

# **WORKING WITH MEN IN THE LAW ENFORCEMENT AND JUSTICE SECTORS TO PROMOTE WOMEN'S ACCESS TO JUSTICE**

**A REVIEW OF APPROACHES, CHALLENGES,  
AND LESSONS IN THE MENA REGION.**

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## LIST OF ACRONYMS AND ABBREVIATIONS

<b>IMAGES</b>	International Men and Gender Equality Survey
<b>WHO</b>	World Health Organization
<b>IPV</b>	Intimate Partner Violence
<b>GBV</b>	Gender Based Violence
<b>NGO</b>	Non-Governmental Organizations
<b>WAJ</b>	Women's Access to Justice
<b>UNPOL</b>	United Nations Police
<b>MENA</b>	Middle East and North Africa
<b>LGBTIQ</b>	Lesbian, gay, bisexual, transgender/ transsexual, intersex and queer/questioning
<b>CEDAW</b>	The Convention on the Elimination of All Forms of Discrimination against Women
<b>UNSCR1325</b>	United Nations Security Council Resolution 1325
<b>SDC</b>	Social development Centers
<b>SOP</b>	Standard Operating Procedures

## AUTHORSHIP & ACKNOWLEDGEMENTS

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### ABAAD Team

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## EXECUTIVE SUMMARY

There has been much progress in gender justice becoming a main advocacy point on a global level. Yet, gender inequality continues to be present and cross-cutting in various aspects of life, and continues to negatively affect people's lives in various ways, especially women and girls.

Many programs in the past decade have considered the importance of engaging men and boys in gender justice as means to address gender inequality, and have thus begun designing and implementing initiatives with this methodology. Moreover, and due to the central role that law plays in fostering gender equality, several gender transformative approaches have been used in the judiciary systems and law enforcement, as they are key players in the process of seeking justice.

The Middle East and North Africa (MENA) region has undergone in the past years a wave of political instability that has left many countries in transitional phases witnessing an increase in policing following some political unrest and calls for reform. This gave room for programs aimed at increasing gender sensitivity in law enforcement and judiciary systems to arise as means to attain gender justice for women and girls in conflict and post-conflict settings.

To this day, little knowledge is produced in relation to the type of programming in the MENA that is aimed at achieving gender justice through engaging with men and boys within law enforcement and justice system. This assessment aims to address this gap by documenting such initiatives in the region, through conducting a desk review of different portals (including both academic and non-academic platforms) of the different literature as well as of the existing programs that tackle gender justice in relation to law enforcement and judiciary systems within the MENA region.

Using this methodology, a total of 13 organizations fit the inclusion criteria and agreed to take part in the survey. These organizations operate in 7 countries (Egypt, Jordan, Lebanon, Morocco, Occupied Palestinian Territories, Tunisia, and Yemen) across the MENA region

The outcomes of this assessment demonstrate that multiple approaches were used throughout 7 different countries in the MENA region aimed at engaging men and boys in achieving gender justice, specifically in projects related to law enforcement or judiciary systems. However, these different approaches were all operated within at least one of the following modalities of intervention: 1. Sensitization and capacity building; 2. Institutionalization efforts with relevant stakeholders; 3. Advocacy and policy reform; and 4. Knowledge production.

One main issue arose during data compilation and analysis, summarized by the fact that different organization referred to similar activities and/or approaches of interventions very differently. This leaves us with a question whether, after decades of programming on the topic of engaging men and boys as means to achieving gender justice and several years of focusing such programming on law enforcement or judiciary systems, time has come to ensure a common understanding of relevant terminology, as well as producing knowledge that evaluates the efficacy of existing models of interventions in different contexts.

# LITERATURE REVIEW

There has been much progress in gender justice becoming a main advocacy point on a global level. Despite these efforts, there remains a lot to be achieved. Gender inequality continues to be present and cross-cutting in various aspects of life, and continues to negatively affect people's lives in various ways.

Hegemonic traditional notions of masculinities and femininities reinforce the gender binary and perpetuate the unequal power dynamics that grant men the authority over women. This authority tends to be systemized and affects women and girls within the public and private spheres, especially in the few instances where women venture into the public sphere. Globally, the burden of domestic chores remain the duty of women and girls, despite women representing 40% of paid work worldwide (Budlender, 2008). Men's lack of participation in domestic chores remains a barrier to gender justice, as women then have to carry the double burden of working and taking on the majority of domestic activities in addition to their contribution to the work force. This in turn hinders women's success in the work place and contributes to many of the inequalities they face within the work force (Greene & Smith, 2015).

Within the private sphere, data from various studies using the International Men and Gender Equality Survey (IMAGES) show high levels of intimate partner violence in over 20 countries (Levtov et al, 2014; Promundo, UN Women, 2017). Moreover, studies by the World Health Organization (WHO) have shown that 7 out of 10 women have reported being victims of Intimate Partner Violence (IPV) at some point in their lives (Garcia-Moreno et al., 2006). Men perpetrators of this form of violence seem to be more likely to report perpetrating sexual violence (Heilman, Hebert, and Paul-Gera, 2014). During times of conflict or post conflict, data continue to present that instances of gender base violence (GBV) are exacerbated primarily impacting women and girls (Fulu et al., 2013). Factors associated with men's use of violence seem to be linked to rigid gender roles and people's inabilities/unwillingness to fulfill these roles. In times of conflict and unrest, men tend to find themselves unable to perform their roles as providers and protectors of the family, which in turn increases rates of IPV in attempts to regain some control over their entourage (Keedi, Yaghi, and Barker, 2017).

## WHY ENGAGE MEN IN ACHIEVING GENDER JUSTICE?

Women's rights activists have been successful in setting forth laws and protocols on a global level to address gender based violence. These efforts have, in the past two decades, come to take into account the role that men can play in achieving gender justice, and the importance of engaging men and boys as allies throughout this process of social change. The importance in this approach derives from two main notions. First, it recognizes that men also suffer from violence against women in their lives (Katz, 2003). Second, and more importantly, the notion that a restructuring of the power dynamics can alleviate men from the burdens that they carry as a result of having to abide to certain gender roles, and the psychological and emotional pressures that this carries (Peacock and Barker, 2014). This rhetoric was mirrored in various UN Commitments to engage men and boys to achieve gender justice. Such commitments took place in different international platforms, such as the International Conference on Population and Development, UNAIDS Operational Plan for Action Framework, and the United Nations Commission on the Status of Women, to name a few.

Programs led by gender Non-Governmental Organizations (NGOs) have taken this approach and implemented it in their work on the ground. Many programs in the past decade have considered the importance of engaging men and boys in gender justice, and have thus begun designing and implementing initiatives with this approach. Currently, most NGOs that include work on engaging

men as one of their main pillars are part of the MenEngage Global Alliance, a coalition of organizations that work collectively and individually toward advancing gender justice through engaging men and boys. It is worth noting, however, the myriad theories of change and/or approaches used on the national and community levels as modes of intervention.

Primary prevention programs target men perpetrators of violence. Through such programs, beneficiaries are led to reevaluate their definition of what it means to be a man, and to consider non-violent types of masculinities and to integrate new ways of expression that are healthy for them and those around them. Such programs include gendered one-on-one psychotherapy sessions, and support group sessions, and target both adults and adolescent boys that have been socialized to express themselves in violent ways.

Secondary prevention programs target the general male population and work on changing notions of masculinities into ones that are structured around to achieve gender justice. This work is done with adult men and adolescent boys and aims to deconstruct toxic masculinities before it materializes into GBV. Such programs usually include awareness and capacity building workshops on topics of gender masculinities, femininities, positive fatherhood, and non-violent communication. Such programs also seek to engage men and boys in becoming allies in women's rights issues. While such programs are gaining tract on a global level, their presence in the MENA region remains shy.

## ROLE OF LAW ENFORCEMENT AND JUDICIARY SYSTEMS IN ACHIEVING GENDER JUSTICE

While men's engagement within communities is essential in the strife to achieve gender justice, it is also important to take into account that men often hold decision-making roles in the public sphere. With the expansion of the legal process into the public and private spheres, the effect it has on people's lives becomes much more obvious. This is even more prominent as law and justice impact people's capacity to increase their assets, access rights and resources, and be autonomous within their society. When women are affected by inequalities in endowments, access to resources, and social statuses, as is often the case, as it results in them falling behind men in most fields of life. As such, these inequalities limit their economic opportunities, and power in the household and society (Amartya, 2009). For instance, the existence of unequal laws within the MENA region, such as with labor law, family and personal status laws, and property laws decrease Women's Access to Justice (WAJ). This is further limited due to economic, social, psychological, and educational factors. When women are able to access justice institutions, the existing biases and lack of gender sensitivity further decrease women's chances of obtaining fair outcomes (Chopra and Isser, 2011).

A large body of literature demonstrates the fact that despite the many international laws that exact to provide equal rights for women and men, women's access to justice remains lacking. This is due to a combination of inequalities at legal, institutional, structural, socioeconomic, and cultural levels. Women in the different countries of the MENA face systematic discrimination in terms of laws and policies, which further exacerbated through the lack of democratic institutions, structures and processes, all of which present major obstacles that hinder women's access to justice (House, 2005). However, it is worth noting that women in the MENA region are not a homogeneous group, and different factors come to play when it comes to determining the status of women. This includes their socio-economic background, class, nationality and citizenship status, among others. The intersectionality of these myriad factors across each other as well as in relation to gender tend to play a significant role in setting power dynamics that at often times oppress women and marginalize their access to justice (Bahdi, 2007).

The MENA region is not the only one where women face gender discrimination that relegates their status to that of second-class citizens, yet, it is one where the gender gap in terms of rights is the most visible and where efforts to attain gender equality tend to face significant resistance (House, 2005).

Due to the central role that law plays in fostering gender equality, any approach to justice reform need to be gender sensitive. This reform needs to tackle several levels. International law plays an important role in bring about change. However, these laws need to be mirrored in state policies and laws, as they are critical in providing equal rights for women and set up gender-responsive structures for enforcement (Turquet, 2011). Additionally, this top-to-bottom approach can sometimes foster resistance, violence, backlash, and sometimes an increase in violence against women. As such, it is imperative to engage community leaders in aims that they become agents of change for gender justice.

For these reasons, men's engagement in achieving gender justice should also mean the engagement of men decision makers and community leaders. In a few countries, the advocacy has taken on the form of attempting to hold men public officials accountable for statements that are discriminatory against women (Peacock & Barker, 2014). In South Africa, this has led to widespread national conversation about the roles and responsibility of men political leaders (News24, 2011). However, the latter efforts are reactive in nature, and fall short to begin a gender transformative approach that can ensure long-term changes.

Such gender transformative approaches have been used in the judiciary systems and law enforcement, as they are key players in the process of seeking justice. Globally, the United Nations Police (UNPOL) has developed a training package of best practices for mainstreaming gender into police activities in peacekeeping operations (UN Department of Peacekeeping Operations, 2015). Such gender initiatives fall under the various Security Council Resolutions on Women, Peace, and Security that highlight the differential impact of conflict on women, men, boys, and girls, and the necessity to mainstream gender perspectives into peacekeeping. Several studies have shown how gender sensitive policing has resulted in diminished hostility in citizen interactions, a decrease in law enforcement violence used, and an increase in number of GBV incidents reported (Davis, 2005; Seklecki, 2000; Smith, 2011; Watters, 2014).

Programs aimed at increasing gender sensitivity in law enforcement and judiciary systems are even more of a need in conflict and post-conflict settings, where law enforcement systems take on a much bigger role in citizen's daily lives. The Middle East and North Africa (MENA) region has undergone in the past decade a wave of political instability that has left many countries in transitional phases witnessing an increase in policing following some political unrest and calls for reform (Sayigh, 2016). This wave of policing, despite being transitional, provides a window of opportunity for programming that aims at increasing gender sensitivity among law enforcement structures and that promotes a gendered transformative approach within judiciary systems and law enforcement.

While this literature review provides a solid background on the necessity of engaging men, particularly within law enforcement and judiciary systems, in achieving gender justice, it remains a Western-centric view. This is because as will be further discussed in this report, there exists very little literature on such interventions in the MENA region. As such, this desk review aims to investigate work on engaging men to achieve gender justice in MENA countries, specifically within the sectors of law enforcement and justice systems. The desk review also aims at better understanding the types of approaches used, all-the-while focusing on opportunities and challenges faced, as means to identify promising approaches and emerging lessons learnt, with considerations for adaptability in the different contexts within the MENA region.

# RESEARCH SCOPE & METHODOLOGY

## ASSESSMENT OBJECTIVES

This assessment investigates documentation of work engaging men to achieve gender justice, with a particular focus on the sectors of law enforcement and justice systems. It specifically aims to review the different interventions within the MENA region work using this approach. It is worth noting that the assessment is not limited to programs and interventions that work only with men, but will also consider work that engage men and women together in efforts to achieve gender justice.

The outcome of the study sheds light on good practices and lessons learnt in relation to programming on men's engagement in achieving gender justice, particularly in terms of enhancing women's rights within the legal framework and law enforcement agencies.

The specific objectives are listed as follows:

- To conduct an initial review of recent literature on men engagement strategies and interventions in achieving gender justice in the sectors of law enforcement (national and customary laws) and justice systems.
- To better understand the enablers, challenges and lessons learned of these programs.
- To propose recommendation to guide future programming with considerations for adaptability in the MENA context.

## METHODOLOGY

The desk review included a complete search through different portals (including both academic and non-academic platforms) of the different literature as well as of the existing programs that tackle gender justice in relation to law enforcement and judiciary systems within the MENA region. A list of potential women's rights organizations and relevant UN agencies was provided by OXFAM, which included their partners in the different countries. This list was further expanded based on results from the online search that was done of organizations that might have programs related to law enforcement/judiciary systems and gender justice. Several organizations were selected based on the above from 8 countries in the MENA region, namely Egypt, Iraq, Yemen, Lebanon, Morocco, Occupied Palestinian Territories, Tunisia, and Jordan. The selected organizations in this review all had programs aimed at engaging men and boys in achieving gender justice, specifically in projects related to law enforcement or judiciary systems.

A questionnaire (See Annex A), including both specific and open-ended questions, was developed for the use of researchers in this desk review. The survey collected information that was part qualitative and part quantitative, which ensures that the image portrayed of the different NGOs is comprehensive in this desk review. The questionnaire was developed in a way that would ensure that key issues were discussed, and that it probed for specific information about the project, its limitations, and its successes. The survey questionnaire was then uploaded on Google Forms, where responses were recorded. Focal points from each organization were contacted and provided with an introduction on the purpose of the desk review as well as the link for the questionnaire. They were also given the option of filling out the questionnaire through a phone conversation with a researcher as needed. The research team followed up with relevant organization via phone as reminders to fill out the questionnaire. The responses were recorded.

A qualitative data matrix was developed by the research team for thematic data analysis. The researchers analyzed the compiled responses from participant organization thematically, and came up with the analysis as presented in this report.

## LIMITATIONS

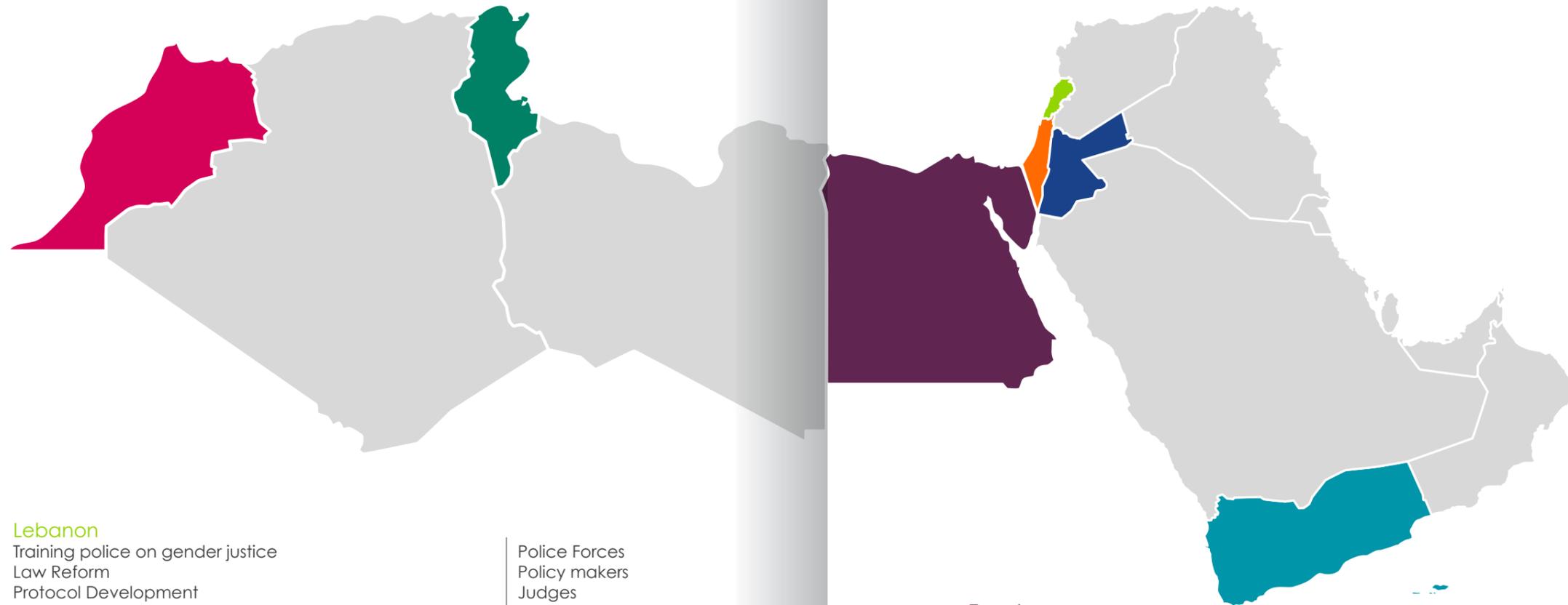
A number of limitations impeded the progress and quantity of programs evaluated in this desk review. One major limitation was the lack of online documentation regarding programs in the 8 countries. Organizations, for various factors, do not publish reports of their programs. In fact, no published literature regarding the countries under review was identified within the various servers and portals (google scholar, peer-review journals, websites of the relevant organizations, etc.). As such, the desk review relied entirely on an interview basis and the contact that was made with the organization within these countries.

This resulted in a second limitation, which is the reliance of the desk review on the responsiveness of organizations. Of the 40 organizations that were contacted, 15 did not respond and six declined to take part. Other local organizations that have programs on engaging men in gender justice within law enforcement and judiciary systems might not have been identified and therefore were not reached as part of this review. This limitation was even more pertinent due to the short timeframe that was allocated for this desk review.

Another limitation revolved around the unavailability of evaluation data of the programs that were part of this desk review. As such, any evaluation of the success, challenges, promising approaches, and lessons learned that appear in the desk review relies on the answers provided by the focal points contacted to fill the questionnaire.

# RESULTS AND ANALYSIS

No academic publications were found. A total of 55 organizations were identified as organizations that might have programs fitting the above inclusion criteria. The identification of organizations was done through personal knowledge of their work, search through different online platforms, as well as snowballing recruitment method. Of the 55 organizations, 26 did not respond. 6 organization declined to take part in the desk review, and 10 stated that they did not fit the criteria for the desk review. In total, 13 organizations fit the criteria and agreed to take part in the survey. These organizations operate in 7 countries (Egypt, Jordan, Lebanon, Morocco, Occupied Palestinian Territories, Tunisia, and Yemen) across the MENA region



## Lebanon

Training police on gender justice  
Law Reform  
Protocol Development  
Sensitizing judges on gender justice  
Sensitizing community leaders on gender justice

Police Forces  
Policy makers  
Judges  
Politicians

## Jordan

Law Reform  
Sensitizing community leaders on gender justice  
Protocol Development

Policy makers  
Ministries  
Community Leaders  
Politicians  
Judges  
Religious Leaders

## Occupied Palestinian Territories

Increasing women's participation in public/political sphere  
Law Reform  
Training police on gender justice  
Sensitizing community leaders on gender justice  
Knowledge Production.

Politicians  
  
Police forces  
Community Leaders  
Religious Leaders

## Egypt

Sensitizing community leaders on gender justice  
Law Reform

Religious Leaders  
Politicians  
Ministries

## Tunisia

Law Reform

Politicians  
Ministries

## Morocco

Protocol Development  
Sensitizing community leaders on gender justice  
  
Law Reform

Policy makers  
Community Leaders  
Politicians  
Ministers

## Yemen

Sensitizing judges on gender justice

Judges

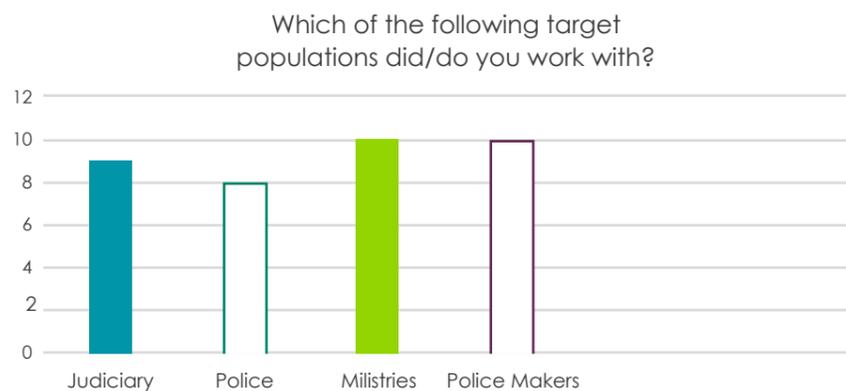
This section will elaborate more on the findings gathered throughout the assessment. In the first part of this section, a descriptive summary of the different programs is first presented. The results are categorized by type of activity as well as the program's target population. The second part of this section is divided according to the approach used in the programs being reviewed. The approaches were chosen in a way that encompasses all the different activities that are carried out within the programs. As such, the approaches include sensitization and capacity building, institutionalization on efforts with relevant stakeholders, advocacy and policy reform, and knowledge production.

## TYPES OF PROGRAMMING

Programs related to law enforcement and judiciary systems for gender justice seem to be part of a larger picture of work on gender justice, as 11 of the NGOs stated gender equality and 10 NGOs stated advocacy as their main pillars of work (the one remaining NGO works on LGBTIQ rights). Other activities of work were stated as research (n=7), social and economic development (n=7), and legal aid, security and human rights (n=9).



Different focuses can be seen in different countries, which is perhaps due to the differences in contextual needs and political wills within each respective country. As such, the NGOs included in this desk review tackle work on law enforcement and judiciary systems differently.



## DATA ANALYSIS BY APPROACH

### I. SENSITIZATION AND CAPACITY BUILDING

#### Sensitization

Sensitization is a bottom-up approach that aims at engaging the communities and direct front-line workers in gender sensitization discussions. This approach was found in several countries and seems to be the most prevalent across the countries under review.

Programs under this approach have predominantly targeted local community and religious leaders, political party members, judges as well as religious leaders. The primary goal of this approach is to engage community stakeholders on a specific gender issue in aims to obtain buy-in from the community, and decrease its prevalence in the region. Within these programs, the vision is to eventually set gender justice and WAJ in the public discourse. As such, these discussions can take on a variety of gender topics.

Within this approach, it seems that engaging religious leaders in the countries that were part of this assessment is the most prevalent. In the Occupied Palestinian Territories for example, programs were geared towards to having religious leaders incorporate topics on gender justice, GBV, and sexual and reproductive rights (SRH) within their religious discourse, in aims that they become a reference within their communities on issues relating to GBV, violations of women's rights, or sexual abuse. Similarly, a program in Egypt has sought to engage religious leaders on the dangers of forced marriage, to try to obtain their buy-in and have religious leaders raise awareness and attempt to decrease forced marriage in Egypt. One of the programs in Jordan to increase the minimum age of marriage to 18 has also been the catalyst for to engage religious leaders in the cause. This came after some backlash within the religious communities against the initiatives. Through engaging with religious leaders, some of them became the active agents and voices against child marriage. This made it more likely for communities to accept messages that were promoted by their religious leaders, as it no longer contradicted the teachings of their religious figures. While this occurred as a need in Jordan, it can be extrapolated into different country settings within the MENA region. In Lebanon, some programs have engaged religious leaders in discussions on issues of violence against women and GBV. There was no mention of the impact of engaging religious leaders during the assessment; however, this is possibly due to the novelty of the approach within gender justice in the MENA region. As such, more time would be needed to reap its effectiveness.

Community leaders' engagement in Morocco aims to sensitize them on the issue of violence against women and topics of gender justice. The objective of these programs is for men leaders to become advocates for gender justice, as well as to transform gender relations in order to increase gender awareness within the communities and to eventually achieve gender justice. Another program in Jordan aimed at empowering women within local communities, through a series of dialogues between civil society organizations and stakeholders and policy makers on both local and national levels. The objectives of these dialogues are multi-layered. On the very first level, they aim at sensitizing stakeholders and policy-makers on gender issues. This in turn would lead to some of the stakeholders to adopt certain issues. With enough stakeholders and policy-makers adopting an issue, this would result in more successful attempts to effectuate changes laws while using a gender lens, both on national and local levels.

Sensitizations for judges have also been used within this approach, in aims to ensure that a fair and gender-sensitive rule of law is taken. In Lebanon for instance, following the introduction of the law on protection of women from domestic violence and the abolishment of the law regarding rape and marriage, a series of meetings were done with different judges to discuss the context of the changes. Another program in Lebanon seeks to engage judges in sensitization over LGBTIQ issues. As it stands, the Lebanese penal code is unclear on the legality of non-heteronormative sexual relationships. As such, it remains at the discretion of each judge to make their own ruling on this issue. This program aims to sensitize judges on LGBTIQ rights in aims to legalize non-heteronormative sexual relationships. In Yemen, one of the programs has been targeting engaging with judges to raise their awareness on the challenges that hinder WAJ. This program aims at empowering women through smoothing their process in court, and ensuring judge's gender-sensitive sentencing. In Jordan, one program aimed at engaging judges and lawyers, through a series of sessions on personal status law in efforts to redress women, protect their rights, and raise awareness of violations. One program that was implemented in Jordan, Egypt, and Morocco engaged judges and lawyers on the necessity to combat trafficking of humans, with special considerations for women and girls.

While engaging community and religious leaders aims at reaching the communities and obtaining their buy-in, engaging political leaders usually aims at changing the political structures. As such, programs in the Occupied Palestinian Territories and Morocco have engaged ministers and members of political parties in aims to increase women's representation within the political field, beyond the logistical roles, but rather as decision makers within the parties and governments. In Morocco, this also meant developing the capacities of local actors to set mechanisms for a gender-sensitive citizenship. The rhetoric behind this is that when women feel like equal citizens, they would then be more involved in the political life and would want to participate actively in it. Within this program, local government initiatives took place in several governorates in Morocco.

### Capacity Building

While sensitization aims at engaging communities in gender discussions, capacity building workshops increase people's skills in dealing with gender topics. Based on the findings on this assessment, capacity building interventions were primarily targeting the police force in the countries under review. In the Occupied Palestinian Territories, programs have been set to build the capacities of the police force on gender issues such as gender justice, CEDAW, UNSCR1325, gender budgeting and transparency. Good rapport was built with the police force, and continuous support is provided on a regular basis for police members to increase their gender awareness. Similar programs are being implemented in Lebanon, where members of the police force are trained on gender sensitive approaches when dealing with issues of domestic violence and violence against women. Members of the police also take part in trainings on how to deal with survivors of rape, including the referral pathways that need to be communicated to survivors for the clinical management of rape.

## II. INSTITUTIONALIZATION ON EFFORTS WITH RELEVANT STAKEHOLDERS

In addition to programs that work on-the-ground on sensitization and capacity building, much work has been done on a structural level to set up governmental structures that facilitate WAJ, especially within law enforcement and judiciary systems.

Along with the capacity building workshops in Lebanon with the police forces, work has been done with the Internal Security Forces on a structural level, on the need of protocols on dealing with survivors of rape. As a result, an internal memorandum was issued within the security forces structure that requests internal security forces members, under risk of penalty, to provide the information needed for rape survivors and on the referral pathways that they can seek for support.

Within judiciary systems, protocols are also being set to enhance gender sensitive rulings. In Jordan for example, a program has specifically engaged with ministries to set forth protocols and memorandums that would safeguard gender sensitive judiciary procedure. In Lebanon, an on-ground approach to the systemization is also taken within certain projects. A new program that is still in its early phases seeks to make an agreement with the ministry of justice to include in the curriculum for student-judges a curriculum on GBV and gender issues. This program would seek the engagement of the minister of justice, as well as the board of curriculum development for judges to accept the addition of a GBV curriculum within the judges' academy.

This institutionalization has taken the form of a partnership with the State to develop listening centers across the country, as was the case in Lebanon and Morocco. For this, engagement of ministers and policy makers was a must to agree to partner in the development of the centers. The idea behind these centers is that they would be developed in partnership with the government within the Social Development Centers (SDCs), and where the capacities of the government employees would be built and increased so that eventually they would be taking on the centers fully, a process that ensures sustainability. Such centers provide women survivors of violence with access to services that they may need, as well as provide the space for women to think of their options. These programs aim at ensuring proper response to GBV. Usually, when such centers are set up, eventually it will trickle down to an increase in reporting of incidents. This judiciary path would eventually lead to a decrease in GBV, as offenders are less likely to commit an offense if there are routes that ensure accountability.

In certain cases, a more widespread institutionalization of gender-sensitive protocols is taking place. In Lebanon, legal programs are in the process of developing a national Standard Operating Procedures (SOP) on how to deal with women survivors of violence. These programs engage lawyers, judges, police forces, ministries, and frontline workers in consultation meetings on how to deal with women survivors of violence, the referral pathways that can be taken, what needs to be avoided, etc. The objective of developing a national SOP is to unify the response to cases of violence.

## III. ADVOCACY AND POLICY REFORM

Parallel to sensitization and capacity building approaches that tend to be communal in nature, and institutionalization that tends to be restricted to a certain region within the country or a specific line of work, programs also tackle advocacy and policy reform, which is in often cases on a country level and has effects that are more inclusive.

In the Occupied Palestinian Territories, and in line with their work to increase women's presence in decision making positions within political parties, programs also work with politicians, ministers, and members of parliament for electoral law reform in aims to increase the representation of women in politics. These programs fall under a long-term involvement of the organization, and commitment to build good relationships with policy and decision makers. Similarly, a program in Egypt aims to amend electoral laws to implement a temporary quota that would ensure women's participation within the political sphere. Another program in Jordan also tackled electoral law, and set to submit a new draft of an electoral law that seeks to increase women's representation in parliament.

Within Jordan, Egypt, and Lebanon, the programs that tackle policy reform work on specific laws that are unjust towards women, through working with policy makers and politicians. In Jordan, the main concern is laws that fall under personal status laws, as well as laws on sexual violence. As such, there exists programs that seeks to change the legal age to marry to 18, which reflects international conventions. In Egypt and in Jordan, work has been focused on changing personal status laws in a manner that protects women and girls from family violence, and that ensures gender justice. In Lebanon, and after heavy lobbying from various NGOs, and serious engagement of policy makers and politicians, a new law that protects women from domestic violence was set forth in 2014. This

law made IPV illegal, which was not the case prior to the introduction of the law. Despite some loopholes in the law, it still provided a stepping stone for gender-sensitive legal reform in the country. Following the introduction of this law, a strategic plan for amendment for all laws pertaining to sexual violence was set forth. This began with the call for abolishment of a law that protects the perpetrator of rape from going to prison if he marries his victim article 522. After engaging policy makers and politicians, the law was finally abolished in 2017. Within these programs, lobbying for a change of all laws pertaining to sexual violence is continuous.

One program also attempts to engage in long-term discussions with different ministries in four countries (Egypt, Lebanon, Morocco, and Tunisia) to advocate for the need for gender-sensitive legislations.

Certain programs have stepped out of tackling family law, targeting more specifically vulnerable populations within women and girls. One specific program in Jordan tackled trafficking of humans, with a special notice on women and children. Within this program, a draft law was set forth. This program was also implemented in Morocco and Egypt, where similar, contextualized, draft laws were developed. Another program in Jordan has set forth a draft law that aims to protect domestic workers from exploitation, and to safeguard their human rights.

#### **IV. KNOWLEDGE PRODUCTION**

Knowledge production is quite important, as it allows programs to be evidence-based and to tackle gaps and needs that exist within the area of work. Only one study was identified in the region that approaches the topic of gender justice within law enforcement and judiciary systems, which was conducted in the Occupied Palestinian Territories that provided an analysis of the Palestinian Civil Police services and procedures in the West Bank from a gender perspective. This study provided supplemented later programs with reliable results from the research, which in turn meant support in effective implementation and impact.

# **PROGRAMMATIC SUCCESSSES AND CHALLENGES**

In programs that utilize sensitization, setting realistic goals and involving as much community leaders as possible in a bottom-up approach was key to the successes of any sensitization program. At times, it was quite important to assess who within the target population would be the most beneficial to engage. As an example, during the implementation of a program in the Occupied Palestinian Territories that engaged religious leaders, the organization indicated a necessity of a change in the initial plan. While the program planned to engage only men religious leaders, it was found equally essential to include women religious leaders as well. It is important to note that as religious structures in of themselves tend to be patriarchal in nature, it makes sense to engage both men and women so as to tackle the different issues within this patriarchal system. This can be understood when thinking of religious leaders as mouth pieces of the patriarchal religious system, and work with all religious leaders is needed to tackle the patriarchal messages that the system issues.

In Egypt, it was clear that work with religious leaders necessitated a lot of initial advocacy and engagement, due to initial refusal from certain leaders. Finding the right religious leaders that would be willing to discuss the issues was key to the success of the program. The pace at which change in attitudes and behaviors is effectuated might also depend on the sensitivity of the topic. For some programs, the topic being tackled may have deep roots within the society, and as such long-term work on the matter is needed in order to see change. A program in Jordan that tackles child marriage is an example. While the target population described the initiatives as eye opening, effective, and a place to provide information in a practical and scientific way, much work is still needed on this topic, in order to truly obtain the buy-in of policy-makers and religious authorities on setting a minimum age of marriage at 18. As such, partnering with a strong network of organizations that have the same agenda was one of the key factors that helped with the success of the programs, despite some difficulties in the initial acceptance of local authorities. Similarly, when it came to sensitizing judges on the reality of laws that are used to criminalize homosexual relationships in Lebanon, and while some success has been achieved with certain judges nationally, many challenges remain, as the roots of homophobia remain strong within the Lebanese context. Another challenge that was attributed to this type of approaches related to the relationship between stakeholders and authority figures. In general, civil society organization tend to have a weak relationship with stakeholders and people of authority within their communities, which could be detrimental for programs. As such, it was stated that civil society organizations build better rapport with local authority figures in the future.

When it comes to efforts for engaging men in law enforcement and judiciary systems for gender justice, some organizations stated that building and maintaining good relationships with the different actors was a must, and a key influencer that led to the success of the programs. This was because it allowed access to mobilize youth on the ground to promote gender justice, which in turn looped back into increasing the interest of stakeholders to be engaged in issues of gender justice. Another reason for success in such programs was noted to be the flexible and interactive methodology, in that workshops sought to engage both women and men. This helped create a shared vision, build consensus, strengthen their communication skills, and allowed to create solid action plans that aim at achieving common goals towards gender justice.

With programs that focus on institutionalizing efforts with relevant stakeholders, it was pointed out that an advanced governmental decentralization system makes such initiatives easier to implement, as local governments then have more room to develop policies and implement them within their community. On a national level, as recommended by participants, the presence of specific structures that promote gender issues was also needed, as it sets the framework for local governments in which to work. Governmental decentralization and national gender structures were two keys for the success of programs that seek to increase women's representation in local and national government.

For programs that tackle legal reform, it was stated that within the lobbying aspect, success was tied to constant engagement of different political actors and policy-makers. This seemed to be key in effectuating change within systems that would otherwise, and due to their structures, make change difficult to attain. Another challenge was the timing of projects. Certain laws, although necessary, might not have yet fertile political grounds for reform. It is necessary in such cases to have parallel bottom-up programs that would mobilize communities for the necessity for law reform on such topics. Good relationships with the different political factions remains a key asset in the success of these programs.

While some challenges are related to the program itself, others are due to the context of the country in which a program is being implemented. For instance, due to the political split between the West Bank and Gaza, and the paralysis of the legislative council, it remains very challenging to change laws and legislations that support women. Moreover, the Israeli occupation continues to hinder any developmental work using restriction of movement and access to services. The security conditions in Yemen have been the main barrier against programs' successes. This has made projects' implementations late due to governmental shutdowns. However, programs continue to set the ground for a smooth gender-sensitive reform.

Lastly, another challenge not pertaining to programs per say was related to funding trends not being stable. As such, long-term projects that would eventually lead to long-lasting reform would not be possible, and organizations would have to trade in their strife for long-lasting change for shorter activities that are not as impactful.

# CONCLUSION

This assessment demonstrates that multiple approaches were used throughout 7 different countries in the MENA region aimed at engaging men and boys in achieving gender justice, specifically in projects related to law enforcement or judiciary systems. Despite this, contextualized efforts in each country and/or organization to address challenges pertaining to WAJ were presented by community needs; however, these different approaches were all operated within at least one of the following modalities of intervention:

1. Sensitization and capacity building;
2. Institutionalization efforts with relevant stakeholders
3. Advocacy and policy reform; and
4. Knowledge production.

In terms of modalities of interventions, when examining interventions by country, it becomes clear that at often times national efforts tend to be most effective when designed to address the gaps through a multi-levelled sectorial approach. Given that, it was almost always the case that national efforts included a range of working directly through sensitizing communities for behavioral change, building the capacities of police and other relevant actors within the judiciary system, working with decision making on policy change, in addition to basing work on evidence produced.

Yet when assessing the main gaps, one main issue arose during data compilation and analysis, summarized by the fact that different organizations referred to similar activities and/or approaches of interventions very differently. Additionally, when assessing the use of evidence to inform the types of interventions, it was evident that individual organizations tended to conduct their assessments to inform their work which was key to effective context specific programming. Yet, little evidence was used based on previous effective programming from MENA.

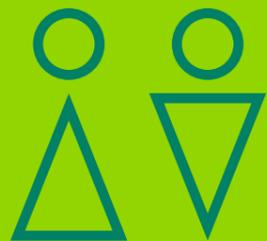
However, it remains a question whether after decades of programming on the topic of engaging men and boys as means to achieving gender justice and several years of focusing programming on law enforcement or judiciary systems, and as will be elaborated below, the time has come to ensure a common understanding of relevant terminology, as well as producing knowledge that evaluates the efficacy of existing models of interventions in different context (i.e. during conflict, post-conflict or times of peace, during humanitarian versus development settings, etc.) and thus capitalizing on the recommended interventions.

# BEST PRACTICES AND PROMISING APPROACHES

As was portrayed from the thematic analysis of data, a few practices from the 4 approaches that were discussed stood out in terms of best practices for engaging men in gender justice within law enforcement and judiciary systems in the MENA region:

- 1- The success of lobbying and advocacy efforts is heightened by effective regional or national networking among organizations that carry the same mandate: This is especially important when working on sensitive issues such as child marriage usually with religious leaders, as joint efforts are more likely to successfully push for change in attitudes than solitary efforts. National networking seems to be also quite important when working on law reform with policy-makers. This is due to the lengthy nature of the process and the need of resources from different organizations for the success of this approach.
- 2- Multi-sectorial partnerships, especially with organizations focused to gender justice programming, foster comprehensive and effective programming which in turn leads to social change: This practice ensures a comprehensive methodology to tackling a specific issue from the 4 approaches that were discussed in the results section. Within these sections, it was clear that national efforts included a range of working directly through sensitizing communities for behavioral change, building the capacities of police and other relevant actors within the judiciary system, working with decision making on policy change, in addition to basing work on evidence produced.
- 3- Building good and sustainable relationships with the relevant target populations ensures buy-in and commitment throughout and beyond program interventions: This practice was noticed within capacity building approaches of police and judges. As such, good rapport ensures sustainability of capacity building and further engagement beyond the timeframe of one program. This approach was also relevant in interventions that aimed at working with community members and local authorities through attitude and behavioral change models.
- 4- Evidence-based program design and implementation is key in ensuring minimal resistance, responsiveness to the needs of relevant stakeholders in a context specific manner, and cost-effectiveness: This practice was quite fruitful in the Occupied Palestinian Territories, where programs were successful because their design was evidence-based and addressed the emerging gaps as identified by the assessment.

# RECOMMENDATIONS



## 1-Any approach to justice reform need to be gender sensitive

Gender sensitivity is a key element of any approach to justice reform. It is essential to ensure that the needs and perspectives of both men and women are taken into account. This includes addressing the specific challenges faced by women, such as violence against women and gender-based discrimination, and ensuring that the justice system is accessible and responsive to their needs. Gender sensitivity also involves promoting the participation of women in decision-making processes and ensuring that they are represented in all levels of the justice system.



## 2-Standardization of definitions, frameworks, and approaches of interventions for engaging men in gender justice:

Currently, different NGOs use various terminologies, definitions, as well as variations of approaches of interventions with engaging men in gender justice. A standardization of these, while ensuring the need of adaptability to context specific uniqueness and needs, can be a vital first step towards harmonization of interventions and reduction in duplication of efforts as means to ensure effective regional & national programming



## 3-Increase in coordination between NGOs and academic research:

For long, there has been a schism between academic research and programmatic interventions carried out by NGOs. Academic research can be enriched by data gathered from the field implementation of programs, all-the-while enriching the quality and consistency of programs. As such, an increase in coordination between the two fields is beneficial.



## 4-Publishing of transparent evaluation data by NGOs after program completion:

As it stands, very few, if any, NGOs compile let alone publish evaluation data of their programs. The existence of published data might avoid other programs from repeating the same mistakes, and can result in more efficient and evidence based design and implementations, as well as a growth in the types of interventions for engaging men within law enforcement and judiciary systems in gender justice.

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# ANNEXES

## ANNEX A

### Engaging men for Gender Justice Mapping Survey

1- What is the name of your organization?

Your answer \_\_\_\_\_

2- What country(ies) do you operate in?

Your answer \_\_\_\_\_

3- When was your organization founded?

Your answer \_\_\_\_\_

4- What are your organizations' main areas of activity (top 3)?

Gender Equality

Legal Aid, Security, and Human Rights

Social and Economic Development

Research

Advocacy

Other: \_\_\_\_\_

5- Do you currently, or have you previously, worked on Engaging Men & Boys for Gender Justice?

Yes

No

6- Do you currently, or have you previously, done any Engaging Men for Gender Justice work with judiciary, police, army, ministries, or for policy change?

Yes

No

7- Which of the following target populations did/do you work with?

- Judiciary
- Police
- Army
- Ministries
- Policy Makers

8- Please list all of your engaging men project(s)/program(s) to achieve gender justice (including but not limited to working with judiciary, police, army, ministries, or for policy change)

Your answer

---

9- Please provide a brief description of each of those project(s)/program(s) (Please ensure listing partner(s) by project/program).

Your answer

---

10- Please list the titles of those project(s)/program(s) that are still in progress and those that were they completed?

Your answer

---

11- To what extent do you believe the project(s)/program(s) were implemented as intended?

	1	2	3	4	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	To a great extent

12- What changes did you make to your initial plan?

Your answer

---

13- What were the opportunities that helped in the success of the project(s)/program(s)?

Your answer

---

14- what were the challenges that hindered the success of the project(s)/program(s)?

Your answer

---

15- How did program beneficiaries describe their program experiences?

Your answer

---

16- What lessons & recommendations do you suggest to enhance future similar project(s)/program(s)?

Your answer

---

17- Would you implement similar projects in the future?

- Yes
- No

18- If no, why not?

Your answer

---

19 - Can you name other organizations within your country that engage in similar work?

Your answer

---

[https://docs.google.com/forms/d/1Q9t04mueMcoVT1yPBeRfYSCmFiy8JAuwajFBTF-BZXE/viewform?edit\\_requested=true](https://docs.google.com/forms/d/1Q9t04mueMcoVT1yPBeRfYSCmFiy8JAuwajFBTF-BZXE/viewform?edit_requested=true)

## ANNEX B

Egypt	OXFAM Egypt
	UNODC
	UNDP
	Egypt Initiative for Personal Rights
	Ikhtyar for Gender Studies
	Centre for Egyptian Women Legal Assistance
	Tadwein for Gender Studies
	Harrassmap
	British Council
Etijah	
Iraq	OXFAM Iraq
	Iraq Gender Justice
	UNFPA
Yamen	OXFAM Yemen
	Saferworld
	Yemeni Women's Union
Lebanon	UNFPA
	KAFA
	UNDP
	LAU Institute for Women's Studies in the Arab World
	Proud Lebanon
	Lebanese Association for Family Health
	Search for Common Grounds
	IMC
	ABAAD
	Justice Without Frontiers
	LECORVAW
Occupied Palestinian Territories	OXFAM Palestine
	Women's Center for Legal Aid and Counseling
	MIFTAH
	Culture and Free Thought Association
	UN Women Palestine

Tunisia	Ligue des Droits Humaines
	Arab Institute for Human Rights
	Tunisian Center for Research, Studies, Documentation and Information on Women
Morocco	OXFAM Morocco
	Association Democratique des Femmes du Maroc
	Federation de la Ligue Democratique des droits des Femmes
	Adala
	Mhashass
Jordan	Adaleh
	Instituted for Family Health
	Jordanian Society for Family Empowerment
	Jordan Woman Union
	Jordan Health Aid
	Jordan National Commission for Women
	Sigi
	Jordanian Women Qualifying and Training Society
	Family Development Association
	Amman Jordan Association
	Arab Women Organization
	UN Women Jordan Office
	Justice Centre for Legal Aid
	ARDD
Jordanian Women's Union	

## ORGANIZATIONS (AND PROGRAMS) THAT ARE PART OF THE ASSESSMENT

MIFTAH	Occupied Palestinian Territories	<ul style="list-style-type: none"> <li>- Support and promote the participation of women and youth in PLO bodies</li> <li>- Promote women political participation-reform for the electoral law</li> <li>- Men as Gender Defenders</li> <li>- Training Programs for Police Officers on Gender issues.</li> <li>- Study- Analysis of the Palestinian Civil Police services and procedures in the West Bank based on Public and gender perspective</li> <li>- Training of religious leaders and male community leaders</li> </ul>
Mhashass	Morocco	<ul style="list-style-type: none"> <li>- Project with the minister of women and equality and family</li> <li>- Project with the organization of OXFAM and Agency of Catalan for Development (ACCD)</li> <li>- project with the common of Larache city</li> <li>- Formations for gender equality and engaging men with the organization of Quarters of The World</li> </ul>
Association Democratique des Femmes du Maroc (ADFM)	Morocco	<ul style="list-style-type: none"> <li>- Training program on gender equality (since 2000)</li> </ul>
Arab Institute for Human Rights	Tunis/Lebanon/ Egypt/Morocco	<ul style="list-style-type: none"> <li>- Engaging Ministries</li> </ul>
Arab Women Organization of Jordan	Jordan	<ul style="list-style-type: none"> <li>- Local communities empowerment projects</li> <li>- Syrian refugees Projects</li> </ul>

Sisterhood is Global Institute	Jordan	<ul style="list-style-type: none"> <li>- Combating early marriage project, (Surgir)</li> <li>- Reproductive health project, (USAID-JCAP)</li> <li>- Towards a gender sensitive rule of law and fair trials and judiciary (EU)</li> <li>- Promoting men and youth against GBV (OXFAM)</li> </ul>
Oxfam - Morocco	Morocco	<ul style="list-style-type: none"> <li>- Ensemble pour la promotion d'un environnement égalitaire et libre de violence à l'égard des femmes dans la province de Larache, Maroc</li> <li>- BARAKA : pour une culture de l'égalité et pour le droit à une vie libre de violences</li> <li>- Appui au processus de participation démocratique au Maroc</li> <li>- Les communes de l'égalité : pour une gouvernance municipale démocratique et participative garantissant l'égalité de genre</li> </ul>
Proud Lebanon	Lebanon	<ul style="list-style-type: none"> <li>- Engaging with Lawyers and Judges</li> </ul>
ABAAD	Lebanon	<ul style="list-style-type: none"> <li>- Engaging with ISF members</li> <li>- Engaging with Policy-Makers</li> <li>- Engaging with Judges</li> </ul>
CEWLA	Egypt	<ul style="list-style-type: none"> <li>- Engaging with Religious Leaders</li> <li>- Law Reform</li> </ul>
Yemeni Women's Union	Yemen	<ul style="list-style-type: none"> <li>- Engaging with Judges</li> </ul>
Jordanian Women's Union	Jordan	<ul style="list-style-type: none"> <li>- Law Reform</li> <li>- Engaging with Judges</li> </ul>
LECORVAW	Lebanon	<ul style="list-style-type: none"> <li>- Engaging with Religious Leaders</li> <li>- Law Reform</li> </ul>





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