



Annual report

2024

Implementing the MenEngage Alliance Strategic Plan 2021-2024

Submitted to:



Swedish International Development Cooperation Agency, Stockholm, Sweden

How this report is organised

In this Annual Report for 2024 we - MenEngage Alliance - describe the trends, activities, and anticipated impacts of our work across various issues and levels. It is also the final report for our Strategy during 2021-2024.

In the main body of the report you can read about activities facilitated by the MenEngage Global Secretariat and selected highlights from the Regional Networks in 2024. This describes our work through the strategic pillars of the Global Strategy of MenEngage Alliance taking place at cross-regional and global levels. Within the section, text in grey boxes shows the desired goals, outputs and outcomes as articulated in the [Alliance's 2021-2024 Strategic Plan](#).

In the ANNEX you will find the complete Reports from the MenEngage Regional Networks, including regional activities, trends, and 2024 priority areas.

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2024 annual report

This section of the report details activities conducted at global level and cross-regionally around our Priority Issues and the four Results Areas set out in the [2021-24 Strategic Plan](#):

1. Strengthened MenEngage Alliance Networks & Leadership
2. Accountable Policy Advocacy and Political Voice
3. Effective and Strengthened Programming
4. Strengthened Movement-Building Approaches

These results areas – or strategic pillars – form the framework for advancing the mission of MenEngage Alliance to transform unequal power relations and dismantle patriarchal systems by:

- ❖ Transforming patriarchal masculinities and rigid social norms around manhood;
- ❖ Working with men and boys through intersectional feminist approaches;
- ❖ Building inclusive alliances from local to regional to global levels; and
- ❖ Fostering joint actions in partnership with women's rights, gender- and other social justice movements.

This report can be seen as documenting how we have used our resources and energy in 2024 to contribute towards the desired impact and goals:

Impact: *By 2024, MenEngage Alliance has contributed to transforming patriarchal masculinities and mobilising men and boys as agents of change for gender justice, thereby contributing to ending patriarchal power, protecting human rights and achieving gender equality and social justice.*

Goal: *By 2024, MenEngage Alliance is a capable, inclusive and accountable social change network, harnessing the collective energy of our members, thereby contributing to improved discourse, policy and programs, in partnership with feminist, LGBTQIA+ and social justice movements.*

See the [2021-24 Strategic Plan](#) for more information about our values and theoretical/political concepts that form the basis of the work of MenEngage Alliance across national, regional and global levels.

1. Strengthened MenEngage Alliance networks & leadership

RESULT AREA 1

MenEngage Alliance is an inclusive, democratic and sustainable social-change network undertaking joint actions informed by shared vision and values.

2024 was a critical strategic year for MenEngage Alliance. We conducted an external progress **evaluation of our work through 2021-2024**, conducted by [Global Office Consulting](#); and developed the Alliance's **Strategic Program for 2025-2028**. Throughout the year we gathered inputs from members and partners through the evaluation process, Members Assembly, the work by the regional networks, and the Global Board meetings.

Building on the achievements of the previous strategic period, a key focus for this period of 2021-24 has been on strengthening the Alliance's organizing at national, regional, and global levels. A key accomplishment has been the development of **a collective vision and strategic plans with the regional networks**, which has fostered a deeper understanding of the different roles and responsibilities to support effective governance across the Alliance at various levels.

Among the many learnings, we decided to strengthen our work on **shifting discourses and narratives** to engage men and boys and transform masculinities in efforts to advance gender equality - alongside continued impacts on *policy changes* and improved quality of *practices and programming*. In particular in the context of **rising backlash** against gender equality, human rights and democracy (see also section 3.3 of the report) the evaluation taught us that **we have built strong mechanisms and partnerships**, and are ready for a **bolder role for the Alliance to stand in the feminist movements calling for gender and social justice**.

In line with the structure of our 2021-2024 strategic plan format, we first report on what we have done in 2024 to strengthen MenEngage Alliance's networks, collaborations across members, and governance to manage such a vast and diverse alliance.

1.1 Governance structures and leadership capabilities

OUTCOME 1.1 – *Strengthened democratic governance structures and leadership capabilities of MenEngage Alliance at all levels.*

Global support to MenEngage Regional & Country Networks

Throughout 2024 the MenEngage Global Secretariat continued to work closely with our MenEngage regional networks in Africa, the Caribbean, Europe, Latin America, North America and South Asia. We also continued working closely with members in Lebanon and South Korea to support their country-network building efforts.

ACTIVITIES REPORT 2024:

Technical support and collaboration

The MenEngage Global Secretariat provides technical support to the Regional Networks to support with strengthening governance structures and horizontal operating modalities. These are important opportunities for deeper relationship building and aligning our values and activities as an interconnected community. While doing so the ownership of the Alliance remains firmly with the local membership at the Regional and Country levels.

Highlights for 2024 include:

- In regional steering committee meetings, both in-person and online, in Africa, Caribbean, Europe and South Asia regions, the Global Secretariat contributed to strengthen understanding and knowledge on the Alliance's Accountability Framework.
- The membership reaffirmation platform and processes were set-up with the regional networks.
- Cross-regional exchange sessions were organized with the regional networks, to come together to discuss and exchange experiences, challenges and lessons on strengthening networks.
- CariMAN established a membership vetting process and committee as well as a comprehensive onboarding process adapted from the global process.
- The regional networks in Africa, Caribbean, Europe and South Asia developed and strengthened regional strategies and action plans. The Global Secretariat team participated and/or facilitated portions of the strategic planning meetings, particularly on value clarifications related to the Accountability Framework.

- Organized 3 global/cross-regional sessions on the Alliance’s strategic plan and its contextualisation with our country networks in Lebanon, Sri Lanka and sub-regional network Iberia (part of MenEngage Europe).

Financial support through Regional sub-grants

The Global Secretariat continued to support fundraising and resource mobilisation with all the regional networks of the Alliance, with successes in the Caribbean, Africa and South Asia regions and the country network in Lebanon. Furthermore during 2024, we provided financial support, in the form of core-grants, to the six regional networks in Caribbean, Europe, Latin America, North America, South Asian and SWANA (South-West Asia and North Africa) regions to facilitate the implementation of the regional strategic and annual work plans. In addition, the Global Secretariat provided support in resource mobilisation with the regional networks, particularly in the Caribbean region and network in Lebanon.

Involving Alliance membership in strategic direction and decision making through the MenEngage Global Board

The international leadership body of MenEngage Alliance, the [Global Board](#), is comprised of representatives of the membership, with designated seats for regional networks and at-large organisations - representing key constituency groups: women’s rights, LGBTIQ+ rights, young people, SRHR, feminist peace, violence prevention, caregiving, and a specific ‘men and masculinities’ lens. The Board serves as a space for MenEngage Alliance leadership to discuss political developments, strategize on how the Alliance can make meaningful contributions for progress on gender equality, and make decisions on the organization’s plans and resource allocations. In 2024 the Board met 6 times - of which [once in-person in Stockholm, Sweden](#) - and various Board committees also convened online.

ACTIVITIES REPORT 2024:

Strengthened leadership diversification and inclusion:

Festus Kisa (he/him) was [elected as the new Global Co-Chair of MenEngage Alliance](#). Since 2022 Kisa has been serving on the Alliance’s global board as representative of [Q-Initiative](#) - a community-based organisation in Eldoret, Kenya, dedicated to health, human rights, and capacity building for **LGBTIQ+** individuals. Kisa joined Samitha Sughatimala (she/her), representing FISS Sri Lanka, in the Co-Chair role. Kisa took on the role following Bafana Khumalo, who continues to represent Sonke Gender Justice on the Global Board of MenEngage Alliance. Kisa has been one of the founding members of the Alliance’s Youth Reference Group, marking a milestone in strengthening youth leadership within the Alliance. In addition Kisa is one of the founding members of the SOGIESC Learning Circle of

the Alliance, which nominated him as the constituency representative for LGBTIQ Rights to the Board.

Another milestone for 2024 was to have **Henry Mitchel** (he/him) join the Global Board as the representative of the **Youth Reference Group** (YRG), thereby filling the youth constituency seat in the Board of the Alliance. Henry was elected by the YRG following a democratic process, serving to fill the gap in youth representation that has existed at the board-level for several years.

All six Regional Networks continue to have a representative on the Global Board.

They are nominated, elected or selected by the respective Regional Steering Committees of our regional networks, following the democratic processes they have in place. The Global Secretariat supported the regions in leadership (s)election and transition processes, including by supporting vetting processes and inducting the new representative/s and leadership group/steering committee.

The tenure of two long-standing Board members came to an end in 2024: WILPF represented by Madeleine Rees (who has retired) and IPPF represented by Jameel Zamir. Furthermore there has been a change in the representation of one of the Board members: Urvashi Gandhi from Breakthrough will be ending her responsibility in 2024. *We express our deepest appreciation and gratitude for all the contributions they have made to the Alliance in their roles on the Board.* MenEngage Alliance will continue to partner with these organizations in other forms, while there is opportunity for new groups to join the seats on the Global Board.

Strengthening global governance and decision making:

To strengthen that we collectively uphold the Alliance's values and principles through the acts and representation of MenEngage leadership, MenEngage Global Alliance conducted **standard vetting processes for Alliance leaders**, including incoming Global Board and Global Secretariat team members. The Alliance's [Accountability Framework](#) provides the assessment framework. Furthermore, the Global Secretariat team continued to provide technical and financial support to the regional networks for handling breaches and other leadership challenges, particularly in Africa, Caribbean and Latin America regions.

Strengthening regional and country level governance and decision making:

During 2024, the regional networks in Latin America and South Asia conducted regional assessments on the gaps and opportunities to strengthen the uptake of intersectional feminist approaches more strongly within the networks. The assessment offered valuable insights into how the networks can be more inclusive and equitable in their structures, strategies, and advocacy work. By mapping existing strengths, the process revealed intersectional approaches that have been successfully embedded in practices, whilst also surfacing gaps to be addressed so that more marginalized communities can actively take part in the debate and have their voices heard - particularly LGBTQIA+, youth

and feminist movements. These findings were crucial to inform the strategic and annual plans for the regional networks.

CariMAN designed its Policy Manual to standardize and strengthen governance across the network. This was complemented by capacity-strengthening sessions to ensure members were equipped with the tools and knowledge necessary to implement the manual effectively. These efforts represent a significant step toward enhancing the network's operations and standardizing processes across country chapters, reinforcing its commitment to accountability principles and alignment with the Alliance's principles and standards for promoting gender equality and transformative change.

In Rwanda, the inclusion of an LGBTQIA+ member to the Steering Committee of the Rwanda MenEngage Network (RWAMNET) has strengthened their efforts to make the network safer for sexual and gender diverse individuals. Similarly the regional network in Latin America (MELA) and country network in Kenya (KEMEA) increased partnerships with, and participation of feminist women's rights leaders and organizations, improving the representation and inclusive practices.

The leadership elections and related practices across the networks - especially the Youth Steering Committee in Africa; steps to establish a youth network in South Asia; and strengthening of the Youth network in Lebanon - have also shown the maturation of governance practices, including diverse representations in decision-making. With the practice of having regular leadership meetings - in the forms of Annual General Meetings in Africa; quarterly Steering Committee meetings in the Caribbean, North America and South Asia; and biennial members' meetings in Europe - the regional networks have showcased strengthened participation of members in governance and decision making. This has led, amongst others, to put in place new resolutions and house rules; development of regional strategic plans; creation of specialized committees for resource mobilization and advocacy strategies; and democratic election of new steering committee members.

Resource mobilisation, fundraising and strategic partnerships

2024 was a significant year for sustaining and diversifying our strategic partnerships and funding landscape.

ACTIVITIES REPORT 2024:

- Continued partnership building with long-standing strategic partner the [Swedish International Development Cooperation Agency](#) (Sida) - including securing core-support for the 2025-2028 Strategic Program of the Alliance;
- Continued partnership building with [FORD Foundation](#) and secured a 5-year [BUILD grant](#) (from September 2024) to prioritise institutional strengthening with focus on

the strategic clarity, people, knowledge, and resources the Alliance needs to achieve impact and advance systems change over the course of years and decades;

- Secured a new strategic core-partnership with [Fondation CHANEL](#) from 2025 through 2027;
- Were selected by [Equimundo's Gary Barker](#) and team to receive a one-time donation from Melinda French Gates and PivotalVentures for our work to advance gender equality through engaging men and boys (to be received in 2025);
- Successfully rounded off and delivered on two thematic projects: on ending GBV with UN Women; and Militarized Masculinities with WILPF;
- Continued taking part in the UN Foundation's [Nest](#) network of feminist activists (without funding).

During this year the MenEngage Global Secretariat also supported the regional secretariats, members and networks to secure funding for the implementation of the regional strategies and work plans, in particular with the 5 regional networks in Africa, Caribbean, Europe, North America and South Asia. Furthermore the country network in Lebanon, via its secretariat, was able to generate additional resources for the network strengthening activities as well as engaging with other countries in the Middle East region. In the Africa region the country networks were successful in diversifying funding channels by exploring grants, sponsorships, and crowdfunding campaigns. For example, in Burundi the MenEngage country network successfully secured funding from the European Union to implement activities during the 16 Days of Activism campaign.

1.1 Governance structures and leadership capabilities

Outputs	Output Indicators	Report 2024
Stronger governance structures and horizontal operating modalities in place at country, regional and global levels, supporting cultural and structural transformation informed by the principles of decolonization, intersectional feminism, accountability and power with.	# of country and regional networks and members reporting [more] efficient and effective governance and operating structures in place by 2024	<ul style="list-style-type: none"> → 6 Regional Networks in Africa, Caribbean, Europe, Latin America, North America and South Asia <ul style="list-style-type: none"> ◆ 2 introduction meetings for members (Europe) ◆ 2 regional networks reported strengthened governance process (Africa, Caribbean) → 3 country networks reported strengthened governance structure in India, Lebanon and Kenya <ul style="list-style-type: none"> ◆ In Kenya, the KEMEA network elected a new Steering Committee, showcasing renewed commitment to gender equality goals. ◆ Lebanon: A new steering committee elected through a democratic voting process ◆ India network reorganised under the name MenEngage India

1.1 Governance structures and leadership capabilities

Outputs	Output Indicators	Report 2024
<p>MenEngage regional networks supported with technical and financial resources (subgrants) to facilitate implementation of national and regional strategic plans.</p>	<p># of country and regional networks having quality strategies and work plans in place and implemented successfully by 2024</p>	<p>33 country and regional networks have improved strategies and work plans in place</p> <ul style="list-style-type: none"> → 6 regional networks continued to implement their collective strategies and work plans → 25 country networks in Africa, Lebanon and South Asia developed collective strategic and annual plans → 1 sub-regional network in Iberia successfully implemented their program → MEE developed Strategic Plan 2025-2028
	<p># of dialogue spaces organised to strengthen discourse and quality uptake of programs and initiatives on transforming masculinities and work with women's rights and gender justice actors at country, regional and global levels by 2024</p>	<ul style="list-style-type: none"> → 1 exchange and learning visit for MenEngage Europe members (Sweden) → 1 literature review on criminal violence and masculinities in Caribbean → 1 media toolkit on mobilising men in gender transformative agenda in Africa → Advocacy workshops in Nigeria trained representatives on implementing the Violence Against Persons Prohibition (VAPP) Act.
<p>Increased representation and participation of feminist women's rights, LGBTIQ+ individuals, and young people in MenEngage leadership and decision making at country, regional and global levels.</p>	<p>% increase of representations of feminists women's rights, LGBTIQ+ individuals, and young people in leadership roles of the Alliance at country, regional and global levels by 2024</p>	<ul style="list-style-type: none"> → 1 LGBTQI rights organisation in leadership role strengthened: Festus Kisa of Q-Initiative as global Co-Chair → 1 LGBTIQ rights leader reelected to lead the network in Africa region → 1 LGBTIQ+ rights activist part of national Steering Committee in Rwanda → 1 youth representative onboarded in the Global Board as the official youth representative → 1 regional network reported the inclusion of Disability constituency in the leadership, in Africa

1.1 Governance structures and leadership capabilities

Outputs	Output Indicators	Report 2024
		<ul style="list-style-type: none"> → 1 regional network has youth activist as their administrator/coordinator, in the Caribbean → 1 country network integrated an organization advocating for feminist women's rights in Kenya → 1 new constituency representative include in the regional leadership in North America region (representing gender equality in the fishing industry)
<p>New country and regional networks development supported based on the interests of local civil society organisations and individuals.</p>	<p>% increase of new membership, and new country & regional networks established at country and regional levels by 2024</p>	<ul style="list-style-type: none"> → 1 new country presence in South Korea supported, with a women's rights organisation → 1 country network in India renamed it to MenEngage India network → 15% new members in Europe network (16 new members-10 organizations and 6 individuals from across Austria, Turkey, the UK, Switzerland, France, the Netherlands, Spain, Germany, Belgium, Albania and Italy) → 32% increase of new members in North America network, with 205 members (up from 155 in 2021) → 10% increase of membership in country network in Lebanon
<p>MenEngage Global Board strengthened to be an effective and efficient global leadership body to advance the mission and vision of the Alliance.</p>	<p># of meetings (online and in person) of the Board of the Alliance organised by 2024</p>	<ul style="list-style-type: none"> → 1 in-person and 5 online meetings <p><i>Detailed notes of meeting kept for historical record and to document learning</i></p>
<p>MenEngage leadership, at country, regional and global levels, have strengthened capabilities for horizontal leadership, agenda-setting and organising models that support decolonization and address power</p>	<p># of capacity strengthening meetings, workshops and sessions organised on networks coordination and management with and for country</p>	<p>28 capacity strengthening activities conducted during the year 2024 across the Alliance:</p> <ul style="list-style-type: none"> → 3 capacity strengthening workshops on SRHR and GBV (Africa - Liberia and Nigeria) → 12 capacity strengthening and knowledge building sessions (Caribbean and South Asia) → 5 online webinar on key political priority areas (Europe)

1.1 Governance structures and leadership capabilities

Outputs	Output Indicators	Report 2024
dynamics/ hierarchies within the Alliance.	and regional networks by 2024	<ul style="list-style-type: none"> → 2 sessions on Advising and Information services (Iberia) → 1 MenEngage Africa Training Institute (MATI) where 24 participants from various countries engaged in discussions around gender, peace, and security. → 1 capacity strengthening workshop on movement building in Lebanon → 1 series on Youth Leadership and Engagement, reaching out to 136 people via 2 sessions → 3 specialized training programs and mentorship initiatives focused on: advocacy, project management, financial management, and monitoring and evaluation, in Africa
Reporting and redressal mechanisms to handle and address cases of violations of MenEngage Code of Conduct, Sexual Harassment policy and Accountability standards and guidelines are in place and operational.	1 MenEngage reporting and redressal mechanism in place and operational at global level by 2024	<ul style="list-style-type: none"> → 1 mechanism established and operational since 2022 in the form of Accountability Team (A-Team) → 1 community of practice accountability focal persons from the regional networks developing an updated response protocol (expected to be approved in 2025)
	# of reports/cases successfully handled at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 1 case successfully resolved through restorative justice process in Latin America → 2 paralegal processes successfully resolved in Latin America
	# of country and regional networks setting up reporting and handling mechanisms at country and regional levels by 2024	<ul style="list-style-type: none"> → 12 accountability focal persons from 6 regional networks continue to be active in the Accountability team. → 12 country networks in Africa region have sexual harassment and/or accountability policies in place → 1 comprehensive sexual harassment policy in place, that was adopted by 12 member organisations in Botswana

1.1 Governance structures and leadership capabilities

Outputs	Output Indicators	Report 2024
<p>MenEngage Global Alliance resource mobilisation and fundraising strategy developed and successfully implemented.</p>	<p>1 resource mobilisation and fundraising strategy developed (in English, Spanish and French languages) by 2024</p>	
	<p># of donor mapping documentation in place and available for use for members and partners of the Alliance by 2024</p>	<p>→ 5 conversations with partners from the donor community organised (potential funders)</p>
	<p># of members and partners using the strategy in their fundraising initiatives and efforts at country, regional and global levels by 2024</p>	<p>→ 1 Resource Mobilisation Committee established in Africa region → 1 training for 30 members on fundraising strategy in Botswana → MEE: Regional network contributions provide a small but meaningful source of funding in 2024, totaling approximately 9,000 EUR</p>
	<p># of fundraising and grant applications developed, with support from the Global Secretariat, and submitted by 2024</p>	<p>→ 2 successful grant applications developed and submitted by MenEngage Global → 5 grant applications developed and submitted by the regional networks in Africa, Caribbean, Europe and MENA regions → 2 regional networks successfully raised funds for the implementation of regional work plan → 1 country network in Lebanon successfully mobilised resources, with 1 being successful → 1 country network in India had several meetings with donor agencies in India for possible partnership</p>

1.1 Governance structures and leadership capabilities

Outputs	Output Indicators	Report 2024
MenEngage Environmental Sustainability and Climate Action plan developed and implemented.	1 MenEngage Environmental Sustainability and Climate Sensitive Plan in place and operational by 2024	<ul style="list-style-type: none"> → 1 working group actively functioning to strengthen climate justice agenda, with 12 members and supported by the Global Secretariat → 7 collective actions undertaken by the group members. <p><i>(see Priority Issues section on climate justice)</i></p>

1.2 Membership engagement

OUTCOME 1.2 - *Expanded and improved membership engagement in MenEngage communities of practice.*

Membership engagement

A [Membership Engagement Strategy](#) was developed in 2022, providing MenEngage Alliance with a coordinated roadmap for meaningful engagement of members at all levels of the network. Our 2021-2024 evaluation showed that we have succeeded in strengthening membership engagement throughout all the Alliance's activities. In 2024 specific membership-engagement focused activities included...

(As membership engagement has become a cross-cutting strategy, many membership engagement activities are described elsewhere in this report.)

ACTIVITIES REPORT 2024:

Further developed the membership application process and engaged an online platform (GlueUp): Online software in the form of GlueUp is now being used as the membership database and will be added to throughout the coming years.

Adaptation and uptake of the comprehensive member onboarding process: This onboarding process is being adapted and used by MenEngage Africa and CariMAN.

See also the **2024 Global Members Assembly** in section 1.4.

In the Africa region, membership engagement strategies were developed across country networks to address the diverse needs of member organizations, with an emphasis on inclusivity. These strategies ensured that marginalized groups, including youth and LGBTQIA+ individuals, were actively involved in advocacy efforts.

NAMEN held 2 Members Meet Ups with approximately 25 members in attendance per session. In addition NAMEN facilitated over 12 engagement meetings with current members and potential supporters assessing their needs while providing technical assistance in areas from program development, promotional and engagement strategies and team building exercises.

In Europe, the 2024 bi-annual Member's Meeting brought together members from across the region in a two-day participatory and engaging online gathering. The event reinforced the democratic structures and processes of the network, showcasing the shared ownership and commitment of its members. Furthermore, the monthly online community check-ins, initiated during the isolation of the COVID-19 pandemic, have evolved into a cornerstone of MEE's networking efforts. In 2024, these informal discussions grew in both participation and relevance. Members, particularly those working in isolated or challenging contexts, find the check-ins invaluable for sharing experiences, seeking support, and building solidarity. Ownership of these sessions has increasingly shifted to members, who now take turns hosting. This collaborative approach has further strengthened the sense of belonging and mutual support within the network.

Youth leadership and engagement

The MenEngage Global Secretariat continued to support and coordinate the Youth Reference Group (YRG), bringing together 15 young members from across the Alliance, to develop and implement its 2024 work plan. This work is part of implementing the MenEngage Alliance 5 year strategic plan (SP) for [Strengthening youth leadership and participation across MenEngage Alliance](#). The strategy aims to support regional and country networks of the Alliance in their efforts to promote youth engagement and leadership and to build systems and structures that facilitate this. One key moment this year was the network in Kenya collaborated with youth-led organizations for the 16 Days of Activism campaign, allowing young advocates to take the lead in designing initiatives that resonated with their peers.

(For more information about Youth leadership in global governance, see section 1.1 above.)

ACTIVITIES REPORT 2024:

Transformational youth leadership & masculinities (CoLab sessions)

The Youth Reference Group led the design and implementation of a 2-part series on transformational youth leadership and masculinities, bringing together Alliance members and leadership from around the world. The format for these discussions experimented with creative interactive methodologies (quizzes, panels and break-out discussions) to ensure maximum participation.

Key outcomes from these discussions included:

- Key Principles and Elements for Youth Leadership and Engagement- adoption of an intersectional feminist approach that recognises the diversity of young people , diversity of young men and boys for meaningful participation. Recognising the role and impact of mentorship in developing and sustaining youth leaders in gender equality from a men and masculinities perspective.
- What works on youth engagement- Work on recognising barriers that young people face-young men and boys to engage in gender equality which include cultural barriers, language, misunderstanding of concepts. Utilise technology, ensure parents and communities are involved to shift norms, and encouraging coalitions of youth led organisations or activists to engage together.
- Monitoring, Evaluation and Accountability -This can be strengthened through support in terms of available resources to connect with others, validate actions, and possibilities; share conceptual frameworks for clarity of interventions; share production of methodologies. Building tools to systematise processes to facilitate advocacy.

Video-production - why youth leadership matters:

At CSW68 with support from North American MenEngage Network, through its Interim Executive Director Stevan Lynn, a video titled [Why is Youth Leadership important when working for Social Justice?](#) was produced. It centers the voices of youth leaders, sharing their views on why including young people in social justice and human rights is imperative to achieving the results that we seek to achieve, especially as this generation will inherit a world in crisis which they will need to work to amend. Leaders also shared about the links to patriarchal masculinities and why young people should care about working to dismantle them. Key messages from the video included a call for young people to “find a thing that makes your heart beat faster, something you are passionate about” to mobilise fellow young people to engage in advocacy and be successful in changing the laws and practices; to “start change in our inner circle” and drive this towards collective action; to create the spaces if they are not there to allow young people to self organise; and that “we can not actively change the world around us, without being a part of the change.”

IN FOCUS: #HowToTalkWithMen campaign 2024



Members and partners mobilised for digital campaigning on *#HowToTalkWithMen* about *women's rights, LGBTQI rights and gender justice*. Regional networks co-organized and mobilised members around the joint campaign from November-December. The campaign elevated powerful and diverse voices sharing experiences and insights on engaging men and boys from all over the world. More details about the campaign aims can be found in [this article](#).

Now in its second year, the campaign reached the following milestones:

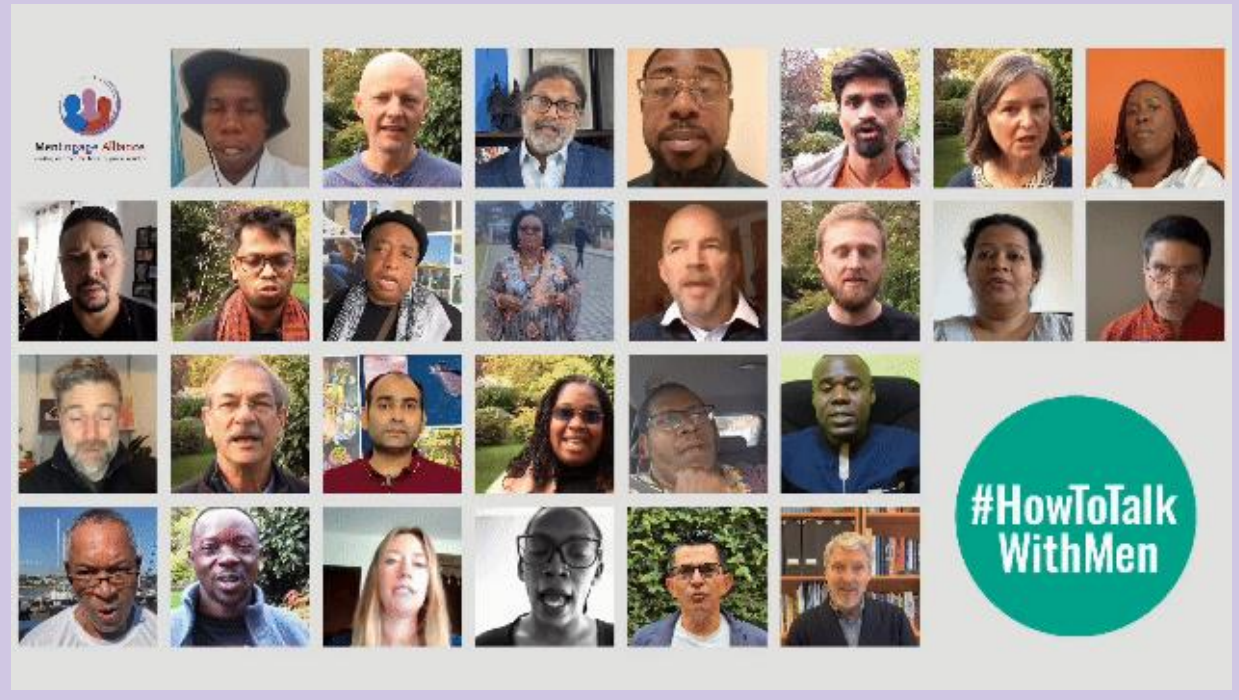
- [Launch video](#) translated into 5 languages by members
- 57 stories shared by members (26 text + 31 videos by members)
- 1,400 people accessing the campaign toolkit
- 67 posts on each social media channel (YouTube, Facebook, Instagram, LinkedIn, TikTok)
- **More than 60,000 people reached organically via social media and the MenEngage mailing list**

The campaign continued to be anchored by our Global Communications Working Group, which provided input and guidance on the campaign aims, approaches, and visual style. An open session for members was held in October in which 23 participants provided key inputs to shape the campaign and the campaign's future direction. 2024's campaign

benefitted from a branding exercise, which led to a stronger visual identity and bolder look than in the previous year.

Reflecting on the campaign, members of the Communications Working Group said it was well-received by members in their respective networks, and that the reach was strong for organic content (it was not supported by paid promotion because of budget constraints).

Snapshots from the 2024 #HTTWM campaign:





MenEngage Alliance is with MenEngage Africa and 7 others.

Published by Thomas Hornbook

· 4 November 2024 ·

At a time when [#GenderEquality](#), [#WomensRights](#), and [#LGBTQIA+](#) rights are under attack and society is grappling with questions around [#masculinity](#), the world is searching for answers to the question of how to call men and boys in to gender equality efforts.

🌍 MenEngage Alliance an international community of more than 1,100 members facilitating gender-transformative change among men and boys... every day, and in different contexts around the world.

[#HowToTalkWithMen](#) is a cam... See more

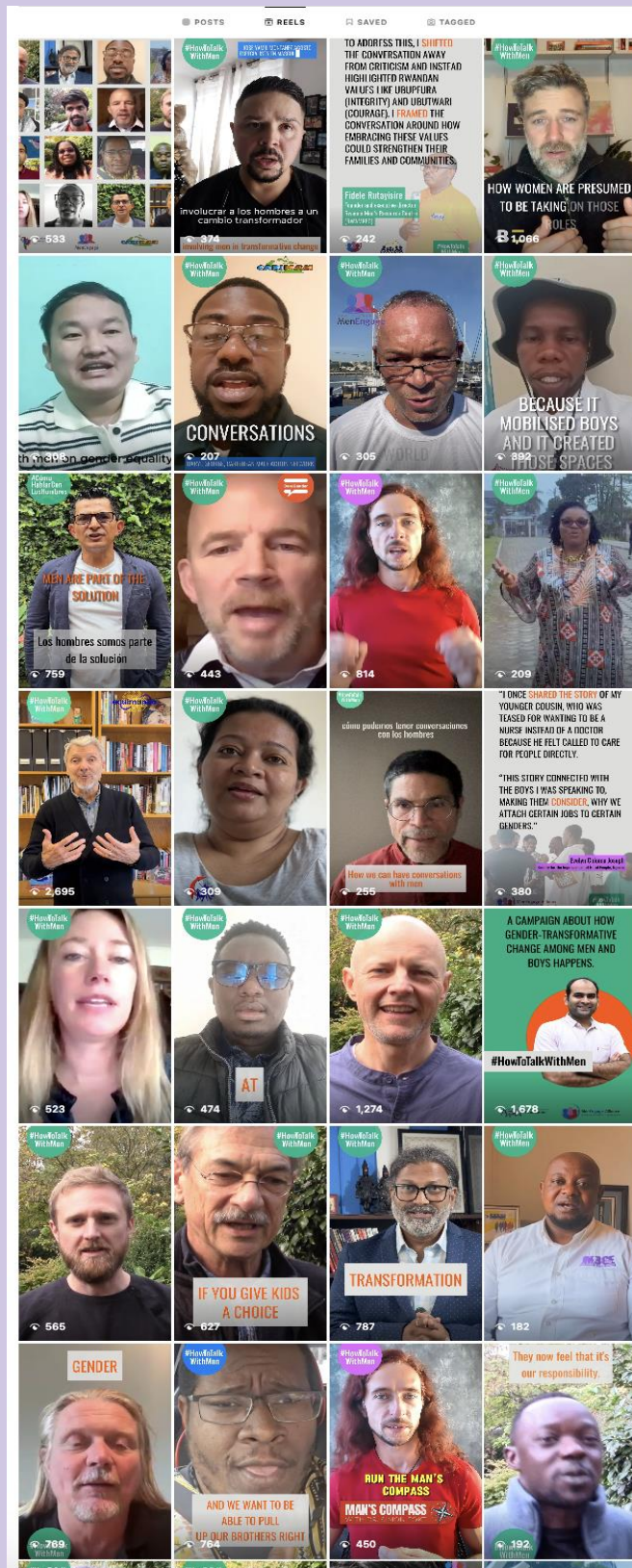


[See insights and ads](#)

[Boost post](#)

Caribbean Male Action Network and 7 others

11 shares



Implementation of MenEngage global communications strategy

ACTIVITIES REPORT 2024:

Website update: In 2024, we collaborated with a web designer and developer to create a major update to the global website, set to launch in 2025. This redesigned platform will enhance visibility for members, offer an improved hub for resources and stories of impactful change, and introduce a dynamic online events calendar along with a searchable archive of past event recordings. Centering the voices, experiences, and contributions of our members, the website will showcase the power of collectivity, diversity, and interconnectedness within and beyond the Alliance.

Used the MenEngage social media accounts to facilitate exchange of knowledge and elevate our voice: Throughout 2024 we continued to strategically use MenEngage Alliance operated social media accounts to share content - often using materials across the various platforms, and adapting them to the style and audience of each platform. The significant total number of likes and shares, as well as increases in followers and audience (*see statistics in the output indicators table below*) show that social media platforms continue to be of ongoing value for creating and engaging in conversations, and generating organic content.

- Our [Instagram](#) and [Facebook](#) accounts
- While not our biggest audience in terms of number of followers, the [MenEngage LinkedIn Account](#) is our most *engaged* channel, thanks to the alignment of the platform's professional networking focus and the fact MenEngage Alliance is in many respects a professional network. We therefore expect its use and following to grow in the coming years.
- For the #HowToTalkWithMen campaign, we launched a MenEngage [TikTok](#) account in October 2024. The #HowToTalkWithMen campaign featured short videos, providing highly relevant material for this medium. While the number of followers grew modestly, we will be exploring the channel as a potential avenue for communications in 2025, particularly focusing on shifting the narrative.

During 2024 we found the value of posting on our [X \(former Twitter\) Account](#) to continually decrease. Like many in the field of gender justice and human rights, we have come to a realisation that the platform has become increasingly hostile and dismissive to messages advocating for women's rights, human rights and feminism. In addition to removing safeguards, for example against hate speech, the platform has removed access to data for non-paying accounts. Like many in the sector, this means reporting on our impact on X has become very challenging. We engaged with feminist partners in late 2024 around a collective discussion on leaving X altogether. In the meantime, we have gradually

reduced our activity on the platform, finding other spaces that are more impactful, relevant, ethical, and that provide a better return on our time investment.

Examples of MenEngage social media activism in 2024:



Men should take more responsibility for contraception use




(And most men agree*)

WORLD CONTRACEPTION DAY
26 SEPTEMBER 2024



INTERNATIONAL SAFE ABORTION DAY

SEPTEMBER 28



It is essential to understand the historical entanglements of patriarchy, colonialism, and sexuality in our efforts to dismantle discriminatory laws and promoting LGBTQI+ rights

Chunky Sthembile (they/them)
Queer Women's Network, Eswatini
Chair, MenEngage Africa

→



29 OCT
2024

International Day of Care and Support

WHEN MEN CARE, THEY SHOW THAT NURTURING IS HUMAN, NOT "WOMEN'S WORK"—IT'S FOR EVERYONE.



1.2 Membership engagement

Outputs	Output Indicators	Report 2024
Country and regional networks have increased capabilities and resources to coordinate and facilitate meaningful engagement with MenEngage membership at country, regional and global levels.	# country and regional networks have established coordination and secretarial mechanisms at country and regional levels by 2024	<ul style="list-style-type: none"> → 6 regions continue reporting strong capabilities to coordinate and facilitate membership engagements → 28 country networks, from across Africa (19), Caribbean (1), Latin America (2), South Asia (5) and SWANA (1) regions, have reported strengthened capacities to support and facilitate membership engagement <ul style="list-style-type: none"> ◆ 1 country network in Lebanon, in SWANA region, established a network secretariat comprise of 5 member organisations, taking shared responsibilities to coordinate the network → 1 regional network in Caribbean, <i>CariMAN</i>, adapted global induction and vetting processes to be used for membership assessment and approval
Comprehensive MenEngage membership strategy developed and implemented, including induction to roles, responsibilities and processes for collaborations, to support the empowerment of members to participate meaningfully in the Alliance and add value to their own work and that of the Alliance at a global level	1 MenEngage Membership Strategy in place, in English, Spanish and French languages, and operational by 2024	<ul style="list-style-type: none"> → 1 membership strategy in place and being tested and contextualised with the regional networks → 1 regional network, MenEngage Africa, developed country level membership engagement strategies
	# of country and regional networks contextualising the strategy by 2024	<ul style="list-style-type: none"> → 6 regional networks reporting the usage of the global strategic plan to inform the regional strategies thereby ensuring interconnections at various levels of the network → 1 country network, in Lebanon, developed country network strategy aligned to the global strategy
A comprehensive youth leadership and engagement strategy is developed and	1 MenEngage Youth Leadership and Engagement Strategy in place and	→ 1 global strategy in place, being operationalised by the accompanying work plan

1.2 Membership engagement

Outputs	Output Indicators	Report 2024
implemented to support meaningful involvement of young people across all pillars and priorities of the Alliance	operational to support meaningful involvement of youth at country, regional and global levels by 2024	→ 1 regional strategy in place in Africa region, supporting the MenEngage Africa Youth Network
MenEngage Alliance knowledge management & communications (KM&C) strategy implemented and contextualised together with the country and regional networks to facilitate strengthened engagement of the members and partners of the Alliance.	# of country and regional networks receiving support to strengthen the communications and knowledge management at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 1 strategy implemented → Instagram: 131 Posts, 147 Stories. Reach of 77,332. Through Likes, Comments, Clicks, Shares, and Saves, there was an Engagement of 20,204. The channel had a net gain of 347 followers. → Facebook: 194 Posts. Reach of 84,000+. 26,604 reactions, including 1,000+ comments. 246 shares. The channel gained 458 net new followers, bringing the total number up to 9,645 followers. → LinkedIn: 188 posts. 116,000+ Impressions. 3,425 Reactions, 133 Comments, and 104 Reposts. We gained 1,681 new followers on LinkedIn in 2024, with 4,373 by the end of the year. → TikTok: 10,579 Reach and 103 engagements (likes, shares, comments) in the two months of 2024 since we launched the channel.
	# of communications and knowledge management working groups, interconnected, established at country and regional levels by 2024	<ul style="list-style-type: none"> → 1 global communications working group in place with representation from all the regions → 2 regional communications working group, each in Africa and Europe regions
MenEngage Alliance knowledge products on transforming masculinities and	# of publications, news-items, stories highlighting MenEngage Alliance	→ Kept members and partners informed via 23 mailouts in 3 languages to the global mailing list of over 7,000 subscribers

1.2 Membership engagement

Outputs	Output Indicators	Report 2024
engaging men and boys in priority issues related to women’s rights and gender justice developed and disseminated in multiple languages (at least EN, ES and FR) at country, regional and global levels.	members’ work by 2024	<ul style="list-style-type: none"> → Published 31 news updates/statements and 15 resource pages on the global website → 50,700 visits to the global website, with 116,000 total pageviews. → Published 27 videos (excluding the #HowToTalkWithMen shorts) on the MenEngage Global YouTube channel, generating a total watch time of 771 hours over the year, and gaining 211 new subscribers. Multiple videos were made available in French and Spanish as well as English.
	# of requests and downloads of documents and materials produced by MenEngage Alliance members and partners at country, regional and global levels by 2024	
Webinars, virtual dialogues and workshops organised together with the members and partners at national, regional and global levels.	# of virtual events and dialogues organised at country, regional and global levels by 2024	<i>See other sections of this report for the various webinars, events, etc that brought together members for engaging with each other.</i>
	# and diversity of participants in online dialogues and communities of the Alliance at country, regional and international levels	<ul style="list-style-type: none"> → 136 people reached with 2 Colab Sessions on strengthening youth leadership agenda
A redesigned MenEngage Alliance website, with news updates, a resource database and virtual spaces for members to interact is maintained and operated.	# of members and partners accessing the updates and resources in the website of the Alliance by 2024	Redesigned website to be launched in 2025
Active participation of members in the MenEngage online	# of active virtual community platforms created	<ul style="list-style-type: none"> → MEE - three “What’s Up in MenEngage Europe” sessions → 5 MenEngage CoLab peer learning sessions

1.2 Membership engagement

Outputs	Output Indicators	Report 2024
communities on mutual priorities and interests across the countries and regions, facilitating virtual connections for peer-to-peer exchange and learning.	and operational with leadership of members by 2024	
	# of members and partners actively participating and contributing in the online community platforms by 2024	<i>See other sections of this report for the various webinars, events, etc that brought together members for engaging with each other.</i>
	# of dialogue threads created by members and partners in the online platforms by 2024	<i>See other sections of this report for the various webinars, events, etc that brought together members for engaging with each other.</i>

1.3 Cross-regional and cross-country collaborations

OUTCOME 1.3 - *Increased cross-regional and cross-country collaborations among MenEngage Alliance members.*

Cross regional collaboration and dialogues take place in many spaces across MenEngage Alliance. This includes the Alliance’s working groups and membership engagement activities, such as the peer-learning sessions and the Members Assembly (see other sections of the report).

Cross-regional dialogues

ACTIVITIES REPORT 2024:

In January 2024 an online cross-regional session on **power dynamics across the Alliance** was led by MenEngage Africa and MenEngage Latin America. Participants shared experiences of top-down decision making and internal conflicts among regional coordinators. Following these honest critiques a discussion ensued that created space to reflect on power dynamics in contexts across the Alliance. Spaces like this provide a real opportunity to move beyond theory to practice so that we are able to understand how actions are perceived despite the best intentions.

Regional Symposia and colloquia

ACTIVITIES REPORT 2024:

South Asia Regional Dialogue on Engaging Men and Boys in Gender Equality

Saathi, the secretariat of MenEngage Alliance Nepal, in collaboration with the Ministry of Women, Children, and Senior Citizens, and MenEngage Alliance South Asia (MEASA) organised a regional dialogue on '[engaging men and boys in gender equality](#)' on 7th August 2024 in Lalitpur, Nepal. GS Co-Director played a crucial role and supported the MenEngage Nepal secretariat in planning and organising the regional dialogue. The dialogue aimed to facilitate learning and exchange among practitioners on engaging men and boys in advancing gender equality. The dialogue was organized under the auspices of Save the Children, Foundation for a Just Society International, AEIN-Luxembourg, the French Embassy in Nepal and UN Women under Empowered Women Prosperous Nepal initiatives. Approximately 300 individuals, including government officials, gender experts, youth, and civil society representatives, attended the program in person and virtually. The dialogue concluded with the issuance of a 14-point Kathmandu Commitments document, with all participants pledging to advance gender equality in the region as genuine and accountable allies, aligned with feminist leadership principles.



MenEngage Africa SRHR Learning and Exchange Symposium

MenEngage Africa, under the leadership of Sonke Gender Justice and MenEngage Kenya network, organised the Africa [SRHR Learning and Exchange Symposium](#) in Nairobi, Kenya from 12-14 August 2024. The symposium brought together practitioners, policy makers, community gatekeepers and young people in all their diversities to unpack youth involvement and participation in knowledge sharing and development of SRHR priorities in Africa. The symposium provided a platform for stakeholders from 19 countries to share best practices and strategies for promoting SRHR. This event brought together over 250 participants, including government officials, health practitioners, and civil society representatives. The symposium emphasized the importance of youth involvement in SRHR advocacy, with several youth-led initiatives emerging from the discussions. Participants reported enhanced collaboration, leading to the development of advocacy tools and strategies that address specific challenges in their local contexts. The Symposium was a milestone in the Alliance's efforts to advance SRHR for all. As the symposium concluded, participants expressed their commitment to continuing the work initiated at the event and to using the knowledge and insights gained to drive positive change in their communities.

Joint initiatives among members

MenEngage Europe's network building efforts led to two significant project collaborations arising from interactions among its members:

- Discussions within the network’s newly established working group on Positive Narratives resulted in the development and planned submission of two parallel Erasmus+ funding applications.
- A peer support initiative, [Broders](#), was launched by MenEngage Iberia member Fundación Iniciativa Social, inspired by the online support service for boys and young men, www.killar.se, by MenEngage Europe member MÄN in Sweden. The Spanish project aims to provide support for boys and young men, reflecting the network’s commitment to fostering innovative approaches and meaningful impact through collaboration. Several MenEngage Iberia members are working together in the roll-out of *Broders*.

Celebration of 16days of activism

CariMAN collaborated with IPPF ACRO, the Caribbean Observatory for SRHR, CariFlags and CADV TT for the 16 days of activism #WhatKindofManAreYou?”, under which they hosted a 16 days of Activism Webinar titled “[Unite for a Violence-Free Caribbean – Progress, Gaps, and the Road Ahead](#)”, under the theme: Towards Beijing +30: UNiTE to End Violence Against Women and Girls – Reflecting on Progress and Gaps in the Caribbean Region’s Work.

Similarly, MenEngage networks across Africa region conducted a Sexual and Reproductive Health and Rights (SRHR) campaign during the 16 Days of Activism, which included launching condom dispensers in the community to enhance access to contraceptives and promote safe sexual practices.

1.3 Cross-regional and cross-country collaborations		
Outputs	Output Indicators	Report 2024
MenEngage Cross-Regional Networks approaches established and operational to facilitate information and knowledge sharing among members on transforming masculinities and engaging men and boys in promoting gender equality and human rights of all women, girls	1 Regional Networks Working Group in place and operational to lead the cross-regional networks strengthening by 2024	→ 1 cross-regional group in place
	# of joint collaborative efforts and initiatives among the members and partners of the Alliance at country,	→ 2 joint collaborative projects among members of the network in European region → 4 collaborative efforts initiated in Nigeria, Cameroon, Zimbabwe in Africa region

and people of diverse gender identities.	regional and international levels by 2024	→ 2 collaborative initiatives on the 16-days of activism in Caribbean and Africa regions
Existing and new issue-based working groups and committees of the Alliance coordinated and strengthened, including participation of members in these groups, at country, regional and global levels.	# of thematic working groups work plans developed and implemented at country, regional and global levels by 2024	12 thematic working group plans strengthened: → 2 strategic visioning exercise completed leading to re-strategizing the working groups on GBV and SRHR to be more inclusive for the border members across the regions → 10 working group on various priority and strategic areas of work in Africa (1), Europe (6) and North america (3) regions
	# of consultations and knowledge products produced on the priority issues and topics by the Alliance members and partners at country, regional and global levels by 2024	→ MenEngage Africa - State of Fathers Report (Zimbabwe) → Global = Climate Justice working group (1)
Collective framing, positions and differences on issues are communicated in accessible ways that foster collective engagement with and learning around key topics and joint agenda setting on key issues and priorities at country, regional and global levels.	# of joint thematic and political briefs produced and disseminated by the Alliance, including on various issues and strategies based working groups, by 2024	- 15 resources posted on the website (<i>see also: advocacy section</i>)
Cross-country, cross-regional and international campaigns and joint initiatives among members initiated and supported.	# of cross-country and cross-regional activities and initiatives, including cross-sharing and learning exchanges between and among members, partners and allies taking place at	→ 19 country networks organising various activities to mark 16 Days of Activism in Africa region

	country, regional and global levels by 2024	
	# and diversity of participants of these cross-regional activities and initiatives organised by 2024	-
Symposiums, colloquiums and conferences organised together with the members and partners at national, regional and global levels.	# of symposiums, colloquiums and events organised by the MenEngage Alliance members and networks at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 1 SRHR Learning and Exchange Symposium by MenEngage Africa → 1 10th International Meeting on Masculinities (May 2024, La Paz) brought together key actors from Bolivia, Chile, Brazil, and Peru. → 1 international dialogues "Decolonizing Queer Theory" Seminar (Brazil, 2024) by MELA
	# and diversity of attendants and organisers of joint conferences at country, regional and national levels by 2024	<ul style="list-style-type: none"> → 250 participants from 19 countries, including government officials, health practitioners, and civil society representative in SRHR symposium in Africa → 300 participants from 5 countries at the regional conference on Stereotypes in South Asia
	# of political declarations developed and followed up to sharpen the politics of the work of the members and partners of the Alliance at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 2 political declarations and call for actions developed from the learning symposium in Africa and regional conference in South Asia

1.4 Engagement and influence of members in MenEngage Global decision-making

OUTCOME 1.4 - *Improved engagement and influence of members in MenEngage Global planning and decision making.*

Enabling and building good relationships based on trust, cooperation, and the spirit of solidarity has proven essential for MenEngage Alliance to contribute to change. Accountability in governance has been a focus for the past year particularly. According to members who responded to the evaluation survey, the Global Secretariat team is universally recognised as excellent leadership, skilled at balancing tensions arising from the work and varying perspectives. The Alliance is assessed as overall trustful and open, and “addresses complex issues with kindness and thought.” The Global Board is assessed as collaborative, engaged and has a high knowledge of both content matter and the Alliance dynamics.

In 2024 we conducted the following specific activities to facilitate members’ inputs and influence in global alliance processes and decision making:

ACTIVITIES REPORT 2024:

4th MenEngage Alliance Global Members’ Assembly

The [4th Global MenEngage Members’ Assembly](#) took place online from 16-18 April. As a member-led network, the assembly provides a space to gather as a global community to hear from each other. This year’s session focused on building connections and strengthening bonds between members; reflecting on progress made towards the current Strategic Plan; and gathering insights and inputs for the Alliance’s work in the upcoming years.

Members’ reflections on their priorities and their inputs regarding the Alliance’s focus moving forward guided the development of the Alliance’s 2025-28 program. Members at the Assembly called for (among other things):

- Stronger mobilizing and galvanizing collaborative actions, including bolder strategies to address anti-gender backlash;

“It’s important to continue working on strengthening local work. Because if there are no local work, local networks, and national work - then there is no global work”

Douglas Mendoza from Nicaragua, Co-Founder of MenEngage Latin America and social educator.

- Stronger focus on feminist systems change and alliance building in dismantling patriarchy and challenging power structures [staying true to the cause];
- Stronger democratization and inclusivity within our structures and decision making;
- Better inclusion of grassroots work and voices, including youth leadership and engagement;
- Strengthen networks and leadership for impactful advocacy and programming.

These would not be possible without the collective advancements and lessons learned over the past several years. Specifically, members at the Assembly appreciated:

- Stronger community building with enhanced communications, messaging and mobilization on various intersecting issues for gender, social and climate justice;
- Collective efforts on developing and generating clarity of our key principles and shared values towards our mission;
- Focus on strengthening our understanding and accountable practices collectively;
- Expansion and strengthening meaningful partnerships and collaborative efforts, especially those that are intersectional and strategic;
- Improved language diversity facilitation in meetings and writings;
- Infrastructure that has been built across the world with interconnected country, regional, and global networks.

"It's crucial to recognize the intersectionality of the climate crisis and gender justice. For too long, patriarchal structures and dominant masculinities norms have perpetuated violence against both humans and nature. We cannot address one without confronting the other, we cannot achieve gender justice, without climate justice."

Sohan Rahman, Executive Coordinator of YouthNet Global, and member-MenEngage Working Group on Climate Justice - at the MenEngage Global Members Assembly 2024

To ensure inclusivity, sessions on Day 1 and Day 2 were repeated at different times and each session provided live interpretation in Spanish and/or French and Zoom auto-translation, currently available in 28 languages. An ad-hoc committee of members identified from each of the regional networks worked with the global secretariat to plan the session. The group focused on how best to design the program to ensure sufficient time for member contributions in the limited time available.

Transparency on MenEngage global activities and decisions

All annual reports, financial statements and external evaluations continue to be [publicly available on the MenEngage Alliance website](#) since 2014 onwards, an indication of our commitment to transparency towards the membership, partnership and broader sector. *(For more information about the Global Board, see also 1.1)*

1.4 Engagement and influence of members in MenEngage Global decision-making

Outputs	Output Indicators	Report 2024
MenEngage members are regularly informed about the activities and decisions of MenEngage Global	<p># of communications and engagement actions sharing relevant information about activities and processes of the MenEngage Global with the members and partners at country, regional and global levels by 2024</p> <p>% increase of responses and engagement from the membership on the joint activities and decision making processes by 2024</p>	<p>→ 50 mail-outs sent in 3 languages sent to the global mailing list, consisting of over 7000 members</p> <p>◆ Including 2 mail-outs about Global decision making (Global Board meeting in Sweden + new Co-Chair election).</p>
MenEngage Global plans, reports and budgets are easily accessible for members and partners; and all publications are available in multiple languages (EN, ES, FR)	# of members and partners accessing and utilising the global strategic and annual plans and budgets at country, regional and global levels by 2024	<p>→ 193 page views of the Strategic Plan webpage in 2024</p> <p>→ 547 total page views for the strategic plan document in 2024</p>
MenEngage Alliance Theory of Change and Strategic plan are well disseminated among the membership for further contextualization and implementation at country, regional and global levels.	# of meetings and workshops organised on the Alliance's Theory of Change and Strategic Plan by 2024	<p>→ 10 Global evaluation and strategic planning workshops (online and offline) organized (Sweden, FGDs)</p> <p>→ 2 workshops facilitated to reflect on the Alliance's ToC and Strategic Plan (Accountability team meeting and MenEngage South Asia regional Strategic plan meeting)</p> <p><i>See also Members Assembly (below)</i></p>
	# of members and partners participating in the meetings and workshops on the ToC and Strategic Plan by 2024	<p>→ 120 respondents involved in evaluation process (survey, FGDs) informing the next Strategic Program</p> <p><i>See also Members Assembly (below)</i></p>

1.4 Engagement and influence of members in MenEngage Global decision-making

Outputs	Output Indicators	Report 2024
	# of country and regional networks contextualising the Strategic Plan and ToC by 2024	<ul style="list-style-type: none"> → 6 Regional networks developed their plans informed and aligned with the SP and ToC → 1 sub-regional network in Europe region; MenEngage Iberia → 1 country network in Lebanon developed their strategic and work plan aligned with the SP and ToC of the Global Alliance
Periodic Members Assembly meetings & Global Board elections organised together with the country and regional network members, including facilitating leadership of members in this process.	# of assembly and leadership meetings organised at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 1 Global Members Assembly organized → 6 Global Board meeting organised, <i>including 1 Global Co-Chair election (within the Board)</i> → 15 leadership meetings organised at the regional levels during the year → 24 leadership meetings at country networks across Africa (19), Latin America (2), and South Asia (3) regions
	# of members participating in the assembly and leadership meetings organised by MenEngage Global by 2024	→ 165 participants on Global Members Assembly during 3 days
MenEngage members have avenues to influence strategic direction and decision making of the MenEngage Global Board, including via Regional Networks' representation on the Board; and members can listen-in to Board meetings [except for discussions that are in-camera].	# of members and partners participation, knowledge and involvement in global decision making processes and leadership by 2024	<ul style="list-style-type: none"> → 10 members at the Global Board representing at-large members → 6 regional representatives to the Global board, <i>altogether representing 61 members who are in the regional leadership [Africa (19), Caribbean (3), Europe (9), Latin America (17), North America (7), South Asia (10)]</i>

2. Accountable Policy Advocacy and Political Voice

RESULT AREA 2

Laws, policies and political discourse on gender equality and human rights of all women and girls and people of diverse gender and sexual identities include analyses and approaches to transform patriarchal masculinities and the roles of men and boys.

Global advocacy is considered a particularly strong area of work and results for MenEngage Alliance, according to the 2021-2024 external progress evaluation report. Through membership-organizing and partnership building, the Alliance has booked “impressive advocacy and policy successes in global spaces.” As the evaluators note, our attention to governance, building up values and meaningful membership engagement, can by nature be invisible and underappreciated - but the evaluators found that “it has contributed significantly to the professionalism of the Alliance, the delivery of its advocacy and policy wins, the credibility of its voice and ability to forge strong partnerships”, amongst others.

IN FOCUS: Climate justice & masculinities

2024 was a significant year in which we stepped up our efforts for climate justice, and showing its links with masculinities and the roles of men and boys in countering climate change. And with result! **For the first time ever, “engaging men and boys” was incorporated in the decision document of COP29 on gender equality, encouraging all Governments to include work with men and boys within their Lima Work Programs to address gender and climate justice.**

This IN FOCUS section brings together the efforts of the membership-led Working Group on men, masculinities and climate justice in global and regional-level advocacy, knowledge development and networks building.

Strengthening the work on climate and masculinities: Our first in-person meeting

Climate and environmental justice continues to be a growing and energising topic for members of MenEngage Alliance. The global working group on this issue, which has been in place since 2021, met in-person for the first time in October 2024, thanks to funds made available from the Working Group members. The group met in Brussels, Belgium

for a 4-day Forum on climate, masculinity, and gender equality. The convening included policy advocacy at the European Union, joint strategising and team-building, and a half-day conference together with key partners. Outcomes of the meeting are covered in more detail in [this article](#).

Elevating climate justice as a priority issue for the Alliance

The Working Group elevated the issue of climate as part of the men and masculinities agenda during 2024. Under the leadership of the members of the working group, we organized awareness-raising activities and capacity-building initiatives to strengthen the Alliance's understanding and commitment on climate justice. This included a dedicated session during the annual MenEngage Members' Assembly, in which the members of the Working Group presented about the work of the working group and the agenda. The presentation shared the links between climate and masculinities, discussed the work of the Working Group, and included a [personal testimonial from one of the Working Group members](#).

Joining global campaigns for climate justice

Through the Working Group, we participated in the PayUp campaign. This initiative calls for wealthy nations who bear most responsibility for climate change to take responsibility for the costs of mitigation and adaptation. We took to social media during a key week to elevate the campaign, and published [an article that highlights the links between patriarchy, wealth, masculinity, and climate change](#) co-authored by the members of the Working Group.

Developing messaging on masculinity and climate

The Working Group created several videos to break down the complex intersection of masculinity and climate. These recordings, some done online by Working Group colleague Sari Kamiyama, and some in person by participants in the Brussels meeting, are for developing engaging video material in 2025.

Contributing to academic discourse and elevating stories of change on the ground

The Climate Justice Working Group has been invited to contribute with an article to the Special Issue of NORMA: International Journal for Masculinity Studies with a paper titled "Engaging men and boys in caring for the planet: Lessons from the MenEngage Climate Justice Working Group." The article aims to bring together the existing knowledge base within the Alliance on the intersections of gender, masculinities, and climate crisis and amplify the work of the Alliance's members, as well as showcasing two in-depth case

studies from Uganda and Bangladesh. A smaller sub-group is developing the paper, with support from the rest of the working group members, that will be published in 2025.

Advocacy on the climate crisis, men & masculinities

Gender & Climate Change

UN Framework Convention on Climate Change - Outcome of COP29

*25. Encourages Parties, the secretariat and relevant organizations, in implementing the enhanced Lima work programme on gender, to **fully engage men and boys as agents and beneficiaries of change and as strategic partners and allies** in achieving gender equality and the empowerment of all women and girls in the context of climate change;*

[FCCC/CP/2024/L.12](#)

The MenEngage Alliance Climate and Environmental Justice Working Group sub-group on advocacy identified key political spaces to influence in 2024, including the SB60 Conference in Bonn, Germany; and COP29 in Baku, Kyrgyzstan. Our key advocacy objective is to **strengthen inclusion of an intersectional feminist framework to engage men and boys and advance gender justice within climate negotiations.**

The sub-group developed a joint MenEngage Alliance [SB60 Advocacy Agenda](#) to influence policy-makers. Our youth leader Sohanur Rahman, member of the Working Group from Bangladesh, participated in SB60 and represented the Alliance to lobby and

advocate with policy-makers and decision-makers.

To influence the outcomes of COP29, the Alliance adopted a multipronged strategy to influence narratives and policy makers. The Climate Justice Working group co-drafted a sign-on statement: "[Achieving Climate Justice by Challenging Patriarchy - Engaging men and boys alongside women, girls, and gender diverse people for gender-just climate solutions](#)". This open call to action urges for the end of patriarchal masculinities as a root cause of the climate crisis, and calls for the engagement of men and boys in climate-just and sustainable solutions. In advance of the launch, the call to action was socialized with key feminist climate justice networks to ensure movement-building and accountability - including the feminist networks Women Engaged for a Common Future (WECF), Climate Nexus, Women and Gender Constituency, ARROW, CONCORD, SRHR and Climate Justice Coalition. The document will continue to serve as the Alliance's key activism agenda throughout 2025 and in the lead-up to COP30 in Manaus, Brazil.

To influence uptake by policy makers of work to engage men and boys in climate justice, the Climate Justice Working Group also developed a [COP29 Policy Agenda](#), laying out *why* engaging men and boys is essential to the Enhanced Lima Work Programme on Gender

(LWPG) and Gender Action Plan (GAP) and Nationally Determined Contributions (NDCs) & National Adaptation Plans of State Parties to the Convention on Climate Change. The policy agenda was shared with members of the Alliance for direct outreach with their Governments ahead of COP29, including Rwanda, Botswana, Zambia, South Africa, Ethiopia, Madagascar, Zimbabwe, Sweden, the Netherlands, CARICOM, Canada, Mexico, Nepal and Bangladesh.

The Working Group also engaged in various strategic conversations with the Special Rapporteur on the right to development, Mr Surya Deva, ahead of the formulation of two key reports in 2024 to the Human Rights Council and the General Assembly on the themes of: (a) Climate justice: Loss and damage; and (b) The right to development of children and future generations. The Working Group members provided strategic inputs on men and masculinities in these climate justice issues.

2.1 Advocacy capacity and mechanisms

OUTCOME 2.1 - *Strengthened capabilities and mechanisms for joint accountable advocacy among MenEngage members.*

ACTIVITIES REPORT 2024:

Throughout 2024 we continued to strengthen our Alliance-wide advocacy mechanisms:

Global Advocacy Working Group (AWG)

Through monthly meetings and ad-hoc strategy calls, the working group advanced the implementation of the Alliance's interconnected advocacy strategy, including planning, agenda-setting and collective strategizing towards global, regional and national advocacy. This resulted in building collective skills in analysing policies for nuanced and intersectional feminist political frameworks on transforming patriarchal masculinities and engaging men and boys.

IN FOCUS: “Advocacy” vs “Activism”

In 2024 the Advocacy Working Group (AWG) carried out an exploratory process to unpack the similarities, differences and complementarities between the strategies of *advocacy* vs. *activism*. During 4 strategic conversations, the group invited activists within the broader Alliance, including members of ATHENA Network and Fridays for Future Bangladesh, to learn from their work as organizations advancing impactful activism. The AWG shared the outcomes and learnings with regional advocacy working groups to propel conversations at regional level. As a result of the process, the AWG identified the need to **create strategies and tactics that include both elements of policy advocacy and public activism, working in synergy to effectuate social and political change**. These outcomes of the learning series will be integrated into MenEngage Alliance’s advocacy strategy.

Insights that emerged include:

- **Advocacy and activism go hand in hand.**
- **The aim of our activism is to gain public support as another lever of pressure.** We get people on our side. We must then leverage that public support in our advocacy for political change, and mobilize governments to act.
- **Strategies that work in activism:** emphasize the stories and shift narratives; work with the media and global leaders; use disruptive, dynamic, non-violent tactics and campaigns.
- **Be bolder as MenEngage Alliance in raising our political voice.** *How can our unique perspective from a men and masculinities lens add something to existing movements?* We can offer alternative expressions of masculinities whilst being conscious of contextualizing to local realities. We can also stand up, and get men to do as well, for abortion rights, LGBTIQ rights and other pressing issues.
- **Tactics:** Through raising capacities on organizing/ movement-building, sharing resources, joint campaigns, media outreach, joint digital activism

Regional advocacy capacity

Regional advocacy capacity and strategizing has continued to deepen over the course of 2024. Through continued **regional advocacy focused sub-grants**, the regional networks have benefited from direct financial and technical support from the Global Secretariat. Activities included continuation of collective analysis of current political contexts; and values clarification on intersectional feminist work to engage men and boys, strategies and advocacy aims. The 2024 sub-grants focused on regional advocacy strategy development and strengthening movement-building alongside feminist LGBTIQ, climate, youth and other social justice movements, especially in the Global South regions.

The MenEngage regional networks in **Latin America, the Caribbean and South Asia began mapping pivotal gender-, climate- and other social justice movements in their respective regions**, with the aim of understanding these movements' key political agendas, tactics, strategies and goals, as well as the backlash they are facing. These collaborative mapping exercises facilitated opportunities for joint political work, allyship and solidarity actions. This effort will continue to be implemented in 2025. We expect this work to open up opportunities for our regional networks and members to be part of broader movement relationship building and collaborations.

MenEngage Europe completed developing its regional advocacy strategy, delineating its collective aims for the coming 3 years, including towards the European Union and the Council of Europe as critical spaces for engagement, particularly with the aim to support better regional policy-making inclusive of men and boys.

MenEngage Africa completed the drafting process of its region-wide advocacy strategy, focusing on influencing global policy making spaces such as the UPR and the HRC, as a means to interconnect ongoing work at regional level within the Africa Union and other regional bodies, as well as national advocacy.

2.1 Advocacy capacity and mechanisms		
Outputs	Output Indicators	2024
MenEngage members', including youth leaders from across the regions, understanding and capacities on accountable and evidence-based advocacy for collective efforts strengthened and mobilised around policy change at country and regional levels.	# of capacity strengthening activities and people reachout at national, regional and global levels by 2024	→ 51 members - 15 Global Advocacy WG - 16 Youth Reference Group - 12 Climate JWG - 8 NAMEN Policy Advocacy Committee
Youth activists are supported to develop their capacities on accountable advocacy and are engaged in the advocacy activities of the Alliance at all levels.	# of youth activists taking leadership roles on advocacy activities and mobilisation at country, regional and global levels by 2024	→ 16 youth leaders from across the Alliance, as appointed representatives from each regional network. <i>E.g., Andi Rabiuj was awarded with special recognition by the UN in</i>

		<i>partnership with the Albanian Ministry for Europe and Foreign Affairs.</i>
Regional and national advocacy strategies are developed and implemented with the regional advocacy working groups and networks.	# of regional and country advocacy strategies developed by the members and partners at country and regional levels by 2024	→ 2: - 1 MenEngage Africa Regional Advocacy Strategy - 1 MenEngage Europe Regional Advocacy Strategy
Regional-network advocacy working groups (R-AWGs) are facilitated and connected across regions for mutual learning and strategizing, as envisioned in the Alliance's interconnected advocacy strategy.	# of advocacy working groups in place and joint activities organised at country and regional levels by 2024	→ 5 - MenEngage Europe - MenEngage Latin America - MenEngage Africa - NAMEN PAC - ABAAD/MENA regional advocacy strategy
Policy assessment and monitoring tools [Score-Cards] to determine promising practices & challenges in policy design, development and implementation are contextualised, made available and implemented by members at country and regional levels.	# and quality of policy assessment and monitoring tools developed and implemented at country, regional and global levels by 2024	→ 6: - 10 Recommendations for Policy Makers launched Statement - CSW Written Statement - CEDAW Committee Guidance Document on National Policies Engaging men and boys - Feminist Foreign Policy Document - COP29 policy agenda - COP29 & Beyond - Sign-on
Contextualization, translation and application of relevant international and regional normative frameworks such as HRC 35/10, is strengthened at country and regional levels through a	# of country and regional networks reporting applications of the international and regional normative frameworks in their advocacy efforts at national and regional levels by 2024	→ 2 regional networks in Africa and Europe regions → 2 country networks in Peru and Brazil

concerted communications strategy.		
MenEngage members have access to international normative frameworks language mapping analysis and knowledge products (CEDAW, Beijing, ICPD, HRC Resolutions, Agenda 2030, UNSCR 1325) through a concerted communications strategy.	# of normative frameworks developed, translated into Spanish, French and English languages, and disseminated at national, regional and global levels by 2024	→ 9 - 3 rounds of inputs on 1 Agreed Conclusions - Technical Inputs CSW Agreed Conclusions - Technical Inputs HRC56 on 2 Resolutions - Pact of the Future Technical Inputs - Technical Inputs HRC57 on one resolution - COP29 policy agenda

2.2 Joint advocacy actions

OUTCOME 2.2 - Increased joint accountable advocacy actions among MenEngage members and strategic partners at country, regional and global levels.

MenEngage Alliance seeks to influence global normative framework to advance feminist-informed and accountable policies on engaging men and boys and transforming masculinities towards gender equality and social justice. In this section of the report we describe our collective advocacy efforts in the following global policy making spaces:

- The Commission on the Status of Women (CSW68)
- The Summit of the Future
- Generation Equality Forum (GEF)
- The CEDAW Committee
- The 56th Session of Human Rights Council (HRC56)
- Feminist Foreign Policy (FFP)

MenEngage Alliance at CSW68

This year's priority theme focused on *“Accelerating the achievement of gender equality and the empowerment of all women and girls by **addressing poverty and strengthening institutions and financing with a gender perspective.**”* More than 75 MenEngage members traveled to engage with the discussions in-person, with many more participating online. Members of MenEngage Alliance stood together to hold governments to account for their national, regional and international commitments to the empowerment and human rights of all women, girls and people of diverse gender identities.

ACTIVITIES REPORT 2024:

MenEngage Alliance gathered members pre- and post- CSW68 to create a space for joint agenda-setting, strategizing and gathering collective inputs for developing our political agenda and influencing policy makers, and to strategize on ways to utilize the outcomes of CSW in our local contexts:

Collective Learning & Agenda Setting

The CSW68 Learning & Agenda-Setting [Youth-led Dialogue](#) hosted a conversation led by members of the MenEngage Youth Reference Group, to unpack the political analysis for the priority theme of CSW68 from a youth perspective. Participants discussed barriers to youth participation, and how CSW can be used strategically as a political space to reach one's own national government. The session also included UN Women, who shared information about Beijing+30 and the processes civil society members could engage in.

Written statement

The Global Advocacy Working Group, through MenEngage Global Alliance's ECOSOC status and in partnership with Let's Breakthrough and Sonke Gender Justice, submitted an official [CSW written statement](#) to formalize its contributions to the formal information reaching the UN member states. The Alliance argued for the need of facilitating men's and boys' uptake of unpaid care, noting that the unequal division of care work acts as one of the primary barriers to women's economic empowerment and their full personal, social and political empowerment, and relates to several women's rights violations worldwide. It pushed to move forward Economies of Care, to address the structural dimensions of care and to move towards a feminist vision of green and blue economies of care, including the role of men and boys in standing in solidarity and advocating for this change.

Membership Organizing

Members of MenEngage Alliance came together at CSW68 to build relationships across countries and continents and shape our shared agenda and strategies. This was primarily facilitated through two **MenEngage Caucus meetings**, including an Opening Caucus and a Midpoint Caucus. Our Caucus meetings at CSW are an opportunity for those members who

are engaged in the space to have a dedicated moment to connect and strategize as part of the MenEngage Alliance community. This year, members strategized on our engagements to influence a gender transformative agenda on men and masculinities in accountable ways at CSW68. Members also reflected on challenges within the space, including rising anti-rights backlash.



Campaigning & Activism

MenEngage Alliance organized a communication campaign and developed a [Social Media Toolkit](#) to support members in amplifying collective messaging around a men and masculinities towards the CSW68 priority theme. The **#WeWontWait** campaign called on policy and decision makers, including men in leadership positions, to advocate for feminist economic justice.



Parallel Events

Members and partners of MenEngage Alliance organized and joined CSW68 Parallel events organized through NGO CSW Forum, and official Side Events within the UN itself. We partnered with feminist voices, networks, and organizations to discuss issues around transforming patriarchal masculinities and working with men and boys for gender justice. We have learned that these annual in-person events are instrumental in meeting (new) like-minded colleagues, building relationships and partnerships, and contributing to the visibility of MenEngage Alliance's work - in turn leading to new opportunities. Highlights included:

- ***“Intergenerational dialogue: Getting men and boys to care about feminist systems change and intersectional youth leadership”*** co-organized by MenEngage Alliance, YIELD Hub, CHOICE for Youth & Sexuality, and UNFPA: asked the

questions: *How do we engage men and boys as allies in addressing important systemic issues, which they may be benefiting from? How do we explore the root causes of some of the failures of our current system through a men and masculinities lens?* The conversation centered on practical actions for how men and masculinities work can add value and align to agendas for feminist system change.

- **“Engaging men and boys in Challenging Social Norms/Systems for Gender Justice” co-organized by Breakthrough, Azad, MenEngage Alliance and Equimundo** discussed strategies that ensure men’s and boy’s engagement in challenging gender norms, including through becoming agents of change and advancing a system change approach to advance a gender-just ecosystem and social protection for women, girls and LGBTIQ individuals. The session shared evidence that indicates women’s participation in economic activities can enhance by challenging social norms and harmful masculinities. It proposed comprehensive, universal and integrated strategies to reduce women’s burden of unpaid care work (UCW) and gender-based violence (GBV) through a feminist system change approach; and analyzed social protection and infrastructure required for women joining in livelihoods with dignity and role of men in this regard.



The CSW68 Youth Forum hosted over 400 Youth Leaders this year, and included the participation of the MenEngage Alliance YRG member Tivia Collins, Assistant Professor, Wake Forest University; MenEngage Alliance Youth Reference Group.

Collective debrief: on the road to Beijing+30

The [CSW68 Debrief Collective Learning Session](#) hosted by the MenEngage Global Secretariat offered space to think through strategies for utilizing the outcomes of CSW for national and regional advocacy. MenEngage members from Sonke Gender Justice and

CARIMAN shared back the results from the language negotiations, including progress and set-back in the normative framework in this year's outcome document. ATHENA Global Network recapped gaps and opportunities in youth engagement and leadership at CSW68. The Global Secretariat led a strategic discussion on the road to Beijing+30 at CSW69 and how to engage in these processes at regional and national levels.

UNGA & Summit of the Future

The Global Secretariat coordinated the Alliance's joint participation in the [79th Session of the United Nations General Assembly](#) (UNGA79) & [Summit of the Future](#) (SOTF) which took place during the period from 10 to 26 September 2024.

ACTIVITIES REPORT 2024:

A mapping survey was sent to members of the Alliance to identify participants within the space, including representatives from the USA, Cyprus, Rwanda, South Africa, Tanzania, Sierra Leone and Serbia. The Global Advocacy Working Group (AWG) followed the negotiations of the Pact of the Future and Annexes, including supporting Working Group member Breakthrough in the submission of technical inputs towards the draft of the text. The Youth Reference Group held a briefing on the Summit of the Future and raised capacities on the Declaration for Future Generations.

Contributions to in-person events:

- The Global Secretariat and MenEngage members attended the [Summit of the Future Action Days](#), a dedicated segment open to civil society and seeking to elevate the voices, agendas and recommendations of CSOs, taking place ahead of the Multilateral negotiations and high level segment of the Summit of the Future.
- The Alliance participated in the **Global People's Assembly**, composed of diverse constituencies, national and regional People's Assemblies where representatives of marginalised and excluded groups alongside civil society discussed issues around global justice, climate, to debt, tax, Financing for Development, to gender equality and social justice. The Alliance provided inputs towards the People's Declaration, an outcome document of the Global People's Assembly, laying out the political collective recommendations of participants to world leaders negotiating the Pact of the Future.
- MenEngage Alliance members, Sonke Gender Justice, Equimundo and the Global Secretariat, were invited to take part in the **HeForShe 10th Anniversary Gala**, hosted by UN Women and attended by HeForShe Champions, including the President of Spain.
- MenEngage member Equimundo hosted an event on the margins of the Summit to announce the convening of the first **Global Summit on Fatherhood and Care**

Equality, to take place in 2026. The event was co-hosted by The Ministry for Foreign Affairs of Iceland, Instituto Papo de Homem, Movember, and Vital Voices.

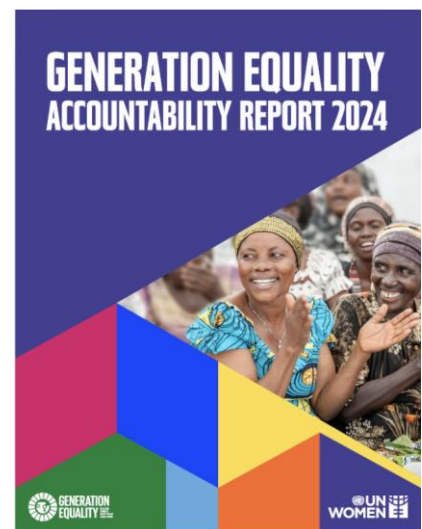
- The Global Secretariat participated in the **Feminist Futures Festival**, a feminist strategy space organized by Coalition of Feminists for Social Change (COFEM); The Equality Institute; Equal Measures 2030; Women's Major Group. The convening offered space for critical conversations around data and evidence for funding feminist futures, ensuring safe technologies for feminist movements, addressing collective advocacy agendas for Beijing+30, and topics around Feminist Foreign Policy.

Generation Equality Forum

With one year left in the implementation of the GEF Initiative, MenEngage Alliance continued to implement its official [MenEngage Alliance Commitment to the Generation Equality Forum](#) across 2024 (both an internal and external commitment).

ACTIVITIES REPORT 2024:

Working to advance the aims of the Feminist Leadership & Movements Action Coalition, the Advocacy Working Group developed inputs towards the **2024 Commitments Reporting Survey**. The information gathered from Commitment Makers reporting survey was used to prepare the 2024 Generation Equality Accountability Report. This report, published at the 79th Session of the UN General Assembly in September 2024. The survey showed that 86 percent of Commitment Makers reported that their initiatives involve men and boys in challenging patriarchal masculinities. **The report highlighted the impact of the work of MenEngage Alliance as a leading network advancing meaningful efforts to transform patriarchal masculinities, through elevating a case story in the report.** (see below)



IMPACT STORIES

Elevating voices: Intersectional advocacy for gender and social justice

The MenEngage Alliance, a network of over 1,200 members, actively supports civil society groups advocating for gender equality, LGBTQI+ rights and social justice. Their strategies include raising political voices, strengthening networks and movement-building.

MenEngage Alliance global efforts include engaging in feminist advocacy coalitions and countering anti-rights backlash. For example, in 2023, the Alliance brought together leadership from 30 countries to build bottom-up strategies and define promising practices on engaging men and boys in gender equality. They work with regional networks to develop strategies for engaging men and boys and explore the impact of digital spaces on patriarchal norms. Their public statements and webinars advocate for women's rights and counter patriarchal masculinities online and offline, contributing to a more equitable society.

MenEngage Iberia, part of MenEngage Europe, is leading '*Masculinidades Corresponsables*' (co-responsible masculinities) in Spain, promoting men's caregiving responsibilities and reshaping masculinity. This project collaborates with the Spanish Ministry of Equality, providing awareness, training and consultations on gender justice. Key events included launches in Madrid and Barcelona, running from June 2023 to May 2024, culminating in a May 2024 forum. The project uses diverse strategies like video documentaries, campaigns and seminars to foster open discussions on caregiving. It aims to reduce care gaps and challenge stereotypes, aligning with Spain's Plan Corresponsables.

Geneva Human Rights Mechanisms

ACTIVITIES REPORT 2024:

Strategic Briefing with the CEDAW Committee at the 54th Session Official Session

The Global Secretariat organized a strategic briefing with the CEDAW Committee during its 54th Official Session to follow up on the Expert Workshop organized with the Treaty body in 2019, in which the GS used the opportunity to rigorously lay out the Alliance's advocacy agenda on the importance of advancing intersectional feminist approaches centered in accountability for work to engage men and boys and to transform patriarchal masculinities. In light of the Alliance's work to carry out a comprehensive analysis and development of a methodological framework to assess policies inclusive of men and boys, as a means to gather evidence from around the world and to deliver clear guidance on how feminist policy-making can be advanced, MenEngage Alliance used the opportunity to share the findings and recommendations from this process with the CEDAW Committee, in a session titled: **Intersectional feminist policy-making inclusive of 'men and masculinities'**.

The CEDAW Committees' engagement in driving forward these conversations and standards, is imperative as CEDAW represents the most important international legal instrument for the promotion and protection of the human rights – civic, political, economic, social and cultural - of all women and girls. The Convention and

Recommendations establish the benchmark in global discourse and the normative framework on gender equality. The Committee holds many roles, including providing technical guidance and monitoring of the implementation of the CEDAW Convention and General Recommendations, as well as to hold governments to account for the implementation of the International Treaty through ongoing efforts to monitor the actions which Member States carry out to ensure the fundamental rights of all women and girls. In such a case, the ability to hold Governments to account for politically feminist- and accountable- strategies, policies and programs to engage men and boys, remains key.

The CEDAW Committee members that participated included **Bandana Rana (Nepal), Daphna Hacker (Israel), Marion Bethel (Bahamas), Yamila Gonzalez, Ferreer (Cuba), Hilary Gbedemah (Ghana), Elgun Safarov (Azerbaijan), Natasha Stott Despoja (Australia), Rhoda Reddock (Trinidad and Tobago), Nahla Haidar (Lebanon), Corinne Dettmeijer (Netherlands).**

Members of the Treaty Body were appreciative of the briefing, noting that it came at a crucial time within the context of the broader deliberations of the Committee. Members recognized that a deeper integration of a masculinities agenda within their work was key, and yet deeper consideration was required to find ways to streamline this lens within future General Recommendations and Country Reviews. Committee members shared that CEDAW intends to work on a new **General Recommendation on gender stereotypes** at the end of the year and saw a clear need to have MenEngage members support this process by providing technical inputs. A member also shared about **the opportunities within the European context, including within the Council of Europe gender strategy** and pointed to the need to work beyond the scope of the Committee to integrate a robust masculinities lens within the regional context as well. Several members also raised the **importance of a men and masculinities lens in addressing the anti-feminist and men's rights backlash**, and have MenEngage work to build a greater capacity, amongst state machinery, state officials and other important groups to facilitate a more in depth understanding of the issues, working together with local feminist experts and scholars.

Advocacy at the 56th Session of Human Rights Council

MenEngage Alliance advocated alongside the feminist advocacy group, the SRI collective, on two key resolutions negotiated at HRC56.

The resolution **Technology-facilitated gender-based violence** (Belgium) [A/HRC/56/L.15](#), called for eliminate all forms of violence and discrimination against all women and girls in the public and private spheres, occurring online and offline through or amplified by the use of digital technologies, including the use of artificial intelligence. As an outcome of the resolution, a Human Rights Council Advisory Committee was mandated to prepare a study

on technology-facilitated gender-based violence and its impact on women and girls in consultation with key stakeholders, including Special Procedures and civil society.

MenEngage Alliance provided technical inputs on the Resolution on the **Elimination of all forms of discrimination against women and girls: Economic Discrimination** (Chile & Mexico) [A/HRC/56/L.25/Rev.1](#). The text importantly noted “profound concern at the escalating backlash against progress made by States”. The Resolution also recognized the need to engage men and boys through the promotion of long-term awareness-raising initiatives in education, in communities in the media and in the digital context,, through the incorporation of curricula on all women’s and girls’ rights into teacher training courses, on topics including the root causes of gender-based discrimination and the prevention of sexual and gender-based violence, including domestic violence, and the promotion of shared responsibility for unpaid care, support and domestic work within the household and the family, and by ensuring universal access to evidence-based comprehensive sexuality education.

The Global Secretariat also utilized its time in Geneva to continue to fortify partnerships with various Government Partners, UN agencies and civil society allies. The Alliance organized a meeting with key members of the **SOGIESC Learning Circle** and the **UN Independent Expert on SOGI** to unpack key priorities for the Special Procedures mandate in the coming years, as well as to specifically address the intersection of hegemonic patriarchal masculinities and violence and discrimination against gender non-conforming people. The links between rising anti-rights backlash and the heteronormative family values and rejection of “gender ideology” were discussed as a leading threat to LGBTIQ peoples and movements worldwide, as well as pathways for solutions based on addressing harmful masculinities within these regressive ideological frameworks.

As the followup of the high-level briefing in February 2024, the Global Secretariat team **met with the Secretariat of the CEDAW Committee**, to discuss the ongoing strategic engagement with the Treaty Body. Specifically, the CEDAW Secretariat provided key information on the drafting process around the upcoming General recommendations No. 41 - Gender Stereotypes. The Global Secretariat also agreed to advance with a survey of MenEngage members’ advocacy on national policies inclusive of men and boys, as a means to continue to gather evidence to share with the CEDAW Committee for National Reviews under the Treaty, to hold Government account for more progressive policy making, especially when including lines of work with men and boys.

Other meetings included a strategic check-in with the **Working Group on Discrimination Against Women and Girls**; meeting with the **First Secretary of the Canadian Permanent Mission** - in anticipation of the drafting of the **biannual Human Rights Council Resolution on Violence Against Women and Girls**, which the Alliance has regularly advocated on; Meeting with **OHCHR Gender Chief and Care Division, Gender Integration Cluster, GBV Cluster, & UN Free and Equal Campaign**; and **Meeting with**

Ambassador of the Permanent Mission of the Netherlands and leading coordinator of the **Men Engage Circle**, for which MenEngage Alliance has provided technical support over the past years.

MenEngage utilized the meetings with UN Agencies and policy-makers to continue to disseminate and amplify the [10 Recommendations from Lessons Learned on Effective Transformative Work with Men And Boys for Sustainable Gender Equality](#), developed in 2023, but launched following a design and revision in 2024.



10 Policy Recommendations

from lessons learned on
effective transformative work with men and boys
for **sustainable gender equality**

Collectively with our members and partners around the world, MenEngage Alliance has worked for over two decades with men and boys for gender equality and social justice. The recommendations in this document are distilled from the evidence that we have gathered over this time. They are meant for policymakers and thematic experts working with governments to consider in their work on women's rights, gender equality, human rights, and racial, environmental and social justice.

Advocacy at the 57th Session of Human Rights Council

The Alliance also followed several key resolutions at the **Human Rights Council 57th session, including the Resolution on the Elimination of Domestic Violence**. The Alliance provided technical inputs under the SRI feminist collective on language to engage men and boys that called on the need for them to act as allies in the prevention and elimination of domestic violence and intimate partner violence, while also recognizing that men and boys can also be victims of domestic violence. The Alliance also followed and amplified the recommendations of the SRI feminist collective in their advocacy on the

Resolution 57/30 on Youth and Human Rights, calling for an urgent designation of a Special Procedures Mandate holder to explore Youth and Young Peoples' Human Rights Issues. The proposal did not make it into the adopted text, but reflected the collective call of future advocacy aims prioritized by youth-lead organizations within the SRI collective.

Feminist Foreign Policy

There is a growing awareness in policy spaces from national to regional to global levels on the importance of transforming patriarchal masculinities and their role in perpetuating patriarchal policies, institutions and systems, including within Feminist Foreign Policy (FFP) as well as the role of men and boys in supporting the achievement of gender justice. But these issues have **not yet been critically explored from a feminist lens in the FFP agenda**. It is important that this perspective is explored because men and masculinities lens can add value to the work feminist organisations have done and are doing in making the FFP agenda possible and holding governments to account for the high standards set out by such an agenda.

ACTIVITIES REPORT 2024:

Research on Men, Masculinities, and Feminist Foreign Policy

MenEngage Alliance conducted an in-depth study analyzing **how men and masculinities are addressed within Feminist Foreign Policies (FFPs)**. The forthcoming *Men, Masculinities, and Feminist Foreign Policy Policy Document* maps governmental FFP frameworks, assessing whether they recognize the need to **engage men and boys at an individual level** or, more critically, to **transform patriarchal masculinities at institutional and ideological levels**. Of the 16 Governments who have designed, implemented or announced their intention to carry out foreign policy through feminist approaches, 7 have included engaging men and boys - with 4 countries, doing so in substantial, political and nuanced ways, according to or analysis.

The research also examines civil society's role in shaping FFP discourse, highlighting **gaps between governmental ambition and feminist movement expectations**, and evaluating governments' ability to implement FFPs through truly transformative feminist principles. With 6 more governments announcing their intention to explore FFPs in 2024, more advocacy is needed in the coming years to utilize the evidence gathered in this research, and to support member states in deepening their existing framework and/or designing policies that include more transformative approaches to work on men and masculinities within FFP, including by taking into account transforming patriarchal masculinities from the individual to the system level.

Third Ministerial Conference on Feminist Foreign Policy, Mexico

At the Third Ministerial Conference on FFP (July 1–3, Mexico), MenEngage Alliance amplified the conversation on masculinities in foreign policy. Marcela Hernández Oropa, feminist advocate and co-coordinator of MenEngage Mexico, raised a critical question during the Civil Society Panel discussion on whether men within diplomatic bodies and foreign service institutions are practicing feminist leadership, being willing to relinquish privilege to advance policies that center the lived experiences of women and feminist movements within FFP. These important conversations are needed within FFP spaces and policies, while still emerging as a topic of debate in intergovernmental discussions.

Through research and advocacy, MenEngage Alliance continues to push for **FFPs that go beyond inclusion to actively dismantle patriarchal power structures** in foreign policy. More work is needed in the coming years.

Strengthened advocacy activities in Latin America region

Between January and September 2024, the Social Development Management of the Regional Government of Piura, with the technical assistance of CISTAC Peru and Masculinidades por la Igualdad Piura, prepared in a participatory manner the Regional Ordinance No. 505-2024; ordinance that will involve men in ending and preventing gender violence, within the framework of Law 30364 (Law to prevent, punish and eradicate violence against women and members of the family group). On November 27, 2024, the Regional Ordinance was presented at a public event attended by authorities, officials from different levels of government and public entities, social leaders and NGO representatives. Prior to the presentation of the Regional Ordinance, Kique Gomez, Director of CISTAC Peru and MENENGAGE Focal Point in Peru, gave a lecture on Masculinities and Public Policies.

Similarly CISTAC in Bolivia participated in the development of legislative proposals for the promotion of co-responsible masculinities and the strengthening of care.

2.2 Joint advocacy actions

Outputs	Output Indicators	Report 2024
The MenEngage joint agenda, the Ubuntu/Kigali Declaration and Call to Action, is shared, and informs the advocacy work of the membership	# of individuals and organisations reached with the declaration and related mobilisation by 2024	→ 400 page views related to Ubuntu Call for action and related material on the website

<p>MenEngage Global Advocacy strategy in place and implemented with the global Advocacy Working Group (AWG).</p>	<p>1 MenEngage interconnected Advocacy Strategy in developed and used by the members by 2024</p>	<p>1 MenEngage interconnected Advocacy strategy being implemented</p> <p>E.g.: CSW engagement strategy</p> <ul style="list-style-type: none"> - More than 75 MenEngage members traveled to New York for the session, with many more participating digitally - 18 – Parallel and side events organized or joined by MenEngage members to share about the work on men and masculinities at CSW68 - 22 members engaged in lobbying on the Agreed Conclusions - 1 MenEngage youth member joined the Youth Forum at CSW68 - 4 members were part of their official National Delegations
<p>Policies, laws and statements by policymakers on gender equality, women’s rights and social justice are monitored, analysed and synthesised, by MenEngage Alliance and members and partners at global, regional and country levels</p>	<p># of policy makers showing commitments to implement/adapt the international and regional normative frameworks at national and regional levels by 2024</p>	<p>96:</p> <ul style="list-style-type: none"> → 12 CEDAW Committee Briefing → 22 CSW outreach → 1 SR on development → 30 HRC technical inputs → 15 HRC technical inputs → 16 COP29 Policy Agenda
<p>MenEngage members’ participation in policy-making fora at the global, regional and national levels facilitated, including CPD, CSW, High Level Political Forum (HLPF), regional intergovernmental processes, and, joint feminist groups and network mobilisation.</p>	<p># of policy forums where MenEngage members and partners participate and contribute, together with feminist movements, by 2024</p>	<p>15:</p> <ul style="list-style-type: none"> → 1 CSW → 1 CEDAW Committee Session → 1 Feminist Foreign Policy Conf. → 1 HRC56 → 1 SB60 → 1 Global People’s Assembly → 1 GEF mid-point moment → 1 HRC57 → 1 Summit of the Future/UNGA → 1 COP29 → 3 consultations in Pakistan on the national male engagement strategy → 2 consultations in Nepal on the national male engagement strategy

<p>Strengthened partnerships and joint policy advocacy actions with women's rights, LGBTQIA+ rights and social justice civil society advocates and movements.</p>	<p># of joint policy actions undertaken with women's rights, LGBTQIA+ rights and social justice advocates and movements by 2024</p>	<p>15:</p> <ul style="list-style-type: none"> → 3 CSW parallel events → 1 CSW CoLab session → 1 CSW Agreed Conclusions adv → 1 CSW CoLab session → 2 HRC resolution advocacy → 1 FFP conference → 1 Pact of the Future → 1 HRC resolution advocacy → 1 Global People's Assembly Declaration → 1 COP29 policy agenda → 2 round of joint technical input to CSW68 process, with 30 MenEngage members involved in advocating to governments of Rwanda, Botswana, South Africa, Zambia, Belgium, Netherlands, EU, Germany, Norway, Trinidad and Tobago, Nepal, Canada, Sweden, the Netherlands
<p>MenEngage Alliance policy analysis, advocacy briefs and statements developed and broadly disseminated in multiple languages (EN, ES, FR) at global, regional and country levels, based on evidence emerging from the field and the work of our members and partners (See Result area 3 for more information)</p>	<p># of publications and documents developed & disseminated at national, regional and global levels by 2024</p>	<p>6 documents were developed and disseminated during the year:</p> <ul style="list-style-type: none"> → 1 CSW Statement → 1 Movement Building consultancy report - Latin America → 1 FFP Analysis Document → 1 Movement Building consultancy report - CARIMAN → 1 Movement Building consultancy report MEASA → 1 COP29 Sign-on
<p>Policy and law-makers are supported by MenEngage Alliance and members in their policy development around SRHR, women's rights and gender justice at global, regional and country levels</p>	<p># of direct policy development support, proposals and recommendations provided by MenEngage Alliance and members to policy, law and decision-makers at national, regional and global levels by 2024</p>	<p>10 direct policy development support engagement were completed:</p> <ul style="list-style-type: none"> → 1 CSW → 1 CEDAW Committee Session → 2 HRC56 → 1 HRC57 → 1 Pact of the Future → 1 National Male Engagement Strategy in Pakistan → 1 National Male Engagement Strategy in Nepal → 1 COP29

		<ul style="list-style-type: none"> → 1 regional ordinance on working with men on ending and preventing GBV in Peru
Global, regional and national decision and policy makers are held to account for upholding human rights and international commitments with collective policy advocacy, together with women's rights, LGBTIQ+ rights and social justice networks and movements.	# of submissions and technical advocacy inputs made to relevant decision and policy makers and authorities by MenEngage Alliance and members by 2024	<p>10 technical inputs and submissions were developed:</p> <ul style="list-style-type: none"> → 3 Agreed Conclusions of CSW68 (3 rounds) → 1 Pact of the Future → 2 56th Session of the Human Rights Council Resolution on the Elimination of Discrimination Against Women and Girls (2 rounds); → 2 56th Session of the Human Rights Councils Resolution Technology Facilitated Violence 2 rounds); → 1 57th Session of the Human Rights Councils; Resolution on the Elimination of Domestic Violence (1 rounds); → 1 COP29 Lima Enhanced Program of Work → 1 legislative proposal on father's co-responsibility in Bolivia

2.3 Visible public stances and positions

OUTCOME 2.3 - MenEngage Alliance takes a vocal and visible stance to challenge patriarchal masculinities and advocate for gender equality and social justice.

We take a vocal and visible stance to challenge patriarchal masculinities and advocate for gender, social and climate justice. We do so in solidarity with LGBTQI, indigenous, and intersectional feminist movements. In 2024 this included articulating our own public statements in response to some of the alarming developments of the year, and elevating initiatives from feminist partners - including by mobilizing support among our members and adding our voice to these campaigns.

ACTIVITIES REPORT 2024:

MenEngage statements and rapid responses

MenEngage Alliance developed policy advocacy statements on urgent topics, particularly focusing on the challenging situations and regressive steps by Governments and Agencies. These statements and key messages were broadly disseminated via our mailing list of 7,000+ subscribers, plus via social media and through the global website, thereby reaching our members and partners across the world. Statements, in Spanish, English, and French, were released together with our members and regional networks:

- [16 Days of Activism Against Gender-Based Violence Amidst Rising Backlash](#)
- [Human Rights Day, 2024](#)
- [Lebanon: In Solidarity](#)
- [Global North PayUP: Patriarchal underpinnings of wealth extraction, colonisation, and environmental degradation](#)
- [Centering Youth Voices as we Reimagine Masculinities this International Youth Day 2024](#)
- [We condemn the recent violence in Rafah and join the feminist voices from all around the globe to call for an immediate ceasefire](#)
- [Celebrating love and freedom of gender and sexual expression – IDAHOBIT 2024](#)
- [International Transgender Day of Visibility: Celebrating the joy and resilience of trans and non-binary people](#)
- [International Day for the Elimination of Racial Discrimination, 21 March, 2024](#)
- [International Women’s Day 2024](#)

Sign-ons and solidarity actions: For an overview of the feminist social movements statements we signed-on to as MenEngage Alliance, please *see section 4.2 on solidarity actions*.

Digital activism in support of feminist campaigns

We continued to explore and develop our collective approaches around various platforms and influence – including in digital and online spaces such as social media. Such initiatives continue to be done in partnership with relevant regional networks and global working groups, helping to prioritise a collective and -where possible- bottom-up approach to our public positioning and accountable advocacy.

We made use of our digital channels and value-add ‘men and masculinities’ lens to support a number of cross-issue campaigns. Such as #PayUp, a cross-movement effort to hold the wealthiest and historically most polluting countries to account for their financial debt to address climate change. We mobilised online alongside other movements in the critical week of the #PayUp campaign. See also the campaign #WeWontWait, in section [MenEngage Alliance Campaigning and Activism](#).

2.3 Visible public stances and positions

Outputs	Output Indicators	Report 2024
<p>Strengthened consultative capacity mechanisms across MenEngage Alliance to collectively analyse and articulate responses to human rights violations in a timely manner.</p>	<p># of working groups and urgent actions groups in place who take collective actions across the Alliance in timely manner by 2024</p>	<p>→ 3 working groups took actions:</p> <ul style="list-style-type: none"> ➢ SOGIESC Learning Circle ➢ Advocacy Working Group ➢ Youth Reference Group
<p>MenEngage Alliance issue-based policy advocacy statements and campaign messages developed and broadly disseminated at global, regional and country levels.</p>	<p># of policy advocacy statements and public stances produced and disseminated by MenEngage Alliance and members and partners by 2024</p>	<p>→ 10 policy advocacy statements were produced and disseminated:</p> <ul style="list-style-type: none"> • 10 Recommendations for Policy Makers launched • COP29 policy agenda • COP29 and Beyond - Sign-on Statement • Technical Inputs CSW Agreed Conclusions • CSW Written Statement • Technical Inputs HRC56 • Technical Inputs HRC57 • Summit of the Future Technical Inputs • CEDAW Committee Guidance Document on National Policies Engaging men and boys • Feminist Foreign Policy Document
<p>Application of the Alliance's Knowledge management and communications strategy to strengthen advocacy, enhance accountability, visibility and public positioning on the priority issues.</p>	<p># of policy makers, activists and networks reached with MenEngage Alliance accountable advocacy and campaigning at country, regional and global levels by 2024</p>	<p>→ 866 page visits, and 1000 page views on the website for various statements around international days and those issued in solidarity with other campaigns <i>(see MenEngage statements and rapid responses)</i></p>

<p>Strengthened public positions of MenEngage Global Alliance and our key partners on gender equality and women’s rights, LGBTIQ+ rights and social justice issues, including via op-eds, blog posts and articles.</p>	<p># accounts reached in (social) media sharing and engagement on the advocacy statements and materials produced by the Alliance members and partners by 2024</p>	<p>- 17,000 accounts reached across Instagram, around 15,000 for Facebook, and 14,000 for LinkedIn. (excluding the HowToTalkWithMen campaign)</p>
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3. Effective and Strengthened Programming

RESULT AREA 3

MenEngage Alliance members and partners work as a community of practice for effective programming that transforms patriarchal masculinities and engages diverse constituencies of men and boys in promoting gender and social justice.

MenEngage Alliance has played a key role in strengthening members’ abilities to design effective programs for gender equality through transforming patriarchal masculinities and engaging men and boys. As a community of practitioners, our focus in 2024 was on fostering continuous learning. We prioritized knowledge exchange and mutual learning through critical analysis of men and masculinities work, while highlighting promising examples from different regions. This approach was driven by collaboration with members and partners-experts with firsthand experience and deep knowledge of gender-transformative efforts on the ground. We continued to create spaces for dialogue, sharing promising practices, technical insights, skill-building opportunities, and collective agenda-setting.

Through various programs and initiatives, our members actively encouraged men and boys to be part of the solution by challenging patriarchal norms and taking bold actions. A key focus in 2024 was to deepen our understanding on countering anti-feminist messaging from men’s rights groups. This year we underwent a rigorous consultation series with our members to draw on the expertise and experiences of our members and partners at national, regional, and international levels, which culminated in developing our strategies to guide us in galvanising our collective efforts moving forward.

3.1 Access to knowledge and evidence

OUTCOME 3.1 - *Increased access to knowledge and uptake of evidence-based approaches to transforming masculinities and working with diverse constituencies of men and boys among MenEngage Alliance members and partners.*

This year one of the key priorities has been to support and facilitate dialogue and information sharing about promising practices, new evidence and creative thinking among the members. These processes have been documented in video and report forms, including a peer-to-peer learning handbook on identifying and sharing practice-based knowledge sessions on gender transformative work. Through these efforts, we prioritized initiating processes that enhance our capacity for decolonizing knowledge and creating learning platforms that serve as lasting knowledge hubs, anchoring members to valuable insights.

For publications related to our ADVOCACY work and on various THEMATIC issues, see the relevant sections in [Result Area 2](#) of this report.

ACTIVITIES REPORT 2024:

MenEngage Learning Collaborative (CoLab)

Following the Ubuntu Symposium, MenEngage Alliance initiated the MenEngage Learning Collaborative (CoLab), envisioning it as a platform to strengthen the Alliance's collective capabilities, values, and knowledge base. In 2024 the Alliance organized a total of 11 CoLab sessions, including member-led peer learning sessions, youth leadership, advocacy, backlash, and accountability (more details on these can be found in the relevant sections of this report).

The CoLab fosters political engagement by helping members contextualize gender-transformative approaches and strengthening the knowledge base for programs, advocacy and initiatives that support cross-learning and movement-building at all levels. By providing interconnected spaces for learning and collaboration, the CoLab has become a key mechanism for advancing the Alliance's mission. By creating multilingual resources and organizing peer-learning sessions, CoLab is evolving to be the hub for knowledge and learnings on gender-transformative approaches on working with men and boys for gender, climate and social justice. *According to the 2024 evaluation report, these efforts have **driven innovation, expanded knowledge, and improved members' advocacy, programs, and***

communications, positioning MenEngage Alliance as a leader in promoting evidence-based approaches to transform masculinities and prevent violence.

Member-Led Peer Learning Sessions as part of the MenEngage Alliance Learning Collaborative

The member-led peer learning sessions remain an ongoing initiative within the MenEngage Alliance CoLab. These sessions allow for peer learning and sharing by creating space for members to share lessons and impacts/results of the work they are doing around men and masculinities, including (but not limited to) programs, campaigns, advocacy, partnerships and movement building to prevent and eliminate violence against women and girls, and gender based violence more broadly. A total of 5 sessions were held in 2024 focusing on the use of gender transformative approaches to advance gender equality across a variety of projects and locations. Recordings of the sessions have been documented on the [MenEngage YouTube channel](#).

Online course on Power, Patriarchy and Feminism

The [Power, Patriarchy Feminism course](#) is an online, self-paced curriculum developed and launched by MenEngage Alliance in December 2023. It is designed to generate understanding and knowledge on the use of intersectional feminist analysis of power and patriarchy in the work with men and boys, specifically from a transforming patriarchal masculinities lens. In 2024, the promotion and engagement with the course participants started resulting in a registration of 780 people from around the world. Furthermore, in 2024 an open online dialogue session was arranged for the registered participants to create space to discuss their questions, insights, and collective learnings from the course.

Online engagement with the course discussion section generated about 600 comments as the participants discussed the course material through various prompts and learnt from each other. For example, reflecting on what power means, a participant said,

“When I hear the word power, I think about masculine physical strength and intimidation. I think about the freedom to express and behave as one pleases because society encourages it and the powerless are the main targets. Someone cannot have “power” if there isn’t someone to extract it from.” To which another participant replied: “one needs not to extract power from others, we have power within.”

Showing various ways through which power is understood and the members desire to sharpen their understanding by engaging in discussions with each other. A particularly exciting part of this exchange was the engagement from those who use Spanish and French as their working language. Despite the course being in English, participants used AI translation tools to engage in the online discussion forum. At times Spanish and French users would reply to the answers given by English users as well. This shows that there is a demand for the course to be translated and made available in other languages.

SRHR & masculinities

In 2023 we completed the joint global research effort with World Health Organisation, Queen's University Belfast, University of Western Cape, and United Nations Population Fund, which identified [key research priorities](#) on understanding and advancing engagement of men and boys in sexual and reproductive health and rights (SRHR). You can find more information about this published on [MenEngage's website](#). Influenced by feminist and decolonial perspectives, over 200 diverse stakeholders from 60 countries across various regions of the world participated. The exercise forged a collaborative research agenda emphasising four key areas: gender-transformative approaches to men's and boys' engagement in SRHR, applied research to deliver services addressing diversity in SRHR among men and women and to generate gender-equality, research designs to support participation of target audiences and reach to policy makers, and research addressing the priorities of those in low-income and middle-income countries. In May 2024 a co-authored article was published in *The Lancet Global Health*: "[Masculinities and sexual and reproductive health and rights: a global research priority setting exercise](#)".

The research findings were launched at a ICPD30 session "[Shared Research Priorities for Engaging Men and Boys in SRHR in Accountable Ways](#)" held on the sidelines of the 57th session of the Commission on Population and Development (CPD57) at UNFPA Head Office in New York, USA. This session featured representatives from member states, civil society organizations, and United Nations entities who gathered to reflect on the findings and discuss the future directions and collaborations based on the highlighted research priorities. The event was joined by 60 in-person participants and 180 online participants from across the world.

THE LANCET Global Health



IN FOCUS: Building an evidence base on engaging men and boys to end gender-based violence & discrimination against women & girls

MenEngage Alliance partnered with UN Women in a peer-learning project to address gaps in evidence and practices for preventing violence against women and girls (VAW) by engaging men and boys and transforming masculinities. The project documents underrepresented grassroots efforts, assesses structural drivers of violence, and promotes decolonized and equitable leadership within the field. By synthesizing existing knowledge with emerging evidence, the Alliance sought to provide a resource for practical solutions and inspire innovative strategies for preventing VAWG.

While there is emerging evidence indicating positive effects of gender transformative work with men and boys, a strong evidence base is still lacking. There are many programs and projects among our members at grassroots levels, which are still not well documented and disseminated. There are still significant gaps in understanding, for example, in programming and action research with men and boys that goes beyond interpersonal issues, to tackle structural drivers.

This calls for combining existing knowledge with emerging evidence on promising practices in transforming discriminatory norms, intergenerational and human development research, programs and advocacy efforts on men and masculinities work. This links to the strategic thinking of MenEngage Alliance members and partners on the urgent need to harvest practice-based knowledge and evidence on transforming patriarchal masculinities to prevent violence against women and girls, to support the decolonization of knowledge and leadership, as well as challenge the existing knowledge hierarchy within the field.

Under this program, MenEngage Alliance aimed to contribute to filling this gap by collating, synthesizing and presenting existing evidence to provide promising solutions to the strategic questions around gender transformative approaches to engaging men and boys.

Through the CoLab member-led peer learning sessions (see below), members were invited to propose sessions about their work with peers, members, partners and allies. The project informed the development of two knowledge products to support the field (*both forthcoming in 2025*):

- *“MenEngage VAWG/GBV prevention work with men and boys: Lessons from Three Practice-based Knowledge Processes”* consolidates trends, promising practices, needs, and gaps emerging from members' programs in diverse contexts. It was

developed through a review of online session recordings, a mapping of GBV programs, and the materials shared by members through the HowToTalkWithMenan campaign. The document highlights effective strategies, promising practices for preventing and ending GBV and VAWG through a gender-transformative lens, and identifies key gaps based on the analysis.

- *“Handbook for Identifying and Sharing Practice-Based Knowledge”*, which aims to serve as a guiding note on conducting initiatives focused on gathering and sharing practice-based knowledge for programming and advocacy efforts on preventing GBV through transforming patriarchal masculinities.

Additionally, the project served as a catalyst and opportunity to revitalise the MenEngage GBV working group, through the role of advisory body to the project. The working group comprises regional representatives and board members. This engagement led the group members to strategize and reinvigorate the working group with an updated vision and work plan for the coming years.

Knowledge and capacity strengthening across the regions

In 2024 one of the priorities for the regional networks continued to be strengthening knowledge and capacities with members to improve the quality of programming. All the regional networks co-created spaces for strengthening understanding and learning, including through sharing experiences and knowledge, for our collaborative work and global impact in advancing gender equality and addressing poverty.

ACTIVITIES REPORT 2024:

MenEngage Europe organized 6 webinars in 2024, offering members regular opportunities to deepen their knowledge and expertise. By fostering a deeper understanding of how members operate within their respective contexts, the webinars promoted collaboration and alignment across the network. Each webinar addressed critical topics identified as priorities by the network, related to engaging men and boys through providing targeted services, to matters related to mounting backlash such as the upcoming EU election, emerging trends, and how to shift narratives to reach men and boys where they're at. For more details see the [Regional Report section for Europe](#) region.

In the Africa region the **MenEngage Africa Training Institute (MATI)** provided an invaluable platform for regional collaboration, where 24 participants from various countries engaged in discussions around gender, peace, and security. The training emphasized the crucial role of men and boys in challenging harmful gender norms, helping to foster a more inclusive approach to advocacy. For more details see the [Regional Report section for Africa](#) region.

Furthermore, MenEngage Africa organised various capacity-strengthening initiatives around advocacy for SRHR, GBV prevention and working with men and boys in gender equality. For instance, the advocacy workshops conducted by **MenEngage Nigeria** provided in-depth training on the Violence Against Persons Prohibition (VAPP) Act. Participants reported increased confidence and competence in advocating for the implementation of this critical act.

IN FOCUS: Militarisation & masculinities

Throughout 2024 MenEngage Alliance contributed as a partner to WILPF's [Mobilising Men for Feminist Peace](#) project. We continued to engage in various activities to better understand the connections between militarism and masculinities. These included:

Understanding “Militainment”

The MenEngage Global Secretariat contributed to discussions on “Militainment” in Geneva during 15-17 July, co-organised by WILPF, GENSAC, PATHFINDERS, and Small Arms Survey. The meeting brought together partners to discuss diverse strategies for countering the rising influence of small arms, “gunfluencers”, and militainment media strategies on the normalisation of gun violence by civilian populations, largely at the hands of men. The gathering has contributed to analysis of men, masculinities and militarism - including: unpacking how we can work with men to counter the normalisation of war and weapons’ use; advocacy strategizing around emerging international and regional commitments at the UN and other regional bodies to counter the weapons trade and illicit arms flows; brainstorming on the creation of new national and transnational legal strategies; and tactics for raising public awareness on the military and arms industry and their tactics. MenEngage Alliance disseminated key resources produced alongside MenEngage members with participants of the convening, to support in the next steps of the collective in joint analysis and action.

Supported feminist partner on Men-to-Men Conversation Session

A feminist peacebuilding organisation Peace Track Initiative (PTI, a subgrantee of the *Mobilising Men for Feminist Peace* project) from Yemen, invited the Global Secretariat team, WILPF project team and MenEngage member ABAAD to support in facilitating the Men-to-Men Conversation session under the WILPF-MMFP project. This session was organised with the members of Men Core Group that the organisation has in place for their advocacy on feminist peace agenda. The session was joined by 15 male politicians from across Yemen, members of Men Core Group (male allies under the project) during which the session facilitated fruitful discussions. This activity served as a good preparatory session for the Men Core Group members for the planned political dialogue with the Women Core Group under the project.

International Community of Practice on Militarised Masculinities

As part of the Organizing committee member together with PAX, WILPF, ABAAD, IP Institute, SIPRI and others, the MenEngage Global Secretariat actively participated in developing a “Community of Practice on Mobilising Men for Feminist Peace” since the first meeting that took place in February 2024. This community of practice aims to provide a platform for connection and support, brainstorming joint research, sharing research in many stages of development, identifying and discussing lessons learned, building partnerships, and facilitating the planning and implementation of future actions. We will continue our engagement with this community in the coming years.

Advocacy for feminist peace

MenEngage Alliance amplified key technical inputs on militarism and feminist peace, developed by WILPF, through the Women’s Rights Caucus during its lobbying efforts with governments at the 68th Session of the Commission on the Status of Women (CSW68). These efforts included engaging with Rwanda, Botswana, South Africa, Zambia, Belgium, the European Union, Germany, Norway, Trinidad and Tobago, Nepal, Canada, Sweden, and the Netherlands across three rounds of technical inputs for the negotiations on the Agreed Conclusions.

3.1 Access to knowledge and evidence

Outputs	Output Indicators	Report 2024
Promising practices and lessons learned from MenEngage members work on implementing gender transformative work to engage men and boys in gender equality programming are identified, analysed, and shared with members and partners.	# and quality of promising practices and evidences documented and disseminated via various platforms of the Alliance at country, regional and global levels by 2024	→ 2 documents were developed during the year on: <ul style="list-style-type: none"> ◆ Publication of "Systematization of Experiences Working on Masculinities CISTAC 2024" ◆ Practice-based knowledge guiding document on ending and preventing GBV
Virtual knowledge hub in place with resources from practice-based and academic knowledge, gathering evidence and	# of quality resources available and evidences accessed from the work of the members and	→ 1 synthesis report on promising examples on gender transformative approaches on working with men and boys on ending and preventing GBV (to be published in 2025)

making knowledge accessible to inform members' transformative work with men and boys, in multiple languages (EN, FR, ES).	partners of the Alliance at country, regional and global levels made available in multiple languages in the knowledge hub by 2024	
Peer-to-peer learning spaces in place, where members from national and regional networks exchange knowledge, lessons learned and promising practices in order to elevate the quality of their work in communities.	# of peer-to-peer learning and capacity strengthening spaces in place and operational with the members and partners on various issues and thematic priorities at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 17 learning spaces were run successfully: <ul style="list-style-type: none"> ◆ 5 CoLab sessions ◆ 1 MATI course in Africa ◆ 1 positive masculinity and SRHR training in Botswana ◆ 1 advocacy workshop in Nigeria ◆ 3 workshops for members on Gender Integration, Inclusive Citizenship, and Masculinities in Lebanon ◆ 6 members peer learning sessions in Europe
Thematic working groups and communities of practice in place, including via virtual platforms, and better standardised mechanisms developed for forming and organising thematic working groups.	# of thematic and issues based working groups in place and operational, with relevant plans, for the members and partners at regional and global levels by 2024	See 1.3 and 2.3
Partnerships with relevant institutions and individuals developed to support strengthening the theory and evidence base of work to transform masculinities and engage men and boys in gender equality.	# of partnerships and plans developed with relevant institutions and networks on various programmes, initiatives and campaigns of the members and partners of the Alliance at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 3 partnerships deepened: <ul style="list-style-type: none"> ◆ Established two partnerships with institutions of higher learning (Denver University & Howard University) to advance gender equality dialogue. ◆ MenEngage Europe deepened its partnership with the European Institute for Gender Equality (EIGE) through active participation in key events

M&E framework for MenEngage Alliance in place, that enables learning on how MenEngage contributes to improved programming on the ground and includes collectively agreed core indicators of change.	1 Monitoring, Evaluation and Learning Guidelines developed and in place for use, in multiple languages, for the Alliance members by 2024	1 current PM&E framework in place and used by the Global and Regional networks for monitoring and reporting
	# of members and partners accessing and utilising the MEaL guidelines to strengthen their programmes and initiatives at country, regional and global levels by 2024	See above

3.2 Accountability

OUTCOME 3.2 - Strengthened understanding and application of MenEngage Accountability Standards, Core Principles and Code of Conduct among members and partners

This year we made progress in our efforts to strengthen members’ understanding and application of the Alliance Accountability Framework by advancing the planning and implementation of the Global Accountability Learning Project (GALP). This is an initiative undertaken by the “Accountability Team (A-Team)” consisting of all regional MenEngage network leaders. The main outcomes are: the **renewed commitment and clarity of vision by MenEngage leaders on what is necessary to embrace and put into practice our accountability framework**; and the joint development of the **first consolidated guidelines to handle complaints and other breaches of our Code of Conduct**. Such outcomes are the result of the collective work of the Accountability Team whose members got together in the virtual space on a regular basis throughout 2024.

ACTIVITIES REPORT 2024:

MenEngage global secretariat co-facilitated accountability sessions with leaders from across the Alliance

These sessions, attended by MenEngage members from different regional networks, provided a space for discussion on the Accountability Framework. These sessions were intentionally structured as an interactive Q&A and discussion format, which encouraged the participants to ask questions, share experiences, and explore challenges in applying the Accountability Framework in their organisations, networks and practice. Attendees engaged in open discussions on the importance of accountability and practical ways to uphold the Alliance's shared commitments. Approximately 50 MenEngage members and leaders participated in two sessions, one per semester. The recording of the sessions were shared via email communication and made available for those who could not attend.

Global Accountability Learning Project Plan

The A-Team developed a strategic plan for the GALP Project, outlining key outcomes and activities to strengthen accountability within the Alliance. The plan focuses on three key outcomes: 1. Increased knowledge, skills and understanding of the MenEngage Accountability Framework; 2. Increased commitment to implement accountability aligned with intersectional feminist movements and; 3. Increased application of MenEngage accountability framework among networks and members organizations.

Development of the Consolidated Complaint Handling Process and Protocol

The A-Team developed the complaint handling process and protocol, which provides a comprehensive framework for addressing complaints within the Alliance in a coordinated and comprehensive manner in line with our accountability framework. It integrates principles from the MenEngage Code of Conduct, Accountability Standards, and Sexual Harassment Policy while incorporating lessons learned and best practices. Designed to support MenEngage accountability focal points and network coordinators, the guidelines balance flexibility with adherence to core values, ensuring relevance to diverse regional contexts while upholding core values such as fairness, due process, and respect. This protocol has been finalised and will be submitted to the Global Board for adoption in early 2025.

Supporting regional networks to respond to complaints

This continued to be demanding work given the complexities of some of the complaints brought to the attention of MenEngage Global Secretariat (GS). The GS were part of the Investigation Committee set up by MenEngage Africa for addressing the complaints against MenEngage Uganda leaders who participated in a polemic engaging men initiative. A successful restorative justice process was supported in which leaders from the Latin America network came to a positive closure of a sexual harassment complaint. Also, significant attention and resources were necessary to handle complaints from individuals

involved with the Latin America network. In Africa region, 12 out of the 19 MenEngage country networks now have sexual harassment and/or accountability policies in place.

3.2 Accountability		
Outputs	Output Indicators	Report 2024
MenEngage Global Accountability Standards, Core Principles and Code of Conduct, are updated through consultations with members and partners and disseminated among the Alliance members and partners	# of members directly reached with each of the updated MenEngage Accountability Standards, Core Principles and Code of Conducts in place (English, Spanish and French languages) by 2024	→ Around 700 members and partners were reachout directly with the accountability standards across all the regions
	# of consultations organised by MenEngage Global together with country and regional networks by 2024	→ 2 members consultation sessions
	# of members and partners participating in the consultations at country, regional and global levels by 2024	→ 50 members participated in the open members' sessions on accountability framework
Contextualised regional and/or national MenEngage accountability standards developed and implemented by members and partners at country and regional levels.	# of country and regional networks and members developing implementing and contextualise accountability standards and principles at country and regional levels by 2024	→ 6 regional networks have included in the adherence to the accountability framework in their regional strategies, including putting in place the mechanisms → 1 country network in Lebanon has contextualised the principles for their members
Members' capacities strengthened to understand and implement the global and/or contextualised accountability standards	# of capacity strengthening activities and processes implemented by the members and partners at country, regional and global levels by 2024	→ 2 global online capacity building sessions → 1 session organised for members in Lebanon → 1 session for SC members of MenEngage Africa

	# of members and partners participating in the capacity strengthening activities and processes at country, regional and global levels by 2024	→ 50 participants, with reps from 19 country networks
Insights and lessons learned on the implementation and effectiveness of the Accountability Standards by members and partners at all levels gathered and documented	# of documentations and evidences produced showcasing the lesson learnt from the implementation and effectiveness of the applications of the accountability standards and principles at country, regional and global levels by 2024	→ 1 document being developed, the “Consolidated Complaint Handling Process” that includes lessons learned from previous implementation
Sexual Harassment policy implemented by Global MenEngage Alliance and consulted as a guide by MenEngage regional and national networks.	# of country and regional networks involved in adaptation & application of SH policy at country and regional levels by 2024	
	# of members and partners reporting use of the policy at country, regional and global levels by 2024	→ 2 regional networks (Latin America and Africa) reported using the SH Policy to respond to complaints

3.3 Backlash against gender justice

OUTCOME 3.3 - Strengthened collective actions by MenEngage members and partners to challenge backlash against gender justice and human rights - including by anti-feminist men and men's groups.

Throughout 2024 we continued with several strategic initiatives to build networks and mobilize collectively to counter the backlash against gender equality, human rights and democracy. In essence, we have learned that the backlash is the current omnipresent context in which we operate, and all our efforts in one way or another seek to counter this

backlash and find avenues to push for progress on gender equality, human rights and democracy.

The insights from the CoLab learning process, combined with our efforts to build strategic partnerships on Countering Backlash, have given important direction to our priorities and strategies for 2025-2028. Such as the inclusion of “shifting narratives” as one of our 3 main goals along with “improving policies and practices”. And as a key lens through which we approach our overall strategic Program of work.

ACTIVITIES REPORT 2024:

Learning initiative on Countering Backlash with MenEngage members

In 2023 we initiated a learning initiative with our members on countering the backlash. In 2024 we completed the consultations, developed a report with recommendations (*forthcoming 2025*), and organized global convenings to feed back about the findings and strategize together with members and partners. Specific activities in 2024 included:

Facilitated conversations with the Regional Networks on countering backlash

In 2023 we met with members in Latin America and Europe. In 2024 we completed consultations with South Asia, Africa, the Caribbean and North America. These guided conversations followed a predefined agenda around ways to better understand how patriarchal backlash manifests in each locality, how anti-gender forces are applying masculinities lens to mobilise men’s support for their anti-gender campaigns - what messages they use, who they partner with or are funded by, and what the targets of their attacks are. A key focus of the consultations was also to understand what strategies, if any, are our members using in countering the backlash or anti-rights mobilisation.

Global Board meeting on countering backlash

The MenEngage Global Board met in January 2024 as one of the strategic stakeholder groups in building our collective strategy to counter the backlash. The Board discussed the same questions as the Regional Networks, and delved deeper into the specific role of MenEngage Alliance and the strategies and systems that need to be in place to effectively support members organizations, the networks, and conduct activities at a cross-regional and global level.

Second Global membership conversation on countering backlash

A report was developed with consolidation and analysis from the consultations to outline lessons, knowledge and carve out the next strategic direction for the Alliance on the agenda. For this a key followup action was, in October 2024, to organize the second global convening with members about [“Disrupting Patriarchy: Understanding Backlash and Its Impact on](#)

[MenEngage's Mission](#)", bringing together members from across the regions to report back about the findings from the regional and global consultations, gather inputs to develop out collective strategy going forward. This led to the emerging insight that rather than developing a separate strategy to counter the backlash - this report along with the Alliance's strategic program for 2025-2028, *which was developed keeping countering backlash as the key lens*, serve as collective agreements to drive strategic directions for the Alliance to mobilise men and boys.

Strategic partnerships to counter the backlash

In 2024 we initiated a new partnership coalition with partners from the broader feminist movements, and continued being part of coalitions led by partners. This included:

Men, Masculinities and Countering Backlash Collective

This closed informal collective is intended to be a safe space to share insights and information, build knowledge and evidence, strategize for joint actions and stand in solidarity in the face of the rising patriarchal anti-rights backlash. This group brings together partners from civil society and donor communities, actively working and supporting women's rights, LGBTIQ rights, climate, racial and social justice and other intersecting issues. In 2024 the group convened four times, of which once in-person at CSW68 (*for safety reasons and to uphold our commitment to facilitate safer spaces, further details about participants and agendas are not included in this report.*)

This space aims to jointly strategise on strengthening partnerships and collective mobilisation against the rising patriarchal and anti-rights backlash against gender equality and social justice worldwide. As a key transversal lens, the group unpacks how men and masculinities are implicated in the rising anti-rights backlash and what can be done about it. As part of this conversation, among other important issues, participants honed-in on the apparent declining support among men and boys for feminism and gender equality - and the apparent appeal of anti-rights groups and actors to men and boys, including through the manosphere, men's rights groups, misogynist influencers, and strong-man politicians who are being voted for worldwide. A key question that is addressed includes: *How do we prevent support for this kind of backlash among men and boys - and instead work with men and boys in the moveable middle to support gender equality, human rights and climate justice?* Participants are sharing strategies and approaches being utilized to do so, from evidence-gathering, shifting narratives, advocacy work, and movement-building.

Furthermore, we continue to engage with the [Countering backlash program](#) coordinated by the **Institute for Development Studies (IDS)**. Building on to the research and reports produced by the program we are complementing this with the consultations with our members, the practitioners in the field with first hand experiences of how backlash impacts the work and lives of activists across the globe.

See also section 4.2 - IN FOCUS: #Connect #Share #Learn at the 2024 SVRI Forum for a strategic closed session organized about analysing digital sexual and gender-based violence and men's involvement in the manosphere.

3.3 Backlash against gender justice		
Outputs	Output Indicators	Report 2024
Learning initiative organised and strategy developed on how to better understand and respond to backlash from a feminist-informed men and masculinities perspective	# and quality of dialogue spaces organised to analyse and strategize when and how to counter anti-feminist narratives, at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 1 learning initiative continued and completed in 2024 <ul style="list-style-type: none"> - 4 regional spaces with members - 2 global spaces with members → 2 strategic partnership spaces <ul style="list-style-type: none"> - 1 Coalition formed with feminist partner organizations - 1 Membership of IDS coalition
	1 strategy on responding and countering backlash and conservative mobilizations developed (in English, French and Spanish) and disseminated by 2024	→ 1 strategic guidance document in place, along with the 2025-2028 Strategic Program for MenEngage Alliance
Feminist critical analysis of men's rights and/or anti-feminist movements and related discourses is synthesised and disseminated.	# of feminist analysis and responses on men's rights/ anti-feminist movements developed and disseminated by 2024	<ul style="list-style-type: none"> → 1 synthesis report of Alliance-wide consultation on Countering Backlash developed and shared with the membership (report launch: early 2025) <p><i>See also: advocacy statements</i></p>
	# of members and partners reached out with the responses at country, regional and global levels by 2024	<p>83</p> <ul style="list-style-type: none"> → unique participants (members and partners) joining the sessions: <ul style="list-style-type: none"> ◆ 15 participants in-person spaces ◆ 68 participants joining online spaces <p><i>See also: advocacy statements</i></p>

<p>Lessons from how members and partners are confronting men's rights and conservative, anti-feminist messaging and mobilisation are gathered and communicated.</p>	<p># of articles and reports with lessons learned on confronting backlash produced and disseminated by 2024</p>	<p>Same as above under "feminist critical analysis": 1 synthesis report of Alliance-wide consultation on Countering Backlash developed and shared with the membership (report launch: early 2025)</p>
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4. Strengthened Movement-Building Approaches

RESULT AREA 4

MenEngage Alliance contributes to and acts in solidarity with gender and social justice movements.

The year 2024 continued to be a crucial year for strengthening our collective efforts to bring together members and partners from diverse contexts pursuing a common purpose, enabling them to leverage their skills, expertise and resources to expand our collective impact and accelerate change. With all these learnings and realisations during the whole strategic period, we have realised that **movement building has become a central strategic approach throughout all our efforts and will continue to be in the coming period.** We continued to anchor the institutional strengthening and coordination for the daily functioning of the network, and continue to see an increased level of democratisation in terms of decision making, transparency and opportunities for new and inclusive leadership at all levels of the Alliance.

This has supported the Alliance in sharpening collective and impactful contributions to building and being part of intersectional-feminist movements as the community acting in solidarity to feminist, LGBTQIA+ and social justice agendas. As a result we believe that we have strengthened our strategic partnerships between gender justice organizations and broader social justice movements. We have reached to the level where the Alliance is well recognised for its expertise to convene spaces and facilitate processes that bring together diverse activists, organisations and networks to form cross-movement alliances around issues such as countering backlash (*see backlash section for more info*), online gender-based

violence, and militarised masculinities. We continued to strengthen our capability to create a more open space where members feel empowered to raise their concerns and situations that go against our principles and values, and find ways to bring clarity about strengthening accountable movement-building efforts as an Alliance.

4.1 Intersectional gender and social justice movements

OUTCOME 4.1 - Strengthened understanding of and commitment to collaborative work with intersectional gender justice and social justice movements among MenEngage Alliance members

To strengthen membership capacities on movement building and collaborative work with other networks, organizations and activists in the gender- and social justice movements, throughout 2024 we conducted a number of activities:

ACTIVITIES REPORT 2024:

Membership Reaffirmation Process

We continued to invest significant time in the membership reaffirmation to the Alliance's updated Accountability Framework ([Code of Conduct](#), [Core Principles](#) and [Accountability Standards](#)), a process that began in 2022 following the launch of the updated framework. All members are required to sign the updated versions of these documents as a way to reaffirm our collective commitments. To date five regional networks have taken concrete steps to mobilise members in their respective regions.

In the last board meeting of 2024, members emphasized the importance of prioritizing reaffirmation of all members to ensure alignment, accountability, and effective governance. Reaffirmation of all members will establish a baseline for measuring progress, identifying membership gaps, and ensuring members align with the network's principles. Without signing the accountability framework, addressing leadership and programming challenges becomes difficult. As such, it was agreed that the reaffirmation process needs to be finalized in 2025.

Decolonization

Following the activities of the previous years, 2024 was a year of consolidation - deepening our collective understanding and application of knowledge to critically examine how colonial, eurocentric, and hegemonic power structures continue to shape and reshape contemporary inequalities. Recognizing that our own organizing can embody these

broader unjust systems - given our placement within the broader international development space - we engaged in a rigorous process of reflection and analysis. A key outcome of these efforts was the development of a discussion paper (*forthcoming 2025*), synthesizing insights from conversations and discussions within the Alliance. This paper will serve as a foundation for concrete actions to address the deeply entrenched inequalities and advance decolonization of our practices-both in programming and organizational structures. These reflections have also informed the Alliance’s multi-year program plan 2025-2028, ensuring that our journey toward decolonization is not just theoretical but embedded in our commitments and practices. Most importantly, this ongoing process is undertaken in collaboration with our members and partners, as the practice of decolonization demands of us.

Other relevant activities for **capacity strengthening on feminist movement building** have largely already been described elsewhere in this report:

- Our **policy advocacy** work (see [Result Area 2](#));
- **Campaigning** and other activities to express our voices on gender and social justice issues (see section on “Communications”);
- Membership mobilization and feminist partnership building to **counter the rising backlash** (see [section 3.3](#));
- Collective development of a **new Strategic Program for 2025-2028**, informed by the progress evaluation of our work these past years (see introduction to [Result Area 1](#))

4.1 Intersectional gender and social justice movements		
Outputs	Output Indicators	Report 2024
Strengthened movement building orientation among MenEngage members, including capabilities on building meaningful relationships and accountable partnerships with diverse feminist and social justice activists, organisations, networks and movements at country, regional and global levels.	# capacity strengthening activities conducted on movement building orientation at country, regional and global levels by 2024	1 targeted session by MenEngage Lebanon for (new) members <i>For MenEngage Global Alliance, movement building orientation has become a cross-cutting approach to all our work (as verified by the evaluation) and activities have been reported elsewhere</i>
	% of members and partners successfully completing the	<i>See above</i>

	orientation sessions at country, regional and global levels by 2024	
Strengthened knowledge and understanding of the MenEngage Theory of Change, including solidarity with feminist and social justice networks and movements, among members at country, regional and global levels.	# of orientation and dialogues sessions organised on the ToC of the Alliance by 2024	See 1.4
	% of members and partners participating in the orientation dialogues on the ToC at country, regional and global levels by 2024	
	# of times the global ToC and tools accessed and downloaded from the website of the Alliance by 2024	
	# feminist discourse analysis showcasing strengthened discourses among MenEngage members and partners by 2024	
Tools and resources on movement building approaches on intersectional gender and social justice movements developed and disseminated, together with relevant organisations and movements by 2024	# of tools, resources and curricula developed, in multiple languages, and disseminated by 2024	→ 1 discussion paper on decolonisation developed (<i>to be published in 2025</i>)
	# of capacity strengthening workshops (virtual or, in-person) organised at country, regional and global levels by 2024	See result area 1
	# of members and partners utilising the tools and resources in strengthening movement building approaches at country, regional and global levels by 2024	-

4.2 Partnerships and solidarity actions

OUTCOME 4.2 - Strengthened partnerships and solidarity actions with Feminist, Youth, Racial, Indigenous, Economic and Climate Justice organisations, networks and movements by MenEngage Alliance and members.

We continue to engage in ongoing partnership and solidarity actions with feminist coalitions at global and regional levels. As this is a cross-cutting priority throughout our work, most of these concrete examples are described in other sections of this report - including as part of ADVOCACY, COMMUNICATIONS, and EVIDENCE building.

ACTIVITIES REPORT 2024:

We continue being part of movement-coalitions as a member of:

- We continued our membership with the [Alliance for Feminist Movements](#)
- We took active part in the [Women's Rights Caucus & Women's Major Group](#) at the United Nations; and made links between our members to their regional structures, processes and mobilizations
- We were a co-organizing partner in organising the SVRI Forum 2024, and [contributed to the launch event this year](#)
- We contributed to [Sexual Rights Initiative \(SRI\)](#)-led advocacy collective for Human Rights Council-based cross-movement advocacy
- We are part of the [GEF Action Coalition Core Group](#), a feminist civil society group, including at the regional levels: Asia Feminist GEF CSO Alliance; and Arab Feminist network
- We continue actively building partnership with climate movements, including the [Feminist Action Nexus for Economic and Climate Justice](#) ("Action Nexus"), and the [Women and Gender Constituency](#)
- Continued as core-group member of the Engaging Men in Feminist Peace group with WILPF and PAX
- Continue to be part of the consortium on Backlash convened by the [Institute of Development Studies \(IDS\)](#) including feminist organisations

MenEngage members participated in a feminist activism mobilization led by the **Women's Rights Caucus: Global Solidarity with Palestine**. Members of the Global Secretariat joined the rally at CSW68 at the UN Headquarters in New York, to stand against the ongoing Genocide upon the Palestinian people in Gaza. The Alliance also amplified calls

from the WRC calling on policy makers to end war, militarism, apartheid, foreign occupation and genocide, in Palestine, Sudan, Haiti and Myanmar.



Part of MenCare: Global Fatherhood Campaign

MenEngage Alliance members are at the heart of worldwide campaigns that are speaking directly to men and boys to take action. The Alliance supports credibility for the field which such campaigns leverage on, and serves as a platform for new organizations to join these campaigns in their own contexts. These include the [MenCare Campaign](#) on men and caregiving, which MenEngage Alliance and members amplified throughout 2024 by sharing its messages globally and in their own contexts.

Review of UN Women’s HeForShe Campaign

MenEngage Alliance participated in various stages of an Independent Review of the UN Women’s HeForShe Campaign on its 10 year anniversary, including participating as an identified expert in focus group discussion and the review of the draft report. The review and discussion led to a UN Women summary report identifying the outcomes of the process and the learnings/findings and recommendations for the road ahead. These include potentially changing the name of the campaign to move away from the gender binary; clarifying its Theory of Change; and further aligning the campaign to UN Women’s Transforming Patriarchal Masculinities strategy.

South-South Learning Workshop on Adolescent Pregnancy & Gender Transformative Actions

MenEngage Alliance GS and South Asia network were invited to participate at the **FP2030** Asia-Pacific Regional South-South Learning Workshop on Adolescent Pregnancy & Gender Transformative Actions, co-hosted by the Ministry of Health & Population, Government of Nepal and FP2030, in December 2024. MenEngage Alliance co-organised a session on **engaging adolescent boys and men for gender equality** and FP/SRH in the Asia and the Pacific Region. The workshop offered an opportunity to explore potential areas of collaboration and engage with country focal points on engaging boys and men for gender equality and FP/ SRH in their respective countries, as well making strategic connections with MenEngage Country networks in the region, which will become more concrete in the coming years.

IN FOCUS: #Connect #Share #Learn at the 2024 SVRI Forum

MenEngage Alliance, together with several members, joined the [SVRI 2024 Forum](#) in Cape Town, South Africa, as a **collaborative partner to the Forum**. The Forum brought together over 1,500 delegates from 112 countries, who were united in our commitment to ending violence against women, violence against children, and other forms of violence fueled by gender injustice. Over five days of the Forum, participants engaged in rich discussions, shared new research, and explored innovative practices and collaborative solutions. The Forum successfully advanced critical conversations, strengthened partnerships, and reaffirmed a collective commitment to creating a world free from violence.

MenEngage Alliance co-organised a participant driven session with members and partners Equimundo and Fos Feminista for a session on **“feminist approaches to engage men and boys in GBV prevention”** in collaboration with CEPEP, CEPAM-G, Femme Forte, La Ligue Ivoirienne des Droits des Femmes, RHEEG-CI, Theatre for a Change and Women’s Probono Initiative. The session was participated by around 50 people, and became a transnational dialogue uniting practitioners from diverse local and

international organizations to deepen our collective understanding of what it means to work with men and boys on SGBV prevention from a feminist approach. The session engaged in discussions about challenges, lessons learnt, partnerships and some other strategic areas of these initiatives, and resulted in creating opportunities in building strong relationships amongst diverse actors and learning together how to advance gender transformative programming.

On the sidelines of SVRI 2024 Forum, MenEngage Alliance, Sexual Violence Research Initiative (SVRI), Breakthrough and NUMUN fund organised a closed informal session to **analyze digital sexual and gender-based violence and men's involvement in the manosphere**, including strategies for building alternative online spaces for young men. The session brought together activists and researchers from across feminist and civil, actively working and supporting women's rights, LGBTIQ rights, climate, racial and social justice and other intersecting issues, with experiences and knowledge about the multifaceted nature of Online Misogyny, the Manosphere and Digital Backlash. This session served to create space for conversation and discussion on relevant issues and nuances around online misogyny, manosphere and digital backlash. The space contributed in unpacking various terms and aspects of the topic around online misogyny, TFGBV, manosphere and so on with the view to generate collective understanding on the conceptual level and expand on our curiosity, inclusive of the intersection of men and masculinities.

MenEngage Africa and Global Secretariat co-organised a side event "**Reimagining Masculinities: Mobilizing Men and Boys to Prevent Gender-Based Violence**". The session showcased MenEngage Africa's contributions to violence prevention through engaging men and boys as allies in promoting gender justice, women's rights, and the prevention of sexual and gender-based violence (SGBV).

Adding MenEngage Alliance support behind calls for sign-ons from movements

We supported and amplified the following statements, sign ons and advocacy letters developed by feminist, LGBTIQ, climate, youth and other social justice movements. Sign-ons & amplifications in 2024 included:

- [Global Week of Action for Climate Finance and a Fossil Free Future](#)
- Letter to COP29 Presidency on Elevating Nature
- [HRC57 joint civil society statement on abortion](#)
- HRC57 joint civil society statement on elimination of domestic violence
- Letter to UNCSC and UN Leaders and Decision-Makers regarding concerns Pact and Summit of the Future (SOTF) Impact Coalitions
- Open letter to the G7 leaders for climate finance
- Open Letter to the UN Secretary-General: Initiate a Global Apartheid Study
- [The Manaus Declaration: sign to support a historic call for Climate Justice!](#)

- [GATE's Feminist Affirmation Principles Campaign](#)
- [Statement on Trans, Gender Diverse and Intersex Persons in Sports](#), coordinated by GATE
- Setting up a small grants window for communities, Indigenous Peoples and marginalised groups within the Loss and Damage Fund
- [MADRE's Open Letter on the New Principles on Gender Persecution for the ICC](#)
- Generation Equality cross-action coalition solidarity statement: Protect women and girls in their diversity, uphold the ban on female genital mutilation in The Gambia and beyond
- Fossil Fuel Non-Proliferation Treaty Initiative - Success in inclusion of 'Fossil Fuels' in Pact for the Future
- International Safe Abortion Day
- [Women, Peace and Security Civil Society Open Letter](#)

4.2 Partnerships and solidarity actions

Outputs	Output Indicators	Report 2024
Partnerships and solidarity with key leaders and constituencies in the women's rights, LGBTIQ+ rights and social justice fields established, including interconnectivity of the partnership across country, regional and global levels.	# of MoU/Agreements entered with feminists and social justice networks and movements by MenEngage members and partners at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 35 formal partnerships have been forged with organizations focused on women's rights, youth advocacy, and LGBTIQ rights in Africa region → 1 partnership in Caribbean region with IPPF and partners
	# of accountability check dialogues organised with key leaders of women's rights and social justice movements organised at country, regional and global levels by 2024	-
Collaborative actions with key women's rights and social justice organisations and networks are facilitated at country,	# of collaborative and solidarity actions jointly undertaken together with feminist and social justice movements at country, regional and global levels by 2024	→ 16 collaborative and solidarity actions undertaken by the Alliance

regional and global levels.	# of resources shared for joint initiatives/activities with feminists and social justice movements at country, regional and global levels by 2024	-
Promising examples and lessons learnt from partnerships and collaborative actions at country, regional and global levels documented and disseminated among members and partners.	# of reports and learning materials on promising examples and lessons learnt produced and disseminated at country, regional and global levels by 2024	See other sections for this

4.3 SOGIESC inclusive organising

OUTCOME 4.3 - Strengthened diverse SOGIESC inclusive organising, approaches and politics, together with relevant organisations, networks and movements by MenEngage Alliance and members.

As the external evaluation highlighted, 67% of members of the Alliance responding to the survey felt “the Alliance has made significant progress in many aspects of this area, namely a number of impressive partnerships, excellent centering of feminist movement values, good inclusion of LGBTQ priorities in light of challenges, and strong SRHR focus”. The Alliance has been able to keep up to be a coalition of diverse members, including those of diverse sexual orientations, gender identities, gender expressions and sex characteristics (SOGIESC). This year saw strengthened inclusivity at national and regional levels of the Alliance, particularly in Africa, Caribbean, Latin America and South Asia regions, where LGBTIQ activists and leaders were able to be elected to the leadership positions thereby creating moments for them to be part of the Alliance’s decision making spaces.

A key achievement during 2024 has been to elect Festus Kisa as the Co-Chair of the Global Board, representing LGBTIQ constituency in the global board of the Alliance. (See [Global Governance and Leadership](#) section above for more details) Furthermore, 2 regional networks continue to be chaired and/or coordinated and 1 region elected youth chair

representing LGBTIQ rights movements/constituencies. We continued our solidarity to LGBTIQ rights activists in Africa as well as other regions with the increasing crackdown by the Governments for their public advocacy efforts and mobilisation.

On the **International Day Against Homophobia, Transphobia and Biphobia (IDAHOT)** we issued the statement "[Celebrating love and freedom of gender and sexual expression](#)" joining individuals, organisations and movements around the world in celebrating love and sexual and gender freedom. We took this moment, together with our members from 92 countries, to reaffirm our unwavering commitment to human rights for all, regardless of sexuality, sexual and gender identities. We continued to stand as part of, and alongside, LGBTIQ communities in taking a stand against hate, and in building a world based on justice, acceptance and celebration of diversity in all its forms. We stand firmly with LGBTIQ members of our network, as well as LGBTIQ-led organizations, networks, communities and movements worldwide.

The country network MenEngage eSwatini, in collaboration with the Country Secretariat Health Plus 4 Men, organised and executed an advocacy stall at the annual [Bushfire Festival](#), a popular cultural event that took place from May 31 to June 2, 2024, in Manzini, eSwatini. Over the course of the three days, the stall dedicated to raising awareness and promoting dialogue within the LGBTIQ+ community successfully engaged with a diverse group of players from all corners of the globe. These interactions served as a platform for participants to share their insights and best practices on various interventions, drawing from their unique experiences and perspectives in their own countries. As a result, there was a tangible exchange of valuable information and strategies, with many players offering their contact information for continued discussions and collaboration in the future.

At the global level, MenEngage Alliance celebrated with a [solidarity statement](#) the International Transgender Day of Visibility: Celebrating the joy and resilience of trans and non-binary people. The statement called out to end the impunity of the violence and discrimination against LGBTIQ people, including within our movements.

4.3 SOGIESC inclusive organising		
Outputs	Output Indicators	Report 2024
Partnerships with LGBTQIA+ and diverse SOGIESC rights organisations	# of MoU/Agreements entered with LGBTQIA+ rights networks and movements by MenEngage members	-

strengthened at all levels (see Outcome 4.2).	and partners at country, regional and global levels by 2024	
	# of accountability check dialogues organised with key leaders of LGBTQIA+ rights movements organised at country, regional and global levels by 2024	-
Representation of LGBTQIA+ voices in MenEngage Alliance leadership and decision making increased (see also our commitment under Outcome 1.1).	% increase on the representation of LGBTQIA+ activists and leaders at the leadership and decision making levels of the Alliance at country, regional and global levels by 2024	<ul style="list-style-type: none"> → 20% of our regional networks are led by LGBTIQ rights activities → 10% of our youth networks are led by LGBTIQ rights activists → 7% increase on representation of LGBTIQ activists in the leadership roles at country level
Safer space/s for LGBTQIA+ identified people in MenEngage Alliance to connect and discuss experiences with each other and inform MenEngage's work organised and appreciated by participants. (Example: caucus spaces)	# of consultations and capacity strengthening activities organised on the issues of LGBTQIA+ rights at country, regional and global levels by 2024	→ Q-Initiative (Kenya) supported over 200 LGBTQIA+ individuals with counseling, mental health resources, and tele-therapy, addressing a critical need for inclusivity and care.
	# of members and partners participating in the consultations and activities at country, regional and global levels by 2024	-
Learning initiative on LGBTQIA+ and diverse SOGIESC	# of learning initiatives organised together with LGBTQIA+ rights at	-

<p>issues and their links with gender, patriarchy, masculinities, and the roles of men and boys developed and implemented with MenEngage members and partners.</p>	<p>country, regional and global levels by 2024</p>	
	<p># of members and partners participating in the initiatives at country, regional and global levels by 2024</p>	-
	<p>% of MenEngage leaders have strengthened understanding on LGBTQIA+ rights at country, regional and global levels by 2024</p>	-
<p>MenEngage Regional networks have contextualised knowledge products, plans and activities for being [more] gender diverse and inclusive</p>	<p># of country and regional networks and members contextualising the knowledge products and activities on gender diversity and inclusion by 2024</p>	-
	<p># feminist discourse analysis conducted among members; qualitative description of discourse among MenEngage members</p>	-
<p>Language in MenEngage Global materials is more inclusive of diverse SOGIESC; and MenEngage Regional and Country networks have contextualised conversations and language.</p>	<p># of discourse analysis on the visibility on pan-inclusive queer awareness in the discourse and analysis of the work of the Alliance members and partners at country, regional and global levels by 2024</p>	<p>→ 2 global solidarity statements developed and disseminated by the Alliance</p>

ANNEX: Reports from the regions

Complete 2024 annual reports from the Regional Networks

MenEngage Africa Alliance

1. Key regional achievements and results

The MenEngage Africa networks have made significant strides in advancing gender equality, improving sexual and reproductive health and rights (SRHR), and empowering marginalized communities across the regions. Despite the lingering effects of the COVID-19 pandemic, the networks have demonstrated remarkable resilience and adaptability, finding innovative ways to continue their crucial work.

In the area of SRHR, networks have been at the forefront of advocacy and community-based interventions. The Kenya network for example advocated for comprehensive SRHR programs, fostering healthy living and informed decision-making within communities. This included partnering with local health clinics to provide accessible and inclusive SRHR services, particularly for underserved populations including mobilization of over 5,000 men and boys for HIV testing, promoting early diagnosis and awareness. This initiative not only addressed the disproportionate impact of HIV on men but also challenged the social stigma surrounding testing and treatment. The MenEngage Southern Sudan network for example connected young men and boys to SRHR education, mental health resources, and sports, integrating physical and emotional well-being. This holistic approach recognized the interconnectedness of various aspects of health and well-being, empowering youth to make informed decisions and lead healthier lives. The Kenya network for example through the Inua Dada Mashinani initiative provided comprehensive sexuality education to over 200 girls affected by female genital mutilation (FGM) or child marriage, enhancing their awareness and autonomy. By prioritizing the needs and rights of girls, the initiative addressed the root causes of harmful practices and worked towards creating an environment where young women can thrive.

In the area of gender equality and advocacy, the networks have been instrumental in challenging harmful gender norms and promoting positive masculinity. The Margaret

Wanzuu Foundation (MWF) in Kenya focused on enhancing father-daughter relationships, significantly contributing to increased awareness on the impact of FGM and child marriages. Through community dialogues, mentorship programs, and engaging local leaders, they challenged patriarchal structures and encouraged men to become champions of women's empowerment. The Victorious Fatherhood CBO in the ESA region engaged over 100 leaders in dialogues promoting positive masculinity, encouraging healthier gender dynamics. These discussions aimed to redefine the societal expectations of men, emphasizing their roles as nurturing caregivers and equal partners in family and community life. The Tuomoke Self-Help Group in the ESA region combined environmental conservation with the promotion of positive masculinity to create holistic community progress. By integrating these two aspects, the group challenged the traditional gender norms that often exclude women from decision-making processes related to natural resource management and sustainability.

The networks have also prioritized empowerment and skill development initiatives, particularly for youth and marginalized groups. The Young Girls Empowerment Initiative (YGE) in the ESA region empowered over 200 girls by providing socio-economic skills, such as tailoring, to foster self-reliance. This program not only equipped the participants with practical skills but also built their confidence and sense of agency, enabling them to envision a future beyond the confines of traditional gender roles. The Komboa Jamii Initiative in the ESA region supported youth in their community through skills and training to promote economic empowerment. By investing in the skills and entrepreneurial capacities of young people, the initiative helped them access better livelihood opportunities and contribute to the economic development of their communities.

Addressing the critical need for mental health support and LGBTQIA+ inclusion, the Q-Initiative in the ESA region supported over 200 LGBTQIA+ individuals with counseling, mental health resources, and tele-therapy, addressing a critical need for inclusivity and care. This initiative recognized the disproportionate impact of social stigma, discrimination, and mental health challenges faced by the LGBTQIA+ community, and provided a safe and affirming space for individuals to access the support they needed.

The networks have also engaged in impactful community awareness and outreach efforts. The Sency CBO in the ESA region used film as a medium to reach over 1,000 people with messages about sexual and gender-based violence (SGBV), inspiring societal change. By harnessing the power of storytelling and visual media, the Sency CBO was able to amplify the voices of survivors, challenge harmful stereotypes, and mobilize communities to take action against SGBV. The Markaz Muslim Forum in the MESA region engaged Muslim boys and community leaders to discuss and unpack harmful cultural practices, fostering progressive norms. This initiative recognized the importance of engaging faith-based communities in the pursuit of gender equality and the elimination of practices like child marriage and honor-based violence. The Rural Women Peace Link (RWPL) in the ESA region enhanced the participation of rural women in governance, peacebuilding, and

development, ensuring their voices influence key decision-making processes. By empowering rural women to become active citizens and community leaders, the RWPL initiative addressed the intersection of gender, rurality, and marginalization, creating more inclusive and equitable societies

Youth SRHR Advocacy

The networks supported the organization of the MenEngage Africa Youth SRHR Symposium in August, providing a platform for youth to discuss critical issues on SRHR and gender equality. This event served as a powerful catalyst for youth-led advocacy, empowering young people to become champions of change within their communities. The symposium facilitated interactive sessions, peer-to-peer learning, and collaborative action planning, equipping the participants with the knowledge, skills, and networks to advocate for their SRHR and gender justice. The youth-led nature of this event ensured that the discussions and solutions were grounded in the lived experiences and perspectives of young people, making the outcomes more relevant and impactful.

MenEngage Alliance Country AGMs

The MenEngage networks hosted country AGMs, bringing together key stakeholders to review progress, share insights, and strategize on advancing gender equity and SRHR initiatives across the networks. This collaborative effort fostered a sense of unity and renewed commitment to the alliance's mission. The AGMs provided a crucial space for members to collectively reflect on the challenges and successes of the past year, identify best practices, and develop innovative strategies to address emerging issues. By bringing together diverse voices and expertise, the AGMs strengthened the networks' collective capacity to drive transformative changes in their respective contexts.

2. Key country level achievements and results

The MenEngage country networks have also achieved remarkable results at the country level, demonstrating the impact of their coordinated efforts across the regions.

16 Days of Activism Against Gender-Based Violence

The MenEngage networks across the regions conducted a Sexual and Reproductive Health and Rights (SRHR) campaign during the 16 Days of Activism, which included launching condom dispensers in the community to enhance access to contraceptives and promote safe sexual practices. This initiative not only addressed the physical aspects of SRHR but also tackled the social and cultural barriers that often prevent individuals, especially men and boys, from accessing these essential services. By making condoms readily available and normalizing their use, the networks empowered communities to take control of their sexual and reproductive health, contributing to the reduction of unintended pregnancies, sexually transmitted infections, and gender-based violence

New Secretariat and Leadership

The KEMEA network in Kenya welcomed BISC as the new Secretariat and elected a new Steering Committee, showcasing renewed strength and commitment to advancing the network's goals. This transition in leadership ensures the continuity and sustainability of the network's work. The new Secretariat brought fresh perspectives, expanded resources, and a deeper understanding of the regional landscape, allowing the KEMEA network to enhance its reach, impact, and responsiveness to the needs of its members and the communities they serve. The election of the new Steering Committee, with a focus on inclusive and participatory governance, further solidified the network's commitment to democratic decision-making and the representation of diverse voices.

Result Area 1: Strengthened MenEngage Alliance Networks & Leadership

1.1 Democratic governance structures and leadership capabilities

Governance and Leadership

The MenEngage networks across the regions have undergone significant developments in their governance structures and leadership capacity, reflecting a commitment to inclusivity, democratic participation, and strengthened representation. The networks have held numerous Steering Committee meetings *-both in-person and virtual-* that provided platforms for assessing progress, aligning strategies, and ensuring the effective implementation of their goals. These meetings enabled members to collectively review activities, address challenges, and make informed decisions to advance the networks' priorities.

In addition to these engagements, the networks conducted transparent and democratic elections, including dedicated Youth Steering Committee elections, with clear criteria for candidate nominations and voting procedures that ensured fair and equitable representation. The networks have also expanded their representation by welcoming new organizations focused on feminist women's rights, LGBTQIA+ advocacy, and youth empowerment. For example, the KEMEA network in Kenya integrated an organization advocating for feminist women's rights to better address gender-based inequalities from an intersectional lens, while the Rwanda network enhanced its inclusivity through the addition of an LGBTQIA+ individual to its Steering Committee. The integration of youth-led organizations has been particularly transformative, infusing the networks with fresh perspectives, innovative approaches, and renewed energy to drive change, and ensuring that the concerns and aspirations of young people remain at the forefront.

Parallel to these governance enhancements, the networks prioritized building the leadership capacity of their members. Capacity-strengthening meetings, workshops, and facilitated discussions on network coordination, management, and power dynamics have been central to these efforts. The Annual General Meetings (AGMs) served as pivotal

events, providing opportunities to adopt new resolutions, elect new Steering Committees, and establish specialized committees -such as Resource Mobilization and Advocacy Committees- to enhance efforts in securing funding and promoting the mission of gender equality, SRHR, and human rights. These AGMs also functioned as platforms for knowledge exchange and collective strategizing, where members shared best practices, discussed emerging challenges, and collaborated on innovative solutions.

Regular online meetings conducted by the Steering Committees have further supported collaborative decision-making and strategic alignment by developing and reviewing the networks' work plans, with virtual engagements increasing participation and inclusivity. Additionally, the networks welcomed new member organizations through comprehensive onboarding processes, thereby infusing fresh perspectives, resources, and expertise to strengthen their impact at local, national, and regional levels. To enhance individual leadership skills, specialized training programs and mentorship initiatives have been organized, focusing on advocacy, project management, financial management, and monitoring and evaluation.

The integration of dedicated youth-led committees and the inclusion of young people in the Steering Committees reinforce the commitment to nurturing the next generation of changemakers. These initiatives provide platforms for young leaders to develop their skills, contribute unique perspectives, and assume active roles in shaping the networks' priorities and strategies.

Overall, these combined investments in governance and leadership have resulted in structures that are more inclusive, democratic, and responsive to the diverse needs of members and their communities, fostering collaborative decision-making and equipping individuals with the skills and resources necessary to drive sustainable change.

Sexual Harassment Policy and Accountability Standards

MenEngage Africa networks placed a strong emphasis on strengthening their capacity and accountability when it comes to preventing and responding to sexual harassment. Over the past year, the networks have engaged in various capacity strengthening activities to ensure effective implementation of sexual harassment policies and accountability standards. At the regional level, the MenEngage Africa network organized a training workshop on the implementation of sexual harassment policies and accountability mechanisms. This workshop brought together representatives from the 19 country networks to share experiences, challenges and best practices. The workshop covered topics such as developing contextualized sexual harassment policies, establishing robust reporting and investigation procedures, and ensuring accountability through follow-up mechanisms. In terms of country-level progress, 12 out of the 19 MenEngage country networks now have sexual harassment and/or accountability policies in place that have been contextualized to their local realities. These policies outline clear reporting procedures, investigation

protocols, and disciplinary measures to address any incidents of sexual harassment within the networks. For example, the MenEngage Botswana network developed a comprehensive sexual harassment policy that was adopted by all member organizations, ensuring a harmonized approach across the country.

It is important to note that the implementation of sexual harassment policies and accountability standards has faced some challenges. In certain contexts, there has been resistance from some network members due to cultural norms and power dynamics within the organizations. To address this, the regional and country networks have invested in ongoing capacity building and awareness-raising efforts to foster a deeper understanding of the importance of these policies and mechanisms.

Looking ahead, the MenEngage Alliance networks are committed to further strengthening their sexual harassment policies and accountability standards. Plans are underway to develop a regional-level guideline that can serve as a framework for the country networks to adapt and contextualize. This will help ensure a more harmonized and effective approach to preventing and responding to sexual harassment across the MenEngage movement.

Resource mobilization

Throughout 2024, the MenEngage networks have adopted diverse resource mobilization strategies tailored to their unique contexts. The overall goal has been to strengthen the capacity of organizations to generate funds, ensuring their ability to sustain gender equality initiatives and advocacy efforts. The establishment of the Resource Mobilization Committee within various country networks has further strengthened connection points for funding opportunities, enabling member organizations to secure resources for ongoing projects and initiatives. This proactive approach to partnership development has positioned the MenEngage Alliance as a pivotal player in the regional landscape of gender advocacy, driving meaningful change and fostering a united front against gender inequalities and violence

1. **Strategic Partnerships:** Many country networks have forged strategic partnerships with local and international donors, philanthropic organizations, and government agencies. For instance, MenEngage Nigeria successfully engaged in discussions with the Ministry of Gender and Social Development, which resulted in collaborative funding opportunities.
2. **Capacity Building Initiatives:** Various networks have conducted workshops aimed at enhancing the fundraising skills of their members. These capacity-building initiatives have included training on proposal writing, identifying funding opportunities, and understanding donor expectations. For example, MenEngage Botswana organized workshops on resource mobilization strategies, which equipped over 30 members with the necessary tools to develop effective funding proposals.

Diversified Funding Channels: Networks have explored multiple funding channels, including grants, sponsorships, and crowdfunding campaigns. In Burundi, the MenEngage network successfully secured funding from the European Union to implement key activities during the 16 Days of Activism campaign, indicating a proactive approach to diversifying their funding sources.

Membership Engagement

Development of Membership Engagement Strategies

In response to the diverse needs of member organizations, several tailored membership engagement strategies were developed across the networks. These strategies focused on inclusivity, ensuring that voices from marginalized groups, including youth and LGBTQIA+ individuals, were heard and integrated into advocacy efforts.

For example, in Kenya, the MenEngage network engaged youth-led organizations in the planning and execution of the 16 Days of Activism campaign, allowing young advocates to design initiatives that resonated with their peers. This empowerment not only bolstered the capacity of the younger generation but also enhanced the overall impact of the campaign, resulting in increased community participation and awareness.

In Zimbabwe, the network established a Resource Mobilization Committee during its AGM, aimed at enhancing the financial sustainability of the coalition. This committee has been tasked with developing fundraising strategies and identifying potential funding sources to support ongoing and future programs. The proactive approach to resource mobilization reflects a critical shift towards self-reliance among member organizations.

Enhancing Capacity Through Training and Workshops

Capacity-building initiatives played a crucial role in strengthening the capabilities of member organizations to engage effectively in advocacy and service delivery. Across various countries, training workshops were conducted on topics such as governance, monitoring and evaluation, financial management, and advocacy strategies.

In **Botswana**, the MenEngage network conducted training sessions on positive masculinity and SRHR, facilitating discussions that empowered participants to challenge harmful gender norms and advocate for equitable health outcomes within their communities.

Fostering Collaborative Partnerships

The past year also saw the strengthening of collaborative partnerships among member organizations, enhancing the collective capacity to advocate for gender justice. Joint initiatives, such as the 16 Days of Activism, brought together diverse stakeholders, including NGOs, government bodies, and community groups, to work towards common goals. In **Cameroon**, for instance, multiple organizations collaborated to implement

community sensitization campaigns that addressed toxic masculinity and promoted women's SRHR. These partnerships have not only amplified the reach of advocacy messages but have also fostered a sense of community and shared responsibility among members.

1.2.2 Youth Engagement and Leadership

Several networks have successfully established and strengthened their youth leadership structures. For instance, MenEngage Nigeria recently conducted elections for its Youth Steering Committee, empowering young advocates to take on leadership roles. The new committee comprises diverse representatives who bring fresh perspectives and energy to the network's activities. This shift marks a significant step towards greater youth representation in decision-making processes, ensuring that the voices of young people are heard and acted upon.

Youth-led initiatives have been a hallmark of MenEngage's progress this year. In Kenya, the Nyadeo Youth Group launched a street theatre campaign addressing GBV. The initiative engaged 300 community members, utilizing creative performances to convey powerful messages about the impact of GBV and the importance of positive masculinity. Such campaigns not only educate but also empower young people to become advocates for change within their communities.

Capacity Building and Training

Training programs specifically designed for youth have been instrumental in enhancing their advocacy skills and knowledge. In Liberia, the MenEngage youth committee conducted a series of workshops focused on SRHR and GBV. These sessions equipped participants with essential advocacy tools and strategies to effectively address these issues in their communities. The capacity-building efforts have resulted in youth feeling more confident and empowered to lead initiatives and engage with policymakers.

In Nigeria, a virtual SRHR training program was conducted for youth networks, aiming to build their capacity in advocacy and community mobilization. This initiative has amplified the voices of youth advocates and positioned them as critical stakeholders in advancing gender equality. The training not only covered theoretical aspects but also emphasized practical applications, enabling participants to implement learned strategies in their local contexts.

Building Alliances and Partnerships

The past year has seen the formation of strategic alliances between youth networks and various stakeholders, including NGOs, government agencies, and community groups. In Nigeria, partnerships with organizations such as Girls Not Bride and the National Agency for the Prohibition of Trafficking in Persons have enhanced the capacity of youth-led

initiatives. These collaborations have facilitated knowledge sharing and resource mobilization, resulting in more robust advocacy efforts.

In Zimbabwe, collaborations with local leaders and community groups have fostered a more inclusive approach to addressing issues like child marriage. The youth network's ability to engage with these stakeholders has amplified their advocacy efforts and created more opportunities for impactful community interventions.

Leveraging Media for Advocacy

Youth networks have increasingly utilized media platforms to advocate for change and raise awareness on gender issues. In Liberia, the youth committee conducted live radio programs during the 16 Days of Activism, engaging the public in discussions about GBV and promoting positive messages about gender equality. This media engagement has not only educated listeners but also encouraged community members to participate in advocacy initiatives.

In Kenya, the use of social media campaigns during the 16 Days of Activism has reached thousands of individuals, creating a significant buzz around the issues of GBV and SRHR. Youth-led social media initiatives have played a crucial role in mobilizing support and fostering discussions on these critical topics.

The past year has been transformative for youth engagement and leadership within the MenEngage Alliance. Through the establishment of youth-led structures, impactful initiatives, capacity-building efforts, and strategic partnerships, young people have emerged as vital advocates for gender equality and social justice across the MEA countries. As the network continues to evolve, the active involvement of youth will be essential in driving forward the agenda for gender equality, fostering positive change in communities, and ensuring that the voices of the next generation are heard and respected. The commitment to empowering youth remains a cornerstone of MenEngage's mission, and the progress made in the last 12 months lays a strong foundation for continued advocacy and impact in the years to come.

Communications

Over the past year, the MenEngage networks enhanced their visibility and effectiveness in advocating for gender equality and social justice.

Internal Communications:

Each country network has focused on improving coordination and engagement among its members. Regular virtual meetings and WhatsApp groups have been established to facilitate real-time communication, enabling members to share updates and collaborate on initiatives effectively. For instance, quarterly Steering Committee meetings have been instrumental in aligning priorities and ensuring collective decision-making. These meetings have fostered a culture of transparency and accountability, allowing members to voice

concerns and propose solutions collaboratively. Additionally, the implementation of standardized reporting templates has improved the consistency and quality of communication across the networks, ensuring that all activities are documented and shared promptly.

External Communications:

Externally, the networks have leveraged social media platforms to amplify their messages, engage with the public, and raise awareness on critical issues such as gender-based violence (GBV), sexual and reproductive health rights (SRHR), and toxic masculinity. Campaigns during the 16 Days of Activism saw extensive use of social media, with posts reaching thousands of users across platforms like Facebook, Twitter, and Instagram.

Collaborative Efforts:

The establishment of regional communications working groups has facilitated knowledge sharing and best practices among countries. These groups have created platforms for discussing challenges and strategies, promoting a unified approach to advocacy across the region

Social Media Engagement:

The networks have seen a notable increase in followers and engagement on their social media channels. For example, MenEngage Nigeria reported a significant uptick in interaction during their campaigns, with specific posts reaching over 1,000 users. Regular updates on activities, advocacy initiatives, and educational content have kept audiences informed and engaged, fostering a sense of community around the shared goal of promoting gender equality.

Knowledge products and Documentations

Over the past 12 months, the MenEngage networks have made significant strides in producing impactful knowledge products and documentation that articulate changes in gender equality, sexual and reproductive health rights (SRHR), and violence prevention. These efforts are crucial for sharing insights, best practices, and lessons learned within the network and with broader audiences.

3. **State of Fathers Report (Zimbabwe):** This groundbreaking report, developed in collaboration with the Ministry of Women Affairs, offers comprehensive insights into the role of fathers in promoting gender equality and children's rights. It highlights the challenges and opportunities faced by fathers in Zimbabwean society. The report emphasizes the importance of engaging fathers in conversations about caregiving and gender roles, fostering a more inclusive dialogue around parenting.
4. **MenEngage Alliance Newsletter:** This regular publication features stories, updates, and achievements from various country networks. It serves as a platform for sharing successful initiatives and advocating for policy changes. Recent editions have focused on innovative approaches to engage men and boys in combating gender-based violence (GBV) and promoting SRHR.

1.2.3 Webinars and online dialogues

In the past 12 months, the MenEngage Africa has actively utilized webinars and online dialogues as key tools for advocacy, knowledge sharing, and capacity building.

The 16 Days of Activism Against Gender-Based Violence campaign also featured a series of dialogues that engaged over 500 participants through social media platforms and community outreach. These dialogues emphasized the importance of collective action and male engagement in combating GBV.

Overall, the webinars and online dialogues have significantly contributed to building a culture of accountability and inclusivity within communities. They have not only enhanced participants' understanding of critical social issues but also fostered collaborative networks that are essential for driving systemic change.

Cross country and cross-regional collaborations

Joint cross-country initiatives focused on essential issues such as gender-based violence (GBV), sexual and reproductive health rights (SRHR), and the engagement of men and boys in promoting gender equality. By fostering collaboration among member organizations and partners, these campaigns have catalyzed meaningful change within communities and enhanced advocacy efforts at both national and regional levels.

Symposia, Colloquiums and conferences

A notable joint initiative, the **SRHR Learning and Exchange Symposium** held in Nairobi provided a platform for stakeholders from 19 countries to share best practices and strategies for promoting SRHR. This event brought together over 250 participants, including government officials, health practitioners, and civil society representatives. The symposium emphasized the importance of youth involvement in SRHR advocacy, with several youth-led initiatives emerging from the discussions. Participants reported enhanced collaboration, leading to the development of advocacy tools and strategies that address specific challenges in their local contexts.

Accountable Policy Advocacy and Political Voice

Advocacy Capacity Strengthening

Over the last 12 months, MenEngage Africa networks have made significant strides in strengthening advocacy capacity through various initiatives. These efforts have been aimed at equipping members with the necessary skills and knowledge to effectively engage in policy discussions, promote gender equality, and challenge harmful norms that perpetuate gender-based violence (GBV) and inequalities.

In total, the networks organized numerous capacity-strengthening initiatives, including workshops, training, and symposiums focused on advocacy for Sexual and Reproductive

Health and Rights (SRHR), gender-based violence prevention, and engaging men and boys in gender equality efforts. For instance, the advocacy workshops conducted by MenEngage Nigeria attracted participation from 24 representatives, including 14 females and 10 males, who received in-depth training on the Violence Against Persons Prohibition (VAPP) Act. Participants reported increased confidence and competence in advocating for the implementation of this critical act.

Additionally, the MenEngage Africa Training Institute (MATI) provided an invaluable platform for regional collaboration, where 24 participants from various countries engaged in discussions around gender, peace, and security. The training emphasized the crucial role of men and boys in challenging harmful gender norms, helping to foster a more inclusive approach to advocacy.

These capacity-building efforts have collectively enhanced the ability of networks to influence policy decisions and advocate effectively for gender justice. The increased representation of feminist organizations and LGBTQIA+ individuals within leadership structures across various networks further underscores the commitment to inclusivity and diversity in advocacy efforts. Overall, the progress made over the past year reflects a growing recognition of the importance of engaging men and boys as allies in the fight for gender equality and social justice, setting a strong foundation for continued advocacy in the years to come.

Effective and Strengthened Programming

Partnerships

Over the past year, MenEngage Africa has significantly expanded its network of partnerships across MEA countries, fostering collaborative efforts aimed at advancing gender equality, promoting men's engagement in gender-based violence (GBV) prevention, and enhancing sexual and reproductive health rights (SRHR). This collaborative approach has not only amplified the impact of individual initiatives but has also contributed to a cohesive regional strategy that addresses common challenges faced by member organizations.

In 2024, the network successfully established formal and informal partnerships with a diverse range of stakeholders, including government agencies, civil society organizations, faith-based groups, and academic institutions. Notable partnerships included collaborations with organizations such as Sonke Gender Justice, which facilitated capacity-building workshops that empowered local partners to implement gender-transformative programs effectively. The engagement with national and regional actors has resulted in the development of advocacy frameworks that incorporate male engagement strategies into existing gender policies, thereby influencing policy discourse at various levels.

The collective efforts in advocacy have led to significant outcomes, such as the successful push for the implementation of the Violence Against Persons Prohibition (VAPP) Act in Nigeria, which has been instrumental in addressing systemic issues related to GBV. Moreover, collaborations with LGBTQIA+ rights networks have ensured that marginalized voices are included in policy discussions, fostering a more inclusive approach to gender justice.

Additionally, cross-country initiatives, such as the 16 Days of Activism campaign, have united member organizations under a common goal, facilitating knowledge exchange and the sharing of best practices. This solidarity has not only enhanced visibility for important issues like FGM and child marriage but has also encouraged local communities to take ownership of advocacy efforts.

Strengthened Movement Building Approaches

Understanding of and commitment to collaborative work with intersectional gender and social justice movements

The MenEngage network is dedicated to fostering collaborative efforts among intersectional gender and social justice movements across all MEA countries. Over the past 12 months, the MenEngage network made significant strides in regional campaigns and joint initiatives aimed at advancing gender equality, promoting sexual and reproductive health rights (SRHR), and addressing gender-based violence (GBV). These include the **16 Days of Activism campaign** mentioned above), which saw coordinated activities across multiple countries; and the **SRHR Learning and Exchange Symposium** held in Kenya also mentioned above).

Strengthened partnerships

A total of 35 formal partnerships have been forged with organizations focused on women's rights, youth advocacy, and LGBTIQ rights. These partnerships have facilitated joint actions that address critical issues such as gender-based violence (GBV), child marriage, and harmful traditional practices. Notably, organizations like the Women's International League for Peace and Freedom (WILPF), Youth for Action, and the Q-Initiative have actively participated in these collaborations, resulting in a cohesive network that amplifies advocacy efforts and promotes shared goals.

SOGIESC inclusive organizing and approaches

As highlighted above, there has been a notable increase in LGBTQIA+ individuals occupying leadership roles within the regional and country-level structures of MenEngage. For instance, countries like Botswana and Swaziland have successfully integrated LGBTQIA+ representatives into their Steering Committees, ensuring that their voices are not only heard but also influential in decision-making processes.

Caribbean Male Action Network (CariMAN)

Over the past four years of this strategic plan period, CariMAN has made significant strides in advancing its mission to promote gender equity and positive masculinities across the Caribbean. Through sustained collaboration with diverse stakeholders, including feminist organizations, academic institutions, civil society, government agencies, and the private sector, CariMAN has strengthened its regional presence and impact. Key achievements include the development of the Caribbean Model for Behavioural and Cultural Change in partnership with UNFPA, the successful implementation of capacity-building projects funded by UN Women and other partners, and the execution of innovative research initiatives such as the "Stories of Personal Transformation" and masculinity and violence studies in Trinidad and Tobago and Jamaica.

A major milestone during this period was the restructuring of the network through a reaffirmation and new membership drive, launched in 2024 and continuing into 2025 as a key organizational priority. This initiative has been pivotal in ensuring that existing and new members fully embrace and adopt the core principles and values of the network, reaffirming CariMAN's unwavering commitment to fostering gender-transformative approaches and accountability within its membership. This ongoing effort has reinvigorated the network, broadened its reach, and strengthened member engagement to align with the network's mission and vision.

Additionally, CariMAN achieved a significant regional milestone with the development of a Policy Manual designed to standardize and strengthen governance across the network. This was complemented by capacity-strengthening sessions to ensure members were equipped with the tools and knowledge necessary to implement the manual effectively. These efforts represent a significant step toward enhancing the network's operations and standardizing processes across local chapters, reinforcing its commitment to accountability principles and alignment with the MenEngage Alliance's standards for promoting gender equality and transformative change.

These efforts have resulted in tangible outcomes, including enhanced governance and operational capacity within the network, the establishment of new local chapters and collectively strengthening existing ones, and comprehensive needs assessments that have informed targeted interventions. Additionally, CariMAN has amplified its advocacy and knowledge-sharing platforms through symposiums, public campaigns, and the redesign of its digital presence to better engage stakeholders and support country chapters.

This period has also seen a focus on building alliances and fostering dialogue to challenge harmful norms and behaviors. Through initiatives like the Men's Pledge, advocacy capacity strengthening sessions, and collaborations with feminist and community-based organizations, CariMAN has advanced a culture of accountability and partnership.

Collectively, these efforts have positioned CariMAN as a leading ally in the region for gender equality and social change, laying a foundation for future growth and impact.

2023

- Conducted a comprehensive needs assessment of all local chapters to identify gaps and inform targeted capacity-building initiatives (July–November).
- Implemented the CariMAN Capacity Building Project under the UN Women Small Grants Program, enhancing governance and operational capacity within the network (May–December).
- Participated in the “Transforming Masculinities: International Symposium for Well-Being and Violence Prevention” hosted by the University of Calgary, which culminated in the "Stories of Personal Transformation" project (October).
- Established a local chapter in Jamaica (May) and initiated efforts to enhance governance through the formation of a Board and Advisory Committee (November).
- Strengthened digital engagement by redesigning the CariMAN website and developing individual Country Chapter Accounts to enhance stakeholder connectivity.

2. Key country level achievements and results

- Launch of CariMAN’s Membership Drive - For new membership and for existing members (individuals and organizations) to reaffirm their membership
- Development of CariMAN’s Membership Application for GlueUp Platform
- Project Closure of the WE-Talk Jamaica Project - Significant lessons learnt and mechanisms to improve (See Stories of Transformation Below)
- Prioritizing of ‘Backlash’ as a main area of concern for the Caribbean Region - Participated in multiple backlash consultations hosted by the MenEngage Alliance
- Presentation at SVRI 2024 in South Africa - Shalinee and Tricia represented Trinidad and Tobago at the SVRI 2024 conference, presenting a Caribbean Model for the reduction of Violence Against Women and Girls
- Collaboration with MenEngage Alliance for the #HowToTalkToMen campaign
- Collaboration with IPPF ACRO, the Caribbean Observatory for SRHR, CariFlags and CADV TT for the 16 days of activism #WhatKindofManAreYou?”
- CariMAN hosted a 16 days of Activism Webinar titled Title - Unite for a Violence-Free Caribbean – Progress, Gaps, and the Road Ahead. Webinar theme: Towards Beijing +30: UNiTE to End Violence Against Women and Girls – Reflecting on Progress and Gaps in the Caribbean Region’s Work

Result Area 1: Strengthened MenEngage Alliance Networks & Leadership

1.1 Democratic governance structures and leadership capabilities

1.1.1 Governance structure

In 2024, 2 Board members confirmed their recommendation to serve as Board Members. A core team in lieu of a Board was formed which consisted of the Chair, 2 Board members and the Administrator. This core group executed the roles and responsibilities of the Board members and the Administrator continued with the operations of the Regional Secretariat. This informal core group was established temporarily until the establishment of a new Board in 2025 after the reaffirmation and new membership drive was completed.

1.1.2 Regional work plan implementation

CariMAN's Annual Work Plans across the 4 years spanned the following main Strategies (Themes):

- Networks Building and Strengthening
- Information and Knowledge Development and Dissemination
- Policies and Governance
- Capacity Development
- Partnership and Collaboration
- Advocacy
- Resource Mobilization

From 2021 to 2024, CariMAN has made slow but steady progress in certain areas of its annual work plan strategies. Notable achievements have been recorded in Information and Knowledge Development, although challenges persist in the Dissemination aspect due to limited funding to secure an editor or communications specialist and the improper management of the CariMAN website. In 2024, these challenges were addressed with the hiring of a contractor to redesign and relaunch a modern, updated website better aligned with CariMAN's goals. The most successful areas have been Capacity Development and Partnership and Collaboration, as demonstrated by the various projects undertaken and external grants secured during this period. While some projects ended prematurely due to internal challenges, CariMAN has significantly benefited from the knowledge, training, and experience gained through these initiatives, which continue to strengthen the organization's capacity.

1.1.3 Number of member organizations

Please update below tables with the current number of regional network members and country networks (by the end of 2022)

Region	Members (orgs and individuals) in 2022	Members (orgs and individuals) in 2023	Members (orgs and individuals) in 2024	Number of members (individual and orgs) who have reaffirmed their members 2022-24
Caribbean	10	15	15	10

Region	Country networks 2022	Country networks 2023	Country networks 2024
Caribbean*	8	9	2 (active and undergoing affirmation)

* Regional network doesn't operate in country networks, but has sub-regional network structures

** Country networks only in the respective region

1.1.4 Leadership capacity

Capacity Strengthening Training Sessions (Financial Management for NGOs)

Through the UN Women Small Grants, CariMAN was able to successfully contract an accredited finance organization (Finance Focus) based in Dominica to train the core members of the CariMAN Regional Secretariat.

The course outline included the following topics:

1. Understanding Financial Concepts and Principles
2. Interpreting Financial Statements and Reports
3. Budget Planning and Management for Operations and Projects
4. Promoting Financial Accountability and Quickbooks Fundamentals

1.1.5 Sexual Harassment Policy and Accountability Standards

Throughout the reporting period -1 CariMAN network session on Accountability held. As well CariMAN worked to development of a policy manual to all local chapters which includes Sexual Harassment Policy and Accountability Standards (which all local chapters are required to sign on to). During the period there has been no reports of sexual harassment at the regional level.

1.1.6 Resource mobilization

1. Caribbean Model for Behavioural Change -Phase 2

This intervention is a research and evaluation based exercise which measures practitioner

capacity for meaningful interpretation and application of the Caribbean Model of Behavioural and Cultural Change (CMBCC) to confront, mitigate, prevent or eliminate gender based violence (GBV), family violence (FV) and violence against women and girls (VAWG). It elaborates one activity of a second phase of the design of this model, which constitutes the mapping of a conceptual framework of understanding and problem solving. This second phase represents a phase of co-construction necessary for such a framework to be rooted in Caribbean lived experiences featured by predictable and unpredictable psychological, social, political and cultural nuances that find relevance in the merging of historical and contemporary ways of knowing.

2. UN Women Small Grants

CariMAN received a small grant from UN Women to improve the governance ability of Country Chapter Coordinators of CariMAN using feminist leadership best practices, and strengthen CariMAN's operations by improving its policies and financial management capacity of the Dominica country network.

3. Global Affairs Canada and Oxfam Canada

CariMAN continued its partnership with Oxfam Canada on the We-TALK project, with the objective to reduce gender-based violence in Jamaica (2022-2027). The ultimate outcome of WE-Talk is to contribute to the reduction of Gender-based violence (GBV) in Jamaica against women, girls, boys and other disadvantaged groups. The project is a unique, behaviour-change project that will address the issue of GBV, one of the most pervasive violations of human rights that limits freedom, participation in equal decision-making, access, and control over resources for many Jamaican women and other marginalized groups.

6. Stories of Personal Transformation: Men in Gender Justice

Implementing Partners/Funders: U-Calgary Social Work, University of Peshawar, The University of the West Indies, Haashar Association, University of the Fraser Valley, Alberta Network of Immigrant Women, CariMan, Alberta Men's Network, and Southwestern Centre for Research and PhD Studies. This research seeks to understand the factors that influence men's decisions to become involved in intimate partner violence (IPV) prevention and gender equity initiatives and the transformative impacts of this involvement.

Our international collaboration offers a unique opportunity to create a community of practice (CoP) that includes an interdisciplinary group of academics, practitioners, community advocates, partners, and activists. The project includes a four-part, online community learning series, Transforming Masculinities: Men in Gender Justice, where teams from each represented country present on gender justice work occurring within their specific geographic and socio-cultural contexts. Attendees of these online events will offer their feedback through participation in a survey, allowing the CoP to be expanded through the questions, input and participation of stakeholders from around the world.

Development of proposals developed (not successful)

In 2024, CariMAN developed and submitted 1 proposal to Inter-American Development Bank IDB on working with adolescents as agents of positive change, which was not successful due to contract expiration and unable to successfully meet the implementation deadlines.

Membership Engagement

1.1.3 Membership engagement capacities

Strengthening local chapters has been an ongoing process marked by successes in some areas and challenges in others. Building on the momentum from the previous years the revisions and additions to existing chapters have been a priority. The Guyana chapter was revived post-pandemic, and efforts to reactivate the dormant St. Vincent chapter began in January 2024.

In 2024, the reaffirmation and new membership drive for the CariMAN Network began. During the first quarter, the conceptualization of the reaffirmation process began, with conversations at the Board and Regional Secretariat level as well as with the Global Secretariat. The purpose of this drive is to strengthen our shared values, principles, and operational standards across all chapters. This drive was concretized and launched at the last quarter of 2024. The drive will continue until April 2025.

Meanwhile, Jamaica experienced a period of value clarifications and alignment discussions between the local chapter and the Regional Secretariat from 2023 to 2024. Despite these efforts, the alignment of values and principles was unsuccessful, leading to the dissolution of the Jamaica chapter in 2024.

1.2.2 Youth Engagement and Leadership

Youth leadership remains a top priority for CariMAN, including in 2024. Learnings and momentum created with the efforts since 2021, *ranging from development of regional curriculum on Comprehensive Sexuality Education - to - being trained on GBV by COIN - to - expanding youth membership of the regional network*, has helped CariMAN to conceptualisation of the development of CariMAN Youth Reference Group. CariMAN through its youth members continued to be part of the Global Youth Reference Group and contributed in the implementation of the Youth Strategy of the Alliance. The formation of the CariMAN Youth Reference group will be actioned in 2025.

1.2.3 Communications

The development of a communications strategy has been included in the workplan from 2021-2023. However, there have been challenges in developing this. The development of a Communications Strategy will be actioned in 2025. The communications strategy will also include Social Media management and design concepts.

Website

The development of CariMAN's new and improved website design began in 2024 and will continue in 2025. Due to the current ongoing recruitment and registration, the list of Board Members was removed, to be updated when the new board is in place. Content related to the reaffirmation and registration was also added to the website.

Links:

www.cariman.org

www.linkedin.com/in/cariman

www.instagram.com/caribbeanmaleactionnetwork

www.facebook.com/caribbeanmaleactionnetwork

1.2.4 Knowledge products and Documentations

Between 2021-2024, the following was produced:

- Stakeholder Mapping of Jamaica and Trinidad and Tobago: Masculinities and Criminal Violence - Bridging the Gap between Research and Policy and Practice (available upon request)

1.2.5 Webinars and online dialogues

16 days of activism

CariMAN organised a webinar to mark the 16 Days of Activism on the Beijing Platform for Action theme, "Towards Beijing +30: UNiTE to End Violence Against Women and Girls." The objective of the webinar was to reflect on progress and gaps in the Caribbean region on work with men and boys over the last 30 years. Approximately 55 persons joined the webinar from across the Caribbean and internationally.

1.3 Cross country and cross-regional collaborations

1.3.1 Issue based working groups and committees

As the result of the mobilisation around the Generation Equality Forum activities, CariMAN was able to garner the energy to establish the Regional Advocacy Working Group, that has been leading the advocacy strategy and activities for CariMAN. In addition, several of CariMAN members have been participating in various global working groups of the Alliance, including Advocacy WG, Accountability team, Climate Justice working group, Communications WG, GBV working group and Youth Reference Group.

1.3.2 Regional campaigns and joint cross-country initiatives

16 days of activism campaign - 'What Kind Of Man Are You?'

In Collaboration with IPPF ACRO, The Caribbean Observatory, CariFlags and CADV (Coalition Against Domestic Violence Trinidad and Tobago). This campaign is rooted in research conducted in collaboration with the St. Lucia and St. Vincent & the Grenadines Planned Parenthood Associations. This research provides critical insights into how men and boys in the Caribbean perceive gender and GBV. It revealed significant gaps in understanding and engagement, highlighting the need for tailored approaches to involve men as allies in combating GBV. The campaign incorporates findings from IPPF's Movement Accelerator Program (MAP) research and additional consultations with IPPF ACRO members and allies. It focuses on fostering reflection among Caribbean men aged 18–35 and invites them to recognize and reject learned behaviors that perpetuate GBV. Materials and Deliverables:

- Static Images (16 pieces): Culturally relevant visuals that align with IPPF's branding while incorporating Caribbean aesthetics.
- Reels and Video Content (1 video + 8 reels): Short, dynamic content that addresses specific aspects of GBV.
- Social Media Toolkit: A comprehensive guide with suggested messaging and hashtags to ensure consistency across platforms.

Through a series of social media assets, including static posts, reels, and a dynamic introductory video, the campaign explores different ways to “be a man” while still respecting women. The core message is clear: men have the power to stop the cycle of violence, creating a better and healthier society for all.

How To Talk with Men Campaign

CariMAN joined MenEngage Global Alliance on the campaign #HowToTalkWithMen, and mobilised its members in the region to join and contribute.

1.3.3 Symposia, Colloquiums and conferences

CariMAN participated in the 68th annual Commission on the Status of Women (CSW68). Tricia Basdeo-Gobin represented CariMAN at a parallel side event convened by the Network of NGOs for the Advancement of Women and Girls, “Empowering Caribbean Women & Girls: A Gender Responsive Budgeting Approach”.

CariMAN presented at the SVRI Conference in South Africa -

<https://www.svriforum2024.org/wp-content/uploads/2024/11/Shalinee-Bahadur-PS2.pdf>

Result area 3: Effective and Strengthened Programming

3.1.3 Partnerships

During 2024, CariMAN had the following partnerships:

- Collaboration with Global Affairs Canada, Oxfam Canada and WMW Jamaica for the WE-Talk Jamaica Project

- Collaboration with UN Women for CariMAN's Capacity Building under the UN Women Small Grants Project: Successfully concluded the UN Small Grants project aimed at enhancing governance and capacity within the CariMAN Network (May – December 2023).
- Collaboration with the University of Calgary for the Transforming Masculinities Symposium, a two-day global gathering. The Symposium brought together transdisciplinary organizational and community leaders, Elders, educators, researchers, knowledge-keepers, and students working in violence prevention, gender justice, well-being, and peacebuilding. Presentations, knowledge exchange and experiential learning focused on local to global realities of gender-based violence and promote prevention efforts through awareness, strategies, and collaboration. The Symposium hosted guest presenters from Afghanistan, the Caribbean, Mexico and Pakistan.
- For the partnership with IPPF ACRO and the Caribbean Observatory on the 16-days of activism, please refer to the campaigns section above.

STORIES OF CHANGE

Men's Pledge (Daryl George)- Had a number of men to sign and commit to a number of actions related to reducing gender based violence. Through the men's pledge, we have not only had men commit to actions to reduce gender based violence, but also to directly and indirectly encourage other men to reduce gender based violence.

Reflections and Lessons Learned from the We-Talk Jamaica Project (Shaline Bahadur)

The We-Talk Jamaica project, implemented in collaboration with the former CariMAN Jamaica chapter, marked a pivotal journey for the CariMAN Regional Secretariat. This project catalyzed significant internal reflection within the organization, prompting a reevaluation of our values, mission, and vision, as well as our daily operations and work culture. Throughout the project's implementation, several critical lessons were learned, actions were taken, and recommendations for next steps were conceptualized to facilitate forward progress in a constructive and collaborative manner.

This organizational introspection enabled the Regional Secretariat to begin instituting meaningful changes to existing processes and protocols. While still a work in progress, these changes have already yielded positive outcomes and are anticipated to benefit not only the Secretariat but the broader network. Key lessons and insights from the project are outlined below:

Programmatic Lessons Learned

1. Consistency in Language and Focus

A key takeaway was the importance of ensuring consistency in language and structuring activities to facilitate effective monitoring and evaluation. To address this, the annual work plan was refined to align more closely with project goals, thereby enhancing accountability and improving the ability to assess progress and impact accurately.

2. Engaging Local Expertise

A best practice involved collaborating with an external consulting firm that integrated 2-3 local Jamaican consultants into its team. This approach enhanced the understanding of the Jamaican context, ensuring that research methodologies were appropriate and generated reliable data and insights.

3. Enhancing Visibility, Communication, and Branding

While the project team actively engaged stakeholders, there remains room for improvement in visibility, communications, and branding. A concrete recommendation is to develop and implement a comprehensive Year 3 strategy leveraging all media platforms to increase awareness, engagement, and overall project impact.

Operational Lessons Learned

4. Conflict Management and Resolution

Managing conflict within the project team emerged as a critical area for growth. For example, multiple complaints were raised against the Programme Coordinator regarding work ethics and output quality. The Executive Project Lead addressed these concerns by holding several meetings with the individual to identify and resolve underlying issues.

5. Operational Preparedness

The importance of finalizing operational guidelines, protocols, and procedures prior to staff onboarding was a significant lesson learned. This preparation would have streamlined initial operations, minimizing confusion and delays in the execution of key activities.

MenEngage Europe Network

Summary

This report covers the implementation period of January to December 2024 for the regional network MenEngage Europe (MEE). The 2024 work plan for MEE was achieved through significant voluntary commitments and in-kind contributions from MEE members and the MEE Steering Committee, alongside co-funding provided by MenEngage Alliance (supported by Sida and the UN Foundation) and Ignite Philanthropy (Oak Foundation, as well as Regional Network Contributions from MEE members.

Essentially all of MEE's revenue goes towards covering the costs of the MEE Secretariat, i.e., expenses related to staff, management, governance, and overhead. The activities and initiatives detailed in this report have been made possible through this support, out of which the contribution from MenEngage Alliance has covered approximately one-third. The agreement for this contribution has been set up between MenEngage Alliance and the Swedish organization MÄN in its capacity as fiscal host acting on behalf of MenEngage Europe.

Launched in 2023, the Regional Network Contributions (RNCs) initiative has continued to provide a small but meaningful source of funding in 2024. This year, MEE received roughly 9000 EUR, marking an increase compared to the previous year. The RNCs serve as more than a financial mechanism; they symbolize the commitment of member organizations to the network's mission and long-term sustainability. These contributions have further deepened the connection between members and the network, fostering a stronger sense of shared purpose and ownership within the community. However, the collection and administration of these annual contributions require dedicated resources and capacity. This highlights the continued importance of a robust and dedicated Secretariat to efficiently support and manage the network's growing operational needs.

In 2024, MEE made significant strides in its mission to strengthen the network and amplify its impact. Key focus during this period has been on strategic development, enhancing accountability measures, fostering deeper interconnectedness among network members, and prioritizing fundraising efforts to ensure the long-term sustainability of the network. With the conclusion of major donor funding with the close of 2024, ample time and effort have been invested on fundraising while ensuring that the network remains a vital resource for its member organizations.

During the reporting year, the network experienced continued growth, both in terms of membership and overall reach. 16 new members joined the MEE community, reflecting the network's expanding geographical scope and increasing appeal to diverse organizations. This growth was complemented by a notable intensification of communication and collaboration among members. Engagement has not only increased in frequency but also

deepened in substance, allowing for more meaningful exchanges and a stronger sense of solidarity.

Overall, MEE has solidified its role as a dynamic platform for exchange, empowerment, and collective action in advancing progressive work with men and boys across the European region. This evolution is evident in 2024 Milestones such as the biennial MEE Members' Meeting with adoption of a new and forward-looking strategic plan and revised house rules; the emergence of new working group initiatives; a strengthened framework for joint advocacy; and deeper collaborations between members. Through these efforts, the network has bolstered its capacity to act as a unified voice for its members, while also amplifying the impact of their individual and collective efforts.

Looking ahead, MEE remains committed to sustaining this momentum, ensuring that its members continue to benefit from the network's growing reach, interconnectedness, and shared resources. Together, we are working to ensure that gender justice, violence prevention, and transformative approaches to masculinities remain central to Europe's future.

Contextual Analysis

The year 2024 has been marked by significant social, political, and economic challenges across Europe, all of which have had implications for the work of advancing gender justice. Persistent instability in the aftermath of the Russian invasion of Ukraine continues to reshape the region's political priorities, while a rise in authoritarian policies, far-right movements, and restrictive laws targeting civil society have further limited the ability of organizations in parts of the region to operate freely and advocate for progressive change.

Economic challenges have deepened across Europe, with inflation and economic inequality placing strain on families and social support systems. This has exacerbated existing inequalities and vulnerabilities, including rising rates of gender-based and sexualized violence against women and children. Many European countries have also seen growing debates around issues of migration, diversity, and inclusion, often accompanied by polarizing narratives and the rise of traditional and conservative values.

In this complex environment, MenEngage Europe and our members have remained steadfast in the commitment to promoting gender equality through engaging men and boys as part of a holistic and transformative approach. As patriarchal norms persist and, in some contexts, harden, the network has worked to support its members in addressing the links between harmful masculinities and the social issues shaping European societies today. These include not only violence but also mental health crises, consequences of climate change, unemployment, and inequalities in caregiving responsibilities.

While much of the public and political discourse continues to overlook these connections, MenEngage Europe and its members set out to advance a nuanced perspective on the

intersections of masculinity, gender justice, and social transformation. Our members have continued to play a key role in highlighting the need to involve men and boys in building sustainable solutions to issues such as sexualized violence, gender-based discrimination, and the unequal distribution of care work.

Alongside the developments outlined above, the political and funding landscape in Europe has posed challenges for many organizations working on these issues. Populist rhetoric has fuelled opposition to gender equality initiatives, and funding streams are becoming more limited, with a shift in donor priorities toward other areas, such as security and crime prevention.

Despite the challenges, 2024 has also been a year of promising advancements in the field of gender justice. Increased attention to gender equality and violence prevention has emerged in certain European policy discussions, with notable support for initiatives addressing systemic inequalities and promoting sustainable change. Progressive civil society actors have demonstrated both resilience and creativity in their approaches.

MenEngage Europe recognizes the need to continue building alliances, ensuring sustainability, and adapting to the evolving landscape, with a key achievement in 2024 being the collective process and adoption of a new Strategic Plan for 2025-28 to guide the network moving forward.

Strategic Pillar 1 – Networking

Objective I: *MenEngage Europe is the prime platform in the region for organisations working with men and boys for gender justice to connect, exchange promising practices and lessons learned, coordinate and collaborate.*

Membership growth and development:

In 2024, MEE welcomed 16 new members, reflecting its expanding reach and capacity. These new members -10 organizations and 6 individual members- represent a wide geographic range, including Austria, Turkey, the UK, Switzerland, France, the Netherlands, Spain, Germany, Belgium, Albania, and Italy. Notably, membership from Turkey grew significantly with three new organizations joining, bringing valuable contextual insights and thematic expertise. The membership vetting process remains rigorous, often involving references from existing members within the same country and introductory online meetings. These engagements serve as an opportunity to familiarize candidates with MEE's mission and accountability framework while learning about their work and contexts. New members have brought diverse perspectives and methodologies, enriching the collective knowledge base of the network.

Engaging aspiring members: The MEE Secretariat held several one-on-one meetings in 2024 with organizations expressing interest in joining the network. These meetings offered

potential members an introduction to MEE's mission, values, and operations while deepening the Secretariat's understanding of diverse regional contexts and methodologies. Nearly all of these meetings led to formal membership applications, demonstrating the value of personalized engagement in fostering collaboration.

Introducing new members:

As part of an extended onboarding process established in 2023, a two-hour introductory session was organized for new MEE members. The session offered an overview of the MenEngage Global Alliance, MenEngage Europe, and the network's accountability framework. It also provided a valuable opportunity for participants to connect, share insights, and begin building relationships within the network.

2024 Biennial Members' Meeting:

Despite being held online, the MEE Members' Meeting brought together members from across the region in a two-day participatory and engaging gathering. The event reinforced the democratic structures and processes of the network, showcasing the shared ownership and commitment of its members. During the meeting, members collectively adopted a new Strategic Plan for 2025–28, providing a framework to guide the network's priorities and actions for the coming years. A regional accountable Advocacy Plan was also approved, setting direction for coordinated advocacy efforts. The MEE House Rules were updated to reflect the evolving needs and realities of the network, and a new Steering Committee (SC) was elected to lead MenEngage Europe through the next phase of its development.

The Members' Meeting strengthened the foundation of the network by facilitating discussions on its future direction, and members explored how they could take more active roles in shaping and contributing to MEE activities. The meeting highlighted the increasing maturity of MenEngage Europe in establishing a member-owned framework for its vision, structure and focus. The adoption and updates of key Steering Documents are indicators that MEE is evolving to meet the aspirations of its members while maintaining its democratic ethos.

Fostering connection through online community check-ins:

The monthly online community check-ins, initiated during the isolation of the COVID-19 pandemic, have evolved into a cornerstone of MEE's networking efforts. In 2024, these informal discussions grew in both participation and relevance. Members, particularly those working in isolated or challenging contexts, find the check-ins invaluable for sharing experiences, seeking support, and building solidarity. Ownership of these sessions has increasingly shifted to members, who now take turns hosting. This collaborative approach has further strengthened the sense of belonging and mutual support within the network.

Sub-Regional collaboration:

MenEngage Europe continues to acknowledge the value of and prioritize support for sub-regional and national networks, recognizing their vital role in fostering localized

collaboration and action. A key example from the past years is the Masculinidades Corresponsables project, funded by Spain's Ministry of Equality and successfully completed in 2024. Implemented by seven Spanish and Portuguese members of the MenEngage Iberia network, the project focused on engaging men in caregiving roles through training, awareness campaigns, and knowledge sharing. Key activities included educational initiatives, an impactful awareness campaign, and an international forum showcasing best practices. MenEngage Europe has throughout the year provided support and the relationship between MEE and MEI is characterized by mutual learning.

Initiatives and projects resulting from network activities:

MenEngage Europe's collaborative efforts have led to tangible outcomes in 2024, including two significant projects arising from interactions among its members. First, discussions within the network's newly established working group on Positive Narratives resulted in the development and planned submission of two parallel Erasmus+ funding applications. Second, a peer support initiative, [Broders](#), was launched by the Spanish MEE member Fundación Iniciativa Social, inspired by the online support service for boys and young men, www.killar.se, run by MEE member MÄN in Sweden. This project aims to provide support for boys and young men, reflecting the network's commitment to fostering innovative approaches and meaningful impact through collaboration.

Building a sustainable network:

Overall, MenEngage Europe has demonstrated a stronger sense of commitment, collaboration, and connection among its members in 2024. Despite the conclusion of funding streams, members-both longstanding and newly joined-remain dedicated to contributing and collaborating within the network. There is a growing openness to member-led initiatives, reflecting an increased sense of ownership and shared responsibility. As the Steering Committee prepares to take on a more prominent role alongside a streamlined Secretariat in 2025, relationships among members have deepened. The network continues to play a vital role in connecting individuals who often work in isolation or serve as pioneers in their respective fields. This collaborative spirit reinforces MenEngage Europe's resilience and sustainability as a member-driven alliance.

Strategic Pillar 2 – Capacity Building

Objective II: Advanced awareness, knowledge and capacity among MEE members to implement effective and qualitative work to transform masculinities, prevent men's violence and engage boys and men in gender justice.

A long-term commitment to anti-racism:

Recognizing anti-racism as a continuous process, the MenEngage Europe network concluded a review of its anti-racism efforts from 2020–2024, including wrapping up consultancy discussions with Nontoko Sedibe, who have supported the network as part of this mission. These reflections informed the development of the 2025–2028 Strategic

Plan, which includes a new internal goal: “Strengthen our accountable and anti-racist practices by transforming our organizational structures, acknowledging the diverse histories of colonization, and engaging marginalized, especially racialized, communities across all levels of our network.”

Alongside this, MEE has participated in activities connected to Ignite Philanthropy and One Future Collectives impressive learning journey on Anti-Oppression within the child rights sphere, sharing insights and invitations with members to encourage broader engagement.

Addressing political backlash and developing positive narratives:

Political backlash has emerged as a key challenge for members across Europe. Throughout the year, open discussions and check-ins provided safe spaces for members to share their experiences, express solidarity, and exchange strategies for coping with shrinking civil society space. Concretely, these conversations have led to the formation of an MEE working group on political backlash, contributing regional perspectives to a global mapping effort by the MenEngage Global Alliance. Furthermore, another working group has also been formed, on Positive Narratives, exploring how to engage men and boys through value-driven yet power-critical approaches. Members of this group have already collaborated to develop project proposals for further exploration in 2025.

Strengthening accountability as a core value:

Accountability remains at the core of MenEngage Europe’s mission and the network is committed to continuously advance and deepen its understanding and practices of accountability. In 2024, the global MenEngage Alliance intensified its efforts to strengthen the Accountability Framework. MEE Steering Committee members Anna Lindqvist and Anamarija Soco actively contributed to this initiative, participating in a cross-regional working group that convened six times over the year. Additionally, Anna Lindqvist served on a task force that met eight times to review and draft updated guidelines for addressing breaches of the Code of Conduct.

Accountability was further embedded in all one-to-one sessions with potential MEE members and onboarding processes for new members, ensuring alignment with the network’s values and principles. Additionally, a dedicated session was organized within MEE to introduce the updated Accountability Framework and its relevance to the network. This training sparked insightful discussions on the concept of accountability, the revised Code of Conduct, and the application of MenEngage Global Alliance’s core principles and standards.

Capacity building webinars:

MEE organized six capacity building webinars in 2024, offering members regular opportunities to deepen their knowledge and expertise. The sessions served as a platform for members to gain new perspectives, learn innovative methods, and draw inspiration from shared experiences. By fostering a deeper understanding of how members operate

within their respective contexts, the webinars promoted collaboration and alignment across the network. This collective learning thus contributed to strengthening MenEngage Europe's capacity to address pressing challenges and advance its mission for gender justice. Each webinar addressed critical topics identified as priorities by the network and attracted 10–20 participants, fostering mutual learning and collaboration. The series of webinars included:

1. Patriarchal Structures and Masculinity Norms in the Climate Crisis (February)

This webinar explored how patriarchal structures and prevailing masculinity norms contribute to environmental destruction and perpetuate the climate crisis. Activists from Bangladesh and Uganda, along with members of the MenEngage Alliance Working Group on Climate and Environmental Justice, engaged participants in discussions on holding governments, institutions, and individuals accountable. The session highlighted strategies for engaging men and boys in allyship with climate movements to promote sustainable solutions.

2. Supporting Men and Boys Through Helplines and Online Services (March)

Representatives from Fundacion Iniciativa Social (Spain), MÄN (Sweden), and the Men's Development Network (Ireland) presented their work on providing online support services for men and boys. Participants discussed similarities and differences between the services, the challenges faced, and the potential for cross-border collaborations or the development of new services within the network. A concrete outcome of this webinar was the launch of the support service *Broder* in Spain, inspired by the Swedish initiative *killar.se*.

3. Gender Transformative Work in Eastern Europe and the South Caucasus (April)

This webinar featured the regional REDEFINE programme and its efforts to engage boys and men in gender equality and violence prevention in Eastern Europe and the South Caucasus. Presentations from organizations in Belarus, Moldova, Georgia, and Armenia showcased initiatives addressing masculinity norms, gender-based violence, and advocacy for gender justice.

4. EU Elections 2024: Threats and Opportunities for Gender Equality (May)

This session focused on the upcoming EU elections and their implications for gender equality across Europe. Speakers from COFACE Families Europe, the European Women's Lobby, and the European Institute for Gender Equality (EIGE) shared insights on the challenges and opportunities associated with gender equality advocacy in the context of the elections, followed by discussions on how members could strategically engage.

5. Engaging Men Through Positive Narratives (June)

Dr. Simon Fokt, a philosopher and activist, led a discussion on how to engage men from diverse backgrounds in the pursuit of gender equality. The session explored

strategies to present gender justice as an opportunity rather than a threat, while avoiding alienation or compromising the core message. Participants shared experiences and proposed approaches for creating inclusive and motivating narratives. As mentioned above, a new MEE working group on Positive Narratives was formed to take the conversation in this webinar forward.

6. Resisting Backlash: Strategies and Solidarity (November)

This webinar addressed the growing political backlash in Europe and beyond. Presenters included representatives for MEE member organization Men Against Violence in Malta, and Joni van de Sand, global co-director of MenEngage Alliance. Examples were shared of how backlash impacts their work and explored strategies for resistance. Participants exchanged ideas on countering the shrinking space for civil society and fostering solidarity across the network.

Enhancing member capacity through updates and dialogue:

Three so-called “What’s Up in MenEngage Europe” online sessions were organized in 2024, as part of MEE’s capacity-building efforts. These sessions provided members with valuable updates on network activities while fostering a space for sharing ideas, offering feedback, and collaboratively shaping the network’s direction. The September session focused on preparations for the Members’ Meeting, equipping members with the information needed to actively participate in democratic processes and fostering transparency. The October session built on this by exploring priorities for the network’s future, enabling members to identify key areas for capacity building, collaboration, and strategic focus.

Strengthened capacity and collaboration:

In 2024, MenEngage Europe contributed to advancing member awareness, knowledge, and capacity among its members to implement effective and transformative work aimed at challenging harmful masculinities, preventing men’s violence, and engaging boys and men in gender justice. The efforts have fostered a more connected and informed network, where members regularly share knowledge, exchange methods, and inspire each other. The resulting stronger sense of community has enhanced the collective ability of members to address gender justice in their respective contexts.

Strategic Pillar 3 – Advocacy

Objective III: *Formulated political positions of MEE on topics of relevance and initiated or supported national and regional advocacy actions on men and masculinities.*

Development of an Accountable Advocacy Plan:

Through its Advocacy Working Group and an in-person meeting in Stockholm in 2022, MEE has made significant progress in recent years toward developing shared positions and approaches for conducting accountable advocacy as actors engaging men and boys in promoting gender equality and preventing violence. As part of the process of finalizing

these efforts, an in-person meeting was held in February 2024, serving as an important step for the process of developing the advocacy work of MEE. The insights gained from this and earlier activities culminated in the creation of the MenEngage Regional Accountable Advocacy Plan 2025–2028. This plan was presented to members during the Members' Meeting in October 2024.

Strengthened collaboration with EIGE:

MenEngage Europe deepened its partnership with the European Institute for Gender Equality (EIGE) through active participation in key events, including:

- In April, MEE representatives contributed to EIGE's Communication Lab and engaged in a digital bilateral meeting with EIGE officials to strengthen collaboration.
- In May, EIGE's Head of Outreach and Engagement participated in an MEE webinar on the EU Elections, fostering dialogue on advocacy priorities.
- In September, MEE participated in EIGE's CSO consultation, ensuring the network's advocacy priorities were reflected in EU strategies.
- In December, MEE took part in EIGE's Gender Equality Forum, further solidifying the partnership and advancing shared goals for gender equality.

Strategic representation and participation in external events:

MEE's growing recognition across Europe is evident in the increasing number of invitations also to other strategic events, conferences, and collaborations. These activities demonstrate the network's commitment to advancing gender equality and addressing harmful masculinities through collaboration, knowledge sharing, and advocacy at both regional and global levels. MEE representatives participated in several key events to enhance the network's advocacy and visibility across Europe:

- In April, MEE was presented at the newly established EU Network on the Prevention of Gender-Based and Domestic Violence, contributing to discussions on regional approaches to these issues.
- In May, MEE contributed to a panel at the Council of Europe's Nordic Seminar titled "*Calling Men and Boys into Gender Equality*," sharing insights and strategies for engaging men and boys in advancing gender equality.
- In June, MEE co-organized a session with COFACE Families Europe titled "*Key Tools for Driving Change Towards Parenting Equality in Poland*," featuring valuable contributions from MEE representatives and partners.
- MEE participated in a Brown Bag Lunch Seminar at the Swedish International Development Cooperation Agency (Sida) titled "*Is the engaging men and boys field gender transformative? A critical stocktaking of the field*," alongside representatives from the MenEngage Global Secretariat and Global Board, to share opportunities, challenges, and lessons learned from gender-transformative work with boys and men.

Supporting strategic relation-building:

As the MenEngage Global Alliance (MEA) receives funding from a Swedish donor, the MEE Secretariat, based in Stockholm, has played a key role in monitoring and interpreting the political developments in Sweden. These insights have been particularly important as Swedish development aid undergoes a period of transition, raising concerns about the potential for continued funding for networks like MEA.

In 2024, the MEE Secretariat provided essential support to MEA by supporting the organizing of and participating in its annual in-person Global Board meeting in Stockholm. This meeting served as a strategic opportunity for MEA to engage with its primary donor, the Swedish International Development Cooperation Agency (Sida). The Secretariat's assistance ensured that the meeting was well-coordinated, maximizing the potential for productive dialogue and strategic planning with Sida during this critical period.

Global campaigns and member engagement:

Throughout the year, MEE actively contributed to global advocacy campaigns, including the MenEngage Alliance' global #HowToTalkWithMen campaign, which focused on raising awareness about engaging men and boys in gender equality work and in this way highlighting the diverse, yet similar, insights of practitioners all over the world.

Building a foundation for accountable advocacy:

To conclude; in 2024, MEE has reinforced its advocacy framework, laying the foundation for impactful and accountable actions in the years to come. By increasing its external representation and actively engaging with other feminist and social justice movements, MEE has continued to contribute to promoting gender equality and challenging stereotypical gender norms across Europe. These efforts represent meaningful progress toward positioning MEE as a key voice in the European advocacy landscape.

Strategic Pillar 4 – Network administration, communication and coordination

***Objective IV:** Stable administrative and communication functions within the MEE network that can carry and support members' individual and collective action and sense of connectedness.*

Management and financial administration:

The MEE Secretariat has been hosted by its member organisation MÄN (Sweden) since 2020, following a decision by the MEE Steering Committee. It is primarily funded by Ignite Philanthropy (Oak Foundation) and MenEngage Alliance (Sida).

Main responsibilities for the hosting organization include:

- Staff management, ensuring compliance with national laws and regulations.
- Fund management and donor relations, including reporting and communication.
- Infrastructure provision, such as physical and technical facilities.

- Strategic oversight, including immediate reporting to the MEE Steering Committee on deviations or issues.

The MEE Secretariat:

The establishment of an MEE Secretariat has been pivotal in creating a well-structured and efficient network. Since its inception in 2020, the Secretariat has served as a vital hub, facilitating member initiatives, overseeing organizational processes, enhancing communication, and coordinating strategic activities. Its role has been instrumental in achieving MEE's goals and ensuring the smooth functioning of the network.

In 2024, the Secretariat experienced a reduction in staff due to the conclusion of current funding. From February 2022 to May 2024, the Secretariat operated with one full-time employee, Sofia Strive, and two part-time staff members, Elis Larsson and Luis Lineo, each working at 50% capacity. In May 2024, Luis Lineo's capacity was reduced to 25%, and in September, Sofia Strive went on maternity leave and was not replaced. By the end of the project period, the Secretariat was thus operating with limited capacity. In October, an intern, Anne-Lise Denoeud, was recruited and has since contributed greatly to the work of the Secretariat, but it is clear that sustainable funding to maintain Secretariat capacity and ensure its continued effectiveness in supporting the network remains a fundamental priority.

Inclusivity and accessibility across the region:

MEE continues to foster an inclusive network that connects members from across Europe, including EU member states and OECD/DAC countries such as Turkey, the Western Balkans, and the Eastern Partnership region. Spanning 34 countries, with 18 members from ODA nations (Albania, Armenia, Belarus, Bosnia & Herzegovina, Kosovo, Georgia, Moldova, Serbia, and Turkey), the network ensures equal participation and engagement regardless of members' geographic location.

Partly due to financial limitations, most activities in 2024 were held online, enabling wide participation while maintaining momentum for gender equality and violence prevention efforts. MEE's work has been particularly vital in regions facing conservative or repressive challenges, offering solidarity, collaboration, and cross-border learning opportunities.

Member Engagement and decision-making:

The 2024 MEE Members' Meeting 3-4 October brought together approximately 40 participants, fostering an environment of collaboration, decision-making, and strategic planning to advance the network's mission. The meeting resulted in the adoption of several essential guiding documents, including the Strategic Plan 2025–2028, which provides a roadmap for the network's future direction, and the revised House Rules, designed to improve operational efficiency and governance. Additionally, an Accountable Advocacy Plan was presented, outlining a framework for coordinated and impactful advocacy efforts.

A new process was introduced to ensure transparency and inclusivity in decision-making, allowing members to participate in revising the steering documents. Transparent elections were held, with results verified by the Election Committee.

To enhance member engagement and foster connections, the meeting was both preceded and followed by “What’s Up in MEE” sessions, as mentioned above. These sessions provided updates on ongoing activities, prepared members for discussions and decisions, and encouraged active participation in working groups and tasks outlined during the meeting.

Steering Committee leadership:

Since the establishment of the MEE Secretariat, operational responsibilities have significantly shifted away from the Steering Committee (SC). By delegating many of the day-to-day tasks previously managed on a voluntary basis, the SC has been able to focus more on strategic leadership and oversight.

At the Members’ Meeting in October 2024, a new SC was elected. Following discussions with the Election Committee, members voted to reduce the SC from 11 to 9 members to improve efficiency and cohesion. To ensure a smooth transition, the SC and Secretariat collaboratively developed a comprehensive onboarding process for the incoming members. Throughout 2024, monthly SC meetings have been held.

Continuous monitoring and follow-up:

The Steering Committee, supported by the Secretariat, oversees the regular monitoring and follow-up of MEE activities and the implementation of annual plans. To ensure an inclusive and well-coordinated process, the Secretariat and the two co-Coordiators (from member organisations Status M in Croatia and Emancipator in the Netherlands) have met biweekly to prepare agendas, advance strategic initiatives, review progress and determine next steps.

Throughout the year, the Secretariat has also maintained regular communication with representatives of the MenEngage Global Alliance, to ensure alignment with global-level decisions, updates, and communications. The Secretariat have reported back to the Coordination Team and the Steering Committee, to ensure transparency and coherence across all levels of the network’s operations. The regional network has also been represented on the MenEngage Alliance global board through one of its SC members.

Strengthened vetting procedures:

The MEE Vetting Committee has continued to ensure effective and transparent processes for evaluating and admitting new members. Composed of two Steering Committee (SC) members and one former SC member, the committee reviews membership applications to ensure alignment with MEE’s Accountability Standards, Code of Conduct, and Core

Principles. Its work safeguards the integrity of the network and ensures that all members are committed to MEE's mission and values.

In 2024, the Vetting Committee successfully facilitated the inclusion of 16 new members, reinforcing the network's commitment to building a safe and supportive community founded on shared values. During the October Members' Meeting, the committee's role was clarified as subordinate to the SC, with its primary responsibility being to provide recommendations for SC decisions. This adjustment formalized the committee's function and opened opportunities for broader member participation, reducing the workload for SC members while maintaining rigorous vetting standards.

MEE Working groups:

MEE has maintained active working groups in the areas of Fundraising, Backlash, Advocacy, Anti-racism, and Gender Equality in Workplaces. Throughout the year, the groups have been important in supporting communities of interest within the network, offering spaces for shared learning, and collective action. The groups have contributed to the development of the network while ensuring inclusivity and the integration of members' perspectives into key processes. At the end of 2023, the network established a temporary Strategy Working Group, which was instrumental in the development of the new Strategy and Advocacy Plan. In the autumn of 2024, a new working group was formed, focusing on the creation of Positive Narratives. These initiatives reflect the commitment to addressing emerging needs and fostering collaboration within the network.

Communication and member engagement:

Since 2022, the MEE Secretariat has maintained regular communication with members through quarterly newsletters. These newsletters provide updates on ongoing activities and processes within the network, along with opportunities for members to participate in campaigns, open calls, and other initiatives. The newsletters have been well-received by members as a valuable resource for staying informed and engaged. In 2024, the MenEngage Europe WhatsApp group emerged as a key platform for fostering continuous connection among members. Alongside the Facebook group, which showcases activities, campaigns, and welcomes new members, these communication channels have enhanced collaboration and strengthened the network's sense of community. MenEngage Europe also contributed actively to the MenEngage Global Communication and Knowledge Management Working Group in 2024. This included providing input on campaigns such as *#HowToTalkWithMen* and participating in global processes, reflecting the network's alignment with the alliance's broader communication goals. 2024 also saw new members joining the network and taking initiatives aligned with MEE's core values. This highlights the inclusive and participatory culture fostered by the Secretariat and broader community.

Building capacity in network coordination:

Through participation in Ignite Philanthropy's global cohort of strategic networks addressing sexualized abuse of children, the MEE Secretariat and coordinators have

benefited from peer-learning and capacity-building opportunities. The sessions provided opportunities to learn from methods and approaches, gain inspiration from peer networks, and enhance awareness of both shared challenges and unique differences across networks. Additionally, this involvement has facilitated the establishment of new contacts and the potential for long-term relationships with actors connected to the cohort. Over the years the MEE Secretariat staff member Sofia Strive has participated actively in the Strategic Networks' Steering Committee and in the participatory and inclusive development of Ignite's new Strategy.

The activities within this network cohort have been highly valuable for the Secretariat and the MEE network as a whole, providing tangible benefits for MenEngage Europe's members by improving capacity and strategic insight.

Fundraising and resource mobilization:

Significant efforts have been dedicated throughout 2024 to fundraising and ensuring MenEngage Europe's long-term sustainability. The MEE Secretariat, Steering Committee, and Fundraising Working Group have actively explored, assessed, and applied for various funding opportunities. It is evident that the availability of suitable funding options for networks remains a significant challenge.

MenEngage Americana Latina (MELA)

Key regional achievements and results

Among the main activities developed, the implementation of the project "Mapping and Strengthening Regional Advocacy: Building a Network of Feminist, LGBTIQ+, Youth, Climate, Indigenous and Social Justice Movements in Latin America", derived from the United Nations Foundation Generation Equality Forum Grant 2023, stands out. Led by consultant Clara Cardona, this project aimed to foster a regional network that effectively addresses interconnected challenges from an intersectional perspective.

Key actions and key findings:

Strategic interviews: Conducted with members of the MELA Network and other related Latin American networks, allowed to identify common points and establish future alliances.

Relevant findings:

- The importance of issues related to masculinities in the regional context.
- Thematic convergences with other social movements.
- The impact of anti-rights policies in several countries, underlining the urgency of collective action.

Challenges identified:

- Increase participation and representation within MenEngage and in alliances with other social movements.
- Promote collective action and advocacy on issues of common interest.

In addition, regular meetings of the LAM Focal Points Committee were held, many of which were dedicated to addressing sensitive situations and promoting key learnings on the importance of establishing clear complaint mechanisms, as well as effective strategies for managing internal conflicts and strengthening cohesion in contexts of protracted challenges.

Another significant achievement was the development of a virtual strategic storytelling lab, facilitated by Jennifer Lee of StoryMind Inc. that allowed:

- The co-creation of narratives aligned with MELA's mission.
- The construction of a renewed narrative language that inspires future actions.
- Collective reflections on the road travelled and strategic projections.

Teams from the region participated in this process, highlighting the importance of collective reflection and the commitment to implement the narratives created. Jennifer will present feedback to the group in a future session to guide the strategic use of these results.

Finally, a comprehensive reconfiguration of MELA's website was initiated, with the aim of communicating in a more direct and attractive way our actions and impacts. This effort seeks

to strengthen our digital presence and facilitate access to relevant information about our work.

Cumulative impact of the strategic period

Over the past four years, MELA's work has demonstrated a significant impact in the region:

- Strengthening of the network: The consolidation of intersectoral alliances and the promotion of intersectionality have made it possible to address social challenges in a more comprehensive manner.
- Training and reflection: Processes such as the narrative lab and regional interviews have fostered a greater sense of purpose and strategic direction.
- Documentation and visibility: The publications from the last few years have contributed to systematize key learnings and facilitate their dissemination in the region.

In conclusion, 2024 and the strategic period 2020-2024 have been years of transformation and strengthening for MELA. The actions carried out have cemented learning and practices that will be fundamental to face future challenges in the region.

Key country level achievements and results

Progress in Public Policies

In Peru, support was provided for the development of Regional Ordinance No. 505-2024 in Piura, the first public policy on masculinities in the region, which promotes the participation of men in the fight against gender violence within the framework of Law No. 30364. In Brazil, the Father's Prenatal Guide, an official Ministry of Health document that reinforces the role of men in sexual and reproductive health, encouraging co-responsible and healthy practices, was updated. In Bolivia, concrete proposals were presented for the incorporation of masculinities in municipal and departmental policies, with a focus on co-responsibility and prevention of gender violence.

Strengthening of Regional Networks

The national networks have fostered spaces for collaboration, such as the Bolivia-Peru Binational Meeting, where lessons learned were shared and opportunities were created for stronger joint work in the region. In Chile, the virtual conference series "Cycle of Meetings on Masculinities in Chile", organized by EME Chile, were held, connecting academics, activists and key actors to discuss transforming masculinities in contexts of crisis. In Colombia, the network members participated in the First University Meeting on Ending and Prevention of Gender Violence at the Simon Bolivar University, where they made a presentation on "The construction of new masculinities to achieve gender equality", under the UNESCO international chair.

In Bolivia, the network brought together and mobilised more than 80 organizations to be part of the MenEngage Bolivia network, who collaborated in awareness-raising activities in different regions of the country.

Training and Advocacy

More than 100 leaders, public officials and activists in Brazil and Peru participated in training programs on feminisms, masculinities, paternities, public policies and prevention of male violence. These initiatives resulted in the integration of gender perspective in justice institutions within the Public Prosecutor's Office of the District of Sullana in Peru. In Colombia, Corporación Hombres en Marcha led the first pilot of a perpetrator's education program for 65 men, that helped in fostering skills to establish non-violent and co-responsible relationships. In Bolivia, the members contributed in the development of the first diploma course on masculinities in the country, providing an academic space for the training of specialists in the field. In Costa Rica, network members and local government agencies partnered to implement the work with men in prisons on transforming patriarchal masculinities in the northern region of the country.

Educational and Cultural Actions

- In Peru, initiatives such as "Una Cocina Diferente" and "La Voz de los 80's" promoted critical reflection on traditional masculinities and fostered co-responsibility practices.
- In Brazil, the Popular Conversation Circles addressed topics such as mental health, paternity and parenthood, strengthening community dialogue.
- In Chile, the Cycle of Meetings on Masculinities included 13 thematic roundtables, coordinated by specialists from various universities, on topics such as male mental health, gender violence, transforming paternities and activism, generating spaces for reflection to promote gender equality.
- In Colombia, 40 Afro-descendant men participated in training sessions on the redistribution of unpaid work from a care perspective, connecting ancestral knowledge with gender equality.
- In Bolivia, edutainment models such as "Sólo para Machos", "HOMBRES" and "AJugar" have been implemented, which have made it possible to address in an interactive and culturally relevant way the reflection on masculinities.
- In Costa Rica, there are open calls for men to work on the prevention of femicides, organized by the Wem Institute, complemented with public pronouncements. Likewise, actions are carried out in the framework of November 25, promoting the prevention of violence against women, children and adolescents.

Systematization and Visibilization

The Systematization of Work on Masculinities in Latin America and the Spanish-speaking Caribbean, led by CISTAC Peru and the AIMI Network, compiled lessons learned and good regional practices, becoming a key resource for future actions.

The publication of the document "Systematization of Experiences Working on Masculinities CISTAC 2024", which presents the experiences of the work carried out by the Network.

Promotion of Reproductive and Gender Rights

Members of MenEngage Latin America network organised various initiatives in a number of countries in the region around transforming patriarchal masculinities and promotion of gender equality and prevention of gender-based violence. In Brazil, members organised a campaign "No women should be imprisoned, get sick or die for having an abortion" to advocate for reproductive rights. In Peru, members got together to organise capacity strengthening initiatives focused on male co-responsibility in ending and preventing gender-based violence. In Colombia, members organised capacity building workshops with migrant men and host communities to address intimate partner violence, forced child marriage, and sexual violence. The initiative promoted fair and just responsibility of men and boys in the prevention of violence against refugees and displaced women and girls. In Bolivia the network organised widespread awareness-raising activities, *including information fairs, workshops and communication campaigns*, focusing on educational, governmental, and community spaces. In Costa Rica, the network members implemented positive parenting and caregiving campaigns in various regions of the country, engaging educators and leveraging social media and mass media for broader impact.

1. Democratic governance structures and leadership capabilities

1.1 Governance structure

In the last four years, the governance structure of our regional network has been maintained as a co-coordination made up of two people from different countries in the region, elected every two years with the possibility of re-election. This model is complemented by a strategic committee composed of a focal point from each of the 14 LAM networks. Along with this development, the network also experienced some challenging situations as the result of the conflict in one of the country networks that resulted in the electing a new regional co-coordinator from Chile.

The regional committee of focal points has been regularly meeting during the year with holding virtual meetings every one or two months. The committee had one in-person meeting, to address priority issues and strengthen collaborative work. In terms of representation in leadership roles, the co-coordination is currently composed of a feminist woman and a gay activist, which reflects a significant advance in the inclusion of feminist women and LGBTQIA+ people in decision-making spaces.

1.1.1 Regional work plan implementation

The regional network in 2024 tried focusing on efforts on strengthening the network structures at all levels, prioritizing the generation of specialized funds and the promotion of joint actions among the different networks. Although the existing conflict from the Uruguay network absorbed much of our work and energies during this period, where we tried to be

of help in solving the situation, together with the Global Secretariat. These processes have, along with the challenges, provided opportunities for learning and collective growth in terms of governance of our regional network.

During 2024, some efforts have materialized in the organization of collaborative workshops and the restructuring of our website, key tools for strengthening the cohesion and visibility of the network. At the local level, the main activities have included raising awareness among the general population, specific training aimed at men, and the development of various campaigns to promote our objectives in the region.

These achievements reflect our commitment to building a strong, inclusive and impact-oriented network at both regional and local levels.

1.1.5 Sexual Harassment Policy and Accountability Standards

In 2024, the network was able to have successful closure of a Restorative Justice process following an allegation of sexual harassment by a former co-coordinator within the period 2019-2021. This process was done in conjunction with Human partner, an organization specialized in restorative justice.

We are constantly working on issues related to the management of situations that question us in terms of accountability. We are considering taking advantage of our next face-to-face meeting to hold a workshop on the management of these situations and on the definition of protocols for the whistleblower process, which has to do with accountability.

Membership engagement capacities

Each network developed several activities in their countries, some of them in alliance with other networks in the region and with other local organizations.

Youth Engagement and Leadership

The Mapping conducted in early 2024 focused heavily on connecting with youth organizations. While this remains a challenge, the incorporation of youth into MEA's global youth and advocacy committees is noted as an achievement. Red Maes Costa Rica held two biannual meetings with young people on the agenda of transforming patriarchal masculinities, with public pronouncements on adolescent male violence.

Communications

Website Restructuring

- MenEngage Latin America Website
 - <https://www.redmasculinidadeslac.org/>
- MenEngage Latin America Facebook
 - <https://www.facebook.com/MenEngageLAC/>

- MenEngage Latin America YouTube
 - <https://www.youtube.com/channel/UC6g9jsHLvNinmyjt1RUbWkw>

Knowledge products and Documentations

Within the framework of this period, two important publications were produced that reflect the learning and progress of MELA's work:

- "Systematization of the UBUNTU 2020 seminar": Document published online that compiles the main conclusions and reflections of the seminar
- "Research Report: Systematization of work on masculinities in Latin America and the Spanish-speaking Caribbean": Available in print and digital format, this report documents and analyzes the progress and challenges of work on masculinities in the region.
https://drive.google.com/file/d/1Tbml_V19tgRM0qXpbfy1TwldPASD5q5c/view
- "Systematization of Experiences Working on Masculinities CISTAC 2024: At the initiative of CISTAC, in 2009 a national articulation strategy began to link activism, academia and civil society around the promotion and cause of masculinities. This articulation was consolidated in 2010 as the Consorcio Boliviano Cuerpo Ciudadanía, an expanded space whose main objective is to develop theoretical and methodological capacities for masculinities work. This document presents the systematization of experiences in masculinities work.
<https://chrisdvilla.github.io/cistacweb/product/sistematizacion-experiencias-trabajo-en-masculinidades-cistac-2024.html>

Webinars and online dialogues

Cycle of Conferences, "Cycle of Encounters on Masculinities in Chile".
<https://www.eme.cl/ciclomasculinidades> / <https://www.youtube.com/@EMEMasculinities>
This event brought together 12 organizing institutions and more than 20 organizations participating as panelists. The videos of the meetings have over 400 views on YouTube.

Issue based working groups and committees

At the March 2023 focal point committee meeting, several committees were established, especially to work on the protocol for dealing with complaints. Unfortunately, these committees have not yielded results. Despite the efforts made, participation has mainly focused on the committees organized by the Global Secretariat, rather than the internal LAM working groups.

Regional campaigns and joint cross-country initiatives

The Peruvian and Bolivian networks work together in several activities:

- 1st Binational Meeting on Masculinities Bolivia - Peru 2023
- One year ago, the AIMI Peru Network (Organizational Alliance for Equal Masculinities) and the Bolivian Consortium Body and Citizenship met in Cusco, Peru, to exchange lessons learned and generate opportunities for joint work.

- This meeting was made possible thanks to the work of CISTAC Peru and CISTAC Masculinidades Bolivia with the support of Bread for the World, Friedrich Ebert Foundation and MenEngage Latin America.

Symposia, Colloquiums and conferences

In Chile, as part of the "Cycle of Meetings on Masculinities in Chile", two thematic roundtables were held:

- Table Men's mental health: masculinity in tension <https://youtu.be/GAXNwlcVg3s>
- Table Male violence and reeducation with men who have committed violence <https://youtu.be/dGIG5iqlByU>

In Bolivia CISTC Bolivia coordinated to organise the 10th Meeting of Work on Masculinities (May 2024, La Paz), brought together key actors from Bolivia, Chile, Brazil and Peru to reflect on progress and challenges in masculinities, fatherhood and diversity.

Regional Advocacy strategy and structures

There is an advocacy committee made up of several members of networks in the region, coordinated by Marcela Hernandez, AWG focal point for the region.

Advocacy Actions

Participation in policymaking fora

Between January and September 2024, the Social Development Management of the Regional Government of Piura, with the technical assistance of CISTAC Peru and Masculinidades por la Igualdad Piura, prepared in a participatory manner the Regional Ordinance No. 505-2024. The ordinance aims to involve men in ending and preventing gender violence, within the framework of Law 30364 (Law to prevent, punish and eradicate violence against women and members of the family group). On November 27, 2024, the Regional Ordinance was presented at a public event attended by authorities, officials from different levels of government and public entities, social leaders and NGO representatives. Prior to the presentation of the Regional Ordinance, Kique Gomez, Director of CISTAC Peru and MENENGAGE Focal Point in Peru, gave a lecture on Masculinities and Public Policies. CISTAC in Bolivia participated in the development of legislative proposals for the promotion of co-responsible masculinities and the strengthening of care.

Advocacy partnerships

In Colombia, Corporación Hombres en Marcha led the first pilot of a reeducation program for 65 men responsible for violence, fostering skills to establish non-violent and co-responsible relationships. This action was carried out in conjunction with the Penitentiary and Prison Institute of Pasto and the Attorney General's Office of the Nariño Section.

Policymakers supported

The Social Development Department of the Regional Government of Piura, with the technical assistance of CISTAC Peru and Masculinidades por la Igualdad Piura, prepared in a participatory manner Regional Ordinance No. 505-2024, an ordinance that will involve men in the fight against gender violence, within the framework of Law 30364 (Law to prevent, punish and eradicate violence against women and members of the family group).

Knowledge and uptake of evidence-based approaches

Promising practices

Mapping and Strengthening Regional Advocacy: Building a Network of Feminist, LGBTQ+, Youth, Climate, Indigenous and Social Justice Movements in Latin America.

https://docs.google.com/document/d/1D3LbiZftHaWuo3e1OPBqUpj4aNDa_x0bI5qjhy7X8/edit?tab=t.0

Research report: Systematization of work on masculinities in Latin America and the Spanish-speaking Caribbean.

https://drive.google.com/file/d/1Tbml_V19tgRM0qXpbfy1TwldPASD5q5c/view

Partnerships

In the context of the project "Mapping and Strengthening Regional Advocacy: Building a Network of Feminist, LGBTQ+, Youth, Climate, Indigenous and Social Justice Movements in Latin America". A database of relevant organizations in the Region is obtained.

https://docs.google.com/document/d/1D3LbiZftHaWuo3e1OPBqUpj4aNDa_x0bI5qjhy7X8/edit?tab=t.0

Accountability standards, Code of Conduct and Core Principles

Accountability Standards and capacity

Accountability standards were reviewed throughout the year in the region, based on the status of the complaints filed.

Strengthened Movement Building Approaches

Understanding of and commitment to collaborative work with intersectional gender and social justice movements

At the regional level

Development of a virtual strategic storytelling lab, facilitated by Jennifer Lee of StoryMind Inc. that allowed:

- The co-creation of narratives aligned with MELA's mission.
- The construction of a renewed narrative language that inspires future actions.
- Collective reflections on the road travelled and strategic projections.

Teams from the region participated in this process, highlighting the importance of collective reflection and the commitment to implement the narratives created. Jennifer will present feedback to the group in a future session to guide the strategic use of these results. There were 3 sessions of 3 hours each (9 hours total).

At the local level

In Chile, the "Cycle of Meetings on Masculinities in Chile" included 13 sessions of conversations between academic units and activists on Masculinities.

Strengthened partnerships

In the context of the project "[Mapping and Strengthening Regional Advocacy: Building a Network of Feminist, LGBTIQ+, Youth, Climate, Indigenous and Social Justice Movements in Latin America](#)". A database of relevant organizations in the Region is obtained.

In Chile, the "Cycle of Meetings on Masculinities in Chile" included 13 sessions of conversations between academic units and activists on masculinities, gender, health, fatherhood, etc..

Similarly quite some meetings were organized in Brazil:

- Participation in the coordination of the Regional Seminar of the North-Northeastern Feminist Network of Brazil (Redor) - São Luís, Maranhão - 06 to 08/11
- International Seminar "Decolonizing Queer Theory" - Recife, May 29th of 2024
- Popular circle of conversation "Anti-mental health antimanicomial and anti-prohibitionist" - Recife, 18/05/2024
- Popular circle of conversation "Paternity, care and breastfeeding" - Recife, 10/08/2024

In Bolivia, various activities were carried out in alliance with feminist, LGBTIQ+ and social justice organizations in Bolivia and the region. The 10th International Meeting on Masculinities (May 2024, La Paz) brought together key actors from Bolivia, Chile, Brazil and Peru to reflect on advances and challenges in masculinities, fatherhood and diversity.

SOGIESC inclusive organizing and approaches

See activities mainly in Brazil

Stories of change

Bolivia has been a reference in the use of edutainment as a strategy to question hegemonic masculinities and promote new narratives. The Experience Exchange Fair demonstrated the positive impact of participatory methodologies in the promotion of co-responsible masculinities and the prevention of gender-based violence. The formation of an alliance with Peru and the joint work with other Latin American networks is very relevant.

Chile has been a pioneer in establishing the "Cycle of Meetings on Masculinities" which included 13 thematic roundtables, coordinated by specialists from various universities and

study centers or activists, on topics such as male mental health, gender violence, transforming paternities and activism, generating spaces for reflection to promote gender equality. This instance brought together 12 organizing institutions and more than 20 organizations participating as panelists. The videos of the meetings have more than 400 views on youtube.

Brazil stood out for its initiatives in the decolonization of gender thinking and the construction of new narratives of masculinities. Through the International Seminar "Decolonizing Queer Theory", held in Recife, an intersectional dialogue on the deconstruction of normative masculinities was promoted. In addition, the Popular Circles of Conversation, in cities such as São Luís and Recife, addressed issues such as mental health, co-responsible paternities and the impact of public policies on the transformation of masculinities. These initiatives strengthened the articulation between feminist movements, LGBTIQ+ activists and masculinities networks in Brazil, promoting structural changes in the perception and practice of masculinities in the region.

North American MenEngage Network (NAMEN)

Key regional achievements and results

Throughout 2024 NAMEN in support of its strategic work-plan sought to engage its members in addressing key issues articulated via several communications methods in 2023. Continued usage of targeted outreach strategies was successful including but not limited to: Member meet ups highlighting specific topics of interest in the gender equality movement / Regional Newsletters showcasing members, issues and accomplishments while announcing upcoming topical events / Direct member consultations providing technical assistance in a myriad of areas and Regional promotions articulating NAMEN's mission across the dual nations. In this NAMEN was successful in bringing to the forefront not only the issues at hand but also qualitative & quantitative solutions towards engaging men and boys in the gender equality movement.

Key country level achievements and results

In 2024 our strategic partner and member representing Canada 'White Ribbon' conducted an impactful video campaign highlighting the issues associated with transgender violence. In addition NAMEN in its dual regional efforts sought to further engage the Canadian Indigenous community in support of their continued campaign to end the escalating trend of murder of Indigenous women. The United States component saw increased support towards the establishment of innovative youth led initiatives with outreach efforts conducted with Denver University & Howard University both having positive results moving their respective agendas forward. Having promoted a consistent message and open dialogue format for the last (4) years amongst its members and industry leaders, NAMEN established itself as a "Trusted Voice" & "Dedicated Advocate" with its notoriety growing across the dual nations.

Result Area 1: Strengthened MenEngage Alliance Networks & Leadership

1. Democratic governance structures and leadership capabilities

1.1. Governance structure

*Board Development: Addition of 1 New Board member representing the gender equality movement with the fishing industry.

*(2) Youth Advocates identified and supported in the YRG initiative

Regional work plan implementation

In the implementation of the work plans developed over the last 4 years, emphasis was made on continuing the communications strategies engaging members as well as creating a comprehensive strategic plan for the organization. In this the key area of focus was identifying NAMEN's core deliverables as well as creating a clear - concise message articulating its mission. As a result NAMEN's membership has grown to approximately 200+ including individual and organizational members spanning the United States and Canada.

Lastly, NAMEN in conjunction with MenEngage Network, facilitated an in-depth policy driven research project highlighting issues, concerns and activities across the United States and Canada rooted in the gender equality campaign.

NAMEN work plan

<https://docs.google.com/document/d/1P-N0FKVucAZxWyH365We650qeSKwGtUqAsVrG6jhF-I/edit?usp=sharing>

Leadership capacity

2024: (2) General Membership Meet Ups including (1) highlighting engagement strategies targeting men and boys & (1) addressing the power dynamics in the upcoming US election and its pending implications to the gender equality mission.

Resource mobilisation

In NAMEN's continued efforts towards soliciting funding a comprehensive strategy was implemented within the work plan with the Merge for Equality program receiving funding from (2) sources. In addition (12) potential funding sources were identified & researched however due to the nature of NAMEN's work and the lack of matching operating funds as well as direct program service these options were unavailable for solicitation. Lastly, as a membership driven organization whose target audience is all encompassing and without specific regional borders for service the solicitation of foundation funding was limited.

Membership Engagement

Membership engagement capacities

Key achievements on meaningful membership engagement

2 Members Meet Ups held with approximately 25+ members in attendance per session. In addition NAMEN facilitated over 12 engagement meetings with both current members and potential supporters assessing their needs while providing quality technical assistance in a myriad of areas from program development, promotional and engagement strategies as well as team building exercises.

Youth Engagement and Leadership

(2) youth leaders were selected to represent NAMEN in MenEngage Youth programs.

Communications

NAMEN continued its regional work in communicating with members, actively recruiting for participation in the ongoing committee work which met on a bi-monthly basis consistently:

*Finance Committee

*Policy Committee

*Membership Committee

In addition (2) yearly newsletters were published highlighting both the work of NAMEN as well as the regional successes and impactful members.

Webinars and online dialogues

(2) Member Meet Ups per year from 2021- 2024

2. Cross country and cross-regional collaborations

1. Issue based working groups and committees

(3) committees

Finance Committee

Membership Committee

Policy Committee

Regional campaigns and joint cross-country initiatives

Active participation in the How to Talk with Men Campaign

Advocacy

Capacity strengthening

1x20 participants

Advocacy publications

1) policy report finalized and submitted

Advocacy statements and public stances

1) 150+ members reached

3.1.2 Peer-to-peer learning and capacity strengthening

2) peer to peer learning initiatives facilitated with approximately 20+ participants

Partnerships

2) partnerships facilitated with institutions of higher learning promoting the further development of gender equality dialogue on campus;

Denver University

Howard University

.3 Learning initiatives and actions to address backlash

1) session facilitated discussing the pending backlash with the upcoming Presidential Election In the United States.

Strengthened partnerships

2

Stories of change

In anticipation of drastic political changes in both the United States and Canada, NAMEN's focus was on supporting its members in preparation for the increasing backlash articulated and its potentially devastating consequences to the movement. Increased communication

and information was disseminated to the members throughout the year, keeping them informed and prepared for changes in policy, funding and support on the horizon.

MenEngage South Asia (MEASA)

In 2024 MenEngage South Asia network was able to conduct some strategic activities in order to strengthen its strategic directions on gender transformative approaches to work with men and boys for gender, climate and social justice. Along with that the year was quite turbulent politically in a number of countries in the region, *particularly in Bangladesh, Sri Lanka, and India*, that created some challenges in the implementation of the regional annual plan.

Accountability Workshop, Sri Lanka

The year for the regional network started with a regional capacity strengthening workshop for the regional leadership of the network in South Asia during the period of 5-9 February in Sri Lanka. Facilitated by the accountability focal person of the Global Secretariat, Oswaldo Montoya, the workshop brought together 16 participants bringing together Country Level Accountability Focal Points and South Asia Regional Steering Committee Members. The primary objective of the workshop was to orient participants on the Alliance's Accountability framework and collaboratively develop an action plan to strengthen the accountability framework, and foster dialogue at the local, national, and regional levels to enhance accountability practices. The workshop resulted in the participants reporting strengthened understanding of the accountability framework and understanding the setting up of a regional accountability mechanism to uphold our principles and values as well as handling any breaches. The participants felt that the workshop helped foster a culture of accountability within our networks, in which collective care, skillful communication, and prevention of harm are prioritized.

Mapping Study On Movements In South Asia for MenEngage South Asia

Mapping the intersectionality of social justice movements in South Asia became imperative to maintain coherence with the larger movements and to find advocacy and action across economic, social, climate and gender justice. As a movement, this mapping and strategizing work will strengthen MEASA's strategies, strengthening accountable, relevant and resilient towards their vision of a 'world where all people are equal and free from discrimination and in which gender justice and human rights are promoted, protected and respected'. The primary objective was to facilitate better articulation among these movements by establishing a regional network that operates both politically and through movement-building approaches. This exercise supported in having better understanding of key actors, organisations, and movements within the feminist, LGBTIQ, youth, climate, indigenous, and social justice spheres in South Asia, as well to analyse the intersections, common goals, and challenges faced by these movements to foster a deeper understanding of their dynamics. Based on this MenEngage South Asia utilised the findings and recommendations to inform the regional strategy for collaboration to build a stronger and more unified front for social justice. The regional leadership realised that this exercise also helped in developing a framework for political engagement at the regional level, emphasizing advocacy for policies that advance the collective interests of these movements. The regional strategic plan incorporated and developed strategies for

collaborative movement-building initiatives that empower each movement to leverage its unique strengths while fostering solidarity.

National strategies on engaging men and boys in Pakistan and Nepal

With support from UNFPA, two of the 5 countries in South Asia were involved in the development of the national strategies on engaging men and boys to end GBV. MenEngage Global Secretariat provided technical support to both the process, through technical review and participating in the consultation that took place for these two processes in Nepal and Pakistan.

In Nepal, one of the steering committee members Sajog Thakuri, President of Hami DajuBhai (Nepali Brothers) led the process of developing the updated national Men Engagement Strategy for Ending Violence against Women and Girls. The strategy was developed following consultations with various stakeholders within the feminist and social justice movements in Nepal.

In Pakistan, one of the founding members of MenEngage Pakistan network Rozan in collaboration with UNFPA and the Ministry of Human Rights (MoHR) led the process to develop a National Strategy on Male Involvement to address Gender Based Violence, in Pakistan. The strategy will be developed in [consultation with all stakeholders](#) including public sector institutions, civil society organizations, academia, donors, national and international non-governmental organizations and the United Nations agencies. The strategy will take into account all challenges, gaps and identify opportunities for increased collaboration and coordination among all stakeholders on male involvement. The process will explore existing best practices and employ creative approaches for promoting gender equality and women empowerment. The overall purpose of the national strategy is to provide strategic direction and guidance to the programs and concerned stakeholders in enhancing male involvement to promote gender equality. Once approved, this strategy will serve as a framework and plan of action to guide and standardize the planning, implementation, coordination, and monitoring of men and boys' engagement on the issue of GBV.

Regional Strategic Planning and Steering Committee meeting, Nepal

MenEngage South Asia organised an in-person steering committee meeting in Kathmandu, Nepal during the period of 5-6 August with the participation of the SC members from the 4 countries in the region. The meeting was facilitated by one of the Co-Directors of the Global Secretariat upon the request by the regional leadership. The representatives of the network in Bangladesh were not able to join the meeting in-person due to the challenges they had with the leadership of the country network as well as the political unrest that was going on at the time. Two of the members tried to join online but due to the government interruption of the internet in the country they were not able to meaningfully participate in the meeting. The regional steering committee members met for their regional strategic planning meeting. The participants discussed the vetting process of the representative of MenEngage South Asia to the Global Board, which resulted in the Board taking a decision not to accept the nomination to be in the Global

Board. This conversation helped the regional leadership group to have nuanced understanding of the reason behind the Board's decision, to which they unanimously supported after having clarified the questions and concerns they had. Following this the national coordinators of the 4 countries formed an interim collective coordinating committee for the regional network, where they shared the responsibilities to coordinate the regional network and its works. The meeting also developed the regional strategic plan 2024-25 for the regional network.

South Asia Regional Dialogue on Engaging Men and Boys in Gender Equality

Saathi, the secretariat of MenEngage Alliance Nepal, in collaboration with the Ministry of Women, Children, and Senior Citizens, and MenEngage Alliance South Asia (MEASA) organised a regional dialogue on '[engaging men and boys in gender equality](#)' on 7th August 2024 in Lalitpur, Nepal. GS Co-Director played a crucial role and supported the MenEngage Nepal secretariat in planning and organising the regional dialogue. The dialogue aimed to facilitate learning and exchange among practitioners on engaging men and boys in advancing gender equality. The dialogue was organized under the auspices of Save the Children, Foundation for a Just Society International, AEIN-Luxembourg, the French Embassy in Nepal and UN Women under Empowered Women Prosperous Nepal initiatives. Approximately 300 individuals, including government officials, gender experts, youth, and civil society representatives, attended the program in person and virtually. The dialogue concluded with the issuance of a 14-point Kathmandu Commitments document, with all participants pledging to advance gender equality in the region as genuine and accountable allies, aligned with feminist leadership principles.

Establishment of MenEngage India network

Concluding the ongoing discussion since 2021 about the situation with the country network in India, FEM, a meeting of the leaders of the network in Rajasthan, India, on the 23rd and 24th of December, 2023 took a landmark decision to establish MenEngage India network in place of FEM. 12 members from 6 states (in-person from West Bengal, UP, Delhi, Rajasthan, and virtually from Jharkhand and Assam) participated in this meeting, who discussed about the ways to strengthening the India Alliance as well as the role of the India Alliance, assessed the progress achieved, and formulated strategies for future endeavors. The tag line for [MenEngage India network](#) will be "working with men and boys for gender equality", and also they decided to adopt the global logo. MenEngage India has also taken a strategic decision to mobilize new members in the country.

Additionally, MenEngage India has determined that should India be given the opportunity to serve as the regional secretariat of MEASA, then the MEASA secretariat will be located in one organization, while the India secretariat will be in another organization. The accountability framework was also a prominent discussion point, with members exploring the adaptation of MenEngage Global's framework to suit the Indian context. The meeting also unanimously created a new acting steering committee and leadership for India Alliance.

MenEngage Lebanon

Key achievements and results

The MenEngage Network faced operational challenges in 2023 due to the security situation in the country and broader socio-political constraints. These factors affected the network's ability to function effectively. Additionally, backlash against gender and feminist issues created further obstacles, requiring careful navigation of sensitivities. Despite these challenges, the network remained committed to its objectives and is constantly adapting its approach to respond to the evolving context. In 2023, efforts focused on strengthening youth engagement through a dedicated reference group, ensuring that younger voices were part of the network's decision-making processes. A collaborative session was also organized on engaging men through positive fatherhood, contributing to discussions on masculinity. Additionally, a workshop on accountability in Istanbul provided a platform for refining strategies and reinforcing the network's advocacy efforts.

The MenEngage Network Lebanon was actively reactivated in 2024. ABAAD led on the update of the strategic plan, and on coordinating the election of a new steering committee which promoted further engagement from, and active participation of the network's members. Furthermore, ABAAD has led a series of capacity building initiatives targeting the network's members on relevant technical topics. ABAAD mobilized resources to complement the strategy with the development of the network's 3 years action plan.

The priorities for 2025 are to further strengthen its work through rolling out the Action Plan developed in 2024, actively seek funding opportunities for the network, and focusing efforts to establish and launch a MENA regional network, in close collaboration with and support from the MenEngage Alliance.

The MenEngage Network Lebanon successfully rebuilt its structure despite the challenges in Lebanon. Key achievements of the network include a launching of a call for membership, updating the three-year strategy, revising its by-laws and code of conduct, and electing the network's secretariat. Capacity-building training and social initiatives were carried out for CSOs and NGOs, reinforcing engagement and collaboration. The network is now working on a three-year action plan to guide its next steps.

At the country level, the network has focused on strategic planning and governance. A comprehensive plan for 2024 was developed and implemented, ensuring a coordinated approach. Governance structures were further strengthened through the revision of the code of conduct and by-laws. Transparent communication remains a priority, with regular coordination and meetings within the steering committee to align on upcoming activities. Additionally, collaboration with a consultant supported the successful update of the network's strategy for 2024.

Result Area 1: Strengthened MenEngage Alliance Networks & Leadership

Democratic governance structures and leadership capabilities

The MenEngage Lebanon Network resumed its efforts with several key priorities, among which is to reactivate the steering committee, which plays a central role in guiding the network's strategic direction and overall coordination. The steering committee ensures continuity, facilitates engagement, and supports the planning and implementation of key initiatives. To expand participation, a national call for membership was relaunched through an online platform, inviting NGOs to join and contribute. The selection process followed clear criteria to ensure diverse and qualified representation, strengthening the network's inclusivity and effectiveness. A new steering committee was elected through a democratic voting process, reinforcing inclusive and participatory governance. The newly elected committee took on the responsibility of leading the network's next phase, ensuring structured coordination and operational efficiency.

In the coming year, changes will be introduced regarding the direct participation of men and boys, women and girls as individuals in the network. The plan is to support the establishment of a youth network, focused on masculinities and MenEngage principles. The next phase will also involve strengthening the MenEngage Lebanon Network as part of the MENA regional network. This includes updating the [strategy for 2025-2027](#) and ensuring the steering committee continues to provide leadership and strategic direction for the network's long-term sustainability.

Regional work plan implementation

ABAAD as the Network Coordinator and the MenEngage Lebanon Network will closely work with the MenEngage Alliance for necessary guidance and support to ensure a structured and strategic transition toward regional engagement. Through consultations, ABAAD and the network will outline clear priorities and establish a phased approach. These discussions will focus on defining roles, establishing internal governance, and setting a roadmap for regional expansion and coordination to ensure that the expansion process is both strategic and sustainable.

Number of member organizations

30 members 34 members 3 individuals

Leadership capacity

The efforts throughout 2024 focused on reactivating the MenEngage Lebanon Network. Following the selection of new members in the first quarter of the year, the network prioritized organizing elections for a new steering committee to strengthen governance and coordination. A comprehensive capacity assessment was conducted to capture strengths and gaps of the network's members. The assessment informed the planning for targeted interventions ensuring that all members could contribute effectively to the network's objectives.

Consequently, the network initiated a series of joint social and advocacy initiatives.

Below are the key milestones and activities for the Lebanon MenEngage Network:

An introductory workshop to introduce the network to new members, followed by a consultation meeting to roll out the new strategy.

The election of the steering committee took place on June 4, 2024.

Following the elections, ABAAD and the network launched a series of capacity-building trainings on key topics:

- **Gender Integration (July 2-4, 2024):** Focused on the importance of gender integration into programming and policies to ensure gender-responsive initiatives.
- **Inclusive Citizenship (July 11-13, 2024):** This training addresses diversity and inclusion in gender-inclusive citizenship, focusing on promoting gender equality by understanding and valuing diverse identities and experiences while fostering respect, understanding, and collaboration across different backgrounds.
- **Movement Building (August 20-22, 2024):** Introduced participants to the principles of social movements, community participation, and effective advocacy campaigns, with a focus on ensuring diversity in leadership and engagement.
- **Masculinities Training (September 4-5, 2024):** Explored the concept of masculinities and the importance of engaging men as part of a transformative approach to gender equality.

On the 11 – 12 – 13 July of July 2024, ABAAD led the organization of an event for Father's Day (21 July) with all the Network members. A short video was produced and was shared by the participating organizations across their social media platforms.

Following the escalation of the armed conflict in Lebanon on September 23, 2024, the network adapted its focus to an **Emergency Response Plan**. In October, two online training sessions were organized: **Psychosocial First Aid and Accountability** towards affected populations and PSEA, ensuring that members were equipped to respond to the emerging needs of conflict-affected and displaced populations.

Similarly, the network also published an article titled "[The 5P's: Men's Identities](#)" (Protector, Provider, Parent, Partner, and Person), reflecting on the evolving roles of men in times of crisis.

By November, activities resumed with a renewed focus on social initiatives. Online training was conducted in collaboration with the consulting agency Doloctopus, supporting ideation and initiative development. Network members worked on refining their ideas, which will be

implemented throughout 2025 as part of the network's ongoing efforts to strengthen engagement and advocacy in Lebanon and the broader MENA region.

Sexual Harassment Policy and Accountability Standards

The MenEngage network members participated in two capacity-strengthening training sessions focused on Accountability to Affected Populations (AAP) and Prevention from Sexual Exploitation, Abuse, and Harassment (PSEAH). The sessions were designed to align with the specific work of the member organizations and adapted to the network's accountability framework. The AAP training covered the definition and importance of accountability, practical methods to integrate best practices, and the establishment of Complaint, Feedback, and Response Mechanisms (CFRMs). It also included strategies for handling various complaint types and ensuring feedback loops are effectively closed.

The PSEAH sessions introduced key concepts such as power imbalances, risks associated with SEAH, and barriers to reporting incidents. Participants explored PSEA Core Principles, learned strategies for handling disclosures, and reviewed SEA reporting and referral processes, along with effective messaging for affected communities.

Resource mobilization

ABAAD, on behalf of the MenEngage Network, submitted several proposals to support the network's activities and initiatives. Among these, ABAAD signed a small grant agreement with UNFPA, which includes developing the Men Engage Network's action plan for 3 years. Additionally, funds from other ongoing grants have been allocated to support the men engagement strategy for Lebanon and advocacy efforts involving men and boys, to ensure the planned activities for 2024 are successfully implemented.

Membership Engagement

Membership engagement capacities

The network's secretariat maintains regular consultations to align on priorities following the strategic plan developed and ensure that activities are responsive to the evolving and challenging context in Lebanon, including member consultations and collaborative planning sessions. Given the recent reactivation and evolving role for the MENA regional network, the next phase will focus on strengthening internal coordination, refining governance structures and the coordination with the MenEngage Alliance will continue to ensure a structured and sustainable approach. Access the Lebanon [MenEngage Network Strategic Plan](#).

Youth Engagement and Leadership

ABAAD, representing the Lebanon Network, joined the Youth Reference Group (YRG), a platform that equips young people with the skills and opportunities to participate in decision-making. The YRG plays a key role in shaping the Alliance's strategic direction, strengthening youth leadership, and advancing regional collaboration. Following

recommendations from partners, discussions are ongoing regarding the establishment of a platform or hub to include youth identified by and working with the members organizations. This is still pending discussion to finalize and agree on the final scope and purpose of the youth hub.

Communications

- Visual identity of the Men Engage Network Lebanon is updated
- Social media: Father's Day video, the 5Ps and Men's Identities During Crisis article, and a video on masculinities and engaging men during crises.
- With the support of UNDEF funding, the MenEngage members having participated in an ideation workshop, are working on developing new resources: videos – pamphlets – social games with main objectives on gender-sensitive citizenship and men engagement.

Knowledge products and Documentations

In times of emergency, crisis, and grief, many men overlook the importance of their own mental health and well-being. This neglect not only affects them but can also have significant repercussions on their families. While many men recognize their roles as protectors and providers, it is essential to reflect on the true meaning of these roles, alongside other key responsibilities. To this end, ABAAD has published 5 P's brief to reflect on men's 5 roles as Protector, Provider, Parent, Partner and as a Person.

Webinars and online dialogues

ABAAD during 2023 - Resource Center for Gender Equality, as part of MenEngage Lebanon, has hosted a MenEngage Global Alliance Co-lab initiative. The session addressed the topic of "*Fatherhood programs for engaging men to become allies for gender equality: Specific cultural and contextual considerations in times of economic crisis and civil unrest*". The content of the session was steered by both the experience of gender experts who worked on these programs as well as objective data derived from the monitoring and evaluation of implementation of these programs. To add, the major points of discussion and analysis of fatherhood programs were in the context of the crisis. The attendees were given the floor to share their own thoughts, experiences, and/or research from similar or culturally different global contexts.

Cross country and cross-regional collaborations

Issue based working groups and committees

In 2025, the effort will be focused on developing issue based working groups to advance thematic priorities and drive action at the local level. These working groups will serve as platforms for knowledge-sharing, coordination, and joint advocacy, ensuring a structured and sustained approach to engaging men and boys in gender equality efforts.

Additionally, and once the discussion regarding the Youth Hub is finalized and endorsed by both the network and the alliance, the hub will be established to serve as a dedicated space for youth to access the decision-making platform of the network.

Result Area 2: Accountable Policy Advocacy and Political Voice

Advocacy Capacity

Member organizations of the network participated in a 3-day Movement Building training from August 20 to the 22nd. Participants engaged in sessions on the principles of social movements, community participation, and effective advocacy campaigns, with a focus on ensuring diversity in leadership and engagement.

Result area 3: Effective and Strengthened Programming

Accountability Standards and capacity

As part of the introductory workshop for the MenEngage Network, a dedicated session was delivered on the Accountability Framework. This session aimed to introduce the MenEngage Network Accountability Framework and establish clear accountability standards from the outset. The session included an overview of the code of conduct and by-laws. Through a group exercise, participants engaged in discussions to collectively understand the framework and the significance of foundational documents ensuring proper accountability within the network.

Members were also informed about global-level resources and the support ABAAD can provide to organizations both within the network and at an organizational level.

Active involvement in the Global Accountability Learning Project (GALP) provided additional insights into potential improvements to the accountability framework, which will benefit the network upon the project's completion. Continuous support and monitoring of the accountability framework will be a priority in 2025, alongside the deliverables from GALP, ensuring that the framework evolves to meet the needs of the network effectively.

Learning initiatives and actions to address backlash

This past year ABAAD co-hosted an online Co-Lab learning initiative with the MenEngage Global Alliance which focused on the use of fatherhood and positive parenting programs as a strategic entry point for engaging men in communities where resistance towards women's empowerment and backlash is highly probable. ABAAD believes that Lebanon, similarly to many nations and cultures situated in the global South, experiences backlash that manifests differently than how it might in the west or global North. Often backlash towards feminism and initiatives towards women's empowerment in these settings are minimised in importance within the public/political narrative and deprioritized behind issues related to emergency or conflict-oriented needs. This de-prioritization of women's issues is a form of backlash because it is reactive to the progressive momentum generated by the feminist movement in that particular culture, and in that particular political moment

in time. This issue was discussed in the webinar with examples given from the economic and political hardship Lebanon had experienced since the failed political revolution of October 2019.

ABAAD spoke about how they were able to strategically bypass resistance or backlash in an environment of political unrest and economic strife by focusing their efforts to engage men within the realm of fatherhood and through issues related to parenthood. With the focus on fatherhood and the family, many men (along with their spouses) were successfully reached through community programming and received important masculinities training on issues such as violence against women and the girls, positive parenting, Mental Health, and gender equality.

Result Area 4: Strengthened Movement Building Approaches

Understanding of and commitment to collaborative work with intersectional gender and social justice movements

The movement building 3-day training, delivered to the network members, focused on the following:

- Understanding Social and Community Movements: Characteristics, Challenges, and Obstacles and how to manage challenges.
- Strategies of social and community movements to enhance communication and diversity within the group.
- Principles to motivate groups in the movement building
- Importance of participation in the community movement.
- Strategic thinking and building the movements
- Development of advocacy campaign

Strengthened partnerships

Over the past year ABAAD and the MenEngage Lebanon Secretariat has done much to strengthen the partnerships within the MenEngage Lebanon Network, as well as to bring in and strengthen new organizational membership. In the course of the past year, many organizations were able to increase their capacities on the topic of masculinities and how it applies to their own work, as well as becoming active members of the MenEngage Lebanon Network. One such example is that of the organization 'Fighters for Peace'. This organization, composed of ex-militant Lebanese Fighters from any of the many conflicts that have recently taken part of Lebanese soil, now speak about the atrocities they witnessed in war and carry a message of societal unity and Peace building. This organization has been an exemplar of how the network has been strengthened by new members who are applying masculinities to their work in new and exciting ways. Connections between militarism and masculinities is a big topic of discussion with this particular group, as well as how they can better include masculinities and a gender perspective into their ongoing research and work on peace building in Lebanon.

As mentioned earlier in this report, ABAAD and the Secretariat of the MenEngage Lebanon network created several opportunities throughout the year for the network membership in terms of: building capacities in interested fields, having access to new funding opportunities, creating opportunities for members to collaborate with one another outside of network initiatives, and for further networking with organizations outside of the network. These opportunities allow members to investigate new fields and opportunities for growth both on the technical and administrative level.

South East Asia

Since having our first membership from South Korea in February 2023, the Gender Equality Training Platform (GET-P) we have been working with GET-P to initiate processes of building a country network in South Korea. Following the ground work through an online forum together with MenEngage Global Alliance and IMAGINE toolkit training the Executive Director of GET-P conducted in 2023, there were several organisations who wanted to become members of the Alliance. In 2024, we initiated the process of membership applications by setting up the system in the GlueUp platform, which will continue in 2025. Once this process of membership application is completed, together with the Global Secretariat we will initiate the establishment of the country network in South Korea and launch it in 2025.

A word of thanks

We express our sincere gratitude to and allyship with our feminist partners who we worked closely with during the year. We are thankful to our solid donors and partners who have shown unwavering commitment and support. And we are grateful to all the members of MenEngage Alliance without whom all this work would not have been possible.

MenEngage Alliance is thankful for the generous support of our strategic partners, donors, and members - including the following through the global level in 2024:

- Swedish International Development Cooperation Agency (Sida)
- FORD Foundation
- UN Foundation
- UN Women
- World Health Organization (WHO)
- Global Affairs Canada - via Women's International League for Peace and Freedom (WILPF)

We also would like to express our sincere gratitude to our feminist partners who we worked closely with during the year.

We are grateful to all the members of MenEngage Alliance without whom all this work would not have been possible. We are thankful for their contributions in all forms including voluntary, financial and technical assistance since the foundation of the Alliance as well in 2024.

Glossary

This glossary provides brief descriptions of how MenEngage Alliance understands and applies the concepts that are at the core of our Vision and Mission and understanding of qualitative work on men and masculinities within women's rights, SRHR and gender justice for all. In alphabetical order:

Enabling spaces for dialogue and joint action

MenEngage Alliance engages in strengthening partnerships, networks and alliances. We work 'GLOCAL': where ideas from the local to the global are jointly identified, shared, negotiated, changed, and disseminated.

Engaging men and boys

We seek to work with men and boys to encourage their active involvement in ending gender inequalities, advancing women's rights and transforming masculinities as allies with women, girls and people of diverse gender identities. Recognizing that some men and boys question the harmful notions of manhood and the privileges that society grants them, we provide them with ways to take transformative action. We work with men in power in all spheres of society to promote progressive policies and institutional practices in favour of women's rights and gender justice.

Feminist approach

We acknowledge that we build on the heritage of feminist women's rights organisations and movements and ground our work firmly in feminist principles. We seek to strengthen our work by embracing a women's rights perspective and feminist analysis, including placing inequalities in privilege and power that result from patriarchy at the heart of our work with men and boys. We commit to listening to and being accountable to women's rights voices; and to institutionalising democratic and inclusive decision-making processes within the Alliance.

Intersectional feminisms

We recognize that the work to transform patriarchal masculinities and engage boys and men for gender equality and justice needs to recognize that the complex interconnections of various powerful, and often oppressive institutions, ideologies and systems, impact people differently depending on their sex, gender, race, sexuality, age and ability identities, among other circumstances. We seek to understand these interconnections, and their interplay in the direct and disproportionate impact on the lives of people often marginalised and excluded. Critical to this task is listening to, centering and elevating the voices, analysis and demands from those on the margins of the margins, for their imperative contributions towards dismantling the ruling power structures in light of their positionalities.

Gender transformative approaches

Policies, processes and strategies that seek to critically reflect on and transform social norms and institutional practices that create and reinforce gender inequalities. Gender transformative approaches do not view the engagement of men and boys as an end in itself, rather as a means to transform social norms and gender power relations at their roots. Gender transformative approaches are part of a 'gender integration continuum' that classifies interventions as gender exploitative, gender neutral, gender sensitive or gender transformative. MenEngage seeks to support the increased uptake of gender transformative approaches with men and boys through the work of the Alliance.

Intersectionality

We acknowledge that oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. This interplay of multiple identities can increase vulnerability and inequalities in privilege and power, and further entrench inequalities and injustice. We seek to contribute to an intersectional understanding of men and boys' roles and responsibilities and enhance an intersectional perspective in the work of the Alliance and its members.

Partnerships

We seek to foster concrete and equal associations and collaborations with various actors and agencies in the field of social justice, including: women's rights; gender and social justice; climate justice; child rights; youth empowerment and rights; sexual and reproductive health rights; civil and political rights; indigenous population rights; and human rights.

Decolonisation

Social justice struggles across the world confront the legacies of colonialism, including current realities of neo-colonial economic relations between the Global North and Global South, including the aid industry itself. These mutually reinforcing systems of exclusion based on male supremacy, white supremacy and eurocentric hegemony and neo-liberal global corporate power that colonial practices and knowledge have perpetuated, as well as the neocolonial structures which sustain these systems, have important implications for gender transformative work with men and boys. We recognize that we operate within a global architecture of social justice, human rights, aid and development, which is rooted in colonial histories and structured on power dynamics between the "Global North" over "Global South". We recognize the urgency to work towards decolonizing our practices and the ways we organise and advocate. It is the only path to reinventing ourselves with care and in solidarity with those who have been impacted the most by practices of systemic denial of their rights, invisibility of their needs, and exclusion from essential resources and support networks.

SOGIESC

Sexual orientation, gender identity and expression, and sex characteristics

Transform and end patriarchy

We seek to engage men and boys, along with women, girls and people of diverse gender identities, to redress structural power imbalances and inequalities, male domination and their manifestations upheld by systemic male supremacy ideologies, and to reform such dualistic and sexist gender orders.

Transform patriarchal masculinities

We firmly uphold that the essence of this work is to destabilise stereotypical male gender roles and hegemonic expressions of manhood. And to support manifestations of non-violent, equitable and inclusive notion of manhood, by changing social norms and institutions that shape boys' and men's behaviour. This work must embrace intersectional feminist perspective and analysis, placing inequalities in privilege and power that result from patriarchy at the heart of our work with men and boys. This work must be informed by and accountable to feminist women's rights voices. We must extend beyond holding individual men to account for their patriarchal behaviour, to include holding to account institutions across all sectors, national governments and the international community and global corporate interests for their respective roles and responsibilities in transforming patriarchal masculinities.

Working as allies with women's rights organisations

We are committed to working as allies, and to fostering healthy relationships, with women and women's rights organisations, movements and networks. Our aim is to achieve equity and equality for women and girls, and justice for all, as a political act to strengthen the collective struggle for human rights and social, economic and environmental justice.

Feminist Systems Change

We seek to continue to respond to calls by feminist movements to work to eradicate patriarchal structures of power. This understanding of the patriarchal systems that must change is the global challenge we face today and that informs our gender transformative work with men and boys, at institutional and ideological levels including concrete changes in individual men's attitudes and behaviours. Male-focused gender transformative work seeks to make visible with men and boys how their own interests are at stake in the systems change agenda being advanced by feminists across the world. Part of this agenda identifies the need to build power-with through movement building approaches.

We will continue to support the voices of feminist leaders and movements that urge us to stand up for social justice, for new inclusive economies of care, for equal rights and co-creation and decision making about humanity's future, the planet's resources and the full sharing of existing knowledge, structures and technological and scientific advances, with dignity and acknowledgement of our multiple roots and ancestry. We seek to continue an in-depth exploratory and capacity building process on systems change and identify our unique contribution from a men and masculinities lens.

The following terminology is used to refer to specific entities within MenEngage Alliance:

MenEngage Alliance, or the Alliance, refers to the collective of entities that constitute the international network: MenEngage Global Alliance, Global Secretariat, Regional and country Networks, members, and partners. The term is distinct from MenEngage Global Alliance which supports this network to achieve its full potential.

MenEngage Global Alliance refers to the non-profit organisation which serves as the implementing entity of the Alliance's global strategy and annual plans, responsible for anchoring the work of the Alliance and supporting its members' activities. MenEngage Global Alliance is registered in Washington DC, USA as a 501(c)3, non-profit organisation.

MenEngage Global Board, or the Board, refers to the Board of Directors that is responsible for the governance of the Alliance at the global level, including oversight of programs and finances, and for carrying out fundraising for the organisation. The Board consists of representatives from the Alliance's regional networks and international at-large member organisations and partners.

MenEngage Global Secretariat, or the Global Secretariat (GS), refers to the executive body of the MenEngage Global Alliance. It is composed of a staff-team who are responsible for the implementation of the MenEngage Global Alliance's strategic priorities, carrying out fundraising for the organisation (supported by the Board), and managing the budget.