of the others were regarded as promising.[[1]](#footnote-1) We now have evidence that well implemented gender transformative interventions can bring about significant changes in men’s gender and HIV related attitudes and practices.*

*Recognizing this fact, and the centrality of engaging men and boys to address the health and human rights problems facing Africa, UN agencies, governments and civil society have affirmed the need to involve men in achieving gender equality, and promoting the rights and well-being of girls, women and boys and men themselves. Moreover, many countries have affirmed their support for work with men in a number of international commitments, providing policy makers with a compelling mandate to develop, implement and evaluate approaches in this area. And a growing number of NGOs and community-based groups are engaging men and boys in gender equality work.*

*Despite these developments, however, most initiatives to engage men and boys in achieving gender equality have been, and remain,small-scale and short-term. In order to transform pervasive gender inequalities within Sub-Saharan Africa, a scaling-up and widening in scope of the programmes and models already known to be effective is imperative. Central to achieving this aimis the strengthening of abilities of women and men to undertake effective work with men for gender equality. It was on this basis that the MenEngage Africa Training Initiative (MATI) was born.*

INTRODUCTION TO THE MENENGAGE AFRICA TRAINING INITIATIVE

*As an initiative of the MenEngage Africa network (see details below), and reflecting a commitment made by the global MenEngage alliance to create a training/leadership initiative within several geographical regions, the MenEngage Africa Training Initiative was established to expand the skills and knowledge among female and male advocates, civil society practitioners, policy makers and other stakeholders within Sub-Saharan Africa on engaging men and boys, and to build a regional network of future leaders and gender justice advocates.*

*Regional consultative meetings were held in Kenya (2010) and Uganda(2011) to bring together MenEngage Africa partners to deliberate on the concept of the MenEngage Africa Training Initiative, agree on curriculum content and methodology, recruitment methods and all other aspects of such an initiative. These meetings discussed data published by Sonke in the MenEngage Africa Network Regional Organisational Capacity Survey report,[[2]](#footnote-2)highlighting that capacity building of individuals and practitioners at all levels was required in order to scale-up work with men and boys to promote gender equality, and prevent HIV and GBV, within the continent. These consultative meetings affirmed the need for the MenEngage Africa Training Initiative to launch, in collaboration with the University of Cape Town and other partners, a dedicated coursein Africa on masculinities, leadership and gender justice.*

ABOUT THE COURSE

*‘Masculinities, Leadership and Gender Justice in Sub-Saharan Africa’ is a short, intensive, ten-day residential course which seeks to expand the skills and knowledge of women and men in the Sub-Saharan Africa region to scale up work on engaging men and boys in gender equality, and build a network of leaders and gender justice advocates. In doing so, it aims to strengthen existing work on the greater involvement of men and boys in the prevention and response to sexual and gender-based violence, sexual and reproductive health and rights, HIV and AIDS, fatherhood, child sexual exploitation and abuse, LGBTI rights and other issues pertaining to gender equality.*

*The ten-day course will incorporate a mix of thematic and skills-building sessions, as well as a site visit and daily opportunity for self-reflection. The course also entails a ‘Project for Change’ to engage men in gender justice, and a mentorship programme. Further details of these areas are provided below.*

COURSE OUTCOMES

*At the end of the course participants will have developed in-depth knowledge and critical skills in the area of masculinities, leadership and gender justice. Participants will be able to apply this learning to theircurrent and future employment at the programmatic, research and policy levels, and will become part of a network of trained gender justice advocates who can advance the field of engaging men for gender equality within Sub-Saharan Africa.*

*Participants will have also critically assessed and strengthened their Project for Change during the course, enabling them to successfully implement these projects.*

*Finally, participants will have access to a mentor, and be linked to the MenEngage country network, to support their work and continued professional development.*

COURSE CONTENT

*The ten-day course will incorporate a mix of thematic and skills-building sessions – covering both theoretical and practical components - as well as a site visit and daily opportunity for self-reflection.*

*The* ***thematic modules*** *will focus on engaging men in programming particularly in the following focus areas:*

* *Overview on why engaging men*
* *Key concepts for gender justice work*
* *Sexual and gender- based violence*
* *Sexual and reproductive health and rights and HIV*
* *LGBTI and sexual diversity*
* *Children’s rights*
* *Fatherhood*
* *Women’s rights and the women’s movement*
* *Gender, culture, tradition and religion*

*The* ***skills-building sessions*** *will specifically focus on:*

* *Value clarification*
* *Advocacy (community mobilisation, media advocacy and policy advocacy)*
* *Leadership (including youth leadership)*
* *Monitoring and evaluation*
* *Research methods*
* *Resource mobilisation*
* *Organisational development*

*The course will consists of 10 full days (Monday 20th to Saturday 25th August; and Monday 27th to Thursday 30th August) plus a number of optional morning and evening sessions. Sunday 26th August is a free day for participants.*

*The sessions will use a mix of digital stories, documentaries, case studies, site visits and interactive robust discussions.*

COURSE STRUCTURE

*Part 1: Training Course*

*The programme is divided into two parts. The first part is the training course which takes place during the ten days in Cape Town, South Africa, from 20 – 30 August 2012.*

*Part 2: Follow-up*

*For the second part participants will be expected to work on their Projects for Change(see below) in their respective countries. Mentors will be assigned for feedback and support. This will include regular follow up calls with the mentor on progress.*

*Projects for Change*

*Participants who apply for the course should have a project or programme – ‘Project for Change’ – that is applicable to engaging men in gender justice. This project will be refined during the course, and implemented within their respective organisations once the course is completed. The project can be a current one that you wish to expand/strengthen, or a new initiativethat you will implement (commencing no later than the final quarter of 2012). In the selection, applicants should be advised that the programme does not necessarily entail funding for such Projects for Change. A limited number of seed grants are available for selected participants.*

*The project canfocus onsexual and gender-based violence, sexual and reproductive health and rights, HIV and AIDS, lesbian, gay, bisexual and transgendered issues, children’s rights or fatherhood. Applicants should ensure that they have the support of their supervisor to implement this project plan in their organisation.*

*Example topics for the Project for Change include:*

* *Policy or media advocacy on engaging men in gender equality*
* *Community mobilisation targeted men*
* *Needs assessment in your organisation on gender equality and male involvement*
* *Campaign together with women’s rights organisations*
* *Research plan*

*The Project Plan should cover the following:*

* *Name or title of project*
* *How the project currently engages men*
* *Why the project is needed*
* *Project purpose*
* *Expected results*
* *Example of activities*
* *Expected benefits of the project for beneficiaries*
* *Monitoring and evaluation plan*
* *How the project is expected to develop during the course*
* *Skills or experiencesof an ideal mentor*

*Applications should complete the separate Project Plan Template form*

*Mentorship*

*Mentors will also be available to all participantsto provide them with on-going professional guidance and support beyond the initial training. In addition, a virtual network of participants will be created, and those attending the course will be linked to their respective national MenEngage network.*

COURSE TARGET GROUP

*The course is aimed at gender activists, programme staff and project managers from women’s rights, children’s rights, sexual and reproductive health and rights, HIV and AIDS, and LGBTI organisations, youth leaders, government officials, UN Agency representatives,donors, academics and media advocates.*

*The ideal candidate will:*

* *Work in a field where they can influence gender justice and gender equality through their positions within non-governmental organisations (NGOs), community-based organisations (CBOs), government, UN agencies, donors, academic institutions, faith based organisations, juridical systems or other relevant organisations in Sub-Saharan Africa*
* *Have a minimum of 3-5 years work experience in gender, advocacy , human rights, social justiceand/or sexual and reproductive health and rights issues*
* *Demonstrate commitment and interest in strategies and programmes aimed at engaging men for gender equality within Sub-Saharan Africa*
* *Have proven and demonstrable leadership experience/skills*
* *Have a basic understanding of gender issues, particularly around gender justice*
* *Demonstrate an understanding, commitment and willingness to be part of an intense ten-day residential course*
* *Have an innovative proposal for a ‘Project for Change’, to be implemented on completion of the course*
* *Have the support of their organisation for both participation in the course and implementation of their Project for Change (where applicable)*
* *Hold a Bachelor’s degree in international relations, human rights, health rights, gender or other relevant fields (practical experience will be taken into account in lieu of an educational background)*
* *Be fluent in English*
* *Have experience in running training courses an advantage*

APPLICATION PROCESS

***Closing date for application is June 25 2012.Applications submitted after closing date will not be considered.*** *Applications should be typed on the forms attached and include required information and documents, including a description of the participant´s Project for Change.*

*Applications should be submitted to* ***mati@menengage.org***

***Selected applicants will be notified by e-mail by 10 July 2012. Once accepted the applicant must confirm participation by no later than 17 July 2012.*** *An invitation letter will be sent out, containing additional information on the programme and the practical arrangements.*

*Family members are not allowed to accompany participants to the programme.*

COST OF PARTICIPATION

*There are no registration fees. Applicants are requested to cover all travel related costs in full. Accommodation and course costs will be covered by the hosts.*

*A number of scholarships that cover the full cost of participation are available.* ***The hosts encourage ALL interested parties to apply.***

***Visas***

*Participants are responsible for obtaining all visas necessary for their journey and stay during the training programme. The visa should be valid for the whole period of the programme and the passport should be valid for three months longer than the entry visa. Inquiries should be directed to respective South African Embassies /Consulates, as soon as possible after acceptance into the programme. Those participants awarded a scholarship will be reimbursed for all visa related expenses.*

*For further details contact Lucinda van den Heever at:* ***mati@menengaege.org***

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1. World Health Organization (2007). Engaging men and boys in changing gender-based inequity in health: Evidence from programme interventions. Geneva [↑](#footnote-ref-1)
2. The detailed report can be accessed at http://www.genderjustice.org.za/issue-9/resources/sonke-newsletter/issue-9/issue-9-articles/menengage-africa-network-regional-organisational-capacity-audit [↑](#footnote-ref-2)