

Men and gender equality

Online discussion report



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Introduction

The topic of men and gender equality is seen as somewhat ambiguous within the gender equality discourse. On the one hand, for a long period gender equality policies have been contextualised mainly as a ‘women’s issue’ — as women have been the driving force behind gender equality strategies and have been seen as the only ones who benefit from a more equal society (European Commission:2013). On the other hand, rather too often, men are seen as a monolithic group who benefit from inequality and therefore are reluctant to change the status quo.

However, in the last decade there has been more debate on how to engage more men in gender equality initiatives and how gender inequality affects different groups of men. Numerous men’s initiatives (mostly from civil society organisations) that support gender equality have been set up in Europe and beyond. These developments have also taken place at EU level. The European Commission’s ‘Roadmap for equality between women and men 2006–10’⁽¹⁾ specifically stresses the need for men to be more involved in care activities. It emphasises that men should be encouraged to take up family responsibilities, in particular through incentives to take parental and paternity leave and to share leave entitlements with women.

The European Commission’s ‘Strategy for equality between women and men 2010–15’⁽²⁾ looks at men and gender equality from a horizontal perspective. It states that gender equality needs the active contribution, support and participation of men and that policies should also address gender-related inequalities that affect boys/men such as literacy rates, early school-leaving and occupational health. It also states that as part of the Commission’s key actions the Commission will address the role of men in gender equality and promote good practice on gender roles in youth, education, culture and sport.

The European Institute for Gender Equality (EIGE) started to work with the issue of men and gender equality in 2010, when an expert meeting on men and masculinities⁽³⁾ took place in Vilnius. Following the meeting a study was launched to identify men’s involvement in gender equality in the European Union⁽⁴⁾. As part of the study, information on the organisations working in the field of men and gender equality was collected. This information was made available in a web-based database.

On 30 May 2013, EIGE organised a meeting on men and gender equality, which took place in Zagreb. The main discussions centred on the possible focus of a men and gender equality debate on EIGE’s online discussion platform, EuroGender. The experts from the Member States and EIGE identified three possible topics for further debate: (a) men’s policies as part of gender equality policies; (b) intersectional issues; and (c) men and their roles in contemporary societies.

Hence, EIGE, as the main European Union knowledge centre for gender equality, has acknowledged the importance of working in the field of men and gender equality. In its annual work programme for 2013⁽⁵⁾ EIGE states that the institute will integrate the perspective of men in its key activities, highlighting the part men play in supporting gender equality, for example by providing examples of male involvement in such work in EIGE’s ‘Women and men of Europe’ resource pool.

To take the issue of men and gender equality forward, EIGE hosted an online discussion on the topic on 22 October 2013. The discussion took as its basis the areas identified at the Zagreb expert meeting. In addition to the outcomes of this meeting, EIGE drew on the conclusions of the European Commission’s study ‘The role of men in gender equality — European strategies and insights’ in setting up the meeting. This report summarises the major points made during the discussions, although it will be impossible to accurately reflect all the variety of viewpoints. Transcripts of the discussion can be found in Annex II.

⁽¹⁾ Available at: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2006:0092:FIN:EN:PDF>

⁽²⁾ Available at: <http://ec.europa.eu/justice/gender-equality/>

⁽³⁾ Since there had not been yet a discussion on how to frame the area of work it was called ‘men and masculinities’.

⁽⁴⁾ Available at: <http://eige.europa.eu/content/document/the-involvement-of-men-in-gender-equality-initiatives-in-the-european-union>

⁽⁵⁾ Available at: http://eige.europa.eu/sites/default/files/EIGE-Annual-Work-Programme-2013_Adopted_121025.pdf



Organisation

Invitations to the online discussion were sent to relevant European gender networks as well as government organisations responsible for gender matters; for example anti-discrimination agencies, national ombudsmen and women, gender equality commissioners, equality authorities and government ministries of social affairs and justice. National statistical institutes, relevant academic departments and EU and international organisations were also among the invitees. Promotional activities carried out by EIGE resulted in spontaneous applications.

The online discussion ran for 1 day, on 22 October 2013, and was divided into three sessions:

- Session 1: Men's policies as part of gender equality policies;
- Session 2: Different men, different realities;
- Session 3: Men and their roles in contemporary societies.

Participation

The online discussion platform was visible to all visitors, while contributions to the discussion were limited to participants who registered based on their expertise in the field of gender equality. Participation broadly reflected geographical and organisational sectors across the EU. Respondents to the online discussion came from academia, civil society organisations, the organisers (EIGE and *Cultura Lavoro*) and expert networks.

The discussion attracted 68 active users and a total of 148 messages were posted by different participants. The discussion was conducted in English. Additional information concerning the online discussion can be found in annexes II and III.

Background

Gender equality is a value in its own right, and not only a means to other ends. Nevertheless, in recent years, gender equality policies in the EU have been motivated by a plethora of political concerns related to increasing participation in the labour market and reducing social costs.

The EU implements a two-pronged approach to gender equality policies on the basis of the specific and often different needs and interests of women and men. On the one hand, the strategy of gender mainstreaming integrates an awareness of these different needs and interests into all policies, programmes, projects and institutional structures and procedures. On the other hand, inequalities are also addressed through gender-specific measures involving women and men, either separately, together or through measures designed explicitly to overcome inequalities. Mainstreaming can include gender-specific actions where necessary.

In the past few years, different actors in the EU have made serious efforts to tap into the benefits of gender equality at different levels and in different dimensions as a political advocacy strategy through: the economic case for gender equality; the business case for gender equality in private companies; and, at the personal level, work on stereotypes. Outcomes



of gender equality go beyond the economic effects of equal access of women to the labour market that have tended to dominate policy thinking in the EU, and are concerned with the broader concept of the quality of life of individuals, societies, families and communities.

In last decade there has been debate in Europe and worldwide on how to engage more men in gender equality initiatives and how gender inequality affects different groups of men. Numerous men's initiatives (mostly civil society organisations) that support gender equality have been set up in Europe and beyond. Some European countries have incorporated men's policies into wider gender-equality policy frameworks. However, these developments are rather uneven. Progress has also taken place at EU level. The European Commission 'Roadmap for equality between women and men 2006–10' specifically stressed the need for men to be more involved in care activities. The European Commission's 'Strategy for equality between women and men 2010–15' looks at men and gender equality from a horizontal issue perspective. It states that gender equality needs the active contribution, support and participation of men and that policies should also address gender-related inequalities that affect boys/men, such as literacy rates, early school-leaving and occupational health.

Summary

Session 1: Men's policies as part of gender equality policies

Introduction

The European Commission's 'Strategy for equality between women and men 2010–15' looks at men and gender equality from a horizontal issue perspective. It states that gender equality needs the active contribution, support and participation of men and that policies should also address gender-related inequalities that affect boys/men, such as literacy rates, early school-leaving and occupational health. It also states that as part of the Commission's key actions the Commission will address the role of men in gender equality and promote good practice on gender roles in youth, education, culture and sport. Participants were asked to give their views on possible future scenarios and on how policies targeted at men could be incorporated into the context of wider gender equality policies.

The tone of the debate was set with a quotation from the American sociologist Michael Kimmel: 'The reason the movement for women's equality remains only a partial victory has to do with men. In every arena — in politics, the workplace, professions and education — the single greatest obstacle to women's equality is the behaviours and attitudes of men ... Changes among men are vital if women are to achieve full equality. Men must come to see that gender equality is in their interest — as men.'

Guiding questions

- *What role should men and men's policies play in achieving gender equality?*
- *How have European governments incorporated men's policies into their gender equality frameworks?*
- *What steps should the European Commission and national governments take in future to encourage men to take a positive role in gender equality policies?*

Main conclusions

Men need to be part of the solution if gender equality is to be achieved, although equality does not mean that women should take over the patriarchal dividend men currently benefit from. The lack of awareness among men of the situation that women are in was raised and, as an example, reference was made to new equality legislation in Ukraine which is very visible, but driven mainly by women. The point was made that men do not need to become feminists, but rather that they should support feminism. In this it is important that men are not seen as 'taking over the equality agenda' but rather that they, and male-oriented equality policies, should complement the agenda. National governments could help by 'manstreaming' gender equality — through strategies to increase their involvement, for example by introducing a focused gender element to health-targeting strategies for smoking and substance abuse, where men are the main victims. The positive benefits of male parental leave show that this can work.



Gender equality policies would benefit through getting ownership among men — helping them to become aware of the negative inequality effects they are exposed to and to see themselves as one of the target groups these policies are designed to help. Family roles are a key element in this, as shown by the positive evidence from men themselves on their role as parents and the positive benefits they experience when they become ‘full-time parents’. Work pressures can put a brake on this and men (and women) need to get away from the idea that once paternity leave is over it is time to ‘get back to normal’. Getting more involvement of men in gender policies can be achieved through making them aware that they include male issues, and that there are potential benefits for men.

The diversity of experience among men must be recognised in policies — ‘there are as many ways of being a man as there are men in the world’. Class, status, position, profession and attitudes are part of the root of this diversity. The point was made that gender is not just about men and women; it also concerns hegemony, subordination and marginalisation.

Session 2: Different men, different realities

Introduction

The situation of men differs greatly across the European Union. It differs also within the Member States. A balanced approach to men’s policies takes into account the different realities of men’s lives. The integration of an intersectional perspective which looks not only at gender but also at cultural background, age, sexual orientation and other factors would help to improve gender equality policies and policies specially targeted at men.

This session focused on intersecting issues, how to address different groups of men and how to create a sense of responsibility and support for gender equality within these groups of men. Michael Kimmel was again used to set the tone: ‘On every measurable trait, attitude and behaviour, women and men are far more similar than we are different. The real story in gender is the variations among men and the variations among women.’ Here Kimmel maintains that there is something in our culture that wants desperately to believe that there is some fundamental difference between women and men, whereas men have to conform to the same stereotype.

The Commission report on the role of men emphasises that men are not a homogenous group (nor are women) but a diverse one, because of ethnic backgrounds, physical and mental abilities, etc. Some groups of men benefit most from unequal power relations whilst others face disadvantages. Taking into account the role of men in promoting gender equality means focusing on areas where men are disadvantaged and on areas where they are privileged.

Guiding questions

The debate focused on supply-side barriers and on actions to address these. The key guiding questions were:

- *What role should men and men’s policies play in achieving gender equality?*
- *How have European governments incorporated men’s policies into their gender equality frameworks?*
- *What steps should the European Commission and national governments take in future to encourage men to take a positive role in gender equality policies?*

Main conclusions

Saying that men across Europe are all different may be a simplification, since different expectations from different societies play a significant role in diversity outcomes. For this reason a focus on values and stereotypes is important. Gender-sensitive education can play a key role. Localisation and decentralisation of gender campaigns can also be a powerful tool to address diversity — for example the White Ribbon Campaign that focuses on providing frameworks rather than implementation strategies for initiatives to combat violence against women.

It is also necessary to address different groups to understand how gender inequalities arise, such as privileged classes and not only marginalised groups: studies on Estonian male managers were given as an example. Likewise, the language used to reach out to politicians who are interested in the benefits of gender equality should be different to that used when engaging sportsmen. Appealing to men’s own experiences of oppression, for example those based on class, is one way of reaching out to different groups of men and helping them empathise with women.

While a focus on differences is needed, this should not distract from the basic issues — such as power over women. Furthermore, an overemphasis on cultural difference as being at the root of inequality risks provoking the sentiment that these inequalities are therefore normal.



Session 3: Men and their roles in the contemporary societies

Introduction

The traditional concept of masculinity is rather narrow and limits men's choices for life. The notions of 'caring masculinities' and 'contemporary masculinities' give wider possibilities for men to make alternative choices during their lifespans. These concepts allow men to have a more active part in their families and to choose from wider options in their lives. However, there is also reactionary resistance to changing the traditional masculine norms.

This part of the debate focused on how to open up the understanding of concepts of masculinity in contemporary societies and how to promote alternative roles among men in which they would also feel comfortable. As the post opening the session said: 'Women's lives have changed ... men's lives have also changed, but the ideology of masculinity largely has not. Is it men, or social structures, that need to change?'

Guiding questions

The debate focused on supply-side barriers and on actions to address these. The key guiding questions were:

- *What rules define masculinity and how are they imposed?*
- *Does the concept of masculinity limit men's life choices?*
- *How can traditional masculine norms be challenged?*
- *How should a 'contemporary masculinity' be defined?*
- *What role can women play in broadening men's options?*

Main conclusions

Gender conditioning is one key element in determining the nature of masculinity, particularly when modified by marginalising factors such as class, income and poverty. Therefore a better understanding and awareness of gender conditioning in all its facets is vital for changing men's roles and perceptions. Referring to the International Labour Organisation (ILO) Convention C156, opening up routes for men (and women) to share responsibilities, falling outside stereotyped roles, should be a key goal for employers, governments and social partners. Changing men is not only a challenge for men, but also for women who have 'stereotype' issues — a workshop on this could be illuminating for all. Generating alternatives and making them accessible to men needs policy and institutional support — change needs more than just good will.

Differences of class, race, sexuality and physical ability all matter and recent generational shifts could lead to a rethink of the language of 'male privilege'. Prescriptive masculinity should be fought and boys and men encouraged to develop new identities — although as identity is a relational concept this means gender relations and women may also need to change. Role models can make an important contribution to challenging current masculine norms. On this topic, it was pointed out that fathers' views on their own masculinity can differ from what they hope for in their sons. There was discussion on whether the impacts of the current economic crisis offer an opportunity for men to liberate themselves — although class and privilege might play a role here.

Experts' contributions and key issues

Session 1: Men's policies as part of gender equality policies

“We know from our experience that once a man is able to see that his needs are being considered in equity, he can and will address the issue of women and equality willingly. This is not a simple or short process but a consequence of real engagement with men in how we live our lives, how we see ourselves as men and how we see our relationships with the women in our own lives.” Alan O'Neill, *The Men's Development Network*



“On the one hand, I do welcome all the men, who want to support women. On the other, however, it does seem that they do want to appropriate feminism for their goals.’ *Barbara*

“Gender equality reaches beyond feminism, and achieving de facto equality is impossible without positive involvement of all.’ *Sergiy Kyslytsya*

“So there must be in my view a fine balance so that men’s issues would not take the space away from the women’s issues but rather so that they would complement each other.’ *Christian Veske*

“Indeed we are used to perceive the gender equality movement [as] rather a feminised area and it is wrong from the very beginning.’ *Petia Moeva*

“I agree that it is important to see men as an equal part of gender equality policy as men, who represent different groups of society, also suffer from gender inequality effects ordinarily described as masculine domination. It is quite [as] important to help/make men to become aware of negative inequality effects they are exposed to in their lives, as also to help them become aware of slow but ongoing positive changes that redefine; for example, family roles allow men to assess an option of masculinity as being truly and openly caring fathers, instead of ignoring deep involvement in unpaid aspects of family life or being silent about it.’ *Jekaterina Kaleja*

“National governments could have men and gender equality focal points in the machineries. Also, it would be good to have strategies on increasing men’s involvement in gender equality as well as from area to area also actions planned. For example, in the area of health, we know that men smoke and drink more, but way too often national plans fighting substance abuse [are] very general and not gender sensitive.’ *Sandor Kaszas*

“I believe it’s very important to involve and include men in gender policies. In my opinion this inclusion can be realised through two essential ways: (1) make [the men] aware that there are male issues in gender policies; (2) make [them] understand the benefits and positive impact of gender equality for men.’ *Giovanni Pugliese*

“There is a huge lack of awareness among men about the situation that women are in and about our own circumstances as men. There is no need for men to become feminists. There is a need for men to support feminism. There is a huge need for men to examine our own lives and the things we take for granted as being our entitlement and to examine what we presume is manly when in fact it is often just male gender conditioning. There are as many ways of being a man as there are men in the world.’ *Alan O’Neill, The Men’s Development Network*

“Experience from other countries and the fate of the parental leave directive shows that not all European men are ready to give up their macho status. It would be very interesting for ELGE to produce research on this issue including analysis of how class, status, position, profession and attitudes towards life and career influence fathers’ behaviour when it comes to parental leave.’ *Barbara*

“There is a certain problem [with] the idea of gender equality, when it means that women should become equal to men. It is problematic to take men and masculinity as a standard or a norm for everyone and everything else . . . What’s more, we need to be aware of the differences among men. Gender is not just about men and women, it’s just as much about hegemony, subordination and marginalisation among men and masculinities.’ *Jens van Tricht*

“I believe that gender roles in parenting, and in care work more broadly (so this is also relevant for men who are not fathers), [are] one of the key entry points to achieve change in gender relations in society. [They go] straight to some of the deepest gender stereotypes . . . However, I sometimes observe that women are reluctant to promote all of the above, out of a — perceived or real — fear [of losing] power/influence, or [to] transform own gender-stereotypical behaviour. So, more analysis is needed to find out where the obstacles are, I believe, and how to transform current practice.’ *Silke Steinhilber*

“As the EU project on the ‘Study on the role of men in gender equality’ showed, there are real differences in the rates of participation across Europe and ways in which good practice can really be beneficial in countries where [there are] patriarchal cultures that are resistant to notions of gender equality. There are diverse cultural histories that also have to be engaged with when we think about social policies and “good practice”. We have to be much more aware of different histories and how they are playing out in different parts of Europe. Often our language of gender equality does not engage with historical and cultural differences in the ways that it could.’ *Victor Seidler*



Session 2: Different men, different realities

“Hello friends and colleagues — I'm pleased to join you from here in Toronto, Canada. It's wonderful to read your comments so far because they're an indication of the widespread impact of efforts to engage men and boys in promoting gender equality and ending gender-based violence. It's also a vindication of efforts started three decades ago when so many (both women and men) thought our attempts to engage men and boys were either a hopeless waste of time (at best) or divisive and destructive. Now this work has spread far and wide: both to engage men to support gender equality/ end women's oppression and to engage men to redefine what it means to be a man.' Michael Kaufman

“Men across Europe are similar but expectations from the societies [towards] them might differ, this leads to the outcomes. I mean if society values more materialistic issues (more information on the survey of the world values) boys are raised differently than in societies which value more self-expression and cooperation. So, I believe we need to see differences in bigger context and not to simplify by saying that men across Europe are essentially different. Men feel the pressure to achieve. I think this is common in all societies. This pressure comes from their peers but [also] from girls and women. That is why it is very important [in] working with stereotypes and to have gender-sensitive education systems.' Veronika Bartha Toth

“How do we best engage diverse men and boys? One way has been the hallmark of the White Ribbon Campaign: to develop decentralised efforts based on the premise that people know best in their own communities, workplaces, schools [and] religious institutions, how to reach the men and boys around them. Thus, we provide a framework, encouragement and background analysis, but how a campaign is carried out, the language used (both literally and figuratively) and even the focus, are determined locally.' Michael Kaufman

“I do think that in order to understand how gender and other inequalities in the labour market are sustained and reproduced, we should not only focus on marginalised groups, but the privileged groups must also be studied. That's why I interviewed ethnic Estonian male managers in order to understand how their privilege in the context of work is sustained.' Kadri Aavik

“How should we overcome ... seeing men as only one group? There is a big difference in men's lives and their experiences depending on where they live or which socioeconomic background they come from.' Christian Veske

“It is also important to look at differences between genders that are smaller than within genders. I believe that this is also true when we talk about cultures. We should think what we really mean by this: are we talking about European culture, are we speaking about some ethnic cultures within a Member State, are we speaking of a subculture? I think it is dangerous trying to focus on the cultural differences as this may give sentiment to what is normal and what is not.' Veronika Bartha Toth

“We should learn from both the women's and the black movements that there can be no progress without constant attention to difference. There never have been homogenous social groups, and today's hyper-globalisation makes diversity even more compelling. So we must keep emphasising the divergences in men's situations. But that mustn't distract us from the one thing men have in common: power over women.' Dr Max Farrar

“As an outsider in this society [Turkey], I often see how men struggle as they are expected to be the successful breadwinners of the family. At the same time the overall political rhetoric calls for families having a minimum of three or four children, which not only puts men under a lot of stress but also influences women to stay as homemakers, limiting thus a personal freedom to make choices.' Hille Hanso

“A third point is to appeal to men's own experiences to help them empathise with oppressed others. So, when talking to a group of working class boys about women's oppression, I'll say, “I don't need to tell you about discrimination and I don't need to tell you about being looked down upon ... You've seen your parents belittled because of the jobs they do. You know what limited opportunities look like. That means you already have a good sense of the discrimination and hurt experienced by women (or someone who has a different colour skin or religion or sexual orientation)”. Michael Kaufman

“Maybe one lesson to learn from diverse feminisms and the big discussions in the feminist movements over the last decades is to achieve greater diversity in men's voices in the discussions and in academic research. If more men from very different backgrounds actively engage in discussions around masculinities (and gender in general), and question power structures in research and policy debates, that would, I believe, take us a big step forward.' Silke Steinhilber



“The Images research by Instituto Promundo in Brazil, Chile, Croatia, India, Mexico and Rwanda gives convincing evidence that involved fatherhood is good for men, but also for children and partners. The IMAGES study (<http://www.promundo.org.br/en/wp-content/uploads/2011/01/Evolving-Men-IMAGES-1.pdf>) found that between 84.5 % (India) and 99.1 % (Chile) of fathers who had taken leave after their child was born said that it led to a better relationship later on. Boys whose fathers helped at home were more likely to do so themselves.’ *Nikki van der Gaag*

Session 3: Men and their roles in the contemporary societies

“Male gender conditioning, though similar across men in a culture and of a generation ... 10 our perspective on it is where the differences show up. The more marginalised the life experience — in our experience — the more rigid the masculinity, and the greater the resistance to change ... Real life experience at the margins ensures that as a man, to survive, I will have had to learn very early strategies of survival that pit me against other men in an aggressive manner, exacerbated by a lifetime of reinforcement of those attitudes.’ *The Men’s Development Network*

“I’d add to Michael Kaufman’s excellent suggestion, that within those communities we need to work with men taking account of the circumstances of their individual lives. We need to support them to see the possibility of change and the possibility of their taking actions to change and address the issues facing themselves, their families and their communities. We need [to] support them to make those changes and become active in their own lives, and in their relationships, families and ... communities. In order to work with men on gender, then, we need to do this by addressing the nature of gender conditioning in their own lives, by developing awareness of the conditioning in all lives and the different conditioning each of us [is] impacted by, and by setting out to understand and develop strategies for avoiding that conditioning in order to create change.’ *The Men’s Development Network*

“After so many years spent in promoting this simple, but basic, principle, I am still convinced that this is the main road to achieving gender equality, at work and in society: sharing responsibilities not according to stereotyped roles or wrong assumptions, but to personal talents, capabilities, opportunities and availabilities, regardless of the sex of the individual. The interesting message of [the International Labour Organisation Convention] C156 is that sharing work and family responsibilities is not (only) a matter of culture and personal good will, but [is also] a societal task, where the world of work has an important share.’ *Simonetta Cavazza*

“People change not only because the status quo isn’t working, but because they believe there is an alternative. Part of our work is to articulate and help provide those alternatives. It’s critical, though, if we want those things to really be alternatives, that we push for policy and institutional changes that make them real. For example, it’s fine to advocate [that] fathers play an equal role in parenting. But unless we have good state policies (as in the Nordic countries) of flexible parental leave for mothers and fathers, or good childcare programmes (as in Quebec, Canada), we won’t get far ... This is also the point Simonetta Cavazza has just made in her post: Change isn’t about good will, but having trade union, corporate and state policies and practice that support change.’ *Michael Kaufman*

“Differences of class, race, sexuality and able-bodiedness all matter as do cultural differences that are very complex within multicultural and multi-faith societies — but I doubt whether we can understand these differences exclusively as relations of power. There have been very significant generational shifts so that we have to [be] prepared to rethink a language of “male privilege” that often does not speak to the experience of young men and women — where young men might feel lost and find it harder to leave home and gain a direction for themselves than young women in middle-class families. We need to engage with these cultural and class complexities and not assume that these differences between men can be framed as relations of power.’ *Prof. Victor Seidler*

“I would say it is about time men became human instead of primarily masculine. It is time men get the chance to develop their full human potential instead of being pushed into certain definitions of masculinity — which is only half of the real deal. We should empower boys and men to define their identities for themselves instead of prescribing what they should be. However, we need to do this in a framework of gender justice if we want to avoid the reproduction of other stronger frameworks around.’ *Jens van Tricht*

“Traditional masculine norms can be challenged via role models. Men that dare to be different are a big inspiration. Traditional masculinity is often linked to strength. For me the strength to be different is the ultimate strength.’ *Sandor Kaszas*



“My understanding is that Kate’s question on whether the economic crisis offers an opportunity for men to liberate and transform themselves or not links back to the earlier discussion on class. The economic crisis has affected men and women very differently according to where they are in the class hierarchy. The fact that more women are part of what the International Labour Organisation calls the “sticky floor” — in vulnerable employment — makes them vulnerable to economic crisis, but men who are part of Naomi Hussain’s ‘poor man’s patriarchy’ are also affected.’ Nikki van der Gaag

“If we want gender-equal values to be adopted by the masses of men (and women), then showing how these values might directly improve the lives of our target audience would do a great deal in supporting that end. Role models, particularly on the local and community level, can be very effective in this context, to give a living example of what it means to act in gender-equal ways and how this can actually benefit the actor.’ Marion Pape

Annex I — Resources

List of resources made available on the EuroGender platform during the discussion

Written materials

1. ‘As gender roles change, are men out of step?’, CBS TV News video, June 2012 (http://www.cbsnews.com/8301-3445_162-57454755/as-gender-roles-change-are-men-out-of-step/).
2. Belghiti-Mahut, S. et al., ‘The role of men in gender equality — European strategies and insights’, December 2012 (http://ec.europa.eu/justice/genderequality/files/gender_pay_gap/130424_final_report_role_of_men_en.pdf).
3. Bergström, I., ‘Gender equality creates new schoolboys’, Kilden: Information Centre for Gender Research in Norway (<http://eng.kilden.forskningsradet.no/c52778/nyhet/vis.html?tid=85662>).
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Abstract: An excellent contemporary dance piece on men, their roles and their pain, this dissects the male psyche.

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Annex II — Transcript

Link to the online discussion transcript:

<http://eurogender.eige.europa.eu/documents/men-and-gender-equality-online-discussion-transcript>



Annex III — List of participants

Name	Organisation	Country
Alan O'Neill	The Men's Development Network	Ireland
Benedetta Magri	International Labour Standards, Rights at Work and Gender Equality	Italy
Christian Veske	EIGE	Lithuania
Dimitris Tsoutsias	Online communications officer of the European Institute for Gender Equality	Lithuania
Eva Ronnberg	EIGE	Lithuania
Giovanni Pugliese	Alternate councillor for equality in Mantova province	Italy
Hille Hanso	Freelance gender equality consultant	Estonia/Turkey
Jekaterina Kaleja	Department of Cultural and Social Anthropology, University of Latvia	Latvia
Jens van Tricht	Plezier met Mensen en Idealen	Netherlands
Kadri Aavik	Tallinn University	Estonia
Katarzyna Pabijanek	EIGE	Lithuania
Kate Holman	ESN	Belgium
Lars Plantin	Malmö University	Sweden
Marion	Independent researcher	Belgium
Maurizio Mosca	EIGE	Lithuania
Max Farrar	University of London	United Kingdom
Michael Kaufmann	White Ribbon Canada	Canada
Nikki Van der Gaag	Independent consultant	United Kingdom



Petia Moeva	Chief expert in the equal opportunities, anti-discrimination and social assistance benefits unit	Bulgaria
Sandor Kaszas	Social sciences researcher	Hungary
Sebastian Molano	Gender specialist	United States
Sergiy Kyslytsya	Directorate of international organisations, MFA of Ukraine	Ukraine
Silke Steinhilber	Consultant/evaluator/trainer on gender issues	Germany
Simonetta Cavazza	International Labour Standards, Rights at Work and Gender Equality	Italy
Teemu Tallberg	Ministry of Social Affairs and Health, Equality Unit	Finland
Tiago Landreiras	Individual expert	Portugal
Timothy Veske-McMahon	Visual artist working within the context of gender roles	Lithuania/United States
Tomas Wetterberg	Men for Gender Equality	Sweden
Veronika Bartha Toth	Researcher and lecturer	Hungary
Victor Seidler	University of London	United Kingdom

Contact information

European Institute for Gender Equality

Gedimino, 16

LT-01103 Vilnius

LITHUANIA

Tel +370 52157444

Tel +370 52157400

<http://eige.europa.eu>

<https://twitter.com/eurogender>

<https://facebook.com/eige.europa.eu>

<https://youtube.com/user/eurogender>

<http://eige.europa.eu/content/eige-newsletters>

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