



“Transforming masculinities towards gender justice”

(Training report)

Ulaanbaatar
2015

Content

1. Introduction	3
2. Goal of the training.....	4
3. Specific features of the training	6
4. Why is it important to talk about masculinities?.....	7
5. Training process.....	9
6. Discussion with the guest speaker.....	10
7. Skill development sessions	11
8. Exhibition Launch of Online products.....	12
9. Training outcomes	13

Introduction

The MONFEMNET National Network of NGOs with the financial support from the Swiss Development Agency has successfully implemented “Revisiting Gender Justice and Masculinity: Training for young men” project between November, 2014 to 20 December, 2015. The project aimed to improve capacity of young male community, who are enthusiastic and committed to work with boys and men on the transformations from traditional patriarchal masculinities or male-dominated roles and norms and gender justice.

20 young people aged from 18 to 25 were involved in Training-of-trainers. The analysis and discussions were held on masculinities/male gender roles dominated in Mongolia, how the norms are set, whose interests they represent, how power relations form them and how those norms affect girls, boys, men and women and marginalized groups of society.

Furthermore, in order to disseminate the knowledge on masculinities obtained during the training to the public, the participants were trained in skills building trainings. The skills building trainings equipped them with the basic skills to develop online products by using Photoshop program, Infographics and photography and acquainted with methods how to make an effective advocacy through social media.

We are happy to present you the project final report.

Should you have any clarifications please contact us via:

- Phone: 70110355; Email: info@monfemnet.org
- D. Enkhjargal, National Coordinator 9100-2121; coordinator@monfemnet.org
- A. Sarantsetseg, Program Manager, 8811-6018; manager@monfemnet.org

Training Goal

Transforming Masculinities towards Gender Justice Training aims to contribute to the national capacity building on social gender justice, equal rights; to support boys and men to have freedom and human existence without prejudice of negative gender roles and to change the norms of patriarchal masculinities; to prevent from gender-based violence through the collaboration with boys and men communities.



The trainings organized during the project implementation period.

№	Date	Training
1	10 February	Human rights and social justice
2	27 February	Gender and sexuality: diversity and fluidity
3	17 March	Gender and sexuality: sexuality, sensitivity and eroticism
4	24 March	Patriarchy
5	7 April	Masculinities
6	21 April	Masculinities and violence (continued)
7	19 May	What is masculinity? (one day training, discussion)
8	19 September	Masculinities and violence (one day training and discussion)
9	21 September	Skills building training on online advocacy
10	26 September	Training of Infographics and Photoshop
11	12 October	Skills Building training on Photography
12	4 November	“Who Is the Real Man?” discussion with MP Kh. Temuujin, the Guest Speaker
13		Exercises on Photoshop program
14	28 November	Exercises on Photoshop program
15	14 December	Training on message development
16	16 December	Training on message development on Photoshop program
17	18 December	Exhibition Launch of Online Products

Specific features of the training

- **Based on participation:** Based on every participant's knowledge, skills and experience, and by creating an environment of active and equal participation, the training is guided by the principles of learning by doing, as well as mutual learning and growing together.
- **Knowledge building process:** In addition to information and knowledge offered by the training, we aimed to improve the capacity of participants to gain their self-confidence, to improve their critical and creative thinking, to work in teams, to advance their analytical skills, ability to identify problems, to develop competence in finding solutions through discussions and to advance skills to listen to others and self-expression.
- **Combination of theory and practice:** The Transforming Masculinities towards Gender Justice training program and discussion topics were developed based on various concepts, multiple tests and studies. The program uses different creative techniques, such as different types of exercises on what is patriarchy, violence, power and its positive and negative uses and human rights through which we intended to make transformations at individual and community levels. Likewise, the training offers exercises to reflect on the circles of influence or ecological models, to identify problems through role plays and consensus building in team works.
- **The trainees worked in teams:** To encourage mutual learning process we worked together with participants.
- **Flexibility in the process of continuous growth:** We have been advancing the training content and modules based on participants' specific needs.

Why is it important to talk about masculinities?

There are misconceptions by many, who believe that promoting gender equality, justice and women's human rights is harmful for men. In the reality any injustice creates discrimination, humiliation and oppression, infringes human dignity, fundamental human rights, freedoms, dishonors human beings and poisons society with distrust, anxiety and fear.

Patriarchy does not simply privilege men over women but breeds gender based violence by encouraging men to be aggressive and dominant. Consequently, many children and women live in fear and many in closed up relationships, frustrated because of it and society remains fierce. Such conditions affect not only individual lives, but also families and social development.

Are men benefiting from this? Can Mongolian men and boys benefit from the system that affects Mongolian society? Of course not. On the contrary.

Patriarchy forms gender power structure and hierarchy and aims to impose stereotyped roles and norms for men that are narrow-minded and rigid. Hence, in the society where the patriarchal masculinity is dominated, both, men's and women's fundamental human rights, freedoms, liberty to freely express themselves and make free choices are suppressed and limited.

It is true that in the masculinity dominated society men have an attitude to show off themselves and prove their masculinity and superiority by oppressing women or someone weaker. In economic instability, financial crisis, labor exploitation and unemployment also due to patriarchal social pressure a man has to be the breadwinner and defender. However, in the situations of economic instability, labor exploitation and unemployment, many men being under such pressure, often lose their self-confidence, their mental and physical health deteriorates and many men are affected by alcohol abuse. As a result of public belief that man is strong and can manage himself, many boys have school drop-outs and cannot exercise their equal rights to education and consequently, they are not able to get a quality employment.

Traditional gender stereotypes affect many men's and boys' development, mental strength, communication skills, education, occupation and many of them are becoming vulnerable to violence and crimes or they commit by themselves.

Apart from series of discussions mentioned above, the examinations of masculinities and their norms, gender based discrimination, the analysis of the patriarchal masculinities as a root cause of violence, gender as a social product and gender socialization were held during each session. Likewise, gave to the participants the ideas how and where to start social transformations of rights based social and cultural norms, how important is the participation. The training also aimed to develop messages on rights and gender equality, on negative effects of patriarchal norms to the public and disseminate them via social and other means of media.

Apart from series of discussions mentioned above, the examinations of masculinities and their norms, gender based discrimination, the analysis of the patriarchal masculinities as a root cause of violence, gender as a social product and gender socialization were held during each session. Likewise, gave to the participants the ideas how and where to start social transformations of rights based social and cultural norms, how important is the participation. The training also aimed to develop messages on rights and gender equality, on negative effects of patriarchal norms to the public and disseminate them via social media and other means of media

Training process

Impose feeling	→	Provide knowledge	→	Gain skills
<ul style="list-style-type: none"> • The training differs from traditional academic teaching by the principles of growing together and learning from each other and setting-up an environment that allows everyone to share his/her knowledge and experience, • Participants reflect on certain topics based on their experiences and share their feelings to each other. • The key focus of participatory learning is the feeling that one has experienced. Every person feel in different way. Some participants are not able to define their feelings. Often participants do not reflected on their feelings, especially on their feelings and the training. How important is it to define our feelings in our lives? Why? Why feeling is important to work with others and to ensure everyone's participation and development? Those were the questions the training strived to answer. 		<ul style="list-style-type: none"> • The training has assessed the participants' understanding about human rights and discrimination. Their awareness about system factors that lead to breach of human rights. The participants gained knowledge on gender-based discrimination, analyzed patriarchal system as the root cause of violence. Also we help them to understand that gender is the social construction, as well as we inform participants what is gender socialization of men and women. • Diversity in sexual and gender identity and its evolution throughout human's life and over time has scientifically been proven. • The training offers knowledge on social construction of patriarchal masculinity, on process of socialization of masculinity norms, improves understanding about masculinity roles that dominate in today's Mongolian society. In addition, the training further analyzes those roles and defines what role her/she plays in this process. 		<ul style="list-style-type: none"> • We also conducted Skills Development sessions to support participants to disseminate and promote knowledge they acquired during the training. Four sessions were developed for this purpose: <ul style="list-style-type: none"> - How to use social media - How to use Photoshop program - How to develop info graphics - How to take good photos <p>Moreover, sessions with guest speakers were organized in order to give further information to participants.</p>

Discussion with the Guest Speaker

The social attitude and pressure impose specific roles and norms on a man. During the Transforming masculinities towards gender justice training, we attempted to make a definition for understandings e.g. Who is the real man? What are the factors that define real man? What are the public perceptions, particularly of those who work at the decision-making level, with regards to the question whether everyone should have those characteristics or not? We invited PM Kh. Temuujin who shared with us his opinion on Who is the Real Man? We all participated in the discussion and shared our ideas and had an opportunity to analyze and conclude that everyone has to have his/her own viewpoints on this issue but not to be affected by the social pressure and traditional norms and perceptions.



“ЖИНХЭНЭ ЭР ХҮН ГЭЖ ХЭН БЭ?” СЭДЭВТ ЗОЧИНТОЙ ХЭЛЭЛЦҮҮЛЭГ
МЭДЭЭЛЭЛ, ТЕХНОЛОГИЙН ҮНДЭСНИЙ ПАРК

2015 оны 11 дүгээр сарын 04



Жиндэрлэн үздэгдэгч болуу тусгай! Towards Gender Justice!



Skill development sessions

To obtain basic skills to work on Photoshop program, prepare Info graphics and take photos:

Social Media is increasingly becoming the main source of information. The session aimed to develop public message and disseminate through social media from the knowledge acquired from the training. The development of “Social product” was the main goal of this session. To achieve this goal we have conducted the following sessions:

- How to work on the Photoshop program
- How to prepare Infographics
- How to take a good photo
- What methods can be used to develop a message?

Having attended these sessions the participants gained skills to develop products to disseminate and promote the knowledge obtained during the training.

A screenshot of a Facebook post from the 'MONFEMNET National Network'. The post features a large image of six young boys hanging from a horizontal wooden bar. Above them is the text: 'Эр хүн заавал "ШАЗРУУН, ХҮЧТЭЙ, ЧАДАЛТАЙ" байх ёстой гэж үү?' (Men must be 'strong, powerful, capable' to be considered men, right?). Below the main image are three smaller infographics: one with a silhouette of a man and a woman, another with a large eye graphic and the text 'Бусдын төсөөлөл чамайг илэрхийлэхгүй' (Others' perceptions won't reveal you), and a third with a cartoon character and the text 'НИЙГЭМСЭ ТУЛАГАСАН ДИРЭЭС САЛЦГАЯА Л ДАА ???' (From the society we've built, is it just salt?). The post also shows '7,062 people reached' and a 'Boost Post' button.

MONFEMNET National Network added 30 new photos to the album: МАСКУЛИНТИ/ЭР ЖЕНДЭР цахим бүтээлүүд — with Suvd Batbaatar and 4 others. Published by Saku Mft (?) · December 24, 2015 ·

Эр хүн заавал **"ШАЗРУУН, ХҮЧТЭЙ, ЧАДАЛТАЙ"** байх ёстой гэж үү?

#Эр_хүн #Er_hun

7,062 people reached

Boost Post

Like Comment Share

Launch of the Exhibition of online products

More than 35 messages were developed by 20 participants during the trainings and were presented on **the Online Exhibition Launch** on 18 December, 2015.

monfemnet
 МУНФЕМ-НЭТ
 Монголын эрх зүйн үндэсний төв
 Монголын эрх зүйн үндэсний төв
 Монголын эрх зүйн үндэсний төв

Жендэрийн шударга ёс ба МАСКУЛИНИТИ/ЭР ЖЕНДЭР

"Жендэрийн шударга ёс ба маскулити/эр жэндэр" суртал нь жендэрийн шударга ёс, илэн эрхийг дэмжсэн хуульчлэлтэй холбоотой, найрмархалт маскулити/эрийн хэл хэлжээг өөрчлөн хөвчүүд, эрэгтэйчүүдэд жендэрийн сөрөг дүрүүдэд баригдалгүй хүний ёсоор, эрх чөлөөтэй оршиход дэмжлэг үзүүлэх; жендэрийг суурилсан хүчирхийлэлээс урьдчилан сэргийлэх, энэ чиглэлд нийгмийн олон бүлэг, ялангуяа хөвчүүд, эрэгтэйчүүдтэй хамтран ажиллах үндэсний чадавч дүрүүдэд хувь нэмэр оруулах зорилготой.

Хайрлаж чадаж эр хүнийг зөвхөн хөвчүүдэд зөвшөөрдөггүй

Нүглирсэнд хүйс байхгүй!!!

Аав шигээ сайн аав болно!

Эр хүн убаар юм.

Эр хүн гэвэл "ШАЗРУУН, ХҮЧТЭЙ, ЧАДАЛТАЙ" байх ёстой гэж үү?

Эр хүн та төмрөөр хийгдсэн гэж үү?

Аавууд ажил, гэр орноо хослуулаж чадна!

Нийгэмд тугаас дүрэг салцгай л даа??

Миний эрх чөлөөтэй эрх...

monfemnet
 МУНФЕМ-НЭТ
 Монголын эрх зүйн үндэсний төв
 Монголын эрх зүйн үндэсний төв
 Монголын эрх зүйн үндэсний төв

Жендэрийн шударга ёс ба МАСКУЛИНИТИ/ЭР ЖЕНДЭР

"Жендэрийн шударга ёс ба маскулити/эр жэндэр" суртал нь жендэрийн шударга ёс, илэн эрхийг дэмжсэн хуульчлэлтэй холбоотой, найрмархалт маскулити/эрийн хэл хэлжээг өөрчлөн хөвчүүд, эрэгтэйчүүдэд жендэрийн сөрөг дүрүүдэд баригдалгүй хүний ёсоор, эрх чөлөөтэй оршиход дэмжлэг үзүүлэх; жендэрийг суурилсан хүчирхийлэлээс урьдчилан сэргийлэх, энэ чиглэлд нийгмийн олон бүлэг, ялангуяа хөвчүүд, эрэгтэйчүүдтэй хамтран ажиллах үндэсний чадавч дүрүүдэд хувь нэмэр оруулах зорилготой.

Хайрлаж чадаж эр хүнийг зөвхөн хөвчүүдэд зөвшөөрдөггүй

Нүглирсэнд хүйс байхгүй!!!

Аав шигээ сайн аав болно!

Эр хүн убаар юм.

Эр хүн гэвэл "ШАЗРУУН, ХҮЧТЭЙ, ЧАДАЛТАЙ" байх ёстой гэж үү?

Эр хүн та төмрөөр хийгдсэн гэж үү?

Аавууд ажил, гэр орноо хослуулаж чадна!

Нийгэмд тугаас дүрэг салцгай л даа??

Миний эрх чөлөөтэй эрх...

Training outcomes

- The participants acquired knowledge on patriarchal masculinities and on the unfriendly environments for men and women that are formed based on patriarchy and its consequences. Based on their own experiences, the participants reflected and found out that if such system continues to exist, one has to play the roles dictated by social pressure and is not able to live by his/her own choices.
- The masculinity network has been established, number of key members, who are trained as a trainer, is increasing.
- The participants organized trainings and other activities as a follow-up action after the Transforming Masculinities towards gender justice training.
- Over the course of the project, the training program was adapted and tailored based on the needs of the participants.
- The closed Masculinity Group was created on Facebook, through which the participants regularly share information and knowledge.
- The participants acquired basic skills to work on Photoshop program, Infographics development, photography to create attractive messages for the public and online products were produced.
- More than 35 online products were created by the participants during the training project. The Online Product Exhibition was launched and posted via Facebook and Twitter. Those messages have reached more than 8, 000 people on social media.
- The participants attended the campaign “16 days against gender based violence” that was organized between 25 November, the International Day for the Elimination of Violence against Women and 10 December, the International Human Rights Day.

