

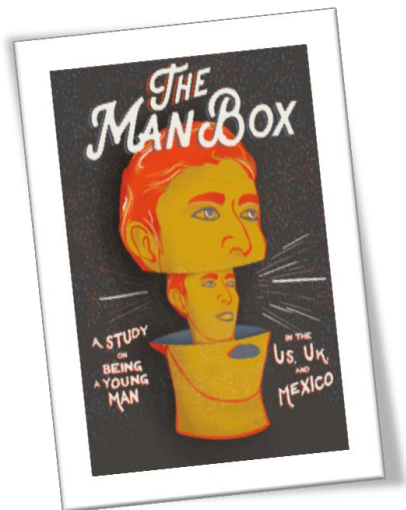
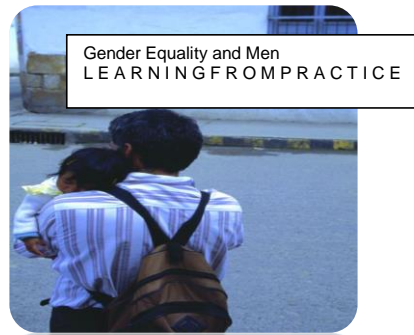
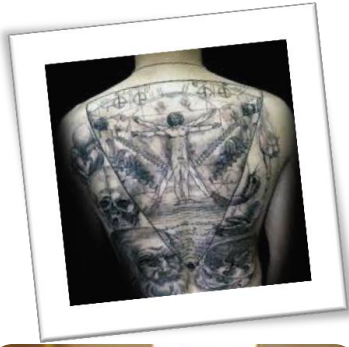
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Masculinity: Developing an Understanding

A Desk Research

TALASH

MASCULINITY: Developing an Understanding



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Introduction

Background & Rationale for the Research

Talash has been working since 2012 to empower girls to take charge of their own lives by developing understanding about informed consent, safer decision making and learning to deal with victim mode. The project “**Preventing Early Marriage through Personal Safety & Wellbeing Education**” within twenty eight Gram Panchayats spread over four blocks in the district of Malda is a relatively young venture, supported by UNICEF, Kolkata Field Office, and in collaboration with the District Administration of Malda.

The intervention also looks into developing leadership skills for collective actions and work with adults to promote a child marriage free environment. Trained as leaders, the adolescent girls started taking collective actions within their communities. Initiatives and collective actions of the girls generated interest among adolescent boys – they too started pouring in with information of child marriages, school drop outs and other issues.

Talash’s initiative to conduct a desk research on Understanding Masculinity was fuelled by the exchanges and sharing with boys during a mindscape mapping study with adolescent boys in Malda and Kolkata. During dialogues with boys in the mapping study, their belief system around gender roles, their expectations from their own selves, their response to the social expectations and their perspectives about women were revealed. The experience necessitated the understanding of social constructions of masculinities in this context.

Normative Concepts of Masculinity

“The concept of masculinity in India usually implies having good physical looks and penis size. It is usually associated with sexuality that often involves coercive sexual behaviours. (Verma R, Mahendra VS. Construction of masculinity in India: A gender and sexual health perspective, 2004). It was thus not surprising to find in our study that a large number of boys agreeing to the fact that sexual act prove their masculinity.” - Indian Journal of Psychiatry. 2012 Apr-Jun; 54(2): 138–143.

Gender socialization begin from the very young age when children identify the gender characteristics as they grow up and learn about socially desirable behaviours for boys and girls in their daily interactions. Boys learn about behaviour expected from men, who in most cultures is synonymous with being *physically and emotionally strong, being competitive, dominating and controlling others* (Thomson, 2002). Girls learn that being *submissive, shy, and obedient and not expressing one’s thoughts and feelings are desirable feminine attributes*.

Traits traditionally cited as masculine also include *courage, independence, and assertiveness, competition, logic and rational thinking, strength, boldness and aggressiveness*. These traits associated with masculinity vary depending on location and context and are influenced by a variety of social and cultural factors.

Purpose of the Desk Research

The Desk Research involves collecting and collating information available on the internet regarding study reports on masculinity, academic papers, IEC materials or resources available in the form of

posters, newsletters, fact sheets, leaflets, comic strips and other audio visual materials in form of films, TED talks, documentaries, YouTube videos. Information from these materials is expected to provide a body of knowledge that exists around the perceptions of masculinity at the regional and global levels and the potential of future research, intervention and learning. This research is also intended to:

1. Identify organizations, alliances at regional and global level working on masculinity etc.
2. Collate the researches, study reports, academic papers available on the internet regarding the construction of masculinity, 'hegemonic masculinity' and 'hyper masculinity', perpetuation of the constructed notions through socio cultural practices and connections between
 - a. Gender Normativity (e.g. fatherhood, parenthood) and Masculinity
 - b. Sexual & Gender based Violence & Masculinity
 - c. Intimate Partner Violence & Masculinity
 - d. Child Sexual Abuse & Masculinity
 - e. Child Marriage & Masculinity
3. Identify the geographical orbit and the areas covered under the studies on Masculinity (in India, South East Asia and at the Global level) done so far by organizations and collectives working on the issue of masculinity.
4. Collect various training manuals for adolescent peers, development workers, community trainers, parents etc.
5. Collate various resources that aids to develop better understanding promote awareness and facilitate communication regarding perceptions about masculinity and the sociological and psychological factors that influences and shapes the same.

CONTENTS

This word document is an outline of all the materials that are like a repository of the body of work (written and audio visual) on Masculinity and its correlates, available in the internet. This document gives an overview and summary of the contents of different sections that are being categorized into for storing necessary information and facilitates a cataloguing the same for retrieving items as per need for future reference and work.

The categorizations are as follows:

Section I: Research Papers & Study Reports on Masculinity

- A. Research & Study related to Child Grooms& Child Marriages**
- B. Other Research & Study Reports**

Section II: Theoretical Concepts & Academic Papers on Masculinity

Section III: Training Manuals & Curriculum on Masculinity

Section IV: IEC Materials & Other Resources on Masculinity

Appendix I: List of Organizations working on the Issue of Masculinity

Appendix II: Sources

Section I

Research Papers & Study Reports on Masculinity

Section I

Research Papers & Study Reports on Masculinity

Most of the available research papers in this section have been funded and published by organizations and alliances working in the orb of gender justice and rights, femininity-masculinity, and prevention of gender based violence. This section gives a global picture of the studies conducted in India, South East Asia and Abroad.

Organizations and Alliances that have funded and published these articles and papers are Promundo, UNICEF, OXFAM, Save The Children, MenCare, MenEngage, INSTRAW, interagency initiatives of UNDP, UNFPA, UNFIFEM and UNV, International Planned Parenthood Federation (IPPF), Centre for Health & Social justice (India) and Universities in India and Abroad (Sydney, Southern Maine, Rutgers etc.), Applied Research Forum -National Online Resource Center on Violence Against Women etc. The papers in the folder are catalogued as follows

A. Research & Study related to Child Grooms

- 1. The Cultural Context of Child Marriage in Nepal and Bangladesh:** Findings from CARE's Tipping Point Project; A Community Participatory Paper Series. The Tipping Point Community Participatory Analysis Study was designed to deepen understanding of the contextual factors and root causes driving the prevalence of child marriage in particular regions of Nepal and Bangladesh that has highest rates of child marriage in the world. The study focuses on distinctive regions within Nepal (the Terai) and Bangladesh (the *haor* areas) with particularly high rates of child marriage. The three main areas of inquiry offer insights into the vulnerability to child marriage, the specific drivers of the practice, and the dreams and reactions of adolescents affected by child marriage.

The research found that the complex marriage process systematically excludes the voice of girls. When adolescents, especially girls, try to assert their choices around if, whom, and when to marry, they are often stigmatized by their families and communities and seen as standing against the authority of fathers and brothers. Families and communities make marriage decisions for adolescents, not with them. Only boys with more education, income or experience working overseas may sometimes be permitted to express opinions about the choice of a spouse. In Bangladesh the practice of child marriage crosses religious and socio-economic boundaries, while in Nepal the practice appears to be concentrated specifically within particular caste groups – Dalits and other excluded castes – who are economically marginalized by their caste identities. The isolation and lack of opportunities for specific communities makes it more difficult for them to move away from practices such as child marriage, even as others begin to make this shift. This is an important difference between the findings from the two countries.

Diverse factors affect decisions by the prospective bride's family and the prospective groom's family regarding the timing of marriage. In Bangladesh and Nepal geographic, environmental and economic conditions, socio-cultural and religious characteristics, concerns about the regulation of girls' sexuality, gender inequality and social norms all influence marriage decisions. Economic factors do not exist independently of the social, cultural or religious drivers of child marriage. Remote geographies accentuate hardship, isolation, poverty, and access to services and information.

2. **Child Marriages in Nepal** is a research report developed and published by collaborative efforts from Save the Children, Plan International – Nepal & World Vision International – Nepal. This is qualitative research documentation of national level data on child marriage. The research documents the prevalence of child marriage and its changing patterns and paradigms; causes and consequences; best practices to prevent child marriage and gaps in law enforcement.
3. **Early Marriage and Early Motherhood in Nepal** by Minja Kim Choe, Shyam Thapa, Vinod Mishra This paper examines age patterns of first marriage and motherhood and covariates of early marriage, delayed consummation of marriage and early motherhood in Nepal using data from the 2000 Nepal Adolescent and Young Adult Survey (NAYA). Both unmarried and married male and female youths (age 14–22) were included in the survey. The results show that early marriage and early motherhood are quite common among Nepalese women, especially in rural areas. Early marriage is much less common among men. Delayed consummation of marriage is common among very young brides, especially in rural areas. The main covariates associated with early marriage and early motherhood is respondent’s education, region of residence and ethnicity. The main covariates of delayed consummation of marriage are age at first marriage, region of residence and ethnicity. The study highlights the need to focus on less educated female youths in the Terai region in order to reduce the reproductive and child health risks associated with early marriage and early childbearing.
4. **Ending Impunity for Child Marriage in Nepal -A Review of Normative and Implementation Gaps** is a policy brief on child marriage in Nepal. This focuses on overview of child marriage, contributing factors, a legal framework – gaps and loophole in the same and case laws related to child marriage, key challenges in ending impunity for child marriage and a section on conclusions and recommendations.
5. **Engaging Men & Boys to End the Practice of Child Marriage** by Margaret E. Greene, Stephanie Perlson, Alice Taylor and Giovanna Lauro and published by Green Works & Instituto Promundo. This paper does three things: It reviews knowledge of child marriage and informal unions between girls and boys/men in the Global South; provides an analysis of the attitudes of male family and community members regarding child marriage and the role of masculinity in shaping these attitudes. This section draws from various sources, including the International Men and Gender Equality Survey (IMAGES), and on emerging evidence from Brazil on the attitudes of families and community members, especially the men, regarding the practice of child marriage; surveys interventions currently working with men and boys to see what can be built upon more systematically in future work on child marriage.
6. **Our Times to Sing & Play – Child Marriage in Nepal** by Human Rights Watch, 2016 is report on the practice and prevalence of child marriage in from Nepal. This report highlights its recommendations on the analysis from interviews conducted with adolescents across Nepal. The majority of interviewees were Hindu, however people from Nepal’s Buddhist, Muslim, and Christian communities were also interviewed. Although the interviewees came from a range of ethnic and caste backgrounds, the majority of the married children interviewed were from Nepal’s Dalit and Janjati communities, are called in Nepal indigenous communities, a reflection of the fact that child marriage is more prevalent in marginalized and lower caste communities. Women and girls in child marriage, family members of married children, educators, health workers, police officers, community leaders, and experts from NGOs working to end child marriage were interviewed. Women and girls who had married as children were interviewed and

asked about how they ended up marrying as children, and why, and how it affected their lives. We also interviewed

7. **Child, Early, and Forced Marriage Resource Guide**, is a strategy to implement the plan and vision outlined in the “United States Strategy to Prevent and Respond to Gender-Based Violence Globally” and USAID’s “Ending Child Marriage & Meeting the Needs of Unmarried Children.” Under this task order, The Child, Early, and Forced Marriage Resource Guide was designed and developed to assist USAID staff to effectively integrate state-of-the art approaches to child, early and forced marriage prevention and response into their activities. This effort documented how the global health, GBV, youth, education, economic growth and workforce development, agriculture and food security, and legal reform sectors approach child marriage, including entry points, approaches, interventions and monitoring and evaluation, and provides concrete recommendations on how to improve these approaches in the future.
8. **2016PGY_BALIKA_EndlineReport** is a study by Population Council, Bangladesh to help fill this evidence gap, in 2012 the Population Council and partners embarked on a four-year study to understand whether skills-building approaches to empower girls can delay marriage in Bangladesh communities where child marriage rates are highest in three districts in southern Bangladesh: Khulna, Satkhira, and Narail. The BALIKA project implemented a randomized controlled trial involving more than 9,000 girls aged 12–18 in 72 intervention communities and 24 control communities within three districts of Bangladesh to determine what works to delay child marriage. This is the first rigorously evaluated study to provide evidence on approaches to delay child marriage in Bangladesh.

B. Other Research and Study Reports

1. **A Working Paper Series on Men's Roles and Responsibilities in Ending Gender Based Violence - A Coordinated Collaborative Approach to Address and Combat Teen Dating Abuse** by Rus Ervin Funk, 2001 is a study which began developing a coordinated response specifically for teenagers - "youth" refers to people 21 years of age and under. This paper explores the efforts thus far in Washington DC, including what has been done, the difficulties found in these efforts, lessons learned, recommendations for other communities who are similarly interested, and an overview of the plans for the continued development and expansion of this effort.
2. **Engaging Men, Changing Gender Norms: Directions for Gender-Transformative Action**, 2009 and 2010 brief explores the importance of changing social norms related to men's ideas and behaviors. This has a section on a large-scale household surveys on men's attitudes and practices carried out by MenEngage partners. Led by Promundo and the International Center for Research on Women, partner researchers, supported by UNFPA in several countries, administered the International Men and Gender Equality Survey (IMAGES) to more than 20,000 men and women in Bosnia & Herzegovina, Brazil, Chile, Croatia, the Democratic Republic of Congo, India, Mali, Mexico and Rwanda. (Subsequent surveys were carried out in Malawi and other settings. A similar survey, based in part on IMAGES, is being coordinated in several countries in Asia by the UN project Partners for Prevention, also in collaboration with UNFPA). The survey covers attitudes and practices relating to men's employment, education, childhood experiences, domestic and parenting duties, ideas about gender equality, sexual relations, use and experience of violence, health issues, and men's opinions on laws and policies related to gender equality (IMAGES, 2011b).
3. **Sexual Violence in Conflict and Post-Conflict: Engaging Men and Boys** by MenEngage-UNFPA advocacy brief explores how to engage men and boys in preventing and responding to sexual violence in conflict and post-conflict settings (especially in Columbia, Liberia, Rwanda, Sarajevo and Sierra Leone). This brief focuses on understanding men's varied relations to violence and by engaging men at diverse levels. This brief has three parts: 'Sexual Violence, Peace, Conflict and Post-Conflict,' which discusses the context of sexual violence in conflict, and in both war and peace; 'The Place of Men and Boys in Relation to Sexual Violence in Conflict and Post-Conflict,' which discusses the varied roles of men and boys as perpetrators, survivors, witnesses, peacekeepers, police and soldiers, service providers and change makers and 'Engaging Men and Boys on Sexual Violence in Conflict and Post-Conflict Settings,' which outlines a range of policy and programmatic proposals focused on engaging men.
4. **Sports and the Making of Men: Transforming Gender Norms on the Playing Field** explores ideas on how to transform sport - an important part of the lives of most boys and many men - to encourage gender equitable attitudes and behaviors, to end harmful forms of masculinity, and to transform masculinity in positive ways. This brief has three parts- 'The History of Sport and the Making of Men,' examines why and how sport has taken a central role in men's conceptions of masculinity; 'How Sport Constructs Manhood and its Impact on Men and Boys,' explores the potential positive and negative effects of sport, including its influence on violence, homophobia, and emotional and physical well-being. III. 'Recommendations for Policy and Sport Practices,' provides advice to policymakers and program staff on how to harness the positive and transformative aspects of sport in the lives of men and boys.

5. **Boys And Education In The Global South: Emerging Vulnerabilities And New Opportunities For Promoting Changes In Gender Norms** - This is an article that represents a review of global data on boys' education in the Global South and recent findings on the influence of boys educational attainment on their attitudes and behaviors in terms of gender equality. The article also presents three examples—from Brazil, the Balkans, and India—on evaluated, school-based approaches for engaging boys and girls in reducing gender-based violence and promoting greater support for gender equality.
6. **Father School: Step by Step** by UNICEF is a guide on how to set and run male groups that prepare fathers-to-be to the birth of their babies and teach them to be actively engaged in their children's upbringing following the principles of shared equal responsibility with children's mothers. In 2009 the UNICEF Representation Office in Ukraine published *Tato-Shkola: Yak Stvoriti Ta Zabezpechiti Stale Funktsionuvannya* (Тато-школа: як створити та забезпечити сталі функціонування) which describes practical aspects of organizing and operating Father Schools in Ukraine. This current book reviews and summarizes experiences of establishing and running male schools for fathers-to-be in Russia, Sweden and Belarus. It also includes some information on Ukrainian experience.
7. **Programs for Men Who Have Used Violence against Women: Recommendations for Action and Caution** is a brief study on men who have been engaged in IPV or Intimate Partner Violence (physical, sexual, psychological, emotional, threats or controlling behaviour) in countries like Brazil, Denmark, Nicaragua, Mozambique, U.K etc.
8. **Gender Equality and Men: Learning from Practice** includes draws together contributions from authors working in many parts of the world who are seeking to involve men in gender-equality strategies through their experiences of work in many South East Asian, European, American and African countries (Albania, Azerbaijan, Georgia, India, Negev Desert (Israel), Sudan, UK, USA etc.)
9. **Gender attitudes and violence among urban adolescent boys in India** is a study by International Center for Research on Women, New Delhi, India; Futures Without Violence, San Francisco, California, USA; School of Public Health, University of California, Berkeley, Berkeley, California, USA; Division of Adolescent Medicine, Children's Hospital of Pittsburgh, University of Pittsburgh Medical Center, Pittsburgh, Pennsylvania, USA - 26 July 2012

Young males' perpetration of violence against females is prevalent across the globe, and is associated with inequitable gender attitudes including the condoning of violence against women. A cross-sectional survey was conducted among boys ages 10-16 from urban neighborhoods of Mumbai, India to examine the relationship among adolescent males' gender attitudes, attitudes condoning violence against women, exposure to family and community violence, and violence perpetration against peers and girls. A critical finding was that one in five boys' aged 10-12 reported high levels of condoning violence against girls. Gender inequitable attitudes overall were highly correlated with attitudes condoning violence against girls. A central finding of this study was that the extent to which having more equitable gender attitudes is associated with significantly less likelihood of sexual violence perpetration, suggesting that gender attitudes may have an important protective effect especially among boys who have been exposed to violence.

- 10. Preventing Female Violence: “How can you be a marda if you beat your wife?” - Notions of masculinities and violence in Eastern Nepal** is a report by SAFERWORLD, 2004. Sexual and gender-based violence (SGBV) remains one of the biggest safety and security challenges in Nepal. News of SGBV – from sexual assault to accusations of witchcraft to trafficking of women and girls – has been appearing regularly over the last couple of decades. But at the same time there is very limited understanding regarding masculinities and whether and how they link to violence, and in particular SGBV. Notions of masculinities; and to understand young men’s experiences and attitudes towards violence, including SGBV are explored in the report.

This report presents the findings of research carried out by Safer World in collaboration with The Society Touch and Youth Development Centre. The qualitative research was carried out in Sunsari and Sankhuwasabha districts in Eastern Nepal, using a participatory learning approach involving young men and boys aged 16–25 years, complemented by conversations with other community members, including women and girls. This approach allowed for in-depth conversations and reflections on often sensitive issues with and between the young men, who at the end of the research started to question some of their attitudes and behaviour towards women and girls. The findings are context specific and cannot be generalised across Nepal. The findings of this report show that young men feel huge pressures and frustrations negotiating their positions in society. The tension between expectation and what is achievable in the context gave rise to complicated responses in young men as they live lives in an uncertain and changing context. The research also shows that the association of violence, including SGBV, with masculinities needs to be approached with great care.

- 11. Risk Factors for Men’s Lifetime Perpetration of Physical Violence against Intimate Partners: Results from the International Men and Gender Equality Survey (IMAGES) in Eight Countries**
- 12. Shaping of Hypermasculinity and Its Influences on Sexual Behaviour: A Study of Youth in Slum Communities of Mumbai, India**, International Institute for Population Sciences, Mumbai, India. Hypermasculinity is a psychological term for the exaggeration of male stereotypical behaviour such as an emphasis on physical strength, aggression and sexuality while exhibiting emotional self-control as a sign of toughness as well as composure and impassiveness in times of great stress. "Alcohol Use, Sexual Health Risks and HIV Prevention among Young Men in Low Income Communities in Mumbai, India (ASHRA)" data have been analyzed to find out the correlates of Hypermasculinity and its influence on sexual behaviour and sexual satisfaction among youth residing in low income settings of Mumbai. The study points at the crux of the issue of hypermasculinity and its connectedness with youth’s risk taking behaviour. Traditional norms about sexuality and the gender roles attributed to both the sexes in the family and society mostly effectuate hypermasculinity. Other reasons behind this could be the misconceptions, unawareness, unavailability of sex education and less guidance at the adolescent age of these youth living in the slums of Navi Mumbai.

In the slums of Mumbai, a little over one-third of youth is having low masculinity, two-fifths is having moderate masculinity, and one-fourth is having hypermasculinity which shows that hypermasculinity is very much pervasive in the community. This study reveals that Standard of Living (SLI) and migratory status do not have a significant association with Hypermasculinity. Whereas, education, marital status (both models) religion (both models), occupation (both models), exposure to pornographic materials, exposure to sexual stimuli and leisure time activities have a strong association with hypermasculinity of the youth in Mumbai. Exposure to mass media is negatively and leisure time activities, relational satisfaction with girlfriend/wife as well as sexual satisfaction were also found to be positively associated with hypermasculinity among the youth.

13. **The Study Guide Fellowship Programme** published by Save the Children Sweden/MenEngage Alliance, written by Rahul Roy, Dilip Simeon, Maria Rashid, Ambreen Ahmed, Abhijit Das and Funded by Rahul Roy & Sanjay Srivastava. This document offers modules for young leaders from institutional and non institutional settings an opportunity to enhance their conceptual understanding as well as build the required skills to effectively work on the issues of men and masculinities in South Asia region and beyond. The modules cover: understanding masculinities; conflict; violence and masculinities; self and gender; patriarchy, sexuality and masculinities; religion, culture and masculinities; media, globalisation and masculinities; institutions and masculinities.
14. **The Man Box: A Study on Being a Young Man in the US, UK, and Mexico** published and funded by UNILEVER, AXE and Promundo. This study investigates young men's lives in the United States (US), United Kingdom (UK), and Mexico in 2016, using an email and telephone survey with a representative, random sample of young men aged 18 to 30, representing the ethnic and social diversity of each country in the seven pillars of Man Box (what a real man is supposed to be?). Combined with that survey, group discussions of young men in each of the threecountries to hear, in these men's own words, what it means to be a man was convened. The Man Box refers to a set of beliefs, communicated by parents, families, the media, peers, and other members of society, that place pressure on men to be a certain way. The concept of the Man Box entails measuring how young men encounter these messages socially, how they internalize them personally, and how these beliefs shape both their lives and the lives of those around them. The question that was asked in the survey were: What Does It Mean to "Be a Man" in 2017? i.e. To what extent do young men report that their romantic partners, friends, family members, and/or society as a whole communicate rigid ideas and norms about what "real men" should believe and how they should behave? To what extent do young men themselves internalize and agree with these rigid ideas and norms about what "real men" should believe and how they should behave? Do young men personally subscribe to these ideas at higher or lower rates than they report encountering or hearing about these ideas in broader society? Does any of this matter? How do young men's ideas about manhood affect how they live and behave?
15. **Understanding Masculinities** is a study report on the perception of masculinity by The International Men and Gender Equality Survey – Middle East and North Africa (IMAGES MENA) study includes quantitative and qualitative research with men and women aged 18 to 59 in Egypt, Lebanon, Morocco, and Palestine. The multi-country study and its dissemination were coordinated by Promundo and UN Women, under the UN Women Regional Programme Men and Women for Gender Equality funded by the Swedish International Development Cooperation

Comment [L1]: Is it possible to mention focus and content of the study please?

Agency (Sida), with additional support from the Arcus Foundation, the Ministry of Foreign Affairs of the Netherlands (via Prevention+), the U.S. Institute of Peace, the U.S. Department of State in partnership with Vital Voices, and the Oak Foundation. Amidst the stories of men's violence against women, this study found stories of men's caregiving in the home. For every story of a man who compelled his daughter to marry against her will, there were stories of men who empowered their daughters. First and foremost, this study affirms the diversity of men in the four countries surveyed. And it is in that diversity that is seen in men whose attitudes and behaviour serve as models for what we need all men to believe and to make possible every day: equality between women and men. The highlights of the study are -

- a. **While it is fashionable to talk about a “crisis of masculinity”, in reality, men and women are at a crossroads as they try to find their way in a shifting world.** Some of these countries have seen dramatic popular upheavals and movements, employment crises, wars, or ongoing occupation – these, among other structural factors, have had undeniable effects on the gender order, particularly on men's ability to realize their traditionally assumed responsibility to provide for the family's physical safety and financial security. For women, these dynamics and upheavals have occasionally opened new social spaces and opportunities, both economic and otherwise, but often at a cost to them and to their male counterparts.
- b. **Patterns of thought and behaviour are often passed from one generation to the next, to positive and negative effect.** In short, care work – and the shattering of out-dated gender roles that occurs when men embrace this work – passes from a father to his children. Mothers and women make a difference pushing men toward gender equality, as well: men with more educated mothers tended to have more equitable practices and attitudes, and in two countries, women's work outside the home seemed to nudge men toward doing more of the housework.
- c. **Finally, it is important to note that men's attitudes and actions can change for the better.** Although the majority of men who were interviewed in the four countries cling to traditional gendered attitudes and roles, on any given issue, one-quarter or more hold more open, more equitable views. The actions of those men who are more progressive in their practices – of those, for example, who are involved in daily childcare – are, more often than not, pragmatic choices based on circumstance rather than the product of an ideological stand on gender equality. The challenge ahead lies in identifying and supporting these daily demonstrations of equality and the men behind them, for their own sake, as well as for that of future generations who should follow their lead

16. **Working with Young Men to Promote Sexual and Reproductive Health, Safe Passages to Adulthood.** In 1999, the UK Government's Department for International Development (DFID) funded a five year programme of research into young people's sexual and reproductive health in poorer country settings. The *Safe Passages to Adulthood programme* aims to conduct and support research to enable young people to improve their sexual and reproductive health. Participants were drawn from projects and research programmes across the world, but with a strong focus on work in poorer countries. Projects represented included: the *Pan-American Health Organization's (PAHO) Multicentre Study of Adolescent and Young Male Sexual and Reproductive Health (Brazil, Colombia, Costa Rica, Guatemala, El Salvador, Honduras, Jamaica, Mexico, Nicaragua)* and the project *Masculinities: Implications for the Promotion of Sexual Health (Peru)* which are both major initiatives designed to improve knowledge about young men's sexuality and behaviour.

- 17. What men have to do with it** is a The Men and Gender Equality Policy Project (MGEPP), coordinated by **Instituto Promundo** and the **International Center for Research on Women**, is a multi-year effort to build the evidence base on how to change public institutions and policies to better foster gender equality and to raise awareness among policymakers and program planners of the need to involve men in health, development and gender equality issues. This a study consists of a multi-country policy research and analysis; the International Men and Gender Equality Survey, or IMAGES, a quantitative household survey carried out with men and women in six countries in 2009 and 2010, the “Men who Care” study consisting of in-depth qualitative life history interviews with men in five countries, and advocacy efforts and dissemination of the findings from these components via various formats, including a video produced by documentary filmmaker Rahul Roy. Participating countries in this project were Brazil, Chile, Croatia, India, Mexico, South Africa, and Tanzania. The project’s multiple research components aim to provide policymakers with practical strategies for engaging men in relevant policy areas, particularly in the areas of sexual and reproductive health, gender-based violence, fatherhood and maternal and child health, and men’s own health needs.
- 18. Working with Youth to Prevent Women Violence against Women & Girls in Srilanka: Policy & Programming Brief.** The purpose of this paper is exactly to ask these questions, answer some of the questions with evidence, recommend contextualized preventive strategies, and to explore how youth can be part of the solution to prevent violence against women and girls in Sri Lanka. This paper draws findings from the study ‘Broadening gender: Why masculinities matter’ a study on men’s social attitudes, knowledge and practices on gender and gender-based violence in four districts in Sri Lanka by CARE International Sri Lanka to dissect key contributing factors to perpetration of violence by young people, and associated risk factors in order to propose potential mitigation strategies. Key findings have been disaggregated for the age bracket 18-29, and classified as ‘young people’ in this brief, as this is the Sri Lankan classification of youth as defined by the National Youth Policy. The scope of the paper is limited to mainly male perceptions, as this is primarily a study on men’s attitudes and practices on gender and gender-based violence (GBV), and the comparatively fewer female respondents were for the purposes of validating men’s reporting.
- 19. Young Men, Masculinity and Wellbeing (YMMW): An Open University Research Project in Association with Promundo, 2017.** This report summarizes the findings of a qualitative research study exploring young men’s experience of masculinity and wellbeing in 2016. The Open University (UK) and Promundo, explores the attitudes and experiences of young men in the United Kingdom, using focus group discussions. The research, funded by Axe/Unilever was part of a three-country study in the United States, Mexico and the UK (Promundo, 2017).Email and telephone surveys were used to reach a representative, random sample of young men, reflecting the ethnic and social diversity of each country. Combined with those surveys, qualitative studies were organized in each of the three countries, in which group discussions were used to hear young men’s own views on what it means to be a man?

Section II

Theoretical Concepts & Academic Papers on Masculinity

Section II

Theoretical Concepts & Academic Papers on Masculinity

This section contains various academic papers from journals and newspaper articles on masculinity. The academic papers deal with the construction of masculinity, 'hegemonic masculinity' and 'hyper masculinity', perpetuation of the constructed notions through socio cultural practices', and its connections with areas like gender normativity, gender based violence, intimate partner violence, sexual and reproductive health and HIV, child sexual abuse & child rights etc.

1. **Hegemonic Masculinity** - Rethinking the Concept, R. W. Connel -University of Sydney, Australia; James W. Messerschmidt -University of Southern Maine. The concept of hegemonic masculinity has influenced gender studies across many academic fields but has also attracted serious criticism. The authors trace the origin of the concept in a convergence of ideas in the early 1980s and map the ways it was applied when research on men and masculinities expanded. The authors reviewed what has been confirmed from early formulations (the idea of multiple masculinities, the concept of hegemony, and the emphasis on change) and what needs to be discarded (onedimensional treatment of hierarchy and trait conceptions of gender). The authors suggest reformulation of the concept in four areas: a more complex model of gender hierarchy, emphasizing the agency of women; explicit recognition of the geography of masculinities, emphasizing the interplay among local, regional, and global levels; a more specific treatment of embodiment in contexts of privilege and power; and a stronger emphasis on the dynamics of hegemonic masculinity, recognizing internal contradictions and the possibilities of movement toward gender democracy.
2. **Construction of Masculinity in India** – A Gender & Sexual Health Perspective, Ravi K Verma & Vaishali Sahrma Mahendra. This is a short paper that discusses about development of masculinities since childhood, construction of masculinity, masculinity violence and risk behaviours (with special reference to STI & HIV) and about the programmes and research implications.
3. **Femininity/Masculinity** - Jan E. Stets and Peter J. Burke, Department of Sociology, Washington State University, Pp. 997-1005 in Edgar F. Borgatta and Rhonda J. V. Montgomery (Eds.), Encyclopedia of Sociology, Revised Edition. New York: Macmillan. This article focuses on Femininity and masculinity or one's gender identity that refers to the degree to which persons see themselves as masculine or feminine given what it means to be a man or woman in society. This paper talks about the roots, history of such concepts and also provides with a psychological and sociological perspective for measuring masculinity and femininity.
4. **Masculinities: Male Roles and Male Involvement in the Promotion of Gender Equality, A Resource Packet** developed by Women's Commission for Refugee Women and Children, September 2005. The first section of this paper details the concepts of gender, gender based

violence, gender equality, gender equity, gender mainstreaming, masculinity etc. This resource packet attempts to broaden understanding of masculinities, the role and need for male inclusion in the gender mainstreaming process, how gender inequality impacts both men and women, and to provide thoughts for the way forward. The paper covers historical perspective and contexts of masculinity, male inclusion, benefits of gender equality and need for gender justice and provides tools to assess male and female participation and measure good practice.

5. **Masculinities & Culture** by John Beynon- *Masculinities and Culture* makes an exciting intervention into current debates. The discussion centers from the outset on the tensions engendered between discourses of ‘maleness’, based on a conception of physiological difference, and those of ‘masculinity’ as a complex set of cultural constructions. According to the author’s view there is a need to examine masculinity as it is inflected in culturally specific ways so as to better account for how it is shaped by such factors as class, ethnicity, sexuality, age, nationality and so forth. Beynon also makes key distinctions between ‘masculinity-as-experienced’, ‘masculinity-as-enacted’ and ‘masculinity-as represented’, the latter referring primarily to depictions of *what it is to be a man* in media texts such as films, literature, men’s magazines, advertisements, and television. This approach enables him to engage with media accounts of the so-called ‘crisis in masculinity’ in a way that demonstrates precisely why the concept of a single, fixed and unified masculinity is untenable. Accordingly, in documenting a wide array of socially constructed ‘masculinities’, ranging from ‘Imperial Man’ to the ‘new lad’ and beyond, Beynon elucidates their contradictory, fragmented and contingent enactment in a variety of everyday contexts.
6. **Political Connections: Men, Gender and Violence** by Alan Greig published by UN-INSTRAW. This paper looks at the connections that need to be made between men, gender and violence in order to more clearly articulate men’s roles and responsibilities in ending gender based violence. It explores the discourse of masculinity/ties within which these connections are currently interrogated, and highlights the kinds of questions that the discourse asks and does not ask of these connections. The paper discusses what it means for men (and women) to create a less violent and more just world. The argument of the paper is that questions raised in this paper would open up new possibilities for locating men’s relationship to gender based violence within the context of the violence of social injustice within which most men live. The paper explores political connections between men, gender and violence and discusses the tensions that arise when making such connections in working directly with men to end their violent behaviour. It looks at how specific programmes have tried to negotiate these tensions, and suggests future directions for work with men on ending gender based violence.
7. **Partners for Prevention: Working with Boys and Men to Prevent Gender-based Violence** is a discussion paper produced by UN interagency initiative UNDP, UNFPA, UNIFEM and UNV. This regional programme is a coordinated approach to support primary prevention of gender-based violence in Asia and the Pacific with the deeper involvement of boys and men. This paper also lists all laws related to gender based violence in India, Nepal, Bangladesh, Sri Lanka, Pakistan, Maldives & Bhutan. The paper focuses on the fact of the prevalence of gender-based violence in the Asia-Pacific region and its reduction through behaviour and attitudinal change among boys and men, increased institutional capacity to involve boys and men in gender based violence prevention and through and facilitating policy enhancements.

8. **The Aim framework: Addressing and Involving Men and Boys to Promote Gender Equality and end Gender Discrimination and Violence**, Michael Kaufman, for UNICEF. This paper apart from the discussion of consequences of not addressing men and potential positive outcomes of involving boys and men also emphasizes on concrete conceptual tools for strategically involving and engaging boys and men.
9. **Psychology of Men & Masculinity** by Thompson & Bennett. This paper excludes trait-based measures of gender orientation and review only the instrumentation that psychologists use to measure masculinity ideologies or the masculinity beliefs that reflect those ideologies. Whorley and Addis's (2006) review of psychological research on men and masculinity in the United States between 1995 and 2004 found that psychologists had confined their use to just four of the 11 ideology measures identified by Thompson and Pleck (1995) and two new instruments. Between 2005 and 2013, eight new instruments were developed. In all, this paper details the 16 measures of masculinity that directly or indirectly assess masculinity ideologies and have been integral to empirical studies of masculinities since 1995. All 16 scales are self-report instruments, and almost all use Likert-type rating scales. These scales contain full presentation of psychometric properties, are not a study-specific modification of earlier scales, and focus on global, regional, or local masculinity ideologies or on masculinity beliefs that mirror masculinity ideologies.
10. **Why Mens' Caregiving Matters for Young children - Early Childhood Matters** is an analytical report and compilation of various writers edited and put together by Gary Barker, Co-Chair, MenEngage Alliance and International Director, Promundo-US, Washington DC, USA. After years of focusing overwhelmingly on the mother-child dyad, child development as a field has 'discovered' fathers. Gary Barker explains how the MenCare campaign is leading research into why and how to engage fathers, and advocating for changes in public policy and practice in the early childhood arena. What role do fathers play in child development? Do children need them? Do fathers play a unique role in generating the conditions children need to grow and thrive? In recent years a number of major and longitudinal studies have been conducted on the role of fathers, and they reached the overwhelming conclusion that fathers matter greatly for children, and that children matter greatly for fathers. Specifically, research affirms that: 1 fathers matter for child development in more ways than we have historically considered, meaning they matter for diverse areas of a child's life, from emotional to intellectual 2 fathers matter over the life cycle of the child and adolescent, and not just in the early years of life
11. **Working Against CSA with Boys and Men to End Gender Discrimination - Save The Children.** This paper is a discussion paper that draws attention to the child rights practitioners to end child sexual abuse (CSA) and to implement Child Rights Programming (CRP). It discusses the link between our Socialization and Gender role and performances. It focuses on the relevant CRC articles, root and immediate causes of CSA, unequal power relationship and its distribution of males and females and the need to engage boys and men to prevent CSA.
12. **Working with Men to Prevent Violence against Women: Program Modalities and Formats (Part Two)** by Alan D. Berkowitz with contributions from David Mathews. This paper is an overview of men's role in prevention along with effective strategies for ending men's violence against women, and the importance of creating culturally relevant programs that address all of men's identities. The discussion is continued in this document by providing an overview of best practices in prevention, the content and format of men's prevention programs, and an overview

of different program philosophies or pedagogies. The prevention literature suggests that effective prevention programs have a number of characteristics that are independent of particular issues or topical areas. In particular, effective prevention programs are comprehensive, intensive, relevant to the audience, and deliver positive messages.

13. **Working with Men and Boys to Prevent Gender-based Violence: Principles, Lessons Learned, and Ways Forward** by **Dean Peacock** and **Gary Barker**. The article emphasizes on the key question on the cusp of the post-2015 development goals and twenty years since the Beijing International Conference on Women, held in 1995 and how the lessons from such generally small-scale interventions can serve as a base for achieving society-wide impact. These lessons also highlight the need to combine well-designed program interventions with targeted advocacy—for changing laws, holding accountable those who implement laws and to achieve norm change to accompany laws. In addition, this article mostly talked about prevention of men’s use of gender-based violence, comprehensive responses by governments and NGOs to gender-based violence, attention to survivors of violence, which also entails the need to discuss what to do about men who have used violence, challenges in implementation, and need for evaluation of such approaches. This article also talks about the evidence base for programs in the Global South, as the majority of evidence and program models come from the Global North (Taylor and Barker 2013).

Section III

Training & Workshop Manuals on Masculinity

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Training & Workshop Manuals on Masculinity

This section focuses on various training modules, manuals, toolkits are available on the internet to address the issues of masculinity, gender based violence etc.

1. **“A Young People’s Toolkit on Issues Connected to Gender-Based Violence – Raising Awareness on Roles and Responsibilities in Relationships”** (developed by Ministry of Women’s Affairs, the officials of the Germany Technical Cooperation’s Project, Promoting Women’s Rights and GTZ Convention Project) focuses on raising awareness in relationships on issues connected to gender based violence. This module is designed to address on young people i.e. boys and girls in Cambodian society, identify and utilize effective methodologies for connecting with young people, triggering understanding of themselves, their personalities and their potential.
2. **Engaging Men & Boys in Gender Equality & Health** is another toolkit developed by Promundo, UNFPA and MenEngage is guide on HIV/AIDS and STD intervention and Gender Equality designed for health workers, programme planners, peer educators, advocates of gender equality, HIV/AIDS and STD etc. The issues covered in this toolkit are reproductive and sexual health, maternal, newborn and child health, fatherhood, HIV/AIDS and gender based violence
3. **Engaging with Boys and Men to Address GBV and Masculinities – A Training Module.** The module is designed for use by facilitators and programme planners who wish to engage young men in issues around gender based violence and masculinities. It is designed as a 15 session series that can be run with groups of 10-25 men in community settings. The module focuses on helping participants to understand structural influencers in the construction of masculinities in our society, to recognize the impact of socialization especially messages around masculinities on sexual health and sexuality relationships between men men’s relationships with women men’s roles and responsibilities, to allow participants to reflect on the self and highlight an individual's role and power to bring about positive change in the society and to identify alternative ways of 'being a man', and provide a forum for healthier
4. **From Violence to Peaceful Co-existence:** this is a training Manual developed by Instituto Promundo. This Module provides background information on the roots of violence, calling particular attention to the gendered aspect of violence. Most studies on violence and most programs in violence prevention leave out an important fact: the majority of interpersonal violence in the public sphere is carried out by young men against other young men, and in the private sphere by men against women. Why is it that young men are disproportionately the perpetrators of violence? What can we do to prevent young men’s violence?

5. **Guidelines for Materials used for “Responsible Fatherhood/Parenthood Campaign”** is a training module for responsible fatherhood and parenthood which involves men who are fathers and their children.
6. **Journeys of Transformation- A Training Manual for Engaging Men as Allies in Women’s Economic Empowerment** is a manual that provides group education sessions for engaging men as allies in women’s economic empowerment. It emerges from CARE’s experience, in Rwanda and elsewhere, that women’s economic empowerment works, but that it can be made to work better and to achieve even more movement toward equality when men are deliberately engaged as allies. The activities presented in this manual were developed through a process of action-research involving qualitative and quantitative methods and incorporating the responses, realities, and perspectives of women beneficiaries of economic empowerment. It was developed together with CARE-Rwanda staff, as well as with partners from the Rwandan Men’s Resource Centre (Rwamrec). This manual provides detailed information on how to implement the activities. It also provides a summary of the results of the field-testing of the process in Rwanda in 2011–2012, which, although pilot in nature, affirmed transformation of men’s practices and attitudes, and greater empowerment of women.
7. **Man V Manual: Workshop on Men in Partnership with Women - Working to End Violence Against Women** is a trainers manual for young adults in the age group 18-25 years developed by AWAM. The manual looks into the nature and causes of violence and the possibilities of men working in partnership with women to end violence against women.
8. **Menengage Alliance Accountability Toolkit** was developed to complement and put into practice the MenEngage Accountability Standards and Guidelines. This toolkit focuses on what it means to be accountable to women’s rights and other important stakeholders. The training toolkit contains *four practical sessions and supporting tools (such as case studies)* modeled from existing gender-transformative methodologies. These sessions aim to aid organizations in developing concrete strategies for prevention and response in cases of breaches of good conduct. The toolkit also provides key definitions, a tool to develop a timeline for implementation, and another tool to conduct a self-evaluation. The intended users of this toolkit are organizations and networks belonging to the MenEngage Alliance, but it is also useful for other organizations working in the field of engaging men and boys for gender equality. The toolkit is designed for two-day workshop session, or one session at a time over a one-week period. It can be carried out at the organizational level (i.e., with other staff members and implementing partners), and/or at the national level, such as with members of a national MenEngage network
9. **Overcoming Violence Exploring Masculinities, Violence, and Peace building** is a training manual developed by **Women Peacemakers Program (WPP)** that empowers women world-wide through gender-sensitive nonviolence training and education. This is the report of the first block of the 2009–2010 pilot Training of Trainers (ToT) cycle, brought together an international group of male peace activists. This training focused on the theory and practice of active nonviolence - skills

such as effective social mobilization, conflict analysis models, and case studies of successful counter movements such as the Gandhian movement in India and the civil rights movement in the USA; facilitation and group dynamics; participatory; an introduction to and analysis of masculinities; and lobbying and advocacy.

10. **Population Council 2006 Manual: YaariDosti - Young Men Redefine Masculinity** is a Training Manual developed by Population Council, New Delhi, CORO for Literacy, Mumbai, MAMTA, New Delhi and Instituto Promundo, Rio de Janeiro and Programme H Alliance. Originally developed by Instituto Promundo, ECOS (Brazil), Instituto PAPAI (Brazil) and Salud y Genero (Mexico), it is an adaptation and compiled and produced by Population Council, CORO (Mumbai) and other collaborative partners in India. This training manual aims to promote gender equity and addresses masculinity as a strategy for the prevention of HIV infection. The Manual is based on operations research that was undertaken in Mumbai and Uttar Pradesh to develop educational activities targeted to young men. This manual promotes the positive aspects of masculinity, encourages men's participation in sexual and reproductive health, promotes respect for sexual diversity and improves the understanding of the body and sexuality. In this Manual HIV prevention is addressed within the larger framework of gender roles and relationships.
11. **Program P** ("P" for "Padre" and "Pai" in Spanish and Portuguese, respectively, meaning "Father") A Manual for Engaging Men in Fatherhood, Care giving, and Maternal and Child Health is a direct and targeted response to the need for concrete strategies and action steps to engage men in active fatherhood globally from pregnancy until early childhood. Program P is a resource developed as part of the global MenCare campaign coordinated by Promundo and the Sonke Gender Justice Network. It identifies best practices on engaging men in maternal and child health, care giving, and preventing violence against women and children, through the lens of gender equality. Though the main focus of Program P is to engage men via the public health sector, the manual also provides tools and resources for individuals and organizations that want to work more generally with men as caregivers and fathers to prevent violence against children and women and to promote gender equality.
12. **Sensitive Man, Responsible Citizen - A Training Manual for work with Men on Gender Equality and Leadership Development** (developed with financial assistance from Instituto Promundo, Brazil, through SAHAYOG, Lucknow) is a manual intended to create a positive understanding among the youth and adults about the overarching topics of gender discrimination, violence against women, acceptance of prevailing social norms of masculinity, social norms of sexuality, power dynamics of social relations and social obstacles to men's parenting capabilities. The main purpose of this manual is to provide help to those persons working with men and youth in the form of a better and more useful resource material. There are six major topics included in this manual- *Gender, Masculinity, Sexuality, Violence, Social relations/power* and *Men: Caring, Sharing of feelings, child rearing*.
13. **Women and Men: Hand in Hand against Violence, Strategies and approaches to working with men and boys for ending violence against women** is a training resource was developed for use in Arab countries in order to teach the knowledge, attitudes, and skills needed to promote gender equality and to prevent VAW through the effective engagement of men. It explores the concepts

surrounding VAW, what factors are involved, and the consequences of VAW. This document consists of case studies, facilitation tips, and lessons learned, drawn from different experiences and from programmes that work with men as partners in VAW prevention. This training manual has been developed primarily for use by community workers and activists; HIV and AIDS programmers and implementers of health programmes; community-based organizations (CBOs) and faith-based organizations (FBOs) working in different Arab countries in the fields of culture, VAW, and women's rights; and community peer support groups for women and/or survivors of violence. It can also be of use to others in the wider fields of gender, health, HIV and AIDS, and human rights.

14. **Working with Men on Gender, Sexuality, Violence and Health** is a **Trainers' Manual** (developed by SAHAJ, SAHAYOG, Lucknow & TATHAPI, Pune) is a manual with the purpose to serve as a resource for those working with men and youth (boys) around issues of Citizenship, Rights, Gender, Health, Sexuality and Violence. While the contents are guided by a perspective of social justice and equity, there is an attempt to be 'male centered' in approach. This Manual is for all those who work with different groups of men on issues of gender, sexuality and health: teachers who work with adolescent boys, community organizers who work with men's groups like farmers' mandals, male panchayat members, husbands of women in reproductive age group, HIV/AIDS care givers, facilitators who work with men on issues of gender-based violence, and so on.

Section IV

IEC & Resource Materials on Masculinity

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IEC & Resource Materials on Masculinity

This section tries to collate and catalogue the comic strips, factsheets, films & posters and leaflets on masculinity.

Comic Strips

This section has two comic strips on **Alternatives to Corporal Punishment** and parents Roles in the same funded by Dutch Ministry Of Foreign Affairs, and published by: **Gender Research & Advocacy Project, Legal Assistance Centre.**

Early Sexualization: A Guide for Parents of Preteen Girls is a response to the questioning and uncertainty of parents and other adults, a guide to assist them. It is the product of a research project at the YWCA on the early sexualization of girls. It aims at creating spaces for exchange and reflection with those who are also concerned about this growing trend of early sexualization. In May 2005, a day of reflection on the subject was organized at UQAM (Université du Québec à Montréal). This guide concerns girls, between 8 and 12 years old. Girls and boys of this age are both faced with the pressure of early sexualization but are affected in different ways. This guide explores the specific repercussions that girls must deal with regarding sexualization and objectification. For each reaction from preteens, the document present parents with an example of a response and a course of action to follow in form of a comic strip.

Factsheet

This section has **Factsheets** and series of writings called **Broken Bodies Broken Dreams.**

Broken Bodies Broken Dreams

This is a section that highlights information, statistics related issues of masculinity with child marriage, gender based violence, dowry death, honor crimes, son preference, violence in school, child sexual abuse, sex trafficking, genital mutilation, intimate partner violence etc.

Factsheets:

Reproductive Health – 1 factsheet

Gender Based Violence – 2 factsheets

Positive Discipline– 3 factsheets

Posters

The folder on Poster has three posters/leaflets and case studies on

1. **13 steps man can take**
2. **The Cycle of Early Marriage for the Child Grooms of Nepal, A Case Study, 18th Jun 2015** is a case study of Mathura Dobi conducted by Care, Nepal
3. **Child Grooms of Nepal** developed by Care, Nepal is a series of posters, video clips on the issue of child marriage in Nepal
4. **Safe Teens- Teaching Teens Consent**
5. **What every man can do?**
6. **Men-Masculinites-Violence-VAW-** is two sets of Marathi posters by SAMYAK, Pune, India

Films, Documentaries, TV Shows & TED Talks on Masculinity

As a concept, the idea of a rugged, macho male protagonist is one of the most intrinsically linked to cinematic memory. While there have been countless uber-masculine archetypes, there has been far fewer deconstructive approaches to the roles and genres these men are consistently found within. In European Cinema there have been very few attempts without a hyper-masculine protagonist, and a socially constructed image of masculinity. That being said, many counter-culture and critical favorites, or just generally "un-canon" films, have risen to the occasion to display masculinity as something that isn't necessarily forceful, stern, or otherwise dominating.

Some audio visual media that see masculinity in the stereotypical way and some others that view masculinity in different ways are listed here.

South Asian, Indian & Regional Resources

Television Shows

1. **Satyameva Jayate Season 6: When Masculinity Harms Men: Reel Vs Real**
<https://www.youtube.com/watch?v=vuo4wbREE4U>
2. **Satyameva Jayate Season 3: Accepting Alternative Sexualities**
<https://www.youtube.com/watch?v=UIUQJN1B0aQ>

Documentaries

1. **Mardistan: Reflections on Indian Manhood, Director - Harjant Gill**
https://www.youtube.com/watch?v=GBT_VW3xWA8
2. **Till We Meet Again, Director: Rahul Roy**
<https://www.youtube.com/watch?v=OhEOIOA1zWQ>

3. **Let's Talk Men: Part 1: When Four Friends Meet, Director: Rahul Roy**
<https://www.youtube.com/watch?v=oF6RUTOIbeU>
4. **Let's Talk Men: Part 2: Listen to the Wind, Director : Tsering Rhitar and Kesang Tseten , Nepal**
<https://www.youtube.com/watch?v=QGSSxMXPxHY>
5. **Let's Talk Men: Part 3: Yeh Hui Mardon Yali Baat, Director : Farjad Nabi and Mazhar Zaidi, Pakistan**
<https://www.youtube.com/watch?v=oF6RUTOIbeU>
6. **Let's Talk Men: Part 4 – Amader Chhelera, Director: Manzare Hassin, Bangladesh**
<https://www.youtube.com/watch?v=V82XZPv-aUU>
7. **Being Bhaijaan TRAILER: Documentary on India, Masculinity & Salman Khan**
<https://www.youtube.com/watch?v=GSKMcPPMk9Q>
<https://www.youtube.com/watch?v=kF05KjWAFLA>

VIDEO CLIPPINGS ON FRIENDSHIP

SAMYAK has designed a tool of video clippings to generate discussion about various aspects of friendship including relationship of men with each other and men's friendship with other men and women. These 10 clippings are edited from the work of renowned film directors Sumitra Bhav and Sunil Sukhtankar. A discussion guideline developed in collaboration with Milind Chavan helps to generate discussion on friendship and relationships from perspectives of men, masculinities and gender equality. It is ideal to use this tool with the group of young men and women together and separately in different settings like schools and colleges, community and work places.

REDEFINING PICTURES: A PHOTO ALBUM SERIES FOR GENDER TRAINING. (SOFT COPY)

'Reading Pictures' is a series of photo albums, a unique communication tools, conceptualised and designed by SAMYAK to generate discussion on issues of gender, masculinities, violence against women, women and work etc. These different photo albums are designed by using visual images primarily from SAMYAK's photo documentation.

International Resources

Films

1. **Spiderman (1,2,3); Amazing Spiderman (1,2, 3)**

Spider-Man on this list is a unique movie in some ways. Here we have an ordinary man who gains great power and learns the hard way that "*with great power, comes great responsibility.*" Peter Parker is a good, decent man who cracks jokes while he risks his life to help people who will never know his name. In the interim, he pines to get the girl, struggles to make ends meet, and worries about his family. In other words, Peter Parker is the ordinary man who is a superhero in his spare time, as compared to someone like Superman, who's more a superhero whose ordinary

existence is just a cover for being Superman. Additionally, Peter Parker cuts to the core of what life should be for men: doing what you can to help people and reach your full potential, while still trying to keep from drowning in the flood of day-to-day worries that are always coming at you.

2. **Braveheart**

This one starts out with a common theme in action movies, "a revenge-based love story." In these cases, the man's love interest usually dies, he goes on a killing spree in revenge, and, ideally, reluctantly has sex with other hot women to soothe the pain. Wallace gets revenge on his enemies, is a skilled fighter, or is an inspirational leader of men -- although all those things help -- it is that he ends up fighting for a worthy principle bigger than himself. He emerges in the film as the stereotypical 'male protector patriotic superhero'.

3. **Tom Boy, 2011, Director - Céline Sciamma**

What does it mean to be male? Is it a question of how you look, how you walk, or how you talk? Does it depend on others' perceptions and whether females are attracted to you? By these measures, 10-year-old Laure in Céline Sciamma's *Tomboy* is male. When her family moves to a new neighbourhood, she presents to peers as 'Mikael' and thrives as a boy. In naturalistic, observational waves, Sciamma captures the way that young people construct themselves within relationships.

4. **American Psycho (2000), Director Mary Harron**

This Wall Street yuppie with money to burn breaks into a sweat on discovering that his peers might have better business cards than him. This physically perfect 27-year-old lies about getting into hip restaurants because everyone in his world thrives on superficial success. However dangerous he is, he is doubly pathetic.

5. **The Killing of A Chinese Bookie (1978)**

The Killing of A Chinese Bookie, is a slow and meditative film on the duties, both harsh and tender, expected of a man. While it may initially seem like the softer moments--like when club owner-protagonist Cosmo Vitelli, is shown playing a caretaker to the women of his club--it really is the Cassavetes' handling of the darker, and more violent moments that show how deconstructive this film really is towards gun-toting and vulgar cinematic masculinity. Rather than come up to the task of murdering another man with emotional distance and bravado, Vitelli is outwardly apprehensive (many moments in the film show that he is a "lover" and not a "fighter") if not completely unable to go ahead with the task he has been given. Not only is *The Killing...* a master class on the deflation of projected masculinity, it also works similarly on cinematic violence and the cultural reverence towards streetwise "professions."

6. **Straw Dogs (1971), Director: Sam Peckinpah's**

While many films can be reduced down to a male-power fantasy, *Straw Dogs* is the rare film that, at its essence, is a male-castration fantasy. Though it certainly doesn't glorify it, *Straw Dogs* seemingly purports that men function in such a way that they assume the entire world is against

them. Other men seek to rape your wife, destroy your home, and physically damage you, and you can either sit back or allow it to happen or take charge and be the bigger bastard and strike first. While that might seem like a celebration of bottom-line masculinity, it really is a borderline surrealistic vision of the omega-male that lies within every man.

7. **Fight Club**

This is a film about a terroristic cult about rules of belonging to a fight club. Why does this movie stick with men? Because aggression in males is every bit as intrinsic as wanting to look pretty is to women, and this movie lets ordinary guys fantasize about how they could spar. In that moment, one is fully alive and asserting their power in a dominant fashion. So fantasizing about a *Fight Club*-style clash has a powerful appeal.

8. **Clockwork Orange (1971), Director: Stanley Kubrick**

A Clockwork Orange is a 1971 dystopian crime film adapted, produced, and directed by Stanley Kubrick, based on Anthony Burgess's 1962 novel A Clockwork Orange. It employs disturbing, violent images to comment on psychiatry, juvenile delinquency, youth gangs, and other social, political, and economic subjects in a dystopian near-future Britain. Alex (Malcolm McDowell), the main character, is a charismatic, antisocial delinquent whose interests include classical music (especially Beethoven), rape, and what is termed "ultra-violence". He leads a small gang of thugs (Pete, Georgie, and Dim), whom he calls his droogs (from the Russian word друг, "friend", "buddy"). The film chronicles the horrific crime spree of his gang, his capture, and attempted rehabilitation via controversial psychological conditioning. Alex narrates most of the film in Nadsat, a fractured adolescent slang composed of Slavic (especially Russian), English, and Cockney rhyming slang.

Ted Talks, Documentaries

1. How Masculinity is evolving
https://www.ted.com/playlists/404/how_masculinity_is_evolution
2. Boys to men -- myth and masculinity - John Varieur
<https://www.youtube.com/watch?v=UkJzrsabhok>
3. How movies teach manhood – Colin Stokes.
<https://www.youtube.com/watch?v=ueOqYebVhtc>
4. The Demise of Guys – Phillip Zimbardo.
<https://www.youtube.com/watch?v=FMJgZ4s2E3w>
5. Honoring and working with male vulnerability - David Hatfield
<https://www.youtube.com/watch?v=rotwI8ISyQo>
6. Why boys are failing?
<https://www.youtube.com/watch?v=sgAu1i6aChs>
7. Insight into Teenage Brain – Adriana Galvan
<https://www.youtube.com/watch?v=LWUkW4s3XxY>
8. Unmasking masculinity; Helping Boys become Connected Men– Ryan McKelly
<https://www.youtube.com/watch?v=LBdnjqEoiXA>

9. Expanding Masculinity: Moving Beyond Boys Will Be Boys - Blake Spence
<https://www.youtube.com/watch?v=XeoNh5tn6s8>
10. It's Reigning Men: Gender Roles and How They Hurt You - Lilia Fromm
https://www.youtube.com/watch?v=_R_JXoqRV-w
11. The Mask of Masculinity - the traditional role of men is evolving - Connor Beato
<https://www.youtube.com/watch?v=fmkFdAMFGXo>
12. My search for masculinity- Joel Stein
https://www.youtube.com/watch?v=J_XdcRsnoU4
13. The Mask You Live In – Trailer
<https://www.youtube.com/watch?v=hc45-ptHMxo>
14. Be a Man | Men | One Word
<https://www.youtube.com/watch?v=KYvWhzSKoc4>
15. Father | Men | One Word
https://www.youtube.com/watch?v=Xtn3AIOL__A

Appendix I

Organizations working on Masculinity India, Southeast Asia and Abroad

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INDIA	
Name of Organisation	Details of Work
KRITI Resource Centre of SAHAYOG, Lucknow	<ul style="list-style-type: none"> • Since 1992 has been working with Gender, Equity, Women's Empowerment, Women's Health • Since 2002 KRITI has facilitated formation of a men's network (MASVAW) to address violence against women Men's Action for Stopping Violence Against Women) • Training of network members and others on Gender, VAW, Masculinities and Sexuality • Preparation of training and communication resources related to above mentioned issues • Advocacy on Men's Role in addressing VAW
EKLAVYA Adolescents' Education Programme	<ul style="list-style-type: none"> • Since 1998 conducting workshops in government schools for adolescents and teachers. • Conducting workshops for youth on Gender and Health. • Training of Trainers for men's workshops. • Material preparation on health for adolescents and men. • Manual for men working with men on gender, sexuality, violence and health
SAHAJ and Women Centered Health Project (collaboration with Public Health Department of Brihanmumbai Municipal Corporation and KIT, Amsterdam) C-1485, Indira Nagar, Lucknow – 226 001 kritirc@sahayogindia.org	<ul style="list-style-type: none"> • Since 1990 helped a community based NGO (SARTHI) to develop a programme for Men's Involvement in Women's Health • WCHP worked with the Male Multipurpose Workers of the Brihanmumbai Municipal Corporation to develop a perspective on Men's Role in Women's Health

<p>Tathapi Trust Marathi TATHAPI 425 Mukund Nagar, 77 TMV Colony, Pune 411 037 tathapi@vsnl.com</p>	<ul style="list-style-type: none"> • Since 2000 conducted 3 national level workshops to identify issues related to men’s identity and sexuality • Developed a body literacy curriculum to work with boys aged 10-12 years, encompassing issues of gender, sexuality and power; developed the same concept to work with boys in professional courses – such as MBAs, Law etc. • Capacity building workshops in Maharashtra to build resources to work with men and boys
<p>Centre for Health and Social Justice Mr. Satish Kumar Singh Avenue 21, Block G, Saket New Delhi, India 110017 Tel. +91-11-26511425, 26535203 Cell. +91-991-058-9201 Skype: satish.kumar.singh1 Email: satish@chsj.org</p>	<p>FEM – the Forum to Engage Men – is a network of individuals and organisations who came together in 2007, with the primary objective of working with men and boys to usher in a just and peaceful society. Alongside our shared efforts towards gender equity, many of us are active in fields as diverse as community development, public health, education and the arts.</p> <p>There are state level FEM partners in Uttar Pradesh: MASVAW (Men’s Action for Stopping Violence against Women), in Maharashtra: Bapanchi Shala (School for Fathers), in M.P: Men’s Action for Equity (MAE) and in Jharkhand: FEM- Jharkhand. FEM members work closely with women’s networks in different states and at the national level. FEM is also allied with groups working on LGBTQ rights. FEM is associated with MenEngage, a global alliance of organisations working with men and boys for gender equality.</p>

BANGLADESH	
Name of Organization	Details of Work
MenEngage Bangladesh Network Habibur Rahman National Coordinator-Head, Gender and Diversity Unit, BRAC Email: 'habib.r (at) brac.net' Tel: +880 2 9881265	<p>Has joined the White Ribbon Campaign to prevent all forms of violence against women and children. This coalition took the form of a network named Campaign to work with boys and men – A National Network in Bangladesh since 2006 which was again renamed as “Engage Men & Boys: Network for promoting gender justice” in 2011</p>
NEPAL	
MenEngage Alliance Nepal Krishna Thapa National Coordinator, Director, Partnership Nepal, Kathmandu, Nepal Email: 'mea.nepal (at) gmail.com'	<p>In Nepal, the MenEngage Alliance was formed in 2007 following the regional consultative meeting of MenEngage in ending violence against women. It is a network of people and organizations that are committed to play their part in achieving gender equality, ending gender based violence and addressing masculinities.</p> <p>Since its inception, males from all settings have joined hands together, with women and girls, as part of the White Ribbon Campaign and 16 Days of Activism on ending VAW. It has been instrumental in engaging all people, especially boys and men from all sectors of society, to discuss several issues about domestic violence, guidelines developed by the people working in dance bars, cabin restaurants and massage parlours and demystifying masculinities,</p>
SRILANKA	
MenEngage Alliance Sri-Lanka / Puvaneswary Ponniah, National Co-Coordinator, Manager –Gender Equality & Social Inclusion, WUSC (World University Services of Canada), Sri Lanka- 'Puvaneswary (at) wusc.lk' Samitha, National Co-Coordinator, MenEngage Alliance Sri Lanka / Director, FISD, Sri Lanka- 'samitha (at) fisd.lk' Velusamy Weerasingham, National Co-Coordinator,	<p>FISD founded in July 2011 tackle issues considered as leading contributors to widespread poverty and poor living conditions, namely the harm caused by alcohol, tobacco, and drugs, the prevalence of gender based violence, and the abuse and neglect of child rights. FISD works at community, district and national level and is present in six districts in Sri Lanka namely the Anuradhapura, Matale, Gampaha, Colombo, Moneragala, and Hambantota districts.</p> <p>'Be the change' campaign allows men and boys to identify with the campaign ideology and provides opportunities to become involved, while creating a sense of investment at individual, family, community and national level.</p>

<p>MenEngage Alliance Sri Lanka, Colombo, Sri Lanka 'weerasingham (at) gmail.com'</p>	
<p>PAKISTAN</p> <p>Partnership for Development – Islamabad BilquisTahira, Shirakat (email) Shirakat.kar@gmail.com, bilquis.tahira@gmail.com</p> <p>(phone) +92 (0) 334 426 5990 & +92 (0) 51 – 284 3928</p> <p>Website: www.shirakat.org</p>	<p>The MenEngage Alliance for Gender Equality and Ending Gender Based Violence was established in Pakistan as a follow up a regional consultation meeting held in Kathmandu-Nepal (January 2007).</p> <p>From October 2011 to December 2014 the secretariat was hosted by AMAL Human Development Network, a gender-focused HIV & AIDS action group and one of the most visible advocates for prevention, treatment and awareness in Pakistan with special focus on marginalized and vulnerable groups of women and young children who not only suffer social exclusion but are also highly exposed to violence, trafficking and sexual abuse. For the period of May 2009 to September 2011, the secretariat was hosted by ROZAN, an Islamabad based NGO working on issues related to emotional health, gender, violence against women, children’s rights, and the reproductive health of adolescents. The secretariat was initially hosted by UNDP under the Gender Justice Through MusalihatAnjuman Project (GJTMAP) project since its inception in March 2007.</p> <p>Since January 2015, the secretariat of MenEngage Alliance in Pakistan is being hosted by Shirakat-Partnership for Development which is a non-governmental, non-profit, non-partisan organization working for equality and social justice. Shirakat engages university students, high school students and children and parents on peace building, dispute resolution/conflict transformation, gender equality and child protection and encourages caregiving role of fathers through its early childhood care and development programme.</p>

Appendix II

SOURCES

Appendix II

Sources:

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