

# Workshop on “Boys and Men Engagement to Reducing Gender Based Violence”

DATE-11TH DECEMBER, 2014

VENUE: Nabab Nawab Ali Chowdhury Senate Bhaban, Dhaka University



Organized by:  
Plan International Bangladesh,  
Department of Women and Gender Studies, Dhaka University  
Center for Men and Masculinities Studies (CMMS)

# Workshop on “Boys and Men Engagement to Reducing Gender Based Violence”



This report prepared by: Mehbuba Jabin; Sabila-E-Rabbi and Swandipta Sadique

## 1.1 Summary:

This report contains an overview of the workshop on boys and men engagement to reduce gender based violence. The day long workshop was held at Nabab Nawab Ali Chowdhury Senate Bhaban of Dhaka university premise, Dhaka on 11th December, 2014. The report

contains an overview of the program objectives, goals and major outcomes of Girl Power Project (GPP) of PLAN international Bangladesh, detailed discussion on the challenges of GPP and identifying possible strategies to meet the challenges.





## 1.2 Key personalities of the workshop:

Dr. Saikh Imtiaz, Associate Professor, Department of Women and Gender Studies, University of Dhaka & Executive Director, CMMS designed and facilitated the workshop. The program got enriched with the presence of Mr. Tarikul Islam, Honorable Secretary, Ministry of Women and Children Affairs, GoB as Chief Guest; Professor Dr Shahid Akhtar Hossain, Pro Vice Chancellor (Administration) University of Dhaka as Guest of Honor. Among others Aubrey McCutcheon, Chief of Party, PHR Program, PLAN international Bangladesh; Senait Gebregziabher, Country Director, Plan International Bangladesh; Ms Samira Al Zwaini, Plan Netherlands and Ms Tania Haq, Chairperson, Department of Women and Gender Studies, University of Dhaka also spoke on the occasion. Beside the above mentioned personnel following people were also involved in the workshop:

1. Mr. Ashraf Hossain, Retired Secretary & Former Director General, Ministry of Women and Children Affairs, Government of Bangladesh
2. Md. Masud, Project Manager, Plan International Bangladesh.
3. Shammin Sultana, Former Senior Program Officer (UNFPA) & Free Lance Consultant
4. Aumiyo Srizan Samya, Lecturer, Dept. Of Women And Gender Studies, University Of Dhaka

5. Dr. Saikh Imtiaz, Associate Prof. Dept. Of Women And Gender Studies, University Of Dhaka and Head Of CMMS

6. Soumya Guha, Deputy Country Director, PLAN international Bangladesh

**Following people contributed as moderator during the group work session:**

1. Mehbuba Jabin Lopa, Lecturer, Department of Sociology and Gender Studies, Central Women's University
2. Afzal Hossain Shourav, Research Associate, CMMS
3. Labiba Islam, Research Assistant, CMMS
4. Nahida Akhter Tunni, Research Assistant, CMMS
5. Sharmin Akhter, Research Assistant, CMMS
6. Swandipta Sadique, Research Assistant, CMMS
7. Sabila-e-Rabbi, Research Assistant, CMMS





### 1.3 Objective of the workshop:

- To explore the challenges of reducing gender based violence under the GPP
- To find out the possible way out of these challenges through engaging men and boys.

## 1.4 Results and outcomes:

- Evaluating the challenges faced by the participants of the girl power project.
- Evaluating the reasons behind such challenges caused.
- Exploring the possible strategies to solve the problems.





## 1.5 A brief overview of different sessions:

### 1.5.a Opening of the session:

The first session of the workshop started at 9.00 am. Dr. Saikh Imtiaz declared the opening of the program. Honorable guest Dr. Shahid Akhtar Hossain, Pro Vice Chancellor, Administration, University of Dhaka provided the inauguration speech. In his speech, he talked about the current scenario of VAW in

Bangladesh and its consequences on the society. He finished his speech by locating possible ways to deal with this certain negative social syndrome and putting strong emphasis on the point on men's and boy's engagement in reducing gender based violence.



## ***Presentation: importance of men and boys engagement:***

Dr. Saikh Imtiaz presented on the features of traditional forms of masculinity which is being practiced by men in the society resulting incidents of violence against women. This presentation had a special focus on several issues especially the need of engaging men and boys for ending violence against women. The important issues for focusing are:

- The traditional forms of masculinity lead men and boys to several ill-practices like Violence Against Women and it is high time to engage men and boys as lead actors in reducing gender based violence from the society.
- The patriarchal society causes the traditional forms of masculinity to sustain generations after generations.
- Development interventions should focus on men and boys as much as they pay attention to women's issues.
- The importance of engaging men and boys in reducing gender based violence since men and boys are generally responsible for committing those in most cases was greatly highlighted. There have been too many development interventions focusing women and girls in order to reduce gender based violence. It is also highly needed to strengthen awareness

and activities among men in reducing gender based violence.

- The definition of masculinity tends to resemble a very brutal form of personality. Such resemblance of masculinity is certainly harmful for the society and definitely responsible for increasing violence in the society. So, the definition of masculinity and perceptions should be modified.
- The changes among men and boys and their engagement in reducing gender based violence will take a lot of time since we are trapped in the circle of patriarchy. But, this is high time to start working with men and boys to reduce gender based violence in Bangladesh.





## *Speech on Plan's vision to engage men and boys in reducing violence against women:*

Ms Samira Al Zwaini provided the workshop participants with a different insight where she explained in what way the forms of romantic relationships have turned to toxic practices and the need of gender sensitive socialization of men and boys. She talked about the commitment of Plan to work on engaging men and boys in reducing violence against women so that young boys and girls can avoid going through forced or premarital sexual relationships.



## *Speech of Tania Haq:*

The chair of the Department of Women and Gender Studies, University of Dhaka provided insights about development interventions that are highly concerned about raising awareness among girls or engaging girls in reducing violence against women.

She also focused on the fact of engagement of men to reduce gender base violence and expressed her optimistic views with this initiative and said that engagement of men and boys can bring gender equality though it might take a long time.



## *Speech of Honorable Secretary of MoWCA :*

The Honorable Secretary of Ministry of Women and Children Affairs (MoWCA). Mr. Tariq-Ul-Islam in his speech emphasised on the importance of working with Men and Boys to end Violence Against Women and Girls

(VAW&G). He also expressed the commitment that the present Government has with this regard. He praised the initiative of the workshop and thanked the organizers.





## 1.5.b Presentation on Plan Projects:

### 1.5.b.i Presentation on the experiences of PHR project:

Aubrey McCutcheon discussed about the experiences and findings of Protecting Human Rights (PHR) project. He discussed about several research findings conducted by PHR focusing on several attributes of men and practice of masculinity with an understanding of the need to incorporate men in reducing gender based violence. He

also referred several tendencies of men and boys which take active role in committing gender based violence. He concluded that such practices can be eliminated if development intervention is carefully designed to engage men and boys in reducing gender based violence.



### 1.5.b.ii Presentation on the experiences of Girl Power project:

After Aubrey McCutcheon, Md. Masud gave a presentation on the Girl Power project (GPP). He told that the Project is a very strong initiative as it engages young girls in community based awareness raising program in order to stop gender based violence. To him the girl power project has initiated several actions which are pretty effective to aware and empower girls and stop violence against women in the community. Following were the key points of his presentation:

- GPP trained young girls so that they can aware the community about child marriage, dowry, domestic violence and several other forms of violence against women which are acute in the communities.
- The girls are trained with Karate so that

they can embody the power “self-defense” in them.

- The girls are trained to take strong initiative to stop child marriage or other forms of violence.
- Some under privileged community workers were also provided with sewing machine with training or beautician training so that they can earn money and become economically empowered.
- Also, girls are supervised very carefully so that they can work properly and in terms of any troubles they get assistance from GPP. Parents meetings were held so that the community seniors can understand the importance of reducing Violence against Women.



## 1.6 The panel discussion to evaluate project challenges and possible strategies:

In order to evaluate the project challenges and possible strategies a group work was organized. Six groups were formed to continue the discussion. In each group, there was one facilitator, at least two students of women and gender studies department to provide gender insights on the problems reported by the adolescents from GPP working area, at least two associated people with other NGOs and students of Dhaka Univer-

sity from other departments.

Each group was given 45 minutes to discuss the challenges, evaluating the reasons behind the problems, the suggested targeted institutions and the possible suggested strategies to meet these problems. Later, they presented their findings in front of the panel.

The findings of the six groups are summarized below:



<sup>1</sup> This report was prepared by Dr. Sayed Saikh Imtiaz based on the preliminary report prepared by, Mehbuba Jabin, Sabila-E-Rabbi and Swandipta Sadique, Research Assistant, CMMS



## The findings of the six groups are summarized below:

### Group-1:

- **Instigating awareness to remove barriers prompted by emphasized femininity:**

The adolescents from GPP working area expressed difficulties faced by the women members of the community. For example, the elders, especially the female members of families, relatives and neighbors try to control the mobility of young girls when they come to participate in the program. This type of attributes can be identified as the normative behaviors of emphasized femininity in the society which is resulted by long term practice of hegemonic masculinity in a patriarchal social setting. The participants suggested to target the family, especially to aware the female family members about such attributes and to change patriarchal perceptions of women from the individual level.

- **Strengthening influence on the community to support women's empowerment initiative:**

Adolescents from GPP working area informed that they face a lot of problems like hearing taunts when they try to aware the community women about different income generating works or do such kind of works by themselves. So, they think that it is important to create a system where the community people will be

influenced to support such initiatives targeting women's empowerment.

- **Establishing partnership with local political leaders to increase support for the project:**

Some adolescents from GPP working area also talked about the experience that while working for the projects or while holding project meetings, the local political leaders tried to make chaos or intervene in the continuation of the project. They suggested that if a partnership is made with the local political leaders then it will strengthen the project initiatives.

- **Enhancing social responsiveness on providing SRHR education towards adolescent girls and boys:**

The adolescents from GPP working area further shared the problem that when they try to talk about SRHR issue with the children, the parents feel hesitated about it. The participants' think that initiatives need to be taken to enhance social responsiveness on SRHR education towards adolescent boys and girls. The school can become an agent for the project to aware the target population on such issues.

- **Engaging the religious leaders to eliminate religious barriers and superstition:**

The participants shared about the local religious leaders' restrictions on women to go out and participating in empowering initiatives of the project. They are also against women doing networking or becoming agent to influence others. The participants think that the local religious/ political leaders need to be partnered in the project so that they can support such initiative.

- **Strengthening the influence of the society to support women in career building:**

Stereotyped notions about young girls and women in the society are big challenges. Sometimes it is considered that over educated girl will not get perfect grooms, so higher education is not mandatory or necessary for girls because sooner or later they will be married off and go another's house. Again stereotype notion about women's reproductive roles is a big problem. This type of attributes can be linked with Normative type of Masculinities.

- **Importance on media role in promoting positive masculinity to sensitize men and boys:**

The participants highly emphasized the concern of sensitizing men and boys of the society to end violence against women by their experience of working in the field. They think that utilization of mass media to promote and sensitize men and boys on positive masculinity can be greatly influential.



## Group-2:

- **Establishment of special training programs for adolescent boys to reduce Violence against Women:**

The female participants of Theater for Development (TFD) program often get verbally abused in the middle of their street drama and also on the way to arrange the drama shows. The participants from karate program also face these types of harassment both verbally and sexually. The perpetrators of this violence are both boys and men. The symbolic reason of this behavior are generally boys and men always want to show their heroism rather than violence. Normatively, men are socially accepted as more powerful than women and they try to show the power. To reduce this violence the institutions like family, schools, peer group etc. can be targeted as a changing agents. Special training programs for the school going boys in their adolescent period about the issue of sexual harassment was recommended by the participants.

- **Generating activism in the school level to increase tolerance on boy-girl interaction:**

To end violence against women, it is important

to sensitize men and boys about women's empowerment and making them understand that women are not their prey. The participants suggested about generating activism in the school level to increase boy-girl interaction.

- **Increased activism to end child marriage by encouraging the positive role of male family members:**

The second problem was early marriage of girls. The symbolic reason is families always feel threaten for the safety of the girls and if any girl faces any sexual violence before marriage and public come to know about it, then the whole family suffers. The normative reason for this problem is families always think that girls would not bring any prospect to her father's family. So spending money to educate and nurture her is a waste of money. Kazi office, marriage registration office, birth registration office, police station etc. can be very careful in their area to stop child marriage. Union Parishad Chairman and members and school teachers also can play important role to reduce child marriage in their area.



### Group-3:

- **Generating counseling system for the parents to strengthen the family support of the beneficiaries while undertaking project activities:**

The participants said that when they go for participating in the project they face a lot of verbal and mental abuse from the family members, specially the men. Men's superior ego of girls becoming forward than the men of the family can be identifies as a reason. The participants think that there should be an initiative to generate a counseling system for the family of the GPP participants which will initiate support for the participants too work in the project.

- **Enhancing the number of stop child marriage counseling groups to aware more people and to reduce challenges faced by the project activists:**

The participants said that when they work to stop child marriage, they face a lot of restriction from other people of the community. Arranging counseling meeting in both family and the individual level, inclusion of more people in the network, so that all people of the community can come under the awareness coverage, Motivating the focal male persons to

influence others, can be effective strategy to meet this challenge.

- **Instigating boy's meeting in the community level to assure men and boy's engagement in the project:**

The participants of GPP said that in most works of GPP, the girls need the engagement of men to fulfill the goals of the project, but they cannot do so because there is a significant lack of male engagement in the Girl Power Project. Symbolically, they depicted the reasons that men have a lack of interest to work for women and also to work with women as well. Normatively, the social concept of male ego forbids man to work for or with women as it makes them to feel as less man.

The participants think that the education system and the family should be targeted for the solution of this challenge.



## Group-4:

- **Reinforcing media's role to discourage hegemonic masculine attitudes like considering girls as sexual object:**

The participants said that, the community workers face sexual harassment and unexpected romantic proposals. This forces them to assume that the men in the communities visualize women as sexual object. The community workers who are young girls are actually breaking the existing social norms and regulations. And the girls also said that the community possesses negative attitude towards them. So, men, in their norms, expect women to be calm and quiet and thus when the girls are doing community work to reduce VAW, they go through these unexpected situations. Media influence to change such perceptions was suggested as a strategy by the participants to end such problems.

- **Activism within the family level to enhance positive masculine practices:**

the community workers face hindrance from fathers and brothers. Mostly, they face trouble from their brothers. Sometimes, their brothers even lock them at home so that they cannot go outside for work. This resembles the normative practice of men where they tend to control

women's mobility. But, to some extent, girls face encouragement from their fathers. This is also a normative practice of men where they are encouraging. Awareness should be raised among parents so that they can encourage men and boys in adopting positive masculine practices.

- **Engaging men and boys as partners to ease girl's involvement in the projects:**

Participants shared that they faced a lot of problem while working in reducing VAW. But, when parents meeting were called, the problems seemed to be reduced. So, definitely, the engagement of men and boys in reducing Violence against Women should be initiated by the mentioned institutions. In order to engage men and boys the possible suggestions were: Media should promote positive masculine attitudes to the public, media should avoid negative promotion of women, the school curriculum should be encouraging to boys so that they feel the urge to reduce VAW in their community, School should arrange programs where men and boys will be the focus in reducing violence against women.

## Group-5:

- **Increased activism to improve the family acceptance for girls' involvement in community groups and social works:**

The participants said that in the beginning or even now, the families, specially the males were very much uncomfortable about watching girls joining clubs or groups. The group suggests strategies like arranging sessions with parents especially fathers to make them understand the necessity of these programs. Along with the understanding they will be more comfortable to see other families also sending their girls to such meetings and clubs which would ultimately ease their feeling of losing family pride.

- **Focusing on men and boy's involvement in public activities to strengthen the safety of the girl participants:**

Family sometimes restricts girl's mobility out of concern about their safety. The beneficiaries have told about some incidents of teasing while going for meetings or clubs. Thus parents do not feel much secured to send their girls alone. The suggested strategy was that program's agenda should include more boys from the community to raise their understanding and sensitize them. Also, girls can visit with

boys because teasing is much less when there is a boy in the group as stated by the girl beneficiaries.

- **Enlarging the skill-building training network:**

The participants said that when they go for awaking the community about ending violence like early marriage, they find that women are seen as burden in the family. So, they suggested about enlarging the skill building network of on-going project to financially empower the girls which would create an impact on negative perceptions on women in the society.





## Group-6:

- **Gender sensitization in curriculums:**

The participants talked about different humiliating comments from boys faced by the girls while working for the project. They think that if schools could be targeted to motivate boys with a new gender sensitive education system and a gender sensitized curriculum, then such problems can be removed.

- **Increasing awareness in the family to end child marriage:**

The participants said that, There is a tendency of thinking that the younger the girl is, more easily it will be to control and dominate her. They recommended that, in institutional level, government should implement child marriage act and dowry prevention act more rigorously. GPP program authorities should alliance with legal and administrative authorities of the specific working areas, so that people should not see them as mere NGO, rather some organization who have the power to influence legal authorities to stop child marriage and ensure punishments for the offenders. Strengthening partnership with legal support systems to stop child marriage is another recommendation from them.

- **Awareness rising to eliminate age-hierarchies within the family and social level:**

The adolescents from GPP working area told that when they approach people, they ignore them as kids and less likely to give interest to hear them. They felt humiliated and disappointed many times. This type of attitude came from our age-old thinking of seeing children as less insignificant and less importance is given to their opinions also. This is type of attitude can be referred as symbolic and normative practice. To improve this situation, in institutional level, GPP program authorities also accompany these girls sometimes when they encounter problems from different families of the specific areas. Program authorities can ask for help from specific UP members, UNO to organize events where they aware people about the good side of GPP programs so that people give importance to the girls of GPP.

- **Creating a gender friendly environment for girls by reducing religious barriers:**

The adolescents from GPP working area further told that some Madrasa teachers beaten female students for joining GPP program.

This is a serious issue. In this case, GPP program authorities should approach legal authorities as corporal punishment in institutional level is crime. In institutional level, government can introduce karate as physical exercise in school level for both girls and boys. In individual level, GPP program can broadcast their karate class and GPP program activities in TV channels so that people can aware the importance of empowering girls through karate and GPP program.

- **Enhancing media co-operation for gender sensitization:**

To influence people from the individual level for a gender sensitive environment for the girls, the participants suggested that there should be a greater utilization of media.

- **Establishment of legal support systems within the school to reduce sexual harassment:**

The girl participants said that they face a lot of stalking while doing karate class or while going towards school and they think that sexual harassment act for educational institutions is necessary to face such problems.

- **Engaging men and boys as partners in the project:**

Stalking of girls and teasing them on the way to karate class and after performing in theater also came out from the discussion. The girls told that younger boys from the area tease them for doing karate, especially for wearing specific outfit for karate. This issue should not be neglected. As men are not accustomed to see girls in doing karate as well as wearing specific outfit in public place, they tease and humiliate girls to exercise their masculinity as this type of activity has become normative in our culture. In institutional level, implementation of sexual harassment act is necessary. But most important work should be started from individual level by engaging boys in GPP program in specific working areas. So when this type of incidents happen, some boys can stand up to raise their voice. To ensure safe society for women, we should sensitize our boys about the negative effects of sexual harassment and make them agents of change to stop gender based violence.

## 1.7 Recommendations from the panel discussants:

Based on the presentations of the group works, panelists were invited to express their opinion regarding the key outcomes. This session was moderated by Mr Asraf Hossain, Retired Secretary & Former Director General, Ministry of Women and Children Affairs, Government of Bangladesh. Mohammad Masud, GPP, Plan International Bangladesh, Shammin Sultana, Former Senior Program Officer (UNFPA) & Free Lance Consultant, Aumiyo Srizan Samya, Lecturer, Dept. Of Women and Gender Studies, University Of Dhaka, Dr. Saikh Imtiaz, Associate Prof. Dept. Of Women and Gender Studies, University Of Dhaka and Executive Director, CMMS and Mr. Soumya Guha, Deputy Country Director, Plan International Bangladesh were in the panel. After detail discussions following five key recommendations were given by the panelists for immediate action to engage men and boys to end VAW&G:

### 1. Promoting positive masculinities:

All men are not alike. Therefore, we may infer that men's attributes of masculinities are also different. For example there are fathers/brothers/husbands who think women should become independent and therefore send their daughters/sisters/wives to get education. Girl Power project should try to promote those forms of masculinities which support women empowerment.

### 2. Addressing Crisis of Masculinity:

Crisis of masculinity with regard to losing power is a common phenomenon when women cross the traditional male centric public private dichotomy. There should be specific strategies to address such crisis of

men. For example when a girl wants to participate in self-defense (karate) class, her family members might not allow her to join. The reasons behind such crisis should be understood and properly addressed.

### 3. Targeting Emphasized Femininity:

The girl power project should not convey the messages that all constructions of femininity are good. There are certain attributes of femininity which are bad because those reproduce patriarchy. These constructions should be challenged with appropriate strategies. For example when a girl wants to participate in Karate class she is criticized primarily by her female relatives.

### 4. Trying to Instigate Self Reflexivity among Men in the Families:

Many of the barriers for girl's participation in the Girl Power project can be demolished if the male members take a little bit more responsibility. For example a father is more anxious about the future of his son while he thinks his daughter as a burden. There should be appropriate strategies so that the male family members become self-reflexive and do not discriminate between boys and girls.

### 5. Investing more in Research:

Little is known about the rapidly changing scenario of masculinities in Bangladesh. There should be more research to understand this for developing appropriate strategies to promote positive masculinities while eliminate the negative masculinities. The Girl Power Project may invite research organizations specialized on masculinities and gender identities to give periodic suggestions for developing better strategies.



## 1.8 Conclusion

Plan International's GPP is a unique initiative that is trying to make a difference at the field level by empowering girls. However, the workshop points out towards a more inclusive approach by incorporating boys and men as target group together with girls. Considering the unavailability of proven strategies to

include men and boys in such works in Bangladesh and Globally, such initiatives should be designed carefully. Most of the experts in the workshop suggested for an action research based model for experiments before scaling up.



## • Annex 1: Group Work Templates

### Group-1:

Challenges	Masculine attributes causing problem	Suggested Strategies:
Challenges from neighbors/ relatives (aunties)	Normative and subjective	<ul style="list-style-type: none"> <li>• Training for parents</li> <li>• Awareness program for community people</li> <li>• Workshop in grassroots level</li> <li>• Campaign with undergraduate students</li> <li>• Training for community leaders at grassroots level</li> <li>• Creating awareness among peer groups (playground/classrooms)</li> <li>• Through advertisements</li> <li>• Positive discussion by religious leaders at the religious hubs</li> </ul>
From viewers of awareness raising shows	Institutional	
Elders/Empowered people of society (political and religious leader)	Institutional	
Challenges from parents when talk about SRHR issue.	Subjective, Institutional	
Prejudices, religious (issues of Purdah), Fatwa	Symbolic	
Over educated girl will not get perfect grooms	Normative	
Stereotyped notions about reproductive roles	Normative	

## Group-2:

Challenges	Symbolic attributes of masculinity (Identify different attributes of masculinities; it may be a quality/virtue or vice; it can also be a statement/proverb that says something about men's virtue or vice)	Normative constructions of masculinities (Which normative constructions may instigate violence/dis-empower women? Is there any normative construction that may help to empower women/end vaw&g)	Institutional context (Which are the institutions that we should target?)	Strategies for subjective change (self-reflection) (How can we really initiate self-reflection so that men and boys become positive partners?)
		Group 2		
Sexual Harassment/Eve teasing of girls or women	Attain heroism, provocative dress up of girls,	Biological Attraction, men are naturally aggressive, women are weak.	Family, Peer group, Media, Internet, Schools	Training among young boys to raise awareness, Combined schooling,
Child marriage	Young girls are vulnerable, Financial problem of family,	Girls won't bring any benefit for the family,	Family, Parents, School, Union Parishad, Kazi Office, Police Station	Awareness raising programs for parents specially fathers,



## Group-3:

Challenges	Symbolic attributes of masculinity (Identify different attributes of masculinities; it may be a quality/virtue or vice; it can also be a statement/proverb that says something about men's virtue or vice)	Normative constructions of masculinities (Which normative constructions may instigate violence/dis-empower women? Is there any normative construction that may help to empower women/end vaw&g)	Institutional context (Which are the institutions that we should target?)	Strategies for subjective change (self-reflection) (How can we really initiate self-reflection so that men and boys become positive partners?)
Verbal abuse/humiliation while work In the project	Superiority complex of boys and men	Male ego	Family, for socialization	<ul style="list-style-type: none"> <li>organizing parent meetings</li> </ul>
Restriction while working on stopping Child marriage	Controlling the girls, Sexual attraction	Concept of bread winner, Domination,	Education, community, stakeholders, experts.	<ul style="list-style-type: none"> <li>Counseling in both family and individual level,</li> <li>Inclusion of more people</li> <li>More resource allocation in the project.</li> <li>Motivating the focal male persons to influence others.</li> <li>Motivating the school boys.</li> </ul>
Lack of men engagement	Men's Lack of interest to work for and with women	Ego, it makes them feel as less man.	Education, family	<ul style="list-style-type: none"> <li>Boy's meeting- Inspiring boys to show positive masculinity as bravery.</li> <li>Gender sensitive text-books.</li> </ul>
Restriction to Participate in the project for girls	,	Concept of family honor- Misinterpreting the NGO's goals that they would traffic the girls,	Family, community	<ul style="list-style-type: none"> <li>Expanding the project in family level too, specially the boys of the family has to be counseled.</li> </ul>

## Group-4:

Challenges	Symbolic attributes of masculinity (Identify different attributes of masculinities; it may be a quality/virtue or vice; it can also be a statement/proverb that says something about men's virtue or vice)	Normative constructions of masculinities (Which normative constructions may instigate violence/dis-empower women? Is there any normative construction that may help to empower women/end vaw&g)	Institutional context (Which are the institutions that we should target?)	Strategies for subjective change (self-reflection) (How can we really initiate self-reflection so that men and boys become positive partners?)
Eve teasing	powerful	Visualizing women as sexual object, expecting women to be calm and quite	family	Raising awareness among parents
Telephone number	strong	Expecting women to stay at home	School, college, national curriculum	Promoting positive masculinity through media
Unexpected proposal for romantic relationship	dominating	Expecting women to be less powerful	ponchayet	Avoiding negative promotion of women in media
Hindrance from father and brother locking them at home	Decision maker	Hindrance over embodying self defense	Union Parishad	Curriculum
Negative attitude for being girl specially young girl	Bread winner	Controlling women's mobility	media	Programs in school
threat	encouraging	Encouraging	NGOs	Men's engagement in women's day program
Negative attitude and negative comments	Brave both in positive and negative way		Government's Initiatives ex: meena cartoon	Strict action of government
Tendency to marry them off as soon as possible			Religious institution	Stopping negative advertisement of masculinity
Biased social expectation			Political institution	Men's engagement in community level awareness raising programs and other programs
Family restriction for karate training			community	
Criticism for not veiling				
Facing rudeness from girl's parents and brothers for making them protest				

**Group-5:**

challenges	Symbolic	Normative	Institutional	Subjective
Fear of losing family honor-	The family pride acts as a symbol.	The family needs to maintain its reputation and be acceptable to society.	1. Increased awareness and education for parents from specialized institutions.	Mixing of gender roles.
Religious barriers-accused of being non-Islamic	Being religious is seen as a symbol.	Practices do not conform to popular religious values.	2. Increased awareness and education for religious leaders and influential people and head of families.	Practice of personal religion.
Local leaders creating barriers	To portray power and dominance, or authority.	Leaders to have power over making decisions.	3. Involvement of local leaders in program and project's event.	
Absence of implementation of laws e.g. birth registrations certificate			4. Direct and proper monitoring for law implementation by separate organization like UNO.	
Restricted Mobility and accessibility	Females seen as weak, not able to self-protect. Feminine vulnerability. Chastity of virginity.	Norm of women staying at home, indoors.	5. Self-defense mechanism, including involving individuals in learning combat and provision of defense products such as pepper spray.	We need to change perception of men that women are powerless beings.



## Group-6:

challenges	Symbolic	Normative	Institutional	Subjective	solutions
1. Social Negative Attitude towards girls (by local people) -Problem in involving GPP		Female cannot join groups	Creating awareness in schools	Sensitize male members of society	<ul style="list-style-type: none"> <li>Boys should be involved</li> <li>Involving beneficiaries</li> </ul>
2.Mobility(family are not interested in karate program)	Ideal feminine figure	Practicing karate not in norm	Alliance with schools to introduce karate program	Creating awareness in the family	Involving beneficiaries
3. Child Marriage in GPP	Child marriage practice in society		Alliance with legal and administrative authorities	Individual family members	Alliance with legal and administrative authorities
4. Ignoring as kids		Giving less importance towards children voice			
5.Beating by madrasa teacher (GPP participants)		Teachers raise hands to student	Sensitize madrasa authority	Targeting abusive teacher to take legal action	
6.Eve-teasing	Seen as masculine practice	These actions of young boys are seen as a normal and natural acts	Targeting boys schools and involving them in awareness program	Consultations with eve-teaser's family	
7.Teasing while performing in street drama	Seen as masculine practice as street performance by girls are not natural	Seen as usual	Incorporating boys and local authority in this project		

## Annex 2: Recommendation from the Concluding Pannel

After hearing the discussion of the 6 groups, the panel presented their final recommendations for the girl Power Project.

### Recommendations from the panel discussants:

#### 1st panel- Mr. Masud

- There should be an assessment process to evaluate the effectiveness of the awareness activities of the continuing projects. A measurement of influence in the practice has to be incorporated in GPP process. Activities like theatre for development (TAP), CSO and all other activities should incorporate this process.
- The GPP project must touch the family. The awareness raising network has to cover and begin from the family level. If the family can come under the influence, then a lot of problem can be met like domination and power exercise over the girls. Religious perception, superstitions, veiling etc.
- Engagement of men and boys is an urgent need for GPP project. The engagement can be done through education, arranging boy's meeting in the community.
- Empowering without conflict. We have to come up with strategies where GPP will be able to empower women without going towards any conflict with the family.  
Ensuring the active participation of the community and local schools.
- Involving the local leaders, to motivate people and also to remove political pressure.



## 2nd panel: Shammin sultana

- A great focus should be on the family relationship. The male members of the family, and also others have to be engaged in the process of the project. The GPP has to be able to motivate the family members and changing the negative perceptions about women.
- The male members of the society have to be influenced about women's empowerment. The influential level should cover the home, neighborhood to the community level.
- GPP should enrich their support systems partnering with the law enforcement agencies. The enforcement can be done by advocating with the legal service providing agencies of the government. There can also be other initiatives like involvement of girls in the project who were previously GPP participants to ensure good practices.
- Family has to be under the focus of the project.



## 3rd panel- Amiya srizan samya

- Gender based violence has to be categorized according to different levels and plan should be made accordingly.
- The base of GBV analysis should incorporate masculinity lenses to understand the perpetrators perspectives.
- All kind of activities should provide proper messages towards the target audience.
- Representation of women in media has to come under a great supervision.
- Changing perception about bringing change in the institutional level should regularly be monitored.
- Messages about positive masculinity have to be conveyed. As it is a universal truth that all men are not the same.



## 4thpanel- Dr. Sayed saikh Imtiaz

- Creation of a supporting defensive mechanism to protest against VAW.
- A better understanding of what is violence and what is not has to be provided to ensure the engagement of men and boys. Instincts are not negative, till it turns to violence.
- Different type of awareness activities in the community level should be dealt with different strategies.
- Creating a support system within the family to remove the crisis of masculinity which arises from the patriarchal thought of women as family honor when the NGOs try to push the social threshold.
- Focusing on the restrictions of women towards women that arise for emphasized femininity witnessing the positive alienation of GPP participants.
- Proposing the father and brother of the family as stakeholders and take their subjectivity into account.
- The challenges and the possible suggestions are at extremely superficial level now. It needs in-depth analysis through research to really understand the challenges of the GPP project with real suggestions.



## 5th panel: Shoummo guho

- A solid research has to be undertaken to assess and measure the challenges of GPP and possible strategies to meet them.
- Understanding the household level.
- Introducing tests or competitions where student's proposals would be taken for gender invention and the best will get a scholarship.



The moderator ends the session, by expressing the hope of enrooting the disease of GBV from our society. He talked about the problem of child marriage, the understanding level of the people who takes gender-insensitive practice as conventional practice and how awareness raising level has created a change. He said that women are assets, not liability. He also said that

there should be a great co-operative relation between the government, academic and non-government level in terms of working towards the goal of women's empowerment. Research on the assessing the needs is necessary. Also, different types of innovative intervention should be encouraged.







Department of  
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