Programme for the International Conference on Men and Equal Opportunities, 2018

Challenging norms, changing ways - gender equality work with boys and young men.

Stockholm
May 15–16
2018
Day I: Tuesday 15 May

PLENARY SESSIONS

12:00 – 13:00 Light lunch is served. Counters, exhibition and information desks open.


   Lena Hallengren, Minister for Children, the Elderly and Gender Equality, Sweden
   Shanga Aziz, founder and president of Locker Room Talk

13:25 – 13:45 Key note: What's up with young men and masculinity?
   Jeff Hearn, Senior Professor, Örebro University, Sweden

13:45 – 14:30 Panel: Men and Equal Opportunities – what results are in sight and what are the responsibilities of European leaders to get there?
   • Lena Hallengren, Minister for Children, the Elderly and Gender Equality, Sweden
   • Lydia Mutsch, Minister of Health and Minister for Equal Opportunities, Luxemburg
   • Martina Vuk, State Secretary, Ministry of Labour, Family, Social Affairs and Equal Opportunities, Slovenia
   • Lia- Olguța Vasilescu, Minister of Labour and Social Justice, Romania
   • Lazar Lazarov, Deputy Minister of Labour and Social Policy, Bulgaria
   • Ivanna Klympush-Tsintsadze, Vice Prime Minister, Ukraine
   • David Stanton, Minister of State in the Department of Justice and Equality, Ireland
   • Christine Morgenstern, Head of Department for Gender Equality, Germany

14:30 – 15:00 Coffee break
Day I: Tuesday 15 May

PLENARY SESSIONS

15:00 – 15:45  Panel: How to turn boys and young men into actors of change using a norm-critical approach?
   • Lena Ag, Director-General, Swedish Gender Equality Agency
   • Lopa Banerjee, Director for the Civil Society Division, UN Women
   • Ben Hurst, IMAGINE, United Kingdom
   • Virginija Langbakk, Director, European Institute for Gender Equality
   • Charles Ramsden, Vice Chair of the Gender Equality Commission of the Council of Europe
   • Markus Theunert, Männer.ch, Switzerland
   • Frank Berglund, Chair, Swedish Youth Federation for LGBTQ Rights
   • Gary Barker, President and CEO, Promundo-US

15:45 – 16:15  Short film and interactive exercise

16:15 – 16:30  This is how we do it: “NormReform” – an initiative on how to address masculinity norms in local and regional services.
   Emil Broberg, Vice President of the Swedish Association of Local Authorities and Regions

16:30 – 17:15  Overview of workshop themes in 45 minutes.

Theme I: Challenging norms through education
Sofie Kindahl, MÅN and Johan Gyberg, National Agency for Education

Theme II: Young men, caregiving and health
Love Nordenmark & Magnus Jacobson, Swedish Association of Local Authorities and Regions
and Anna-ChuChu Schindele, Public Health Agency of Sweden

Theme III: Stereotypical norms of masculinity – a cause of violence
Klas Hyllander, Consultant, and Lina Lundborg, the Swedish Gender Equality Agency

17:15 – 17:30  Wrapping up and expectations on tomorrow

17:30 – 19:30  Evening Reception
Day II: Wednesday 16 May
WORKSHOP SESSIONS

09:00 – 13:00 Parallel workshops (for detailed workshop descriptions, please see on the following pages)

Theme I: Challenging norms through education
1: Norm critical work in schools (MAN)
2: Promote equality through education (Swedish National Agency for Education)

Theme II: Young men, care-giving and health
3: Masculinity and care-giving (Swedish Association of Local Authorities and Regions)
4: Young men and sexual and reproductive health and rights (Public Health Agency of Sweden)

Theme III: Stereotypical norms of masculinity a cause of violence
5: Can a redefinition of masculinity eliminate trafficking of human beings for sexual purposes? (Ministry of Health and Social Affairs, Sweden)
6: Nordic work with violence prevention among young men and honour-related violence (Swedish Gender Equality Agency)

13:00 – 14:00 Lunch
Day II: Wednesday 16 May
PLENARY SESSIONS

14:00 – 14:30 #metoo – What do men have to do with it? Experiences, responses and perspectives from Nordic Civil Society.

Luis Lineo, MÅN, Sweden (moderator); Tryggvi Hallgrímsson, Centre for Gender Equality, Iceland; Harry Lunabba, Helsingfors University, Finland; Hedda Hakvåg, Reform, Norway, and Henriette Höjberg, DareGender, Denmark.

14:30 – 15:00 Key notes:

Privilege under Pressure –Men and Gender Equality in Countries of Origin
Shereen El Feki, Senior Fellow, Promundo

Masculinities, power and sexism – male resistance and responsibilities
Jesper Fundberg, Ph.D Ethnology, Advisor, Swedish Gender Equality Agency, Sweden

15:00 – 15:20 Coffee break

15:25 – 16:00 Nordic and Baltic answers in addressing challenges concerning young men and masculinities.

• Lena Hallengren, Minister for Children, the Elderly and Gender Equality, Sweden
• Eitvydas Bingelis, Vice-minister at the Ministry of Social Affairs and Labour, Lithuania
• Karen Ellemann, Minister for Fisheries and Equal Opportunities and Minister for Nordic Cooperation, Denmark
• Jevgeni Ossinovski, Minister of Health and Labour, Estonia
• Ásmundur Einar Daðason, Minister of Social Affairs and Equality, Iceland
• Dagfinn Høybråten, Secretary General, The Nordic Council of Ministers
• Annika Saarikko, Minister of Family Affairs and Social Services, Finland

16:00 – 16:10 Closing remarks by Lena Hallengren, Minister for Children, the Elderly and Gender Equality, Sweden
1. NORM CRITICAL WORK IN SCHOOLS

Workshop host: MÅN

Most young people claim to experience expectations on how to act according to stereotypical ideas around gender and other norms. Stereotypical gender norms are often limiting and affects eg. health, education and profession choices, the probability of seeking support during hard times and the participation in unpaid care work. Stereotypical gender norms are also the core of a gender inequal society. A lot of young girls, boys and non-binary youth also experience different forms of violence and harassment in their everyday life. A majority of the violence is enacted by boys and men, and there is a close link between toxic masculinity norms and violence. Hence a norm critical work is needed to ensure a gender equal world free from violence.

The purpose of the workshop is to introduce a norm-critical and gender-transformative approach and the need for a life span approach. The workshop will let you experience four different interactive methods that addresses and challenges stereotypical gender norms and violence though eg. discussions, interactive exercises, movies, images and creativity. The workshop will also include a discussion on how to make a norm-critical work systematic.

CONTENT

How can stereotypical norms be challenged? What experiences do we have from successful norm critical work? What are the positive gains of gender-transformative work in schools?

This workshop introduces practical and innovative examples of methods to challenge gender norms, preventing violence and strengthening gender equality in schools. Through interactive presentations, exercises and sharing of knowledge and experiences, participants will learn more through best practices.

ARRANGEMENT

09:00 – 09:20 Introduction. Norm-critical and gender-transformative work – the need for a systematic life span approach. Contributors: Sofie Kindahl and Dennis Nyström, MÅN (Sweden)

09:20 – 10:00 ”The train”: Coaching young students to become agents of change and prevent violence, both inside and outside schools. Contributor: Mantha Kasagianni (Municipality of Botkyrka, Sweden)

10:00 – 10:20 Fika

10:20 – 11:00 Norm Storm: Using norm creative images and art in public spaces to create an inclusive and safe municipality. Contributor: Joanna Isaksson (Municipality of Jönköping, Sweden)

11:00 – 11:40 IMAGINE: Engaging young men in combating sexualized violence and harassment in the Netherlands, Sweden and the United Kingdom. Contributor: Ben Hurst, Good Lad Initiative (United Kingdom)

11:40 – 11:50 BREAK

11:50 – 12:30 ”The Macho Factory”: an audiovisual educational material for challenging norms around masculinity. Contributors: Adam Wassrin and Nathan Hamelberg, MÅN (Sweden)

12:30 – 13:00 Discussion, conclusions and workshop input to the following panel
2. PROMOTION OF EQUALITY THROUGH EDUCATION

Workshop host: The Swedish National Agency for Education

With this workshop The Swedish National Agency for Education want to show the relation between the policy level and real-life experiences in school and illustrate how the gap between them can be narrowed within the field of gender equality. The workshop will also highlight voices from within (..?) that can comment on how it all work from their perspective. Through using different situations from school, this workshop aims to show the importance of a strategic and systematic approach to promotion of equality through education.

CONTENT

The workshop focuses on the key factors for a successful work for equal rights and opportunities in education, mapping the importance of policy making and governance for equal opportunities in education. Proactive work within teaching as well as best practices on how schools can work against violence and harassments will also be addressed.

ARRANGEMENT

09:00 – 09:15 Swedish school system and The Swedish National Agency for Education. The democratic mission of preschools and schools. Contributor:

09:15 – 09:50 Staging of situations with follow up discussions. Contributors: The Education Act and the Discrimination Act regarding harassments, sexual harassments, discrimination and abusive treatment. Contributor

10:05 -10:30 FIKA

10:30 -11:10 Activity showing the importance of norm awareness. Proactive work: Promoting equal opportunities and preventing harassments, sexual harassments, discrimination and degrading treatment. Contributor:

11:00 – 11:40 IMAGINE: Engaging young men in combating sexualized violence and harassment in the Netherlands, Sweden and the United Kingdom. Contributor: Ben Hurst, Good Lad Initiative (United Kingdom)

11:10 – 12:10 The Swedish Curricula and areas of gender equality, sexuality and human relationships. Contributor:

12:10 – 12:15 Short break


12:40 – 13:00 Summing-up and key factors for success
3. MASCULINITY AND CAREGIVING

Workshop host: The Swedish Association of Local Authorities and Regions (SALAR)

Due to ageing populations, western welfare states are facing acute challenges in finding adequate staffing for nursing and caring services provided to citizens. Attracting more men to traditionally female professions is a key strategy to meet this challenge. This, in turn, implies the challenging and changing of norms of masculinity that prevents young men from engaging in caregiving.

The purpose of the workshop is to exchange ideas and examples of best practice in this field. Participants will jointly explore issues such as how public employers can work strategically and practically to get young men more interested in care professions, how to develop a constructive approach to encourage boys and young men to challenge norms in career choices – and hence challenging fundamental norms of masculinity.

CONTENT

How can we change norms of masculinity and care? What strategies can be found to get more men as preschool teachers? What are the challenges and opportunities in targeting migrant men for jobs in caregiving professions? Representatives from the academia and from municipalities in three countries share their experiences and best practices of how to reduce barriers for young men to choose a career in caregiving professions.

ARRANGEMENT

09:00 – 09:15 Introduction on today’s focus on norms of masculinity. Facts and figures- challenges in Swedish welfare sector. Contributor: Magnus Jacobsson, The Swedish Association of Local Authorities and Regions (SALAR)

09:15 – 09:35 The importance of norm critical study and vocational guidance. Contributor: Frida Wikstrand, PhD, Malmö College

09:40 – 10:05 Group discussions. What does it take to get the job done? Participants explore concept of competence by creating job descriptions for many various professions.

10:05 – 10:30 FIKA

10:30 – 11:10 “A job that suits everyone” – Men working in preschools. Trainee program for young men in preschools. Contributors: Ole Magnus Hetland and Peter Moberg (Drammen municipality, Norway)

Recruiting more men to preschools to prevent staff shortage. Contributor: Åsa Bäckström (Malmö Municipality, Sweden)

11:10 – 11:20 Group discussions. What strategies can be found to get more men as preschool teachers?

11:20 – 11:40 Migrant men – an untapped resource in care professions? Contributor: Palle Storm, PhD, Stockholm University, on migrant men in caregiving professions

11:40 – 11:50 Group discussions. What are the challenges and opportunities in targeting migrant men for jobs in caregiving professions?

11:50 – 12:35 Success of Care and nursing college. Promote equality, masculinize care: Experience in the promotion of young men in care professions. Contributor: Javier Ayala, Mayor of Fuenlabrada, (Spain)

How to broaden students career options. Contributor: Sara Lund Benafakir, guidance counsellor at Järvenskolan Tallås (Sweden)

12:35 – 12:45 Group discussions. What can be done to change norms of masculinity and care? Are there other norms to be addressed?

12:45 – 13:00 Summing up and concluding remarks
The UN Sustainable Development Goals, the 2030 Agenda, clearly state the importance of more elaborated work on sexual and reproductive health and rights (SRHR). The ongoing #me too movement has highlighted issues regarding sexuality and gender equality which has led to an increased awareness and public discussion on the topic in Europe and throughout the world. The European Action plan for human rights based sexual and reproductive health also address these questions as one of the priorities for the coming years. To improve the understanding of protective factors and risk factors, stakeholders at European, national, regional and local level need tools to examine power structures and norms in relation to sexuality. Such perspectives and theories include equity, gender equality, norm criticism and intersectionality.

The overall purpose of the workshop is to highlight the importance of gender equality in sexual and reproductive health and rights (SRHR) and to give best practice examples from the school system, the healthcare system, social services system and the digital arena.

CONTENT
What are the main goals and challenges in addressing masculinities and health? How can we use health to challenge norms and reach young men? What do young men think about gender equality in sexual relations? How is their sexual health? What kind of knowledge do they have, and what kind of support do they need to achieve good health in sexual and reproductive health and rights?

“What is okay sex?” is a common question among young. Through the education system we can reach boys and girls, young men and women, and strengthen their knowledge and understanding of themselves and their peers linked to sexual and reproductive health and rights. The workshop will raise sexuality education about communication, masculinities and boundaries with a special focus on teenagers and gender equality. The workshop will also introduce methods, films and a digital platform that can provide guidance in the area.

ARRANGEMENT
09:00 – 10:15 Introduction Contributor: Louise Mannheimer, the Public Health Agency (Sweden)
How can the WHO European strategy for men and health strengthen gender equality? Contributor: Isabel Yordi Aguirre, WHO Regional Office for Europe
Facts and perspectives on young men’s sexual and reproductive health and rights (SRHR)

10:15 – 10:45 FIKA

10:45 – 13:00 Equal opportunities through education on SRHR in schools. Contributor: Tommy Eriksson, the Public Health Agency (Sweden)
Addressing sexual consent in a positive way. Contributor: Pelle Ullholm, The Swedish Association for Sexuality Education
What is okay sex? Providing guidance to young migrants online -YOUMO.se
Contributors: Emelie Mire Åsell and Roh Petas, The Swedish Agency for Youth and Civil Society. Lotta Nord, INERA (Sweden)
Summary, conclusions and looking ahead
5. CAN A REDEFINITION OF MASCULINITY END HUMAN TRAFFICKING FOR THE PURPOSE OF SEXUAL EXPLOITATION?
COME TO THE BARBERSHOP FOR A TALK!

Workshop host: Ministry of Health and Social Affairs, Sweden, in cooperation with the Nordic Council of Ministers and the Council of the Baltic Sea States

 Trafficking in human beings is a serious crime and has been called a modern form of slavery. Victims of trafficking are exploited in a range of different ways. Women and girls form the majority of the victims that are sexually exploited and abused.

The primary factor that sustains trafficking in human beings for sexual purposes is the demand from primarily male purchasers. Efforts to undermine the market and to counteract the demand by men and boys to buy sex are therefore fundamental in combatting trafficking in human beings for sexual purposes.

The purpose of this workshop is to discuss and deepen the understanding of how societal norms of masculinity can be addressed as part of a prevention strategy involving boys, young men and adult men to end trafficking of human beings for the purpose of sexual exploitation.

CONTENT
The Barbershop workshop is spearheaded by the government of Iceland and is based on group dialogues as a way to involve men in promoting gender equality. Traditionally, barber-shops are settings where men have met informally and talked, often within the boundaries of traditional masculinity. The Barbershop workshop invites men and women to safe spaces to talk about gender and gender equality, in both separated and mixed groups. The topic of this Barbershop workshop is the prevention of trafficking of human beings for sexual purposes by reducing demand among men and boys.

The workshop commences with briefings on the situation regarding human trafficking for the purpose of sexual exploitation in the Nordic and Baltic region and on research on men that purchase sex. This is followed by Barbershop dialogues where we break up into smaller groups led by designated facilitators whom are part of the team running the workshop. Long-term prevention schemes aiming to end demand for sexualized exploitation will then be discussed by a panel of experts. The workshop is concluded by gathering some questions and societal challenges from workshop participants to be sent on to the ministers participating in the afternoon plenary session.

ARRANGEMENT
09:00 – 09:10 Welcome and Opening Remarks
  Estrid Brekkan, Iceland’s Ambassador to Sweden
09:10 – 09:15 Welcome to the Barbershop Workshop
  Klas Hyllander & Magnus Loftsson, Moderators and Gender-Based Violence Prevention Experts
09:15 – 09:40 Human Trafficking for the Purpose of Sexual Exploitation in the Nordic and Baltic region.
  Anna Ekstedt, Expert Advisor on Trafficking in Human Beings, Swedish Gender Equality Agency
  Endrit Mujaj, Project Officer, Task Force against Trafficking in Human Beings, Council of the Baltic Sea States
09:40 – 10:00 Research Summary: What drives the demand amongst men and boys?
   Klas Hyllander and Magnus Loftsson

09:40 – 10:40 Barbershop Dialogue Number 1
   Exploring the relation between gender norms and the demand that drives
   sexualized exploitation

10:40 – 11:00 Break and Refreshments

11:00 – 11:40 Barbershop Dialogue Number 2
   Exploring the concept of reforming masculinity norms in order to prevent the
   demand for sexualized exploitation
   How can we challenge the idea of mens' rights to use women, children and
   other men in prostitution for their own sexual purposes?

11:40 – 12:40 Panel – What does a prevention scheme aiming to reduce men's and boys'
   demand for sexualized exploitation look like? How can men and boys partici-
   pate in ending prostitution and trafficking?
   - Anna Ekstedt, Expert Advisor, Swedish Gender Equality Agency, Sweden
   - Iluta Lace, Director of the Association MARTA Centre, Latvia
   - Kenneth Reinicke, Sociologist, University of Roskilde, Denmark
   - Daniel Østlien Getz, Advisor, REFORM - resource centre for men

12:40 – 12:50 Gathering Messages to the Ministers – Societal Challenges and Questions
   Related to the Prevention of Trafficking for Purposes of Sexual Exploitation

12:50 – 13:00 Concluding Remarks
6. NORDIC WORK WITH VIOLENCE PREVENTION AMONG YOUNG MEN INCLUDING HONOUR-RELATED VIOLENCE

Workshop host: The Swedish Gender Equality Agency in cooperation with the Nordic Council of Ministers

Preventing mens violence against women is a central part in the work with men and gender equality. To prevent sexual harassment and violence against women and girls, actions to reach boys and young men must be taken on an early stage. Boys and young men need knowledge and an active role in preventing gender based violence. The Nordic countries share the goal to strengthen the prevention work, and the quest of zero-tolerans when it comes to gender based violence. The overall purpose of the workshop is to highlight the importance of violence prevention. The workshop also aims to complement the previous Nordic exchange of experiences and knowledge on the subject.

CONTENT
The workshop presents gender perspectives in violence prevention and programs developed in Nordic countries to prevent gender based violence focusing on partner violence in youth relationships and honour-related violence. A European perspective on working with perpetrators and engaging men against violence will be presented.

ARRANGEMENT
09:00 – 10:15 Introduction, Swedish Gender Equality Agency
09:15 – 09:35 “Stereotypical norms of masculinity - a cause of violence” Contributor: Lucas Gottzén, Professor, Department Child and Youth Studies, Stockholm University (Sweden)
09:35 – 10:00 “Violence prevention - nothing to wait for!” Contributor: Cecilia Narby, National agency for youth and civil society (Sweden)
10:00 – 10:30 “A community free from violence – how can we make it happen?” Contributor: Sara Aarnivaara, MÄN (Sweden)
10:30 – 11:00 FIKA
11:00 – 11:20 “Mentors in violence prevention – experiences from Botkyrka” Contributors: Pernilla Vera Junior and young mentors from Botkyrka Municipality (Sweden)
11:20 – 11:30 “Preventing honour related violence – experiences from Denmark”, Sigrid Bacher Frederiksen, The Danish Agency for International Recruitment and Integration (Denmark)
11:30 – 11:40 “Stop the Dating Violence – experiences from Denmark”: Contributor: Susanne Nour Magnusson, Director, Dialog mod Vold (Denmark)
11:40 – 11:50 “Stop the Dating Violence – experiences from Norway” Contributor: Hedda Hakvåg, senior advisor, Reform (Norway)
11:50 – 12:00 BREAK
12:00 – 12:30 Dialogue-session
12:30 – 12:50 Working with men – an European perspective Contributors: Gerhard Hafner, Dipl. Psych (Germany); Alessandra Paunz, Executive Director for working with perpetrators; Olga Persson, Secretary-General at UNIZON (Sweden)
12:50 – 13:00 Concluding remarks
CONFERENCE VENUE
Norra Latin, Stockholm City Conference Centre

More information about registration, accommodation and programme on: www.government.se/ICMEO2018