



NATIONAL MALE ENGAGEMENT STRATEGY FOR GENDER EQUALITY, GENDER BASED VIOLENCE, HIV AND SEXUAL REPRODUCTIVE HEALTH RIGHTS: 2023-2030

**MINISTRY OF GENDER, COMMUNITY DEVELOPMENT
AND SOCIAL WELFARE
2023**



European Union



**Spotlight
Initiative**
*To eliminate violence
against women and girls*

Table of Contents

List of Figures	3
List of Acronyms and Abbreviations.....	3
Glossary.....	5
Foreword	7
Preface	8
Acknowledgements.....	9
Executive Summary.....	11
Chapter one: Introduction and Situational Analysis.....	13
1.1 Introduction	13
1.2 Structure of the strategy.....	13
1.3 Situation analysis.....	13
1.3.1 Status of Gender Equality, GBV, SRH&HIV and AIDS.....	13
1.3.2 Male Engagement Initiatives in Malawi.....	16
1.3.3 Conceptual framework to men’s engagement	22
1.4.2 Determinants Male engagement.....	23
Chapter two: Strategic Framework.....	25
2.1 Vision.....	25
2.2 Goal	25
2.3 Core Values.....	25
2.4 Key Result Areas, Strategic Outcomes, Objectives and Strategies.....	25
Chapter three: Alignment with Policy and Regulatory Frameworks.....	29
3.1 Global and Regional Instruments.....	29
3.1.1 Universal Declaration on Human Rights (UDHR, 1948)	29
3.1.2 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW,1979)	29

3.1.3 International Conference on Population and Development (ICPD, 1994)	30
3.1.4 UN Commission on the Status of Women (2004 and 2014)	30
3.1.5 Sustainable Development Goals (2015)	30
3.1.6 Declaration on the Elimination of Violence against Women (DEVAW,1993)	30
3.1.7 United States Strategy to Prevent and Respond to Gender Based Violence Globally (2016 update)	30
3.1.8 The United Nations Global Solidarity Movement for Gender Equality (HeforShe, 2014)	30
3.2 National Instruments	31
3.2.1 Gender Equality Act (2013)	31
3.2.2 The Malawi Constitution (2018)	31
3.2.3 The Prevention of Domestic Violence (GBV) Act (2006)	31
3.2.4 The Marriage Divorce and Family Relations Act (2015)	31
3.2.5 National Gender Policy (2015)	31
3.2.6 The National HIV and AIDS Policy (2003)	31
3.2.7 The Reproductive Health Policy (2017)	31
3.2.8 Child Care, Protection and Justice Act (2010)	31
3.2.9 Malawi 2063	32
3.2.10 National Plan of Action for Ending GBV	32
Chapter four: Implementation Arrangements	33
Chapter five: Monitoring and Evaluation	39
Annex	40
Annex 1: Result Framework	40

List of Figures

Figure 1: Conceptual framework for male engagement22

List of Acronyms and Abbreviations

AIDS	Acquired Immunodeficiency Syndrome
ASRH	Adolescent Sexual and Reproductive Health
ART	Antiretroviral Therapy
ARV	Antiretroviral
CBOs	Community Based Organisations
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
CONGOMA	The Council for Non-Governmental Organisation in Malawi
CSOs	Civil Society Organisations
CSW	UN Commission on the Status of Women
FP	Family Planning
GBV	Gender Based Violence
HIV	Human Immunodeficiency Virus
ICPD	International Conference on Population and Development
LSE	Life Skills Education
MANASO	Malawi Network of AIDS Service Organisations
MEGEN	Men for Gender Equity Now
MGCDW	Ministry of Gender, Community Development and Social Welfare
MHEN	Malawi Health Equity Network
MOH	Ministry of Health
MOYS	Ministry of Youth and Sports
MHDS	Malawi Demographic Housing Survey
NAC	National AIDS Commission
NAPHAM	National Association of People Living with HIV/AIDS in Malawi
NGO	Non-Governmental Organisation
NGOGCN	Non-Governmental Organisation Gender Coordination Network
NMES	National Male Engagement Strategy
NYCOM	National Youth Council of Malawi
PMTCT	Prevention of Mother to Child Transmission of HIV
VAWG	Violence Against Women and Girls
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence

SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health and Rights
STI	Sexually Transmitted Infections
UNAIDS	United Nations Programme on HIV and AIDS
UNICEF	United Nations Children Fund
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VMMC	Voluntary Male Medical Circumcision
YFHS	Youth Friendly Health Services
YosMIS	Youth and Sports Management Information System
YTSC	Youth Technical Sub-Committee

Glossary

Equality: A state or condition of being the same, especially in terms of social status or legal/political rights.

Gender: Socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people.

AIDS: Acquired Immunodeficiency Syndrome (AIDS) is a chronic, potentially life-threatening condition caused by the Human Immunodeficiency Virus (HIV).

Gender-Based Violence: Violence directed against persons because of that person's gender, or violence that affects persons of a particular gender disproportionately.

Gender Equality: Refers to equal rights, responsibilities and opportunities of women, men, girls and boys.

Gender Equity: This is the process of being fair to people of all genders.

Gender Inequality: Refers to the ways in which gender roles, cultural practices, policies and laws, economic factors and institutional practice collectively contribute to and perpetuate unequal power relations between people of all genders. This inequality disproportionately disadvantages women in many societies.

Gender Identity: Refers to an individual's innate, deeply felt psychological identification as a man or woman, which may or may not correspond to the person's physiology.

Gender Roles: The attitudes and behaviours that society deems appropriate for men and women due to their sex at birth.

Gender Sensitive: This is a practice that recognises the specific needs and realities of men and women based on the social construction of roles but does not seek to change or influence gender roles and relations.

Gender socialisation: The processes by which children and young people are taught and come to learn about the roles, behaviours and attributes that society associates with maleness and femaleness.

Gender Transformative: This is a practice that seeks to transform the power dynamic within gender relationships through critical examination of individual attitudes, institutional practices and broader social norms that create and

reinforce gender inequalities and vulnerabilities.

Gender Norms: Social expectations of appropriate role and behaviour for men (and boys) and women (and girls).

Hegemonic masculinities: Dominant ideals of what it means to be a man in a given society.

HIV: Human Immunodeficiency Virus (HIV) is an infection that attacks the body's immune system, specifically the white blood cells called CD4 cells.

Male engagement: Male engagement is a programmatic approach that involves men and boys as a) clients and beneficiaries, b) as partners and c) as agents of change, in actively promoting gender equality, women's empowerment and the transformation of inequitable definitions of masculinity.

Masculinity/Masculinities: A set of social practices and cultural representations associated with being a man. The plural masculinities is also used in recognition that ways of being a man and cultural representations of/about men vary in a given society.

Patriarchy: In simple terms: the rule of the male head of a social unit (a family or ethnic group). It also refers to a system of masculine domination over women.

Positive Masculinities: A term describing gender equitable masculine gender identities that are devoid of the oppression of women and girls and any forms of violence against women and girls.

Sexual and Reproductive Health and Rights: Good SRH is a state of complete physical, mental and social well-being in all matters relating to the reproductive system. It implies that people are able to exercise their rights to a satisfying and safe sex life, the capability to reproduce and the freedom to decide if, when, and how often to do so.

Foreword

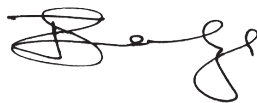
The Government of the Republic of Malawi recognises that rigid gender norms about masculinity are barriers to achieving gender equality. These norms are upheld by both adult and young men, as well as some women, and encourage behaviours and attitudes that put women and girls at risk of Gender-Based Violence (GBV); contribute to the risk of exposure of both men and their partners to Human Immunodeficiency Virus (HIV) and other Sexually Transmitted Infections (STIs); and undermine efforts aimed at improving Sexual Reproductive Health and Rights (SRHR), including HIV treatment and care.

The Ministry responsible for Gender recognises that male engagement is a critical area of intervention for Malawi to achieve gender equality, protect women and girls from violence, prevent HIV and improve SRH for all. In Malawi, men and boys still occupy positions of power and influence in both the private and public sphere and their decisions, attitudes and behaviours adversely impact the lives of women and girls, as well as their own. In order to effect positive social change, men and boys need to be coopted, capacitated and transformed to positively engage and influence their fellow men and boys for a gender equal society. While efforts to engage men and boys have been ongoing in Malawi, most of

them have been sporadic and on a small-scale.

The aim of this strategy is therefore to provide direction and guidance to the implementation of interventions that would enhance male participation in achieving the vision of a Malawi that is a gender equitable, healthy and free of GBV and HIV and AIDS. The National Male Engagement Strategy demonstrates Malawi's commitment to the achievement of Sustainable Development Goals 3, 5 and 10¹ as well as Malawi 2063. It also underpins Malawi's commitment to achieving gender equality, elimination of GBV, prevention of HIV and improvement of SRHR.

The Ministry of Gender, Community Development and Social Welfare is fully committed towards the implementation of this strategy and hence welcomes collaboration with stakeholders in enhancing male participation in gender equality in order build an equitable society, eliminate GBV and to reduce new infection, HIV and AIDS-related deaths and stigma and discrimination.



Honourable Jean Muonaouza Sendeza, MP.

MINISTER OF GENDER, COMMUNITY DEVELOPMENT AND SOCIAL WELFARE

¹ SDG3: Ensure healthy lives and promote well-being for all at all ages; SDG5: Achieve gender equality and empower all women and girls; SDG 10: Reduce inequalities within and between countries

Preface

Meaningful engagement of men and boys is recognised as critical to the advancement of gender equality and equity. A number of creative strategies exist for engaging men and boys, and these include creating opportunities for men to examine and challenge gender socialisation; giving positive reinforcement to boys who support gender equality; and mobilising communities to counter harmful practices and norms.

It has, however, been observed that changing norms is extremely challenging given the benefits that patriarchy bestows on men. Gender equality requires men to relinquish their unfair privileges, which is a complex and dynamic process. At an individual level, it can be difficult for men and women to transform beliefs and practices that they have learnt from childhood. In addition, the desire and ability of men and boys (and women) to change depends on their broader contexts and the messages they receive from their environment about gender norms and masculinity and femininity. The Ministry therefore found it imperative to develop the strategy which looks at how best men and boys can be engaged as clients, beneficiaries and agents of change in actively promoting gender equality, women's empowerment and the transformation of inequitable definitions of masculinity.

The Government of Malawi, through the Ministry responsible for Gender, spearheaded the development of the first National Male Engagement Strategy to run from 2023 to 2028 through a wide consultative process, which involved other government ministries and departments, development partners, donors, civil society and NGOs. The strategy will guide all players in the gender sector on how males (boys and men) can complement and not compete with activities focusing on girls and women to achieving gender equity and equality. It is my sincere hope that the commitment that all stakeholders had shown in developing this strategy will continue during its implementation as we all strive to ensure that men and boys take an active role in preventing and responding to GBV, HIV treatment, care and support and SRHR.



Roselyn Makhumula (Mrs.)

**SECRETARY FOR GENDER,
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The National Male Engagement Strategy is a result of the efforts and contribution of various key stakeholders and individuals committed to ensuring that Malawian men and boys become allies for the promotion and protection of women and girls' rights and that men and boys take an active role in preventing and responding to GBV, seeking out and accepting HIV treatment, and supporting SRHR. Consequently, this document would have not been possible without the interest, commitment, and participation of all the stakeholders engaged at various consultative and workshop meetings which provided the strategic direction for the National Male Engagement Strategy (NMES).

The development of the Male Engagement strategy was a long and participatory process that involved reviewing relevant policies, programme documents

and published literature on male engagement in gender, HIV and SRHR from the Government, CSOs, UN agencies and other stakeholders within and outside Malawi. This was complimented by the invaluable contributions from key partners and stakeholders to ensure that the strategy embodied the hope and the aspirations of all those involved in the development process.

In particular, the Ministry would like to thank the leadership provided by Director of Gender Affairs, Ms Alice Mkandawire and Deputy Director of Planning and Research, Mr Geoffrey Chimwala. The technical support provided by the consultant, Dr. Zindaba Chisiza, also deserves special recognition.

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Executive Summary

In the past, efforts to achieve gender equality have been solely left in the hands of women and girls, with little to no involvement of men. While there have been some improvements in the situation for women and girls in Malawi, there is global recognition that gender equality will not happen unless men engage as allies in transforming harmful gender norms.

In 2022, the Ministry of Gender, Community Development and Social Welfare and interested partners such as UNWOMEN embarked on the process to develop the National Male Engagement Strategy 2023-2030. This should be treated as a tool that seeks to guide and standardise the planning, implementation, coordination, and monitoring of male and boys' engagement programmes. The end result is to transform the status quo in which men dominate in various public spheres leaving women at a disadvantage, and dismantle gender norms which require women to be subservient to men and can lead to high rates of violence against women and girls.

In relation to HIV and AIDs, it is reported that men are less likely to seek testing and treatment compared to women. This tool therefore provides some approaches that can be followed to address the cultural norms and values that perpetuate HIV/AIDs and hinder men from seeking lifesaving

health services. In terms of Sexual and Reproductive Health and Rights, the involvement of men and boys is also very low. This strategy therefore seeks to involve men and boys in supporting their partners' rights to sexual and reproductive health services.

This strategy has emanated from the provisions that Government has made in attaining Gender Equality, reducing GBV, HIV as well as improving Sexual and Reproductive Health and Rights for men and women. These provisions emanate from global instruments such as the CEDAW, UDHR 1948 and national instruments such as Gender Equality Act (2013), PDVA (2006), Decease Estate (2011), Child Care Justice and Protection Act (2010), just to mention a few. The Government of Malawi recognises that the attainment of Gender Equality and Equity will surely lead to attainment of Malawi 2063.

Although men's role is not precisely emphasised in the mentioned laws, Male Engagement has been recognised in local policies and strategies on Gender Equality, GBV, SRHR and HIV. These include the National Gender Policy, National HIV Policy, National Youth Policy and National Sexual and Reproductive Health Policy. In addition, male engagement is also recognised in other strategies such as the National Plan of Action to Combat Gender

Based Violence, the National Strategic Plan for HIV/AIDS and the National Youth Friendly Health Services Strategy, among others.

A literature review carried out as part of the strategy development identified several barriers to men's engagement, including: patriarchy, harmful masculinity norms, discrimination against subordinate masculinities, cultural and dominant societal norms, and religion.

Based on the above barriers, seven

result areas have been crafted in the strategy and these are: deconstruction of harmful social norms and practices; increasing male engagement; increasing male participation in uptake of SRHR services; transformative forms of masculinity; enforcing and enabling policy and legal framework; strengthened coordination mechanisms; and research and learning.

Chapter one: Introduction and Situational Analysis

1.1 Introduction

The Malawi Government recognises that achieving gender equality requires joint participation of men, women, boys and girls. While women and girls have been at the centre of gender equality interventions, men and boys have not been adequately engaged. The Government of Malawi realises the significance of the National Male Engagement Strategy 2023-2030 as a tool that guides and standardises the planning, implementation, coordination and monitoring programmes for engaging men and boys. It seeks to engage men and boys to examine how power dynamics between males and females and its exercise by men and boys impacts women, girls and men and boys themselves in relation to Gender Equality, GBV prevention, HIV and SRHR. The strategy provides a multi-sectoral gender transformative programming framework that is sustainable, coordinated and comprehensive. It also outlines the roles and responsibilities of all stakeholders within the given five-year timeframe.

1.2 Structure of the strategy

The strategy has five chapters, namely: Situation Analysis; Strategic

Framework; Alignment with other Policies and Legal Frameworks; Implementation Arrangement; Monitoring and Evaluation.

1.3 Situation analysis

1.3.1 Status of Gender Equality, GBV, SRH&HIV and AIDS

This section presents the situation for men, women, boys and girls in Malawi with regard to gender equality, GBV, HIV and AIDS and Sexual and Reproductive Health and Rights. Studies have shown that there exists a nexus between these factors and male engagement. Male assertiveness and dominating masculinities are perpetuated by unequal opportunities between women and men; and girls and boys that are rooted from several factors including societal norms. These encourage GBV and reduce uptake of HIV and AIDS and SRHR services. As a result, male engagement is an important tool kit in improving the situation of men, women, boys and girls, particularly in addressing GE, GBV, HIV and AIDS and SRHR.

1.3.1.1 Gender Equality

Socioeconomic development and health-related challenges are highly gendered. Addressing gender

inequalities is therefore critical to attainment of socioeconomic and health-related goals. Malawi is ranked as 173rd out of 188 countries in the United Nations Gender Inequality Index². While the female population is 51%, only 27% of women participate in economic decision making compared to around 70% of men³. In terms of leadership, women continue to be underrepresented in decision making spaces. As of 2019, women held 21% of parliamentary seats against the minimum requirement of Gender Equality Act of 2013 which provides for 40:60 quota for either sex⁴. However, as of 2022 the gains made in the 2019 general elections were lost after female held parliamentary seats were lost during by-elections conducted after demise of 3 incumbent female MPs. Additionally, literacy levels are higher among men compared to women (73% versus 59%)⁵. Compared to men, women are overrepresented in sectors that have limited access to financial resources. For instance, women constitute 70% of the labour force in the agricultural sector but have less access to agricultural inputs and credit than men. Engaging men to address the causes that underlie the inequalities is critical to achieving gender equality.

1.3.1.2 Gender-Based Violence

The widespread forms of GBV in Malawi are economic, physical, emotional, sexual; early and forced marriages; and trafficking

in persons. Other emerging forms include technology enabled GBV such as stalking and cyberbullying. It is estimated that up to 34% of women in Malawi have reported to have experienced physical violence since age 15, and 20% of them have experienced sexual violence⁶. For women who have ever been married, 86.7% of violence among them has been perpetuated by current and old spouses or sexual partners. Although it is correct that women and girls are not the only survivors of GBV, it is estimated that 4% of married women have perpetuated some form of violence against their male spouses. Girls aged 15-19 are 10 times more likely to be married than their male counterparts. Studies show that 45% of women have been married before they turn 18 years. However, data indicates that only 40% of women who experienced the violence have sought help to address the violence while 49% of women never sought help nor told anyone about the violence.

Malawi witnessed a 57% rise in suicide rates in 2022 compared to the same time last year. Although most of the suicide cases have been attributed to economic hardship, some studies have linked male suicides to emotional and psychosocial abuse. The suicide mortality rate (per 100,000 population) in Malawi was reported at 3.7% in 2016 by the World Bank, out of which 80 % were men and boys.

2 hdr.undp.org/data-centre/thematic-composite-index/gender-inequality-index

3 SADC Gender Development Monitor (2022)

4 Malawi Electoral Commission (2019)

5 Malawi Integrated Household Survey, 2017 (MIHS-5)

6 Malawi Demographic Health Survey, 2016 (MDHS-16)

1.3.1.3 HIV and AIDS and Nutrition

Globally, the Eastern and Southern African region is the epicentre of the HIV and AIDS epidemic with about 20.6 million people living with HIV and AIDS, 12.9 million females and 7.7 million males, with 63% of new infections among women⁷. Men rarely go for HIV testing and rarely initiate antiretroviral therapy. Further, men who are on antiretroviral therapy programmes are 70% more likely to die than women because of their poor health seeking behaviour. Similarly, in Malawi, where the HIV prevalence is 8.9%, women, especially adolescent girls and young women, have a disproportionate high burden with a prevalence of 10.5% (women 15+) compared to men with a prevalence of 7.1%. However, the Malawi Population-based HIV Impact Assessment (MPHIA) report estimates that among adults aged 15 years and older, 74.5% of men reported to have received an HIV test against 83.4 % of women.⁸

Nutrition and food security are also important factors for the wellbeing of families that are affected by HIV. A nutritious diet strengthens the immune system, decreases susceptibility to opportunistic infections, improves the effectiveness of antiretroviral drugs (ARVs), all of which facilitates improved health outcomes and quality of life. Food access, availability, and utilisation remain a challenge among many people that are living with HIV,

which can increase vulnerability to the virus and its progression into AIDS. In communities where gender inequality is pervasive, women and girls tend to eat lower quantities and varieties of food that are generally less nutritious than the food eaten by their male counterparts⁹. As a result, twice as many women suffer from malnutrition than as men¹⁰. In some settings, girls are more likely to suffer from malnutrition, yet in others, boys have higher rates¹¹.

1.3.1.4 Sexual and Reproductive Health and Rights

Malawi has a high number of teenage pregnancies. Out of the 633,000 babies born each year, about 125,000 are born to teenage mothers. The birth rate for women aged 15-19 is 140 per 1000, meaning that, 14 % of young women aged 15-19 give birth every year¹². The country's maternal mortality rate and neonatal rate (27/1000 live births in 2016) are among the highest in sub-Saharan Africa¹³. The unmet need for family planning is at 19%, which is still high. Many young women find it difficult to ask their partners to use contraceptives due to cultural norms which deride such women as prostitutes. Therefore, men need to be actively engaged to address existing power imbalances which prevent women from making decisions about their sexual and reproductive health.

7 UNAIDS Male Engagement in HIV Testing, Treatment and Prevention in Eastern and Southern Africa. A framework for Action, 2022

8 Malawi Population-based HIV Impact Assessment, 2021 (MPHIA)

9 IFPRI, 2005

10 Food and Agricultural Organisation (FAO), 2015

11 World Bank, 2012

12 NSO and ICF International, 2016

13 NSO and ICF International, 2016

1.3.2 Male Engagement Initiatives in Malawi

The Government of Malawi is committed to advancing gender equality through male engagement. This is in recognition of the fact that a number of actors have been engaging men and boys for gender justice over the years. These were however done in pockets of the country with varying approaches and strategies. Even though there is little evidence on the effectiveness of these male engagement strategies, globally there has been a wealth of evidence demonstrating the importance of

engaging men in tackling harmful masculinities in order to prevent violence against women and girls, reduce HIV transmissions and improve men and women's uptake of SRHR.

Many of the local activities that have been implemented through the Government of Malawi and UN agencies, development partners and civil society organizations are as follows:

Institution	Intervention	Year	Strategic Interventions
Malawi Human Rights Resource Centre in partnership with the Ministry of Gender Community Development and Social Welfare	Launch of the Men for Gender Equality Now (MEGEN)	2003 to date	established Men for Gender Equality Now Chapters at national, district and Traditional Authority levels. Men to men peer education through Men Traveling Conferences, Rapid response, Media engagement and capacity building of Male champions in addressing issues of GBV, SRHR and Gender Equality as well as encouraging men's participation in care work, Health including mental health, responsible parenthood, HIV and AIDS and Men advocating for women's participation in decision making by deconstructing societal barriers
Ministry of Health with support from UNFPA and UNICEF	Male Champion Model	2004	The MCM works by training male motivators to reach out to men within their communities to encourage them to accompany their wives to get tested for HIV. Since its inception it has trained over 3000 motivators in six districts in Malawi. ¹
Save the Children	Male Motivator Initiative	2008	The project used male motivator (married men chosen from the local community) to target husbands to increase uptake of family planning knowledge and contraception. Men were provided with information on modern family planning methods and local facilities offering these methods. The men were also instructed on the correct condom use. After the project, 78% of participants started using family planning with their wives ² .

Ministry of Gender and the Gender Equality and Women Empowerment Programme	Men to men groups	2015	Men-to-men groups were set up to engage men and boys in prevention of Gender Based Violence; promotion of Sexual Reproductive Health Rights for women and girls including male involvement in parenthood. Community-based campaigns worked with local leaders and other gate keepers to critically examine and eliminate some of the harmful cultural practices that impinge on women's rights.
UN Women in collaboration with the Ministry of Gender	Launch of the HeForShe campaign	2015	A global campaign for engaging men and boys through mobilization of leadership (head of states, MPs, Ministers, traditional leaders, councilors, religious leaders, community leaders and youth leaders to champion issues of GBV and deconstruct negative socialization
Active Youth Initiative for Social Enhancement (AYISE)	Launch of the youth Work Camps and Boys Brigade programme (Boys Mentorship programmes)	2015	Engaging boys and young men for gender transformation and construction of the new forms of positive masculinities in boys and young men through work camps, Boys mentorship program on Gender Transformative Approaches and alternative forms of masculinities, Husbands schools- Men's SRHR and capacity building in Responsible parenthood, The Red card campaign against sexual harassment and abuse.
SAFAIDS and COWHLA	Steppingstones and Rock Leadership Models	2015	Engaging men and boys in order to reduce HIV and GBV incidences, including SRHR, polices and laws that protect women and girls and gender norms. The group further mobilised men's groups in target areas in order to educate men and capacitate their roles in reducing GBV and HIV. ³

Malawi Council of Churches with support from World Council of Churches	Transformative Masculinities using contextual bible studies	2016	Capacity building of religious leaders to interpret and apply scriptures from a gendered perspective and prevent use of holy scriptures to entrench negative notions of masculinities.
Malawi Interfaith AIDS Association with support from UNWomen	Men spaces initiative and the Treatment and adherence campaign (the Tarven Programme)	2017	Working with men in spaces where men are found to build capacity in transformative masculinities Working with men to initiate ART, become health seeking and reduce uptake defaulters of ART services
Electricity Supply Commission of Malawi (ESCOM) with support from Millennium Challenge Corporation, facilitated by MEGEN	Development and implementation of Gender and Social Inclusion Policy, Anti sexual Harassment Policy	2017	Capacity building of Board, Section Heads, management and all cadre staff on Gender, Social Inclusion, Anti Sexual Harassment practices, the Gender Related laws, Transformative masculinities and Gender Transformative approaches.

Electricity Generation Company (EGENCO) with support from Millennium Challenge Corporation	Development and implementation of Gender and Social Inclusion Policy, Anti sexual Harassment Policy	2017	Capacity building of Board, Section Heads, management and all cadre staff on Gender, Social Inclusion, Anti Sexual Harassment practices, the Gender Related laws, Transformative masculinities and Gender Transformative approaches
UN Women Iceland government in partnership with Ministry of Gender	Barbershop toolbox.	2018	The toolbox is dialogue-based manual for initiating deliberations between men and women, girls and boys in order to help them examine harmful masculinities, social norms and harmful traditional practices and to advocate for gender equality.
UN Women in partnership with Ministry of Gender, National AIDS Commission and Men for Gender Equality (Now)	Men's Spaces programme- (Modelled on the Traven Programme of the Episcopal Conference of Southern Africa)	2019	Engaging men to challenge toxic masculinities that predispose men and their families to HIV and AIDS, SRHR issues and GBV by working with men where men are found in Blantyre, Mulanje, Zomba and Mangochi where HIV prevalence is higher than the national prevalence rate

World University Service of Canada	Positive Masculinities Platform	2019	Aims to engage men and boys to combat widespread inequalities, deep rooted patriarchal traditions and negative cultural norms through advocacy, peer to peer education, and communities in Lilongwe, Msundwe.
Malawi Council for the churches, Episcopal Christian AID	Side by Side with Men	2021	Working with male and female religious leaders- Engaging men and women for transformative scripture interpretation.

An analysis of the approaches and interventions outlined above revealed some gaps in coordination, integration, lessons sharing and monitoring. Therefore, this strategy is building on these pockets of tried and tested models of engaging men and boys and putting them to the national scale with clearly defined indicators for all partners to buy in and scale up and test workable models at the same time give overall direction on what works and what could be done differently.

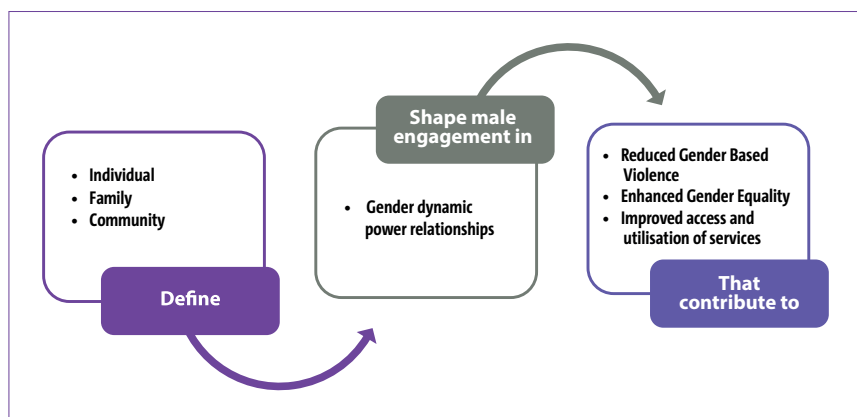


Figure 1: Conceptual Framework for Male Engagement

1.3.3 Conceptual framework to men's engagement

This section proposes an integrated conceptual framework for the need to enhance male engagement to achieve Gender Equality, reduce Gender Based Violence and promote the access and utilisation of SRHR and HIV services in Malawi.

The framework begins with the gender dynamic power relationships of the integrated conceptual framework. This component discusses the centrality and influence of power in gendered relationships that affect male engagement and how it equally impacts on Gender Equality, Gender-Based Violence and access and take up

of SRHR and HIV services. We dissect male engagement by understanding that masculinities and femininities are influenced by individual and societal elements. Additionally, the biological traits of a human being may determine their behavioural aspects including how they react in different situations. The upbringing of a human being also plays a pivotal role in defining one's character. Studies have shown that men who were brought up in abusive families are more likely to commit abuse later on in life, but also engage in risky behaviours. Community factors such as culture and religion also define how men and women relate to each other.

Engagement of men in activities to address Gender Equality, GBV, SRHR & HIV requires an integrated approach that starts with sensitising men on masculinities and femininities. Once men understand how masculinities (positive and negative) play a role in perpetuating inequalities and in preventing both from adopting health seeking behaviours, they will be encouraged to use this knowledge to address GBV, reduce risky behaviour leading to HIV infections and support their female partners to access SRHR. All these will eventually empower both men and women and reduce gender inequality. It is important to note that male engagement is not a simple process. Just adding men to a development activity without first working with men to address and

transform harmful masculine norms will simply reinforce men's dominant role in society and control over women.

The framework conceptualises GBV and low utilisation of SRHR and HIV services as resulting from the forceful interaction of factors at the different points of the socio-ecological model – individual, community and societal. Also, at each point, men maintain the dominant power position which enables them to perpetrate violence against other marginalised men, women and girls, and prevent them from accessing HIV or other SRH services.

1.4.2 Determinants of Male Engagement

There are factors that characterise and affect men's involvement in the promotion of gender equality, factors that have been mentioned above will be expounded fully below;

1. Patriarchy and Masculinities

In patriarchal societies, men who ascribe to hegemonic ideals of masculinity enjoy more power and privilege over those who do not, and use that power to protect their interests. In these societies, privileged men often shift the blame for violence and other social problems to subordinate men, such as those with mental health problems, men from low-income backgrounds, low education demographics or migrants etc. The established masculine norm that men are always strong and

healthy leads to low uptake of health services, and a rejection of support for their partner's health needs such as the use of contraception or HIV testing, leading to increased rates of teenage pregnancies and early marriages.

ii. Discrimination Against Subordinate Masculinities

In Malawi, traditional male norms influence perceptions about how a real man is supposed to behave. These assumptions centre around male sexuality and in particular heterosexual relationships. In many societies, including Malawi, real men are expected to be heterosexual.¹⁴ Consequently, men who challenge these expectations are seen as deviant because they do not conform to heteronormative behaviour, giving rise to discrimination and stigma. The social exclusion and discrimination that many men within these marginalised groups face creates barriers that limit their access to HIV and SRHR products and services offered by health providers and wider communities.¹⁵

iii. Dominant Cultural and Societal Norms

Cultural and social practices such as rites of passage teach boys how to become “real men” by reinforcing stereotypical male gender roles, rights and responsibilities. Scripts such as the emphasis of men's bravery, the importance of male authority over women and children as well as sexual assertiveness are central in such rituals. Categorically,

all these practices reinforce gender inequalities and uphold the structures of patriarchy.

iv. Religion

Some religious doctrines teach women and girls to be submissive to men in decision-making which has implications for HIV prevention, treatment, and care and women's autonomy in SRHR issues.

v. Poor enforcement and coordination of male engagement instruments and programmes

Most women, men, boys and girls have not been reached with messages of transformative masculinities and as such these communities still hold on to negative and toxic masculinities. This contributes to resistance to gender equality, social inclusion and transformative behaviours and practices. Since the concept of Male Engagement is new, the organisations that work with men and boys are uncoordinated. This makes it difficult to harmonise efforts, consolidate key achievements and share best learning practices. It is also difficult to strategise on how best the male engagement initiatives can be improved and rolled out to the rest of the country. We have also seen how the commitment of male engagement initiatives by development partners is dependent on their prioritisation. It is important to demonstrate that engagement of men and boys has a direct relevance to achieving the desired gender outcomes and complements women's empowerment interventions.

¹⁴ Kay and Jeffries 2010

¹⁵ CEDEP 2016

Chapter two: Strategic Framework

2.1 Vision

A transformed society where men and boys are actively engaged in promoting Gender Equality and SRHR and preventing GBV and HIV.

2.2 Goal

To promote effective male involvement in ending GBV, reducing HIV and participating in SRHR.

2.3 Core Values

- i. Gender Transformative Approaches (GTA) – implement programmes and interventions that create opportunities for men and boys to actively challenge gender norms, attitudes, behaviours and practices; promote positions of social and political influence for women in communities; and address power inequities between persons of different genders.
- ii. Integrated and multi-sectoral approach - programmes and interventions built upon the expertise, knowledge and skills of different stakeholders at all levels.
- iii. Participatory and community-led approach – design and implement programmes and interventions that actively involve community members.

- iv. Human rights-based approach – ensure that programmes and intervention respect individual human rights.
- v. Peer-to-Peer approach – mobilise and capacitate men and boys to challenge themselves and others to effect positive social change.
- vi. Leadership mobilisation approach - engage leaders, gate keepers and influencers to challenge negative notions of gender socialisation that impede on the health, rights and wellbeing of men, women, boys and girls
- vii. Intergenerational approach – promote learning and knowledge transfer between young people and adults working together (adult-youth partnership)

2.4 Key Result Areas, Strategic Outcomes, Objectives and Strategies

The strategy identifies six (6) Key Result Areas (KRA's) to address the male engagement gaps. These KRA's are: Harmful Social Norms; male participation in GBV, HIV and SRHR programmes; Transformative forms of masculinity; Enabling legal frameworks; Coordination

mechanisms on policies and programmes; and Research and Learning. Under each Key Result Area, there has been a high-level determination of Strategic Outcome to state the result that the strategy wants to achieve. These Strategic Outcomes are as follows:

1. Deconstructed harmful social norms and practices;
2. Increased male participation in transformative forms of masculinity;
3. Increased male engagement in GE, GBV, HIV and SRHR services;
4. Enforced legal frameworks;
5. Enhanced coordination mechanisms for policies and programs; and,
6. Enhanced research and learning in male engagement.

Attainment of the strategic outcomes will be achieved through implementation of several strategies which are linked to specific objectives as discussed in the subsections below.

Strategic Outcome 1: Deconstructed harmful social norms and practices

Strategic Objective: To facilitate deconstruction of harmful social norms and practices.

Strategies

- 1.1 Enhance awareness to men and boys on gender, masculinities, and femininities;

- 1.2 Strengthen community mobilisation in challenging negative norms that perpetrate harmful masculinities; and,
- 1.3 Strengthen capacity of male champions to advocate for the deconstruction of harmful social norms.

Strategic Outcome 2. Increased male participation in transformative forms of masculinity;

Strategic Objective: To promote transformative masculinities and femininities

Strategies

- 2.1 Facilitate review and construction of transformative male engagement models;
- 2.2 Strengthen capacity of gate keepers to champion male engagement models;
- 2.3 Strengthen responsible parenting that promote transformative masculinities; and,
- 2.4 Provide social and behaviour change communication at national, district and community levels;
- 2.5 Advocate for increased awareness at schools and workplaces on positive masculinities.

Strategic Outcome 3. Increased male engagement in GE, GBV, HIV and SRHR services

Strategic Objective: To improve access and utilization of GE, GBV, HIV and SRHR services for all men and boys.

Strategies

- 3.1 Integrate involvement men and boys in GE, GBV, HIV and SRHR programming;
- 3.2 Build capacity of all service providers (police, health, social workers, judicial officers);
- 3.3 Improve access and utilization for men and boys, including vulnerable groups and persons with disabilities, to GBV, HIV and SRHR services; and,
- 3.4 Build capacity of men and boys to understand their health needs and adopt health seeking behaviours.

Strategic Outcome 4: Enforced legal framework

Strategic Objective: To increase male involvement in the reinforcement of legal frameworks around GE, GBV, HIV and SRHR

Strategies

- 4.1 Enhance awareness of men and boys on legal frameworks related to Gender Equality, Gender Based Violence HIV and SRHR;
- 4.2 Engage men and boys in reinforcing legal frameworks related to GE, GBV, HIV and

SRHR;

- 4.3 Strengthen the capacity of stakeholders in GE, GBV, HIV and SRHR on application of legal frameworks;
- 4.4 Enhance the review of legal frameworks and instruments to incorporate male engagement.

Strategic Outcome 5: Enhanced coordination mechanisms for policies and programmes

Strategic Objective: To enhance linkage and coordination of Male Engagement on GE, GBV, SRHR and HIV interventions at National, District and Community levels

Strategies

- 5.1 Facilitate mapping of male engagement interventions for all stakeholders;
- 5.2 Facilitate joint planning and implementation of male engagement intervention with stakeholders;
- 5.3 Provide knowledge/capacity on policies regarding GE, GBV, HIV and SRHR;
- 5.4 Advocate for comprehensive male involvement in design, implementation, monitoring and evaluation of GE, GBV, HIV and AIDS and SRHR policies and programmes; and,
- 5.5 Capacity building of relevant structures and stakeholders in championing male engagement.

Strategic Outcome 6: Enhanced research and learning in male engagement

Strategic Objective: To encourage research, learning and data management on male engagement

Strategies

- 6.1 Design a harmonised routine reporting tool for male engagement interventions for all stakeholders;
- 6.2 Develop a research agenda on male engagement;
- 6.3 Conduct research studies on issues surrounding male engagement in GE, GBV, HIV and SRHR;
- 6.4 Strengthen data management systems on GE, GBV, HIV and SRHR.
- 6.5 Document and share learning/best practices among stakeholders on effective engagement/involvement of men and boys in the attainment of gender equality; and,

Chapter three: Alignment with Policy and Regulatory Frameworks

This Strategy is informed by provisions that the Government has made for women and girls in national public sector policies and programmes as well as other international instruments. Furthermore, the National Male Engagement Strategy has been developed to facilitate implementation of the various national instruments, policies and strategies for the attainment of Gender Equality, ending of GBV, mitigation of HIV and improvement of access to SRHR services.

3.1 Global and Regional Instruments

The strategy builds on other international and regional instruments that address GBV and promote Gender Equality to which Malawi is a signatory. These include; Protocol to the African Charter on Human and Peoples' Rights of Women in Africa (the Maputo Protocol, 2003), SADC Protocol on Gender and Development (2008), Beijing Platform for Action (1995), The Istanbul Convention (2011), The Global Strategy for Women's, Children's and Adolescents' Health (2016-2030), Every Woman Every Child Global Strategy (2010) and The African Union Strategy for Gender Equality

& Women's Empowerment (GEWE): Laying the Foundation for Promotion of Gender Equality in Africa.

3.1.1 Universal Declaration on Human Rights (UDHR, 1948)

The Universal Declaration of Human Rights is an international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings. Article 1 states that all human beings are born free and equal in dignity and rights.

3.1.2 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979)

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights. CEDAW calls on state parties to take all legal measures that are necessary to end violence and other measures necessary to provide effective protection of women against gender-based violence.

3.1.3 International Conference on Population and Development (ICPD, 1994)

The International Conference on Population and Development (ICPD) adopted the Programme of Action by consensus, which emphasised the fundamental role of women's interests. In population matters a new definition of population policy was advanced, giving prominence to reproductive health and the empowerment of women. The UNFPA identified engagement of men as one of the six key priority areas in promoting gender equality in 2007 in the process of domesticating ICPD.

3.1.4 UN Commission on the Status of Women (2004 and 2014)

The Commission on the Status of Women (CSW) is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. In the 66th session (March 2021), global leaders advocated for male accountability in the fight to end violence against women at the Generation Equality Forum in Paris.

3.1.5 Sustainable Development Goals (2015)

The 2030 Agenda for Sustainable Development provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs). The sustainable development goal 5 attains to achieve gender equality.

3.1.6 Declaration on the Elimination of Violence against Women (DEVAW, 1993)

DEVAW establishes a comprehensive set of standards in international law for the protection of women against SGBV. Under the Declaration, violence against women is understood to include rape, sexual abuse, sexual abuse of female children and marital rape. The White Ribbon Campaign (WRC) is a global movement of men and boys working to end male violence against women and girls that originated through DEVAW.

3.1.7 United States Strategy to Prevent and Respond to Gender Based Violence Globally (2016 update)

This guide builds on review of male engagement for family planning and is informed by recognised experts in the field. In July 2015, President Obama announced Malawi and Tanzania as the first two focus countries for comprehensive efforts on GBV and for Let Girls Learn.

3.1.8 The United Nations Global Solidarity Movement for Gender Equality (HeForShe, 2014)

HeForShe is a global effort that seeks to involve men and boys in achieving equality by taking action against negative gender stereotypes and behaviours. In 2014, Malawi's head of state was the first one to sign.

3.2 National Instruments

3.2.1 Gender Equality Act (2013)

The Act promotes gender equality, equal integration, influence, empowerment, dignity and opportunities, for men and women in all functions of society, to prohibit and provide redress for sex discrimination, harmful practices and sexual harassment, to provide for public awareness on promotion of gender equality, and to provide for connected matters.

3.2.2 The Malawi Constitution (2018)

The Constitution enshrines the rights of individuals, and it also provides the basis for the protection of all women and children in Malawi. It prohibits discrimination of any kind. It also promotes progressive adoption and implementation of policies and legislation to improve the livelihood of, among others, persons with disabilities.

3.2.3 The Prevention of Domestic Violence (GBV) Act (2006)

The Act provides a civil framework for addressing various acts of violence amongst people within a domestic relationship.

3.2.4 The Marriage Divorce and Family Relations Act (2015)

It makes provision for marriage and divorce and family relations between spouses and between unmarried couples, their welfare and maintenance, and that of their

children and for connected matters.

3.2.5 National Gender Policy (2015)

The Policy recognises that Gender-based Violence, especially violence against women, girls and vulnerable groups, is an impediment to social well-being and poverty reduction. It further argues that eradication of Gender-Based Violence is critical for the attainment of national development and that a reduction of violence against vulnerable groups would support the reduction of HIV and AIDS cases.

3.2.6 The National HIV and AIDS Policy (2022)

It promotes and protects human rights under which gender equality is to be promoted for an effective national response to the cases of HIV and AIDS. The strategy seeks to ensure that men and boys also play a critical role in promoting access to HIV services.

3.2.7 The Reproductive Health Policy (2017)

It seeks to provide accessible, affordable, and convenient comprehensive reproductive health services to all women, men and young people in Malawi

3.2.8 Child Care, Protection and Justice Act (2010)

The Child Care, Protection and Justice Act of 2010 consolidates laws relating to children by making provisions for childcare and protection and for child justice; and for matters of social

development of the child and for connected matters.

3.2.9 Malawi 2063

The Malawi 2063 is a long-term development goal that envisages an inclusive wealth-creating and self-reliant nation by 2063. It identifies Gender Equality and Equity as a key element in facilitating attainment under the Human Capital Development Pillar.

3.2.10 National Plan of Action for Ending GBV

The National Plan of Action for Ending GBV identified engaging men with boys as one of the key principals in ending GBV.

Chapter four: Implementation Arrangements

The implementation of this strategy will require multi-sectoral efforts involving the Government, civil society organizations, the academia, the private sector and the communities themselves including men and boys, women and girls. Below are some of the key roles and responsibilities of these stakeholders:

Stakeholders	Roles
Ministry of Gender, Community Development Social Welfare	• Coordinate all stakeholders implementing the National Male Engagement Strategy (NMES). • Provide overall policy and technical support for implementation. • Facilitate implementation and institutionalisation of the NMES. • Ensure accountability measure are in place for the resources allocated for the implementation of the NMES. • Monitor and evaluate the implementation of the NMES. • Facilitate linkages with other existing plans, programmes (by other ministries and partners) • Build capacity of the line ministries and other stakeholders in GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Mobilise resources and partners to fund the implementation of the NMES. • Ensure widespread dissemination of the NMES. • Lobby for adequate and sustained budgetary support for the implementation of the NMES.

Ministry of Health	• Collect data related to activities for male engagement. • Analyse and prepare M&E reports to facilitate accountability in the implementation of male engagement activities. • Build capacity of staff to activities related to the male engagement strategy. • Support male engagement strategy by implementing programmes aimed at improving male involvement in HIV and SRHR. • Provide feedback to implementing agencies. • Facilitate quarterly implementation monitoring visits.
Ministry of Justice and Constitutional Affairs	• Facilitates the technical review and harmonisation of laws in line with male engagement.
Ministry of Finance	• Provide adequate financial support for the implementation of the NMES.
Ministry of Education, Science and Technology	• Ensure linkages and promote common programmes to engage adolescent boys and youth on mitigating GBV, SGBV, HIV and AIDS, harmful cultural practices and the roles and responsibilities of men and boys in SRHR issues and services. • Promote positive social norms through life skills education (LSE) and other similar subjects. • Review LSE curricula to promote active male involvement in GBV, SGBV, HIV and AIDS, SRHR issues, harmful cultural practices. • Review primary and secondary curricula to promote positive social norm and mainstream active male engagement in prevention and response to GBV, SGBV, HIV and AIDS, uptake of SRHR and eradication of harmful cultural practices.

Ministry of Local Government and Rural Development	• Promote the integration of NMES for GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices into local government policies and programmes. • Collaborate with cultural and traditional leaders to promote positive social norms hence influencing male social and behavioural change at community level. • Build the capacity of DCs on male engagement in GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Disseminate and advocate for the implementation of community activities targeting men and boys for behaviour change interventions with traditional leaders.
Ministry of Civic Education and National Unity	• Coordinate gender equality, HIV and AIDS, SRHR and harmful cultural practices stakeholders meeting at national regional and district level. • Support implementation of male engagement programmes at national, regional and district level. • Promote male engagement in gender equality, ending GBV, preventing HIV and promoting SRHR. • Sensitise young people and communities on the importance of male engagement in gender equality, HIV and SRHR. • Lobby cultural and faith-based leaders to support the MES • Support establishment of Men's Action Teams to support male engagement programmes under their influence.
Ministry of Homeland Security	• Support implementation of male engagement programmes at national, regional and district level. • Establishment robust GBV community-based structures and involve men and boys. • Support NMES by establishing programmes related to male engagement in gender equality, HIV and SRHR programmes among the national security forces. • Mainstream positive masculinities by recruiting male champions within the security forces and structure.

Local Councils	• Coordinate gender equality, HIV and AIDS, SRHR and harmful cultural practices stakeholders meeting at district level • Implement, monitor and report on various aspects of the NMES • Provide on-going monitoring and technical support to community-based structures working on male engagement in GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Mainstream male engagement across GBV, SGBV, HIV and AIDS and SRHR within existing programmes. • Follow up with implementing partners to ensure that information for the NMES M&E system is generated and collated on an ongoing basis. • Coordinate data and information gathering for male engagement indicators related to GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Support implementing agencies with data analysis. • Ensure that data collected on male engagement in GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices is accurate and reliable. • Ensure that beneficiaries of male engagement interventions related to GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices are involved in community-led M&E exercises.
Development partners and donor agencies	□ Provide technical and financial support to the MGCDWS to initiate the implement of the NMES for GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. □ Ensure coordination of NMES with other existing programmes. □ Provide technical and financial support of various M&E activities, including evaluation studies; regular review meetings to assess sector performance; conduct result-oriented monitoring missions; and support provision of specialised M&E experts to build capacity of staff.

NAC	• Coordinate activities of male engagement among all stakeholders working on HIV and AIDS. • Promote and mainstream male engagement as a key strategy for the prevention, treatment, and care of HIV. • Provide on-going monitoring and technical support to all stakeholders working on male engagement in HIV prevention, treatment, and care. • Collect data from implementing partners. • Facilitate quarterly implementation monitoring visits.
NGOS	• Implement NMES for GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Provide reports to the Ministry as per guidelines developed. • Advocate and lobby various stakeholders on involving men and boys in GBV, SGBV, HIV and AIDS, SRHR issues and harmful cultural practices. • Mobilise resources for male engagement in GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Collect data on male engagement interventions and performance indicators and submit them to district and national level coordinating entities in the Ministry of Gender, Children, Disability and Social Welfare. • Support regular review meeting to assess the male engagement across GBV, SGBV, HIV and AIDS, SRHR issues. • Examine and interpret data process against plans on increasing male engagement in GBV, SGBV, HIV and AIDS, SRHR issues.

CONGOMA, NGOGCN, National Youth Council, Women Manifesto, MEGEN, MANASO, NAPHAM, MHEN	• Coordinate activities of NGOs dealing with male engagement on GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices issues. • Mainstream the engagement of men and boys as a key strategy for the prevention and response to gender equality, ending GBV, prevention, treatment and care of HIV, uptake of SRHR issues and services and the eradication of harmful cultural practices.
Private sector	• Mainstream positive masculinities in private sector programmes by implementing NMES thematic areas. • Provide appropriate and timely capacity building for staff on gender equality, HIV and SRHR in collaboration with MGCSW • Promote equitable male norms by implementing the Gender Equality Act and HIV prevention and SRHR strategies
CBOs and faith-based organizations	• Implement NMES at community level. • Work with district councils during implementation. • Monitor and evaluate implementation using guidelines developed by MGCDWS. • Provide reports to the local councils in accordance with guidelines developed • Advocate and lobby various stakeholders on male engagement on GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices. • Ensure that programmes on GBV, SGBV, HIV and AIDS, SRHR are mainstreaming male engagement. • Mobilise resources for male engagement in GBV, SGBV, HIV and AIDS, SRHR programmes. • Ensure community-wide outreach on male engagement across GBV, SGBV, HIV and AIDS, SRHR and harmful cultural practices programming.

Chapter five: Monitoring and Evaluation

A robust monitoring and evaluation will be employed to ensure that planned outcomes and outputs are achieved efficiently and effectively. Gender disaggregated data will be collected to enhance gender responsive analysis of the results of the strategies. Key challenges and recommendations are expected to be outlined and shared so that remedial measures are employed.

Assessments will be done through quarterly, annual, mid-term and end term evaluations. The quarterly reports will present output progress that is expected to be presented at quarterly meetings. This is expected to enhance timeliness in achieving planned outputs and

address challenges. An annual report will be consolidated from the key achievements, clearly outlining the level of achievements towards planned outcome. This will help to adjust annual workplans accordingly. A mid-term evaluation will be carried out to assess progress, and share key lessons learned. The strategy will be adjusted to ensure relevance and address key challenges. An end-term evaluation will be carried out to ascertain the impact of the strategy and inform successor strategy. Further, the GBV MIS and other related systems will be strengthened and rolled out in all the districts for timely access of real time data for evidence-based decision making by the stakeholders.

Annex 1: Result Framework

No	Strategy	Output	Key Output Indicators	Baseline	Target	Timeframe	Estimated Cost (MWK)	Lead Implementing Agency	Source of Funds
Strategic Outcome: Deconstructed harmful social norms and practices									
Strategic Objective 1: To facilitate deconstruction of harmful social norms and practices.									
1.1	Enhance awareness to men, women, girls and boys on gender, masculinities, and femininities	Awareness to men and boys on gender, masculinities and femininities raised	Number of awareness campaigns conducted	0	200	2023-2030	300,000,000	MoGCDSW	ORT/ Development Partners
1.2	Strengthen community mobilisation in challenging negative norms that perpetuate harmful masculinities	Community mobilisation in challenging negative norms that perpetuate harmful masculinities strengthened	Number of community mobilisation meetings conducted	0	500	2023-2030	250,000,000	MoGCDSW	ORT/ Development Partners
1.3	Strengthen capacity of service providers, male champions and gate keepers that advocate for deconstruction of harmful social norms	Capacity of service providers, male champions and gate keepers that advocate for deconstruction of harmful social norms strengthened	Number of Service providers, Male champions and gate keepers that advocate for deconstruction of harmful social norms recruited	0	600	2023-2030	100,000,000	MoGCDSW	ORT/ Development Partners

Strategic Outcome: Increased male participation in transformative forms of masculinity									
Strategic Objective 2: To promote transformative masculinities and femininities									
2.1	Facilitate review and construction of transformative male engagement models	Transformative male engagement models reviewed	Number of male engagement models reviewed	0	15	2023-2030	50,000,000	MoGCDSW	ORT/ Development Partners
2.2	Strengthen capacity of gate keepers to champion male engagement models	capacity of gate keepers to champion male engagement models strengthened	Number of gate keepers trained to champion male engagement models	0	1000	2023-2030	100,000,000	MoGCDSW	ORT/ Development Partners
2.3	Strengthen responsible parenting that promote transformative masculinities	Responsible parenting that promotes transformative masculinities strengthened	Number of training sessions on responsible parenting conducted	0	500	2023-2030	134,000,000	MoGCDSW	ORT/ Development Partners
2.4	Provide social and behaviour change communication at national, district and community levels	Social and behaviour change communication provided	Number of IEC materials on social and behaviour change disseminated	0	10,000	2023-2030	150,000,000	MoGCDSW	ORT/ Development Partners
2.5	Advocate for increased awareness at schools and workplaces on positive masculinities	Advocacies for positive masculinities done at schools and workplace	Number of advocacies done at school and workplace	TBE	3000	2023-2030	150,000,000	MoGCDSW	ORT/ Development Partners

Strategic Outcome: Increased male engagement in GE, GBV, HIV and SRHR services									
Strategic Objective 3: To improve access and utilization of GE, GBV, HIV and SRHR services for all men and boys									
3.1	Integrate involvement of men and boys in GE, GBV, HIV and SRHR programming	Involvement of men and boys in GE, GBV, HIV and SRHR programming integrated	Number of programs integrating men	1	10	2023-2030	95,000,000	MoGCDSW, MoH	ORT/ Development Partners
3.2	Strengthen capacity of all service providers (police, health, social welfare, judicial officers)	Capacity of all service providers for GE, GBV, HIV and SRHR strengthened	Number of service providers trained	0	1000	2023-2030	160,000,000	MoGCDSW, MoH	ORT/ Development Partners
3.3	Improve access and utilization of men and boys, including vulnerable groups and persons with disabilities to GBV, HIV and SRHR services	Access and utilization of men including vulnerable groups and persons with disabilities to GBV, HIV and SRHR services improved	Number of men accessing GBV, HIV and SRHR services	0	3,000,000	2023-2030	120,000,000	MoGCDSW, MoH	ORT/ Development Partners
3.4	Empower men and boys to understand their health needs and adopt health seeking behaviour	Men and boys empowered to adopt health seeking behaviour	Number of men empowered to adopt health seeking behaviour	340	13,000	2023-2030	100,000,000	MoGCDSW, MoH	ORT/ Development Partners

Strategic Outcome: Enforced legal framework									
Strategic Objective 4: To increase male involvement in the reinforcement of legal frameworks around GE, GBV, HIV and SRHR									
4.1	Enhance awareness of men and boys on legal frameworks related to Gender Equality, Gender Based Violence, HIV and SRHR	Awareness of men and boys on legal frameworks related to Gender Equality, HIV and SRHR enhanced	Number of awareness campaigns on legal frameworks conducted	TBE	10,000	2023-2028	200,000,000	MoGCDSW, MoH, NAC	ORT/ Development Partners
4.2	Engage men and boys in reinforcing legal frameworks related to GE, GBV, HIV and SRHR	Men and boys engaged in reinforcing legal frameworks related to GE, GBV, HIV and SRHR	Number of men and boys engaged in reinforcing legal frameworks related to GE, GBV, HIV and SRHR	TBE	500,000	2023-2030	700,000,000	MoGCDSW, MoH, NAC	ORT/ Development Partners
4.3	Enhance the capacity of stakeholders in GE, GBV, HIV and SRHR on application of legal frameworks	Capacity of stakeholder in application of GE, GBV, HIV and SRHR legal frameworks enhanced	Number of officers trained in application of GE, GBV, HIV and SRHR related laws	TBE	400	2023-2030	156,000,000	MoGCDSW, MoH, NAC	ORT/ Development Partners
4.4	Enhance the review of legal frameworks and instruments to incorporate male engagement	Review legal frameworks to incorporate male engagement	Number of legal frameworks reviewed and incorporated with male engagement	TBE	23	2023-2030	145,000,000	MoGCDSW, MoH, NAC	ORT/ Development Partners

Strategic Outcome: Enhanced coordination mechanisms for policies and programmes									
Strategic Objective 5: To enhance linkage and coordination of Male Engagement on GBV, SRHR and HIV activities at National, District and Community levels									
5.1	Facilitate mapping of male engagement interventions for all stakeholders	Mapping of male engagement interventions conducted	Number of mapping exercises on male engagement conducted	0	5	2023-2030	100,000,000	MoGCDSW	ORT / Development Partners
5.2	Facilitate joint planning and implementation of male engagement intervention with stakeholders	Joint planning and implementation of male engagement with stakeholders conducted	Number of annual joint planning sessions conducted	0	5	2023-2030	200,000,000	MoGCDSW	ORT / Development Partners
5.3	Provide knowledge/capacity on policies regarding GE, GBV, HIV and SRHR	Capacity of stakeholders in knowledge/capacity on policies regarding GE, GBV, HIV and SRHR enhanced	Number of stakeholders trained in policies regarding GE	0	400	2023-2030	670,000,000	MoGCDSW	ORT / Development Partners
5.4	Advocate for comprehensive male involvement in design, implementation, monitoring and evaluation of GE, GBV, HIV and AIDS and SRHR policies and programmes;	Comprehensive male involvement in design, implementation, monitoring and evaluation of GE, GBV, HIV and AIDS and SRHR policies and programmes increased	Number of comprehensive male involvement policies and programmes	TBE	3	2023-2030	400,000,000	MoGCDSW	ORT / Development Partners

5.5	Capacity building of relevant structures and stakeholders in championing male engagement	Capacity of relevant structures and stakeholders in championing male engagement strengthened	Number of stakeholders trained in championing male engagement	TBE	300	2023-2030	340,000,000	MoGCDSW	ORT/ Development Partners
Strategic Outcome 6: Enhanced research and learning in male engagement									
Strategic Objective 6: To encourage research, learning and data management on male engagement									
6.1	Design a harmonised routine reporting tool for male engagement interventions for all stakeholders.	Harmonised monitoring and reporting tool developed	Harmonised tool developed	0	1	2023-2028	20,000,000	MoGCDSW	ORT/ Development Partners
6.2	Develop a research agenda on Male engagement.	Research agenda developed	Research agenda in place	0	1	2023-2030	No cost	MoGCDSW	ORT/ Development partners
6.3	Conduct research studies on issues surrounding male engagement in GE, GBV, SRHR, HIV; and	Research studies on male engagement conducted	Number of research studies conducted	0	20	2023-2030	90,000,000	MoGCDSW	ORT/ Development Partners
6.4	Strengthen data management systems on GE, GBV, HIV and SRHR	Data management systems on GE, GBV, HIV and SRHR	Number of research studies conducted on male engagement	0	5	2023-2030	178,000,000	MoGCDSW	ORT/ Development Partners

6.5	Document and share learning/ best practices among stakeholders on effective engagement/ involvement of men and boys in the attainment of gender equality.	Best practices on effective engagement of men and boys shared	Number of best practices shared	0	3	2023-2030	75,000,000	MoGCDSW	ORT/ Development Partners
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