



Experience

WORKSHOP

for the SOCIAL TRANSFORMATION

« Habla Causa » trainings - Reflecting on positive masculinity with men
in Lima



What is "Habla Causa"?

"Habla Causa" is a training programme that aims to facilitate processes of deconstruction of traditional masculinity and to promote the exercise of equitable behaviour between men and women.

The participants are men aged between 25 and 45 who are relatives (husbands, partners, children) of the women participating in the Habla Mujer project in the José Carlos Mariátegui neighbourhood of Lima. They are men who are receptive to addressing these issues. They are volunteers and have sometimes been identified by promoters from the CENCA team. Their openness allows for interaction between them and the facilitator and enables them to connect with the subject in order to move forward in their reflections.

Sessions of one and a half hours are organised once a week for two months, during which the participants examine the stereotyped roles and functions between men and women in relationships or at home. Together, they reflect on their behaviour and, at the end of the training sessions, propose behaviours of equality between men and women.

How was Habla Causa born?

"Habla Causa" is a training space for men within the framework of the "Habla Mujer" project, which aims to empower women so that they can be agents of the integral development of their territory.

Involving the family in women's empowerment was a key part of the process that was quickly proposed at the beginning of the project. The need to work with men on gender issues is becoming increasingly evident as many women are in the process of being empowered and

when they return home it is back to square one as they continue to suffer violence from their partners.

The work of empowering women is not an isolated task. By sensitising the family, men, women can be empowered with the support of their environment.

How are the training sessions organised?

To motivate men to participate, it is not enough to offer workshops on the theme of positive masculinity. Sometimes it is necessary to have an excuse to meet. In the case of Habla Causa, the men co-organise a mixed football tournament. At the end of the training sessions, 15 minutes are dedicated to this topic with the CENCA facilitator. Their enthusiasm for football generates greater participation.



About the educational proposal :

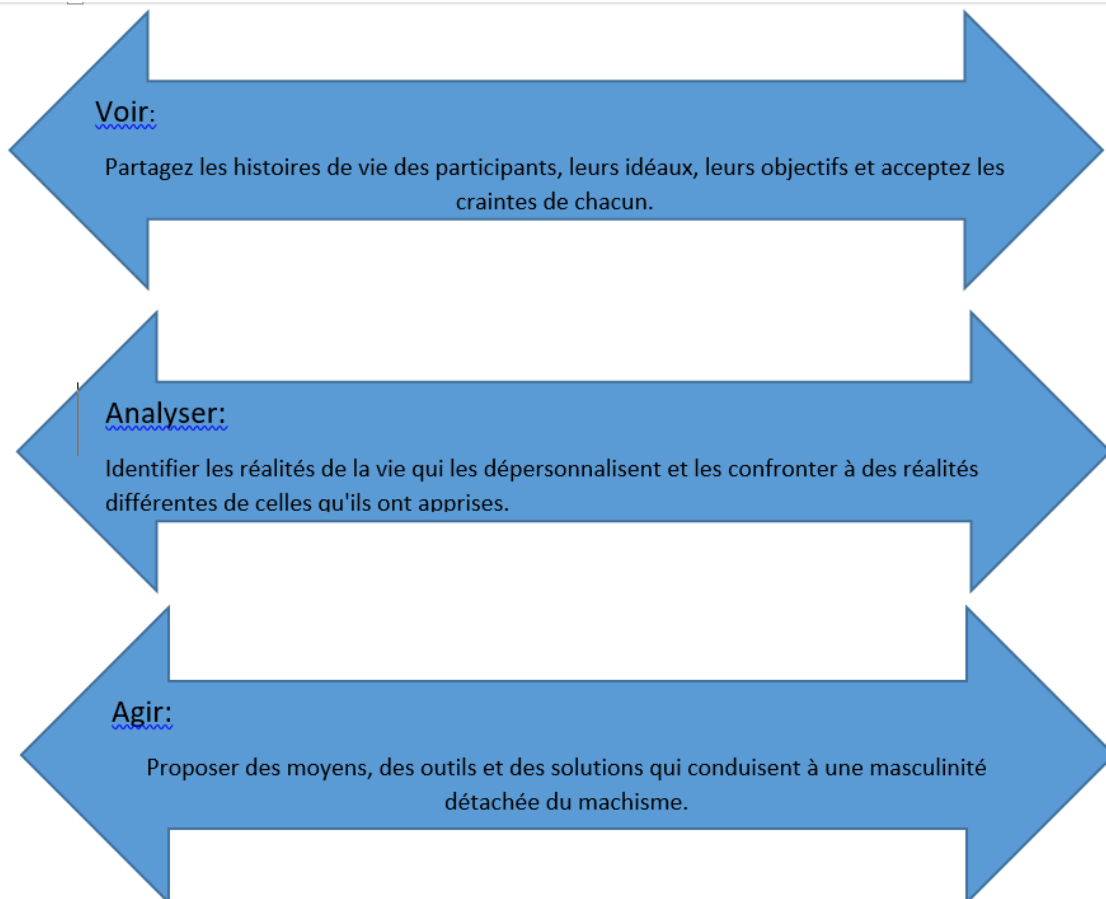
The workshops are based on Paulo Freire's popular pedagogy and are part of a proposal for liberation and oppression.

Liberation: this workshop aims to allow participants to explore their humanity, everything that has led them to be themselves. To recognise themselves as such, to accept themselves and above all to free themselves from the oppressions imposed on them by society.

The oppressor and the oppressed: facilitation should be understood as a way of helping participants to recognise themselves as oppressors or oppressed in the different circumstances in which they have had to operate. Recognise their successes and, more importantly, the areas in which they exercise negative power in order to change this reality.

On methodology :

In the workshops, the methodology SEE - ANALYZE - ACT is used.





Some examples of the SEE - ANALYSE - ACT principle:

MODULE	SESSION	THEMES
SEE	01	Formation of the "Habla causa" group
	02	Acknowledge my successes and fears
	03	The "Super Man".
ANALYZE	04	Sex and gender
	05	Masculinity and femininity
	06	Deconstructing the "Superman"
AGIR	07	The family
	08	Power and violence
	09	Domestic violence
	10	Assertive communication within the family

- ➔ SEE - The Superman: Starting from the reality of men and women in the neighbourhoods, we work on the **stereotypes** linked to men. What does it mean to be a "superman"? The participants are given pictures of men doing different kinds of activities and asked to answer the question: "Which one is the most 'manly'? This brings up stereotypes about what it means to be a man. The issue of machismo naturally arises.
- ➔ ANALYZE - Deconstructing the superman: the theme "**Men who care**" can be presented: What does "caring" mean? What do men do to take care of their families? Why are they sometimes responsible for certain tasks (bringing money home) and why do they sometimes "help" (being responsible for housework, children)?
- ➔ AGIR - **New masculinities**: starting from what we associate with the 'masculine', we propose what can change to create new masculinities that promote gender equality.

At the end of the sessions, an exchange or sharing is organised with the wives and families. The response of the men who have followed the process has been surprising, as they have been able to address issues such as machismo and how it can be unlearned. During this meeting between the couples - women from HABLA MUJER and men from HABLA CAUSA - it became clear to the women the change they had observed in their husbands. At this point, the men shared individual commitments: to talk more with the women, for example, to participate in the house, to do household chores with the children, etc.

The commitment of men to change is individual at this stage of the process, they do not have common agreements that they can implement collectively as a group. Habla Causa, like Habla Mujer, are spaces for personal and individual empowerment.

Example of a 1h30 workshop:

The workshop starts with a collective drawing of the neighbourhood SUPER MAN. With him, we describe the activities that this "Superman" carries out on a daily basis. Next, we draw the WOMAN of the neighbourhood and describe the activities she does on a daily basis. We encourage them to say everything they do without any taboos in between.

The activities performed by the SUPER MAN and the WOMAN are contrasted. Similarities and differences are established and questions are asked about them. This is where the debate begins between the things that men do and women do not do and vice versa. The questions revolve around activities that women do that men "couldn't do" or that would not be socially accepted, and things that men do (mostly for fun) that women don't do because they would not be socially accepted either.

Finally, a reflection is requested on the role changes that could be initiated and how far they should go, what should be changed, what would it look like, what would it look like, etc.

Some tips for running workshops

- Always work with a single sex group, only men. Women's participation in the workshop limits what men can say.
- A male facilitator.
- Colloquial language helps boys to express themselves more confidently, as they would with friends in the street.
- It is from questioning that reflection is born.
- A small dynamic and games are used to build confidence in the group.
- Space is left for everyone to express themselves based on their own experience.
- The session is not full of activities for them to express themselves.
- Become a friend of the group.
- Getting to know them beyond the sessions
- Be dynamic
- Build trust and confirm that what is said in the session should not go outside the session.

A learning and development experience

Habla Causa is always a space for experimentation. It was found that for men who are not receptive, it is difficult to integrate these meetings. Other spaces are needed for them to get involved. CENCA therefore wants to experiment with other ways of working with them: for example, awareness-raising events where machismo is not directly addressed, such as a football school with fathers accompanying their children.

URL of the article: <http://atelier.fdh.org/en/take-action/our-experiences/article/habla-causa-trainings?lang=en>

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