

# Report

## Men in HIV/AIDS Partnership



Provincial Consultative Workshops  
(May - July 2003)

to act"

enough

"men care



DEPARTMENT OF HEALTH  
Republic of South Africa





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## background to the provincial men's consultative workshops

*"Slowing down the spread of HIV means important changes are needed in relationships between men and women.... Men have a crucial role to play in bringing about this kind of radical change."*

Dr Peter Piot,  
UNAIDS. Extract  
from statement  
made on the  
launch of the  
World AIDS  
Campaign,  
5 June 2000

**Under the slogan** "South African Men Care Enough to Act", the spotlight of the HIV/AIDS campaign was turned onto men for the first time in 2002. In Cape Town during October of that year a National Men's Imbizo was held which brought some 400 men together from around the country. The men elected an Interim National Task Team as a first organisational step towards the formation of a broad-based countrywide men's forum. The National Partnership Against AIDS initiative has also led to the mobilisation of other groups and sectors including women, youth, business, labour, the police and the military, faith-based communities and people with disabilities.

Coordinating the responses of the men's sector is considered paramount to developing effective strategies in the four priority areas identified in the HIV/AIDS and STD Strategic Plan for South Africa (2000-2005):

- Prevention
- Treatment, care and support
- Human and legal rights, and
- Research, monitoring and evaluation

In February 2003, following the Imbizo, a meeting was held between the Government AIDS Action Plan (national and provincial structures), the USAID-funded POLICY Project and the men's sector national working group to plan the next steps. Based on Imbizo outcomes (see *South African Men Care Enough to Act: Report on the National Men's Imbizo on HIV/AIDS, 2002*) a decision was taken to further engage the men's sector through a series of consultative workshops in the provinces. These would follow on from provincial report-back meetings held after the Imbizo, strengthening the involvement of men in HIV/AIDS activities. The workshops would, as part of the government's broader Partnership Against AIDS programme, create a solid platform for discussion and collaboration in the men's sector.

Through the establishment of provincially-coordinated men's networks, it is hoped this crucial sector will begin to play a more constructive, holistic and influential role in rising to the social and cultural challenges presented by HIV/AIDS. Provincial workshops would provide the men with an opportunity to develop coherent plans to guide their actions as individuals, as groups, and as partners with other sectors.

*"We must stop seeing men as some kind of problem and begin seeing them as part of the solution.... Working with men to change their behaviour and attitudes has tremendous potential to slow down the epidemic. It will also improve the lives of men themselves, not to mention those of their families."*



## Provincial consultative workshop objectives:

- To build on the deliberations and commitments of the 2002 Men's Imbizo, and develop strategies at the provincial level for men to increase their involvement in HIV and AIDS interventions
- To explore how the sector can better organize and collaborate around HIV and AIDS and establish ties with existing health and social development services, and
- To establish a network of men, in and across each province, through mobilizing and sensitizing this sector to relevant HIV and AIDS issues

## Consultative workshop outcomes:

At the end of each provincial workshop, it was expected that:

- Twenty men who had not attended the National Imbizo in Cape Town would have been introduced to the Men in Partnership project, as well as some of the key content issues associated with men and HIV/AIDS
- The Provincial GAAP Office/Co-ordinator, would have a sound understanding of some of the key reproductive health and HIV and AIDS-related interventions that are currently being targeted at men within their province
- Provincial representatives elected onto the Men's Interim National Task Team at the National Imbizo would have an opportunity to meet and hear the views of provincial delegates, and would be more equipped to work in collaboration with the GAAP Co-ordinator in following up proposed provincial activities, and
- The thirty-five provincial participants would have created a realistic set of activities to 'action' the provincial commitment statement drawn up at the Imbizo – these activities would complement other sectoral initiatives, such as FOHAP and WIPAA, and would be facilitated by the Provincial GAAP Co-ordinators

## Participant selection:

The provincial GAAP representatives were tasked with selecting the thirty-five workshop participants. Criteria for selection included that participants should all be men and should belong to an organisation and/or structure that represents men. In selecting participants consideration would be given to the following:

- Inclusion of men who are living with HIV or AIDS
- Inclusion of men from specific sectors (eg. disabilities, faith-based, mining, youth)
- Geographical representation (ie. try to achieve a good balance of representation from both rural and urban areas), and
- Racial and ethnic representation (ie. ensure the multi-cultural nature/diversity of the province is considered)

## Workshop preparation:

A teleconference was held before each of the provincial workshops between:

- A POLICY Project representative
- The Provincial GAAP Co-ordinator



- A National GAAP office representative, and
- At least one provincial representative from the national task team

The teleconference aimed to:

- Reach agreement on the workshop programme (based on a flexible model which could accommodate the specific needs of a province)
- Confirm workshop logistics
- Clarify roles and responsibilities at the workshop, and
- Agree on sessions in the programme that would require specific inputs/presentations from the provincial GAAP office and the men's representatives

The design and development of the workshop programme, as well as the coordination of the participant invitation process were managed by the USAID-funded POLICY Project. Following each provincial workshop, POLICY Project compiled a report.



## the provincial consultative workshops

**Workshops** were facilitated by the POLICY project. The team included Andile Xonti, Madoda Mangxola, Alfred Mikosi and Dumisani Albert Rebombo. Workshops were held in eight provinces during the months of May, June and July 2003 to help kick-start the process of organising men's constructive involvement in HIV and AIDS interventions, *as men*\*.

Province	Venue / Date	Delegates
Kwa-Zulu Natal	Pietermaritzberg, Protea Hotel, 3-4 May	35
Mpumalanga	Nelspruit, Crocodile Inn, 10-11 May	27
North West	Rustenberg, Sparkling Waters Hotel, 24-25 May	28
Western Cape	Cape Town, Seapoint Protea Hotel, 29-30 May	27
Northern Cape	Kimberley, Savoy Hotel, 10-11 June	33
Limpopo	Polokwane, Protea Ranch, 18-19 June	23
Gauteng	Boksburg, Birchwood Hotel, 28-29 June	37
Eastern Cape	East London, King David Hotel, 23-24 July	22

Men were given an opportunity to share their own expectations of the process both as individuals and as a group – these tended to revolve around more specific issues, such as:

- Strengthening the partnerships between men's organisations and with the men's sector and other sectors; and coordinating their HIV/AIDS work

\* A provincial consultative workshop was not held in the Free State, although the Department of Health launched their provincial *Men in HIV/AIDS Partnership Programme* there on July 12, 2003. Three hundred men from all districts in the province attended, as well as representatives from Women in Partnership Against AIDS, provincial MECs and MPLs, and civil society representatives. A plan of action for the Free State was adopted and a provincial committee was elected.



- Gaining funding commitments from government and other stakeholders
- Better understanding how to involve men – and youth in particular – in mobilisation, education, support and care programs
- Mapping the way forward and gaining clarity on the processes (past and future) of the Men in Partnership Against HIV/AIDS initiative
- Developing strategies for implementation and monitoring, and
- Empowering men to act constructively and responsibly; this includes the provision of relevant and up-to-date information and educational materials to build the capacity of men to make positive interventions

Overall, participants expressed a sense of urgency around getting started with programmes of intervention.

*"I am from now on more than a man because of this workshop."*

## exploring the HIV/AIDS issues facing men



**Looking** at the challenges facing men in respect of HIV/AIDS, delegates to the National Men's Imbizo had identified six key themes, or issue areas, relating to the ways in which men and men's actions made a difference. The themes help to explain the gendered impacts and influences of men and women – which are both interrelated and mutually reinforcing – on the HIV/AIDS pandemic. The themes are:

- Unequal Sexual and Gender Relations
- Poverty and Unemployment
- Culture/Traditional Values
- Polygamy/Lobola
- Lack of Role Models, and
- Gender Stereotyping/Masculinity

The workshop participants were asked to consider the problems underlying these central themes, together with their causes.

*"There is still confusion as to strategies and formation of structures from national to district level."*

## identifying core problems



**As a result** of the previous exercise a set of core problems was identified, after which the men went on to consider two questions:

*What support structures (organisations and other resources) exist in the province to address these problems?*

*What are the gaps in addressing these problems on two levels: firstly as individual men; secondly, in terms of structures/resources/programmes?*

The core problems identified by the men were grouped into their theme areas. These are shown in the table below, alongside a summary outlining the gaps in addressing them and the resources available to begin addressing them. Individual reports compiled after each provincial workshop outline the men's deliberations in detail (these are available from POLICY Project in Cape Town).



Themes / Core Problems	Gaps	Available Resources
<p><b>Polygamy / Lobola</b></p> <p>Misrepresentation, manipulation and ignorance of cultural and traditional values by men creates problems with lobola and polygamy</p> <p>Concepts influenced by western understandings and often seen out of context</p> <p>Traditional values are not integrated with western cultural practices</p>	<p><b>As Men:</b></p> <ul style="list-style-type: none"> <li>• Willingness to embrace change – men benefit from status quo;</li> <li>• Positive peer pressure</li> <li>• Positive attitudes towards polygamy (powerful, influential individuals and community leaders)</li> <li>• Lack of information</li> </ul> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Networking, support groups, life-skills training</li> <li>• Positive media involvement</li> <li>• Government funding</li> <li>• Positive influential individuals</li> </ul>	<p><b>Community-based:</b></p> <ul style="list-style-type: none"> <li>• FBOs and other CBOs</li> <li>• Human and financial resources</li> <li>• Traditional leaders</li> <li>• Grassroots networking</li> </ul> <p><b>State / Government:</b></p> <ul style="list-style-type: none"> <li>• Legislation eg. Customary Marriage Act, constitutional rights provisions</li> <li>• Human Rights Commission</li> <li>• State departments eg. Justice, Home Affairs, Education, Arts &amp; Culture</li> </ul> <p><b>Projects / Programmes:</b></p> <ul style="list-style-type: none"> <li>• Income generating projects</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Local, national and international donors</li> <li>• Impact studies</li> <li>• NGOs</li> </ul>
<p><b>Culture &amp; Traditional Values</b></p> <p>Men often vulnerable to and/or ignorant of HIV because of cultural beliefs. Need to re-look cultural and traditional values in the era of HIV/AIDS</p> <p>Culture and tradition dictate that men take on the powerful, leading role in relationships and public life – this makes women vulnerable</p>	<p><b>As Men:</b></p> <ul style="list-style-type: none"> <li>• Capacity, participation, commitment to behaviour change</li> <li>• Social facilities</li> <li>• Buy-in for initiation processes</li> <li>• Effective, sustainable strategic plans to guide action</li> <li>• Strong community structures (due to political differences)</li> <li>• Recognition of traditional authority and leadership</li> </ul>	<p><b>Community-based:</b></p> <ul style="list-style-type: none"> <li>• Churches</li> <li>• Youth volunteers/structures</li> <li>• Community volunteers</li> <li>• Care groups</li> <li>• Networking through NACOSA</li> </ul> <p><b>State / Government:</b></p> <ul style="list-style-type: none"> <li>• Human Rights Commission</li> <li>• Government departments</li> <li>• Youth Commission</li> <li>• Aids Consortium/GAAP</li> <li>• Equity Act</li> </ul> <p><b>Projects / Programmes:</b></p> <ul style="list-style-type: none"> <li>• Equality project</li> <li>• Hope International</li> <li>• Fathers Speak Out</li> <li>• Soul City</li> <li>• Itereleng educational project</li> </ul>

*"We could give more attention to topics like stigmatization through running workshops and awareness campaigns."*

*"We need funds to organize mobilizing activities to bring more men on board."*





Themes / Core Problems	Gaps	Available Resources
<p><i>Continued...</i></p> <p>Culture and religion play an important role, yet traditional values are often not respected</p>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Suitable networks</li> <li>• Management and communication skills</li> <li>• Communication channels</li> <li>• Programmes targeting men</li> <li>• Men's structures and organisations</li> <li>• Funding for HIV and AIDS initiatives</li> <li>• Reading/informational materials</li> <li>• Equipment (cars, furniture etc)</li> <li>• Positive media messages</li> <li>• Lack of respect for African culture</li> </ul>	<p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• NGOs (eg. SACC, NAPWA, POWA, SANCO, FAMSA, PPASA)</li> <li>• Trade unions / business sector</li> <li>• Women's structures</li> <li>• PLHAs</li> <li>• Sporting codes</li> <li>• Budgets / donor funding</li> <li>• Informational materials</li> <li>• Human and financial resources</li> <li>• Traditional healers &amp; leaders</li> <li>• Manpower through mobilisation</li> <li>• Tertiary institutions (faculties of African studies and history)</li> <li>• National media (eg. radio talkshows)</li> </ul>
<p><b>Role Models</b></p> <p>Fear of disclosure and stigma – few men are talking openly about HIV and AIDS</p> <p>Men in leadership positions and other potential male role models often move away from historically disadvantaged communities into wealthier, 'safer' suburbs</p> <p>Peer pressure is often a negative influence on young people, leading to high-risk behaviour</p>	<p><b>As Men:</b></p> <ul style="list-style-type: none"> <li>• Sense of well-being (due to unemployment, inequality, corruption, lack of income)</li> <li>• Commitment</li> <li>• Culture of transformation</li> <li>• Voluntary involvement</li> <li>• Interest and commitment</li> <li>• Skills and capacity</li> <li>• Empowerment of men in sexual and reproductive health</li> </ul> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Accessible organisations / integrated programmes</li> <li>• Sound administration</li> <li>• Capacity to act</li> <li>• Financial support</li> <li>• Accredited programmes</li> <li>• Active partnerships and networks</li> <li>• Organisational capacity (private, public and civil society)</li> <li>• Well-developed transport and other infrastructure</li> </ul>	<p><b>Community-based:</b></p> <ul style="list-style-type: none"> <li>• CBOs and civic associations, including men's organisations</li> <li>• Equipment and human resources</li> <li>• Peer educators</li> <li>• Community policing forums</li> <li>• Churches</li> </ul> <p><b>State / Government:</b></p> <ul style="list-style-type: none"> <li>• Aids Consortium</li> <li>• Youth Commission and Youth Councils</li> <li>• Government departments (eg. Safety &amp; Security, Education, Labour, Economics &amp; Tourism, Social Welfare, Traditional Affairs, Arts &amp; Culture)</li> <li>• Local government</li> </ul> <p><b>Projects / Programmes:</b></p> <ul style="list-style-type: none"> <li>• Fathers Speak Out</li> <li>• Aids Action Committee</li> <li>• HOPE Worldwide</li> <li>• MIPAA</li> <li>• HCBC</li> </ul>

*"Men of all races need to be brought in. The province at large should be made aware of the workshop by way of announcing expected outcomes."*

*"Too little time for plenary inputs. Too restricted. Time for discussions was limited."*



Themes / Core Problems	Gaps	Available Resources
<i>Continued...</i>	<ul style="list-style-type: none"> <li>• Support from other stakeholders</li> <li>• Few men are employed as counsellors and caregivers in the health sector</li> </ul>	<p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• NGOs (eg. PPASA, LoveLife)</li> <li>• Traditional African music</li> <li>• Media and other informational resources</li> </ul>
<p><b>Poverty / Unemployment</b></p> <p>Poverty aggravates HIV/AIDS and creates relationships of dependency</p> <p>Apartheid legacy has impacted on men's career choices and work opportunities</p> <p>Men's loss of self-respect makes them vulnerable to crime, substance and woman abuse</p>	<p><b>As Men:</b></p> <ul style="list-style-type: none"> <li>• Motivation and commitment for action</li> <li>• Strength to stand up (lack of self-esteem, fear of stigma)</li> <li>• User-friendly resources</li> <li>• Accessible forms of organisation</li> <li>• Information availability, sharing and networking</li> <li>• Skills to run projects</li> </ul> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Funding and resources targeting men's organisations</li> <li>• Ownership of community projects</li> <li>• Markets for goods and services</li> <li>• Sound public/private partnerships</li> <li>• Networking between stakeholders</li> <li>• Not enough programs that are focusing on the empowerment and poverty alleviation more specifically for the unemployed (low income groups)</li> <li>• Pro-poor empowerment focus</li> </ul>	<p><b>Community-based:</b></p> <ul style="list-style-type: none"> <li>• CBOs (eg. family life centres, support groups, FBOs)</li> <li>• Peer education</li> <li>• Home-based caregivers</li> <li>• School feeding schemes</li> <li>• Family counselling / trauma centres</li> <li>• Caregivers support groups</li> </ul> <p><b>State / Government:</b></p> <ul style="list-style-type: none"> <li>• Social services and grants</li> <li>• Government departments (eg. Education, Agriculture, Public Works, Health, NDA and IDT)</li> <li>• Local government LED strategies</li> <li>• Land Bank</li> </ul> <p><b>Projects / Programmes:</b></p> <ul style="list-style-type: none"> <li>• Learnership programmes</li> <li>• Life-skills and counselling courses</li> <li>• Poverty-alleviation programmes</li> <li>• Food and agriculture projects</li> <li>• Skills development and training projects (eg. Operation Jump-start and Umsobomvu)</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Educational institutions</li> <li>• Mining houses</li> <li>• Media and other information and material resources</li> <li>• NGOs (eg. FAMSA, NICRO)</li> </ul>

*"We could use more information on gender and HIV/AIDS, communication strategy, and the rights of PLHA."*

*"It was challenging and quite frankly it encouraged one to be resourceful in terms of coming up with new ideas."*



Themes / Core Problems	Gaps	Available Resources
<p><b>Unequal Sexual and Gender Relations</b></p> <p>Men are socialised to assume a particular gender role that leads to the abuse of assumed power over women</p> <p>Men have false ideas about manhood which lead to high-risk behaviour, increasing their own vulnerability to HIV and AIDS as well as their capacity to spread infection</p> <p>Deteriorating values of <i>ubuntu</i></p>	<p><b>As Men:</b></p> <ul style="list-style-type: none"> <li>• Information (especially materials in home languages)</li> <li>• Communication and networking</li> <li>• Use of available resources</li> <li>• Women's financial independence</li> <li>• Gender sensitivity training</li> <li>• Commitment</li> </ul> <p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Income generating projects</li> <li>• HIV/AIDS centres in the villages</li> <li>• Communication</li> <li>• Marketing of available resources</li> <li>• Appropriate and available media</li> <li>• Job creation</li> <li>• Rehabilitation and counselling centres, support groups</li> <li>• Accessible social services</li> <li>• Awareness campaigns in communities</li> </ul>	<p><b>Community-based:</b></p> <ul style="list-style-type: none"> <li>• CBOs (eg. support groups, FBOs, women's organisations)</li> <li>• Facilities such as churches, community halls and other venues</li> </ul> <p><b>State / Government:</b></p> <ul style="list-style-type: none"> <li>• Government departments (eg. Departments of Health and Social Welfare)</li> </ul> <p><b>Projects / Programmes:</b></p> <ul style="list-style-type: none"> <li>• Life-skills training programmes</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Media and other information and material resources</li> <li>• NGOs</li> <li>• AIDS service organisations</li> </ul>
<p><b>Gender Stereotypes / Masculinity</b></p> <p>Patriarchy promotes cultural practices which help the spread of HIV/AIDS, such as involvement with multiple-partners or rape</p> <p>Sense of 'being macho' amongst men makes them feel untouchable, leading to high-risk behaviour which promotes the spread of HIV/AIDS</p>	<p><b>As Men:</b></p> <ul style="list-style-type: none"> <li>• Support mechanisms</li> <li>• Targeted cultural information</li> <li>• Networking and communication</li> <li>• Home language informational materials</li> <li>• Support groups specifically for men</li> <li>• Confrontation on existing practices</li> <li>• Male counsellors and health workers</li> <li>• Health-seeking (low-risk) behaviour</li> <li>• Open discussion about sex</li> </ul>	<p><b>Community-based:</b></p> <ul style="list-style-type: none"> <li>• Initiation schools</li> <li>• CBOs (FBOs,</li> <li>• Tribal offices / traditional leaders</li> <li>• Traditional healers</li> <li>• Men's forum and youth</li> <li>• Clinics</li> </ul> <p><b>State / Government:</b></p> <ul style="list-style-type: none"> <li>• Government departments (eg. Traditional Affairs, Social Welfare, Education)</li> <li>• Local government initiatives</li> <li>• Social workers</li> </ul>

*"A session on 'Why work with men in HIV/AIDS?' may provide insight as to how much men have to contribute."*

*"It is time to stop these talk shops and start doing things constructively."*



*"We gained a lot of knowledge regarding the policy, action plan, objectives and way forward."*

Themes / Core Problems	Gaps	Available Resources
<p><i>Continued...</i></p> <p>Negative concepts of masculinity stop men taking on caring roles in the community or from active parenting</p> <p>A lack of understanding of sexuality and reproductive health issues makes men vulnerable to infection and re-infection and makes men more likely to infect others</p>	<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• Multi-sectoral collaboration</li> <li>• Consensus on development process implementation</li> <li>• Accessible resources (many organisations sideline men)</li> <li>• Clearly articulated role for male involvement in PTCT programmes</li> <li>• Guidelines on running effective support groups</li> <li>• Men-friendly clinics</li> </ul>	<p><b>Projects / Programmes:</b></p> <ul style="list-style-type: none"> <li>• Male involvement in PTCT programmes</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Media resources</li> <li>• Research studies on culture</li> <li>• Exposure to traditional leaders and healers</li> <li>• Private sector / businesses</li> <li>• NGOs</li> <li>• Human, material and financial resources</li> </ul>



## developing a guiding vision

**The provincial** commitments made by delegates to the National Men's Imbizo were presented to workshop participants in the provinces, together with the national 'Call to Action'.

The men at the workshop were asked:

*Do you buy into this vision? Do you want to add/change anything?*

Participants in one or two of the provinces made minor alterations to their statements of commitment. Discussion in the plenary reflected that, while on the whole participants were happy with the vision embodied in the Call to Action, there were some reservations. These included:

- The idea of establishing a 'forum' could lead to 'position-seeking'
- It was suggested that the terms 'partnership' or 'strengthening male involvement' may be more suitable than the term 'men's forum'
- Questions were raised as to whether the Call to Action is linked to the HIV/AIDS and STD Strategic Plan for South Africa (2000-2005), and lastly
- Delegates to the National Men's Imbizo did not draw up the Call to Action and concerns were raised around the drafting process



## mapping out strategies

**Having reflected** on the availability of resources to deal with each specific problem area on day one, the second day saw participants' attention turned to the development of strategies that could be effectively used by the Men in Partnership Against HIV/AIDS initiative to contribute to positive change in their communities.

The following table outlines some of the strategies developed by the men in the provincial workshops, within the six key themes. References to specific provinces and timeframes have been removed.

<h3>Unequal sexual and gender relations</h3> <ul style="list-style-type: none"> <li>Reduce domination of power by men over women by running workshops and educational campaigns</li> <li>Sensitise men on the implications of gender equality/equity and improve gender relations through organising regional workshops</li> <li>Mobilize men through awareness campaigns and workshops in order to reduce domestic violence</li> </ul>	<h3>Culture and traditional values</h3> <ul style="list-style-type: none"> <li>Educate and build the capacity of male traditional leaders and healers to change the cultural mindset</li> <li>Re-look our cultural and traditional values as we fight HIV and AIDS, through training men to educate other men and minimise men's cultural constraints</li> <li>Establish a forum within the province that will embrace the African culture and advocate for its inclusion in curriculum 2005</li> </ul>
<h3>Polygamy and lobola</h3> <ul style="list-style-type: none"> <li>Address the complex and contradictory nature of attitudes and approaches towards traditional values and practices eg. lobola, polygamy and virginity testing. All men agree these are key issues which impact on HIV/AIDS and men's response to the challenges it presents</li> <li>Work with NGOs to deal with problems caused by lobola/polygamy and virginity testing</li> <li>Uplift women and raise their integrity, through organising, educating and empowering both men and women to deal with issues of polygamy, lobola and the impact of HIV and AIDS</li> </ul>	<h3>Gender stereotypes and masculinity</h3> <ul style="list-style-type: none"> <li>Embark on education programmes to challenge and reduce stereotyped traditional perceptions due to religious and cultural beliefs</li> <li>Reduce sexual and gender violence against women and children, through setting up awareness raising projects</li> <li>Assign a provincial task team to organise regional workshops to educate and sensitize men on gender issues</li> <li>Establish an information and education centre targeting young boys from the age of five to eighteen years in order to create awareness and challenge the status quo and the men's world view</li> </ul>

*"Facilitators could use their power to influence some of the cultural values participants uphold. Some participants have strong beliefs that are a burden to human well-being."*

*"Please let's make sure that everything that was discussed is implemented and monitored."*



*"Well done but you might want to add more time to the duration of the workshop."*

Lack of role models	Poverty and unemployment
Develop a comprehensive training program which will build the capacity of potential role models who will be in the forefront in HIV/AIDS activism	Alleviate poverty and unemployment through establishing pilot income generating projects
Identify men to actively promote the concept of local role models	Provide entrepreneurship skills through workshops
Invite influential people to educational and motivational programmes in the province to inspire young people	Reduce poverty in families with no source of income through local economic empowerment projects
Establish a local male-driven structure, through holding HIV/AIDS awareness workshops with men of reproductive age	Reduce poverty and unemployment through life-skills training
	Mobilise government and the private sector to maximise job creation opportunities for men
	Provide skills-training programmes targeting the poor and mobilise the community to start small home-based gardens, utilizing vacant plots of land

The next task for the workshop was to work on the development of action plans relating to each of the objectives. Planning grids were produced for each of the objectives, in which the men outlined the activities, responsibilities, timeframes and likely partners, appropriate to the pursuit of objectives similar to those in the table above. These are included in the separate provincial workshop reports.



## building structures to support the men in HIV/AIDS partnership

**The next workshop** exercise was designed to assist the men's sector in coordinating its involvement in HIV/AIDS initiatives and in taking forward the objectives they had just set for themselves. Participants considered how they would organise men using a set of three guiding questions. Responses to each are dealt with in turn below.

### Could existing structures in the province coordinate the men's sector?

Most of the provinces were happy to go with the interim provincial task teams already established, though adjustments and/or additions were made at some of the workshops. These were primarily due to inadequate representation of people living openly with HIV and AIDS or insufficient district representivity within a province. Some teams were elected from scratch, or will be elected in a future process. In one or two workshops reservations were expressed about the lack of experience of the team members due to their limited involvement in HIV/AIDS issues and/or organising work. A concern was raised in one of the workshops that the initiative lacked a rallying or focal point around which the task team could canvass involvement and support.



### What structures could the men's sector partner with in the province?

Partner structures were identified which covered the scope of community-based organisations, non-government organisations and government initiatives and departments. These partners are all mentioned previously in the table listing the resources available to focus on the problem issues raised within the six themes (see pages 6-10). A sense that the links between the men's sector and the relevant government structures were inadequate came through quite strongly, as did the question of state funding and other support.

### Do you want to form a task team/coordinating team?

Most provinces made changes to their task teams, while one province decided to nominate an advisory body to put together an entirely new task team. Again, representivity questions were raised, such as the need to ensure the inclusion of at least one member who is openly living with HIV or AIDS. Some coordinating committees were mandated to continue their work without change to the membership or the addition of new members.

Eastern Cape	The province decided two representatives were needed from each region to strengthen the interim task team, although poor regional representation at the workshop meant the appointments could not be finalised
Gauteng	An advisory committee was nominated to put in place a new team including a representative from each district in the province. One member of the existing task team was retained. At least one member of the new team is to be openly living with HIV or AIDS
Kwa-Zulu Natal	An executive committee will be formed to guide the work of the task team, including – in addition to existing members – a representative from each of the eleven districts in the province
Limpopo	The existing committee was expanded to include one member from each of six districts in the province
Mpumalanga	Three additional members were included in the existing task team to ensure all districts are represented. The team will work together with the GAAP representative to guide the men's sector
Northern Cape	Five new members drawn from the regions of the province were added to the interim task team
North West	Five additional members will join the GAAP representative and existing members of the Interim Task Team to form a new task team for the province that would be more effective and representative
Western Cape	The existing interim task team was retained but some additional members were included, allowing for three representatives from the Metro area and one from each of the three other districts

*"It is clear that we are moving in the right direction and it's good to see the difference we are making."*

*"Two days were not enough for this newborn baby."*



## way forward for the men's partnership

**During** the closing session of the workshops the men's sectors in the various provinces decided on the next steps to be taken. The inputs of each province are summarised below.

Eastern Cape	<ul style="list-style-type: none"> <li>• New task team to meet to discuss funding, personnel, planning for the men's initiatives and detailing the launch of the provincial men's forum</li> </ul>
Gauteng	<ul style="list-style-type: none"> <li>• Provincial AIDS unit to help convene a meeting of the advisory committee as a first step in implementing workshop outcomes</li> </ul>
Kwa-Zulu Natal	<ul style="list-style-type: none"> <li>• Provincial structure to be launched</li> <li>• Executive committee to be appointed to oversee work of task team, which will be expanded to include representatives from each district, and will report back to the broader men's forum</li> <li>• Strategic planning workshop necessary to decide on the way forward in assisting GAAP (which will coordinate the sector)</li> </ul>
Limpopo	<ul style="list-style-type: none"> <li>• Expanded task team to meet and, together with workshop participants, flesh out action plan</li> <li>• GAAP representative to work with the task team to support men's sector initiatives</li> <li>• Task team together with GAAP representative to meet with National Department of Health officials to talk about policy and financial issues</li> </ul>
Mpumalanga	<ul style="list-style-type: none"> <li>• GAAP representative to convene a meeting and report on question of financial support (men's sector will also tap into existing resources)</li> <li>• Districts to begin organising men in their areas – to avoid duplication, Men in Partnership will merge with the Department of Social Service's initiative for men</li> </ul>
Northern Cape	<ul style="list-style-type: none"> <li>• Task team to finalise provincial plan of action and coordinate provincial launch</li> <li>• District representatives will hold regional consultative meetings</li> <li>• A series of capacity building workshops for the men's representatives at provincial and regional levels will be organised</li> </ul>
North West	<ul style="list-style-type: none"> <li>• Expanded task team to meet and plan the mobilisation of more men from the provinces four districts to ensure the active participation of all stakeholders</li> <li>• District-based structures of the men's forum will be formed</li> </ul>
Western Cape	<ul style="list-style-type: none"> <li>• New, expanded committee to convene a meeting to discuss the way forward and refine the action plans developed at the workshop</li> </ul>

*"We need baseline data on men's activities and the percentage that is involved."*

*"Any problem was thrown back to the participants to sort out themselves. That was excellent."*





## reflections and recommendations



**Delegates** were each required to complete an evaluation form with feedback on how they had experienced the workshop process, facilitation and logistics. Some of their inputs are included below, together with facilitator observations, and some of the men's comments have been used throughout the report.

The majority of participants were keen and committed to the process. Participant evaluations on the whole praised the workshop content and facilitation. Most found the workshop valuable and hoped the groundwork had now been laid for action. The plans the men developed will in most cases be taken forward by the task teams and committees, although some of the action plans will be reworked and refined in a less pressured environment.

A vibrant, enthusiastic atmosphere was noted at most of the workshops. There were, however, many participants who did not put their full weight behind the initiative. Late arrivals, drunkenness, early departures and a reluctance by some individuals to provide constructive input were some of the problems noted by facilitators.

A few points were made by participants which may be useful in organising future initiatives of this type (some of these echoed those made by delegates to the National Imbizo):

- Questions of representivity were raised, drawing attention to the need to ensure that the broad range of interests and sectors within the men's forum are given an opportunity to participate. The shortcomings in this regard were by no means uniform across the provinces. In some workshops, for example, concerns were expressed that religious and traditional leaders were poorly represented, while delegates at others noted their over-representation
- Some participants felt the quality of input would have been better if the workshop had been held during the week rather than over a weekend when people needed to rest
- Input from other organised sectors – such as the faith sector, traditional leaders and the women's structures – could improve the men's network and help prevent duplication of activities. The need to utilise the strengths and expertise of other agencies (such as NGOs) in organising the sector was also noted, and
- The role of provincial government representatives and observers in workshop discussion and decision-making was seen as problematic: it was felt that in future these roles in the process should be clarified at the outset

A number of recommendations were made at the workshops, including that:

- The question of funding for activities and for organising the men's sector be given priority attention by government
- Basic infrastructure such as transportation, fax, telephone, photocopier machines and computer access and provision must be investigated
- Clear links between the men's structures and activities and the provincial health structure need to be forged
- A monitoring and evaluation process as a follow up to the action plans submitted by the delegates be established, and that
- PLHAs be actively involved in all processes and structures of the Men in Partnership programme

*"They loaded us with the appropriate information - we are now confident to go out and challenge the HIV/AIDS virus."*

*"Help us with the knowledge on how to raise funds so we may fight HIV/AIDS."*



## abbreviations

<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>CBO</b>	Community-based organisation
<b>FAMSA</b>	Family and Marriage Society of South Africa
<b>FBO</b>	Faith-based organisation
<b>FOHAP</b>	Faith Organisations in HIV/AIDS Partnership
<b>GAAP</b>	Government AIDS Action Plan
<b>HCBC</b>	Home/community-based care
<b>HIV</b>	Human Immunodeficiency Virus
<b>MEC</b>	Member of the Executive Council
<b>MIPAA</b>	Men in Partnership Against AIDS
<b>MPL</b>	Member of the Provincial Legislature
<b>NACOSA</b>	Networking AIDS Community of South Africa
<b>NAPWA</b>	National Association of People living With HIV/AIDS
<b>NGO</b>	Non-government organisation
<b>NICRO</b>	National Institute for Crime prevention and the Reintegration of Offenders
<b>PLHA</b>	Person living with HIV or AIDS
<b>POWA</b>	People against Women Abuse
<b>PPASA</b>	Planned Parenthood Association of South Africa
<b>PTCT</b>	Parent to child transmission (of HIV)
<b>SACC</b>	South African Council of Churches
<b>SANAC</b>	South African National AIDS Council
<b>SANCO</b>	South African National Civics Organisation
<b>SAPS</b>	South African Police Services
<b>STD</b>	Sexually transmitted disease
<b>WIPAA</b>	Women in Partnership Against AIDS





## Acknowledgement and Disclaimer

The compilation of this report was supported by the United States Agency for International Development (USAID)/South Africa under the terms of contract HRN-C-00-00-0006-00. The opinions expressed herein are those of the author(s) and do not necessarily reflect the views of the USAID or Policy Project