

MenCare

A GLOBAL FATHERHOOD CAMPAIGN

Men and Care in the Arab Region

Wessel van den Berg and Brian Heilman

Equimundo: Centre for Masculinities and Social Justice

MenCare



Part 1: Equality in caring responsibilities in practice:

Interactive exercise

20 Mins

Introduction and explanation 3 mins

**We will comment on
people in different
occupations, genders, and
family sizes.**



- Farm Laborer with 3 children



- Factory worker with 2 children



- Doctor with 2 children and 1 elder parent



- Business owner with no children

Mentimeter exercise

10 mins

Go to [Mentimeter.com](https://www.mentimeter.com) and use the code:

3629 3909



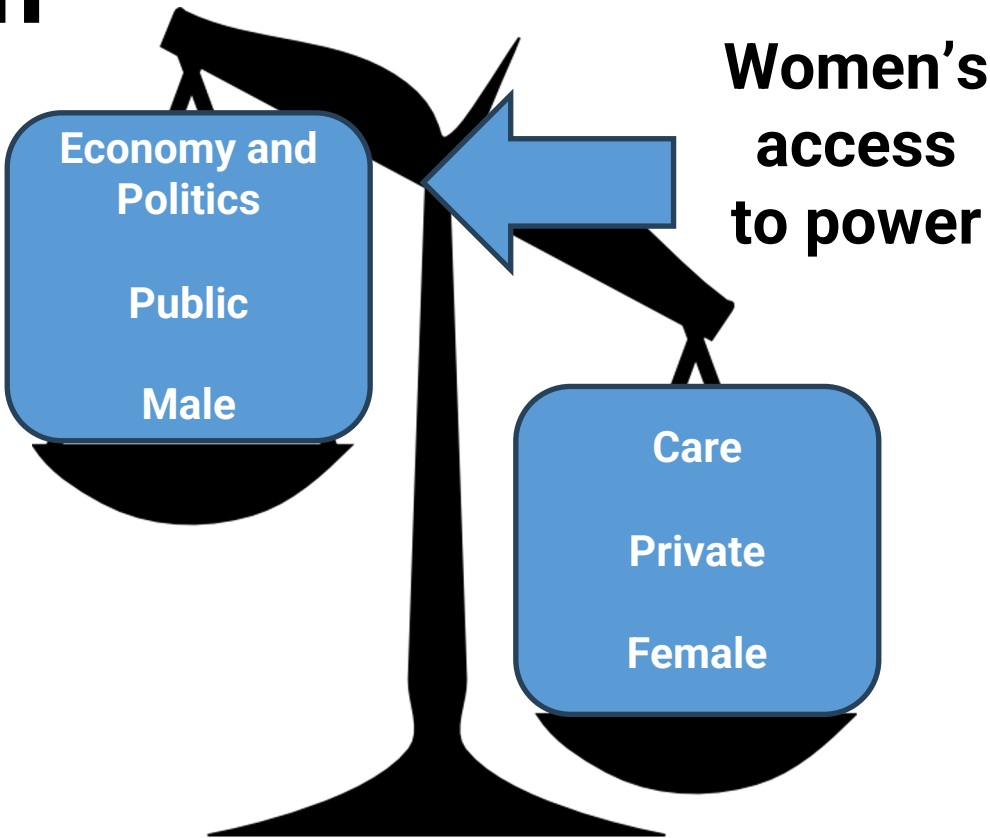
PLENARY DISCUSSION 5 mins

1. What did you notice about the same roles for different genders?
2. What are the implications for women's participation in policy processes and parliaments?
3. What are the implications for men's engagement in care?

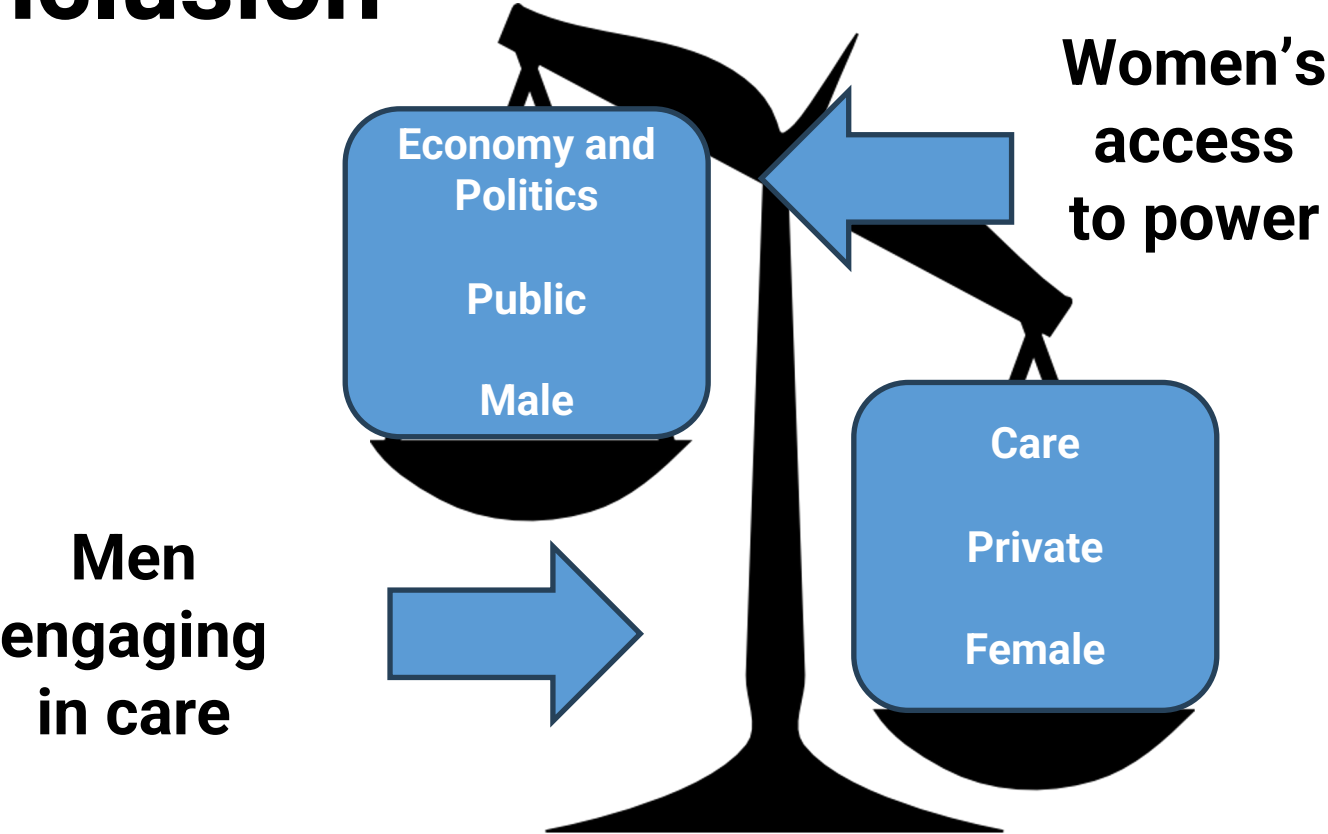


Conclusion

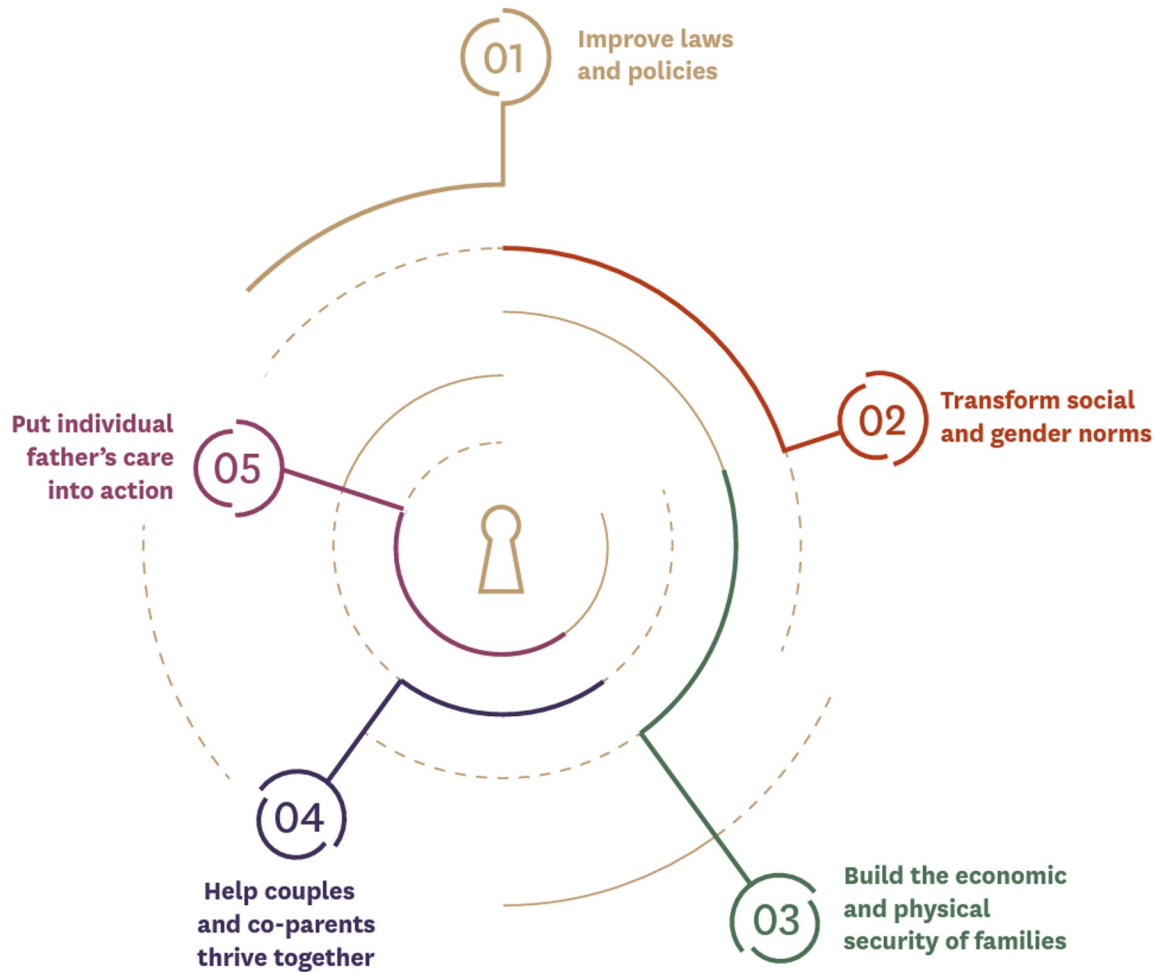
2 mins



Conclusion



Part 2:
**State of the World's
Fathers Report 2023 and
International Men and
Gender Equality Survey
MENA region**



5 keys to unlocking men's care-giving



2015



2017



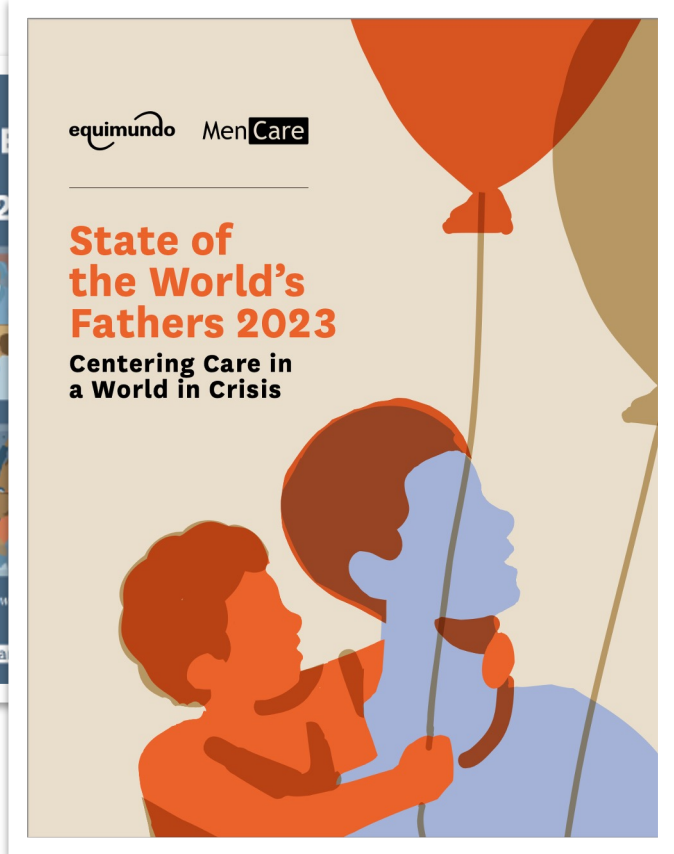
2019



2021



2023



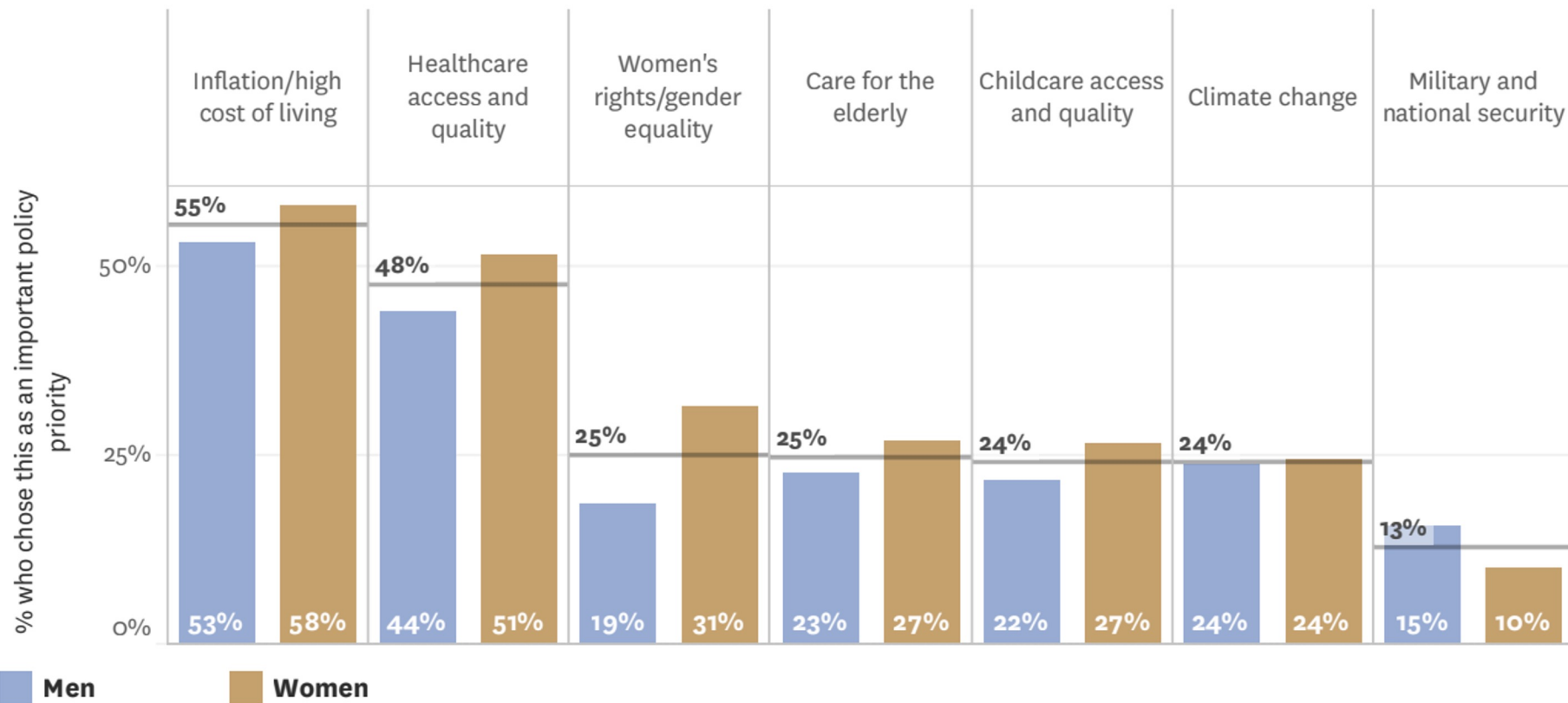
ENGAGING MEN IN ADVOCACY FOR CARE POLICIES

More than half of both mothers and fathers said that political activism for care leave policies was important to them.

This ranged from 57% for fathers and 66% for mothers in India, to 92% for fathers and 94% of mothers in Rwanda.

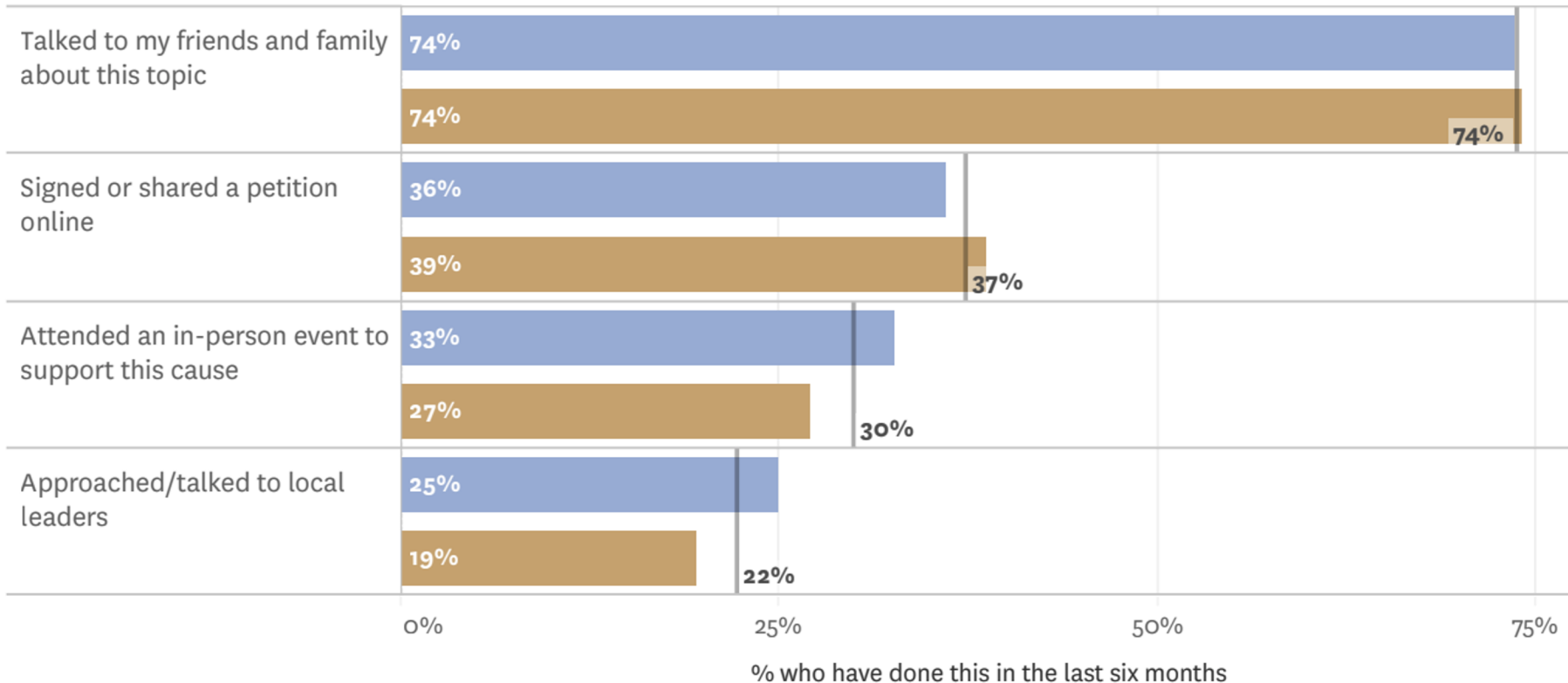


Healthcare, elder care, and child care are high priorities



Respondents were asked, "Thinking of all the problems that political leaders in your context are working to address, which is the most important to you?" followed by a list of 14 options. Each respondent chose up to five as their own priorities.

People are actively engaged in discussions and advocacy around care



Men

Women



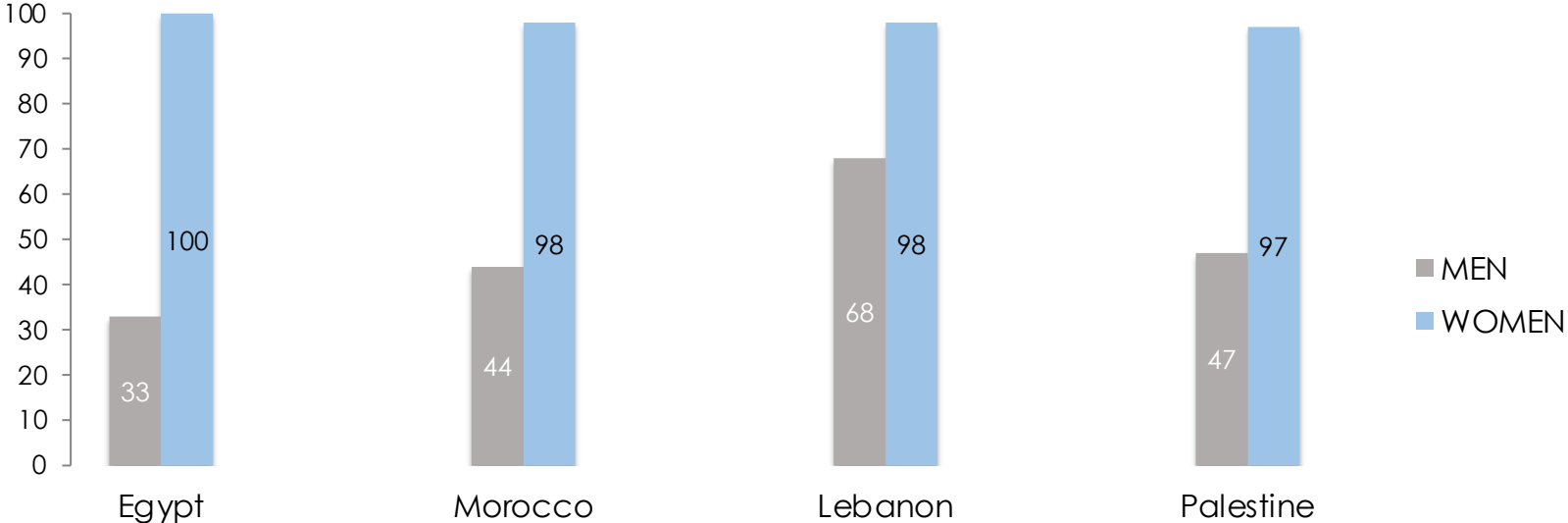
International Men and Gender Equality Survey: Middle East and North Africa

Egypt, Lebanon, Morocco, and
Palestine

www.imagesmena.org



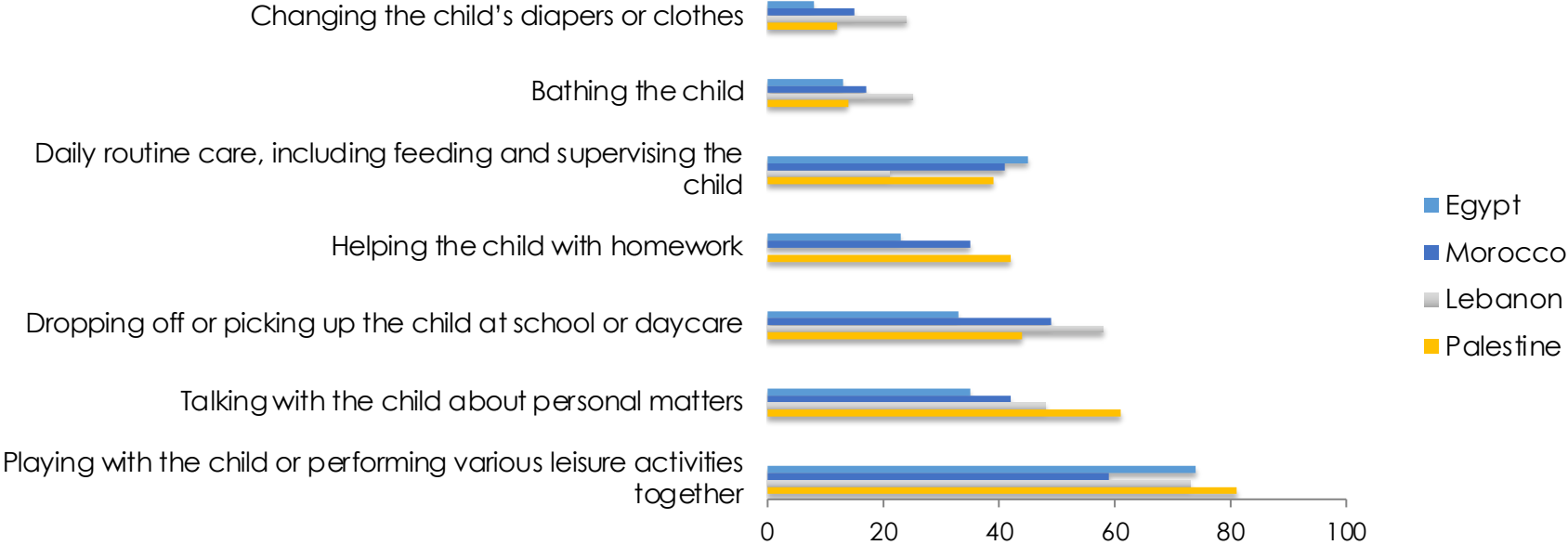
The Big Divide: Unpaid Care Work



Overall per cent participation in "commonly female" tasks

Percentage of ever-married respondents according to participation in housework in the previous month, IMAGES MENA 2016

Pathways to Change: Men and Childcare



Percentage of respondents who performed childcare tasks related to their youngest child (under age 18) while that child was living at home, IMAGES MENA 2016

Fathers' Importance

“My father had the biggest influence on my life. He put my foot on the road. If it weren't for him, I would not have finished my studies or be where I am now...”

– Woman, 58 years old, university professor, village near Ramallah, Palestine

النص الأصلي: "الأب كان له التأثير الأكبر في حياتي، وهو الذي وضع لي قدمي على الطريق، ولولاه لما أكملت دراستي ولم أكن في مكاني الحالي" ...

امراة، ٥٨ عاماً، أستاذة جامعية، قرية قرب رام الله

Part 3: Advocating for equal care: Techniques, tips and action plans.

Advocating for equal care

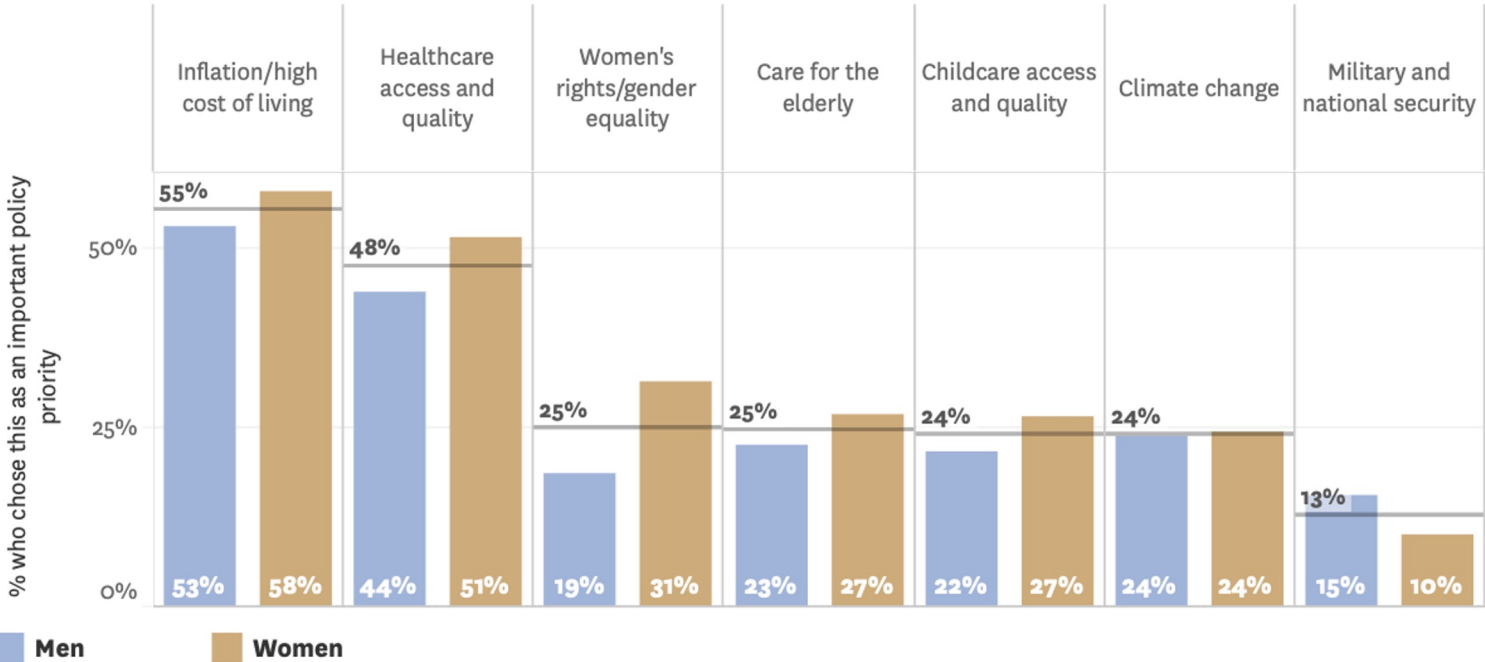
- 1) Context of care**
- 2) 3 myths and 3 facts**
- 3) The MenCare 50/50 Commitment Platform**

Care provides an opportunity for men to act positively in addition to ending violence





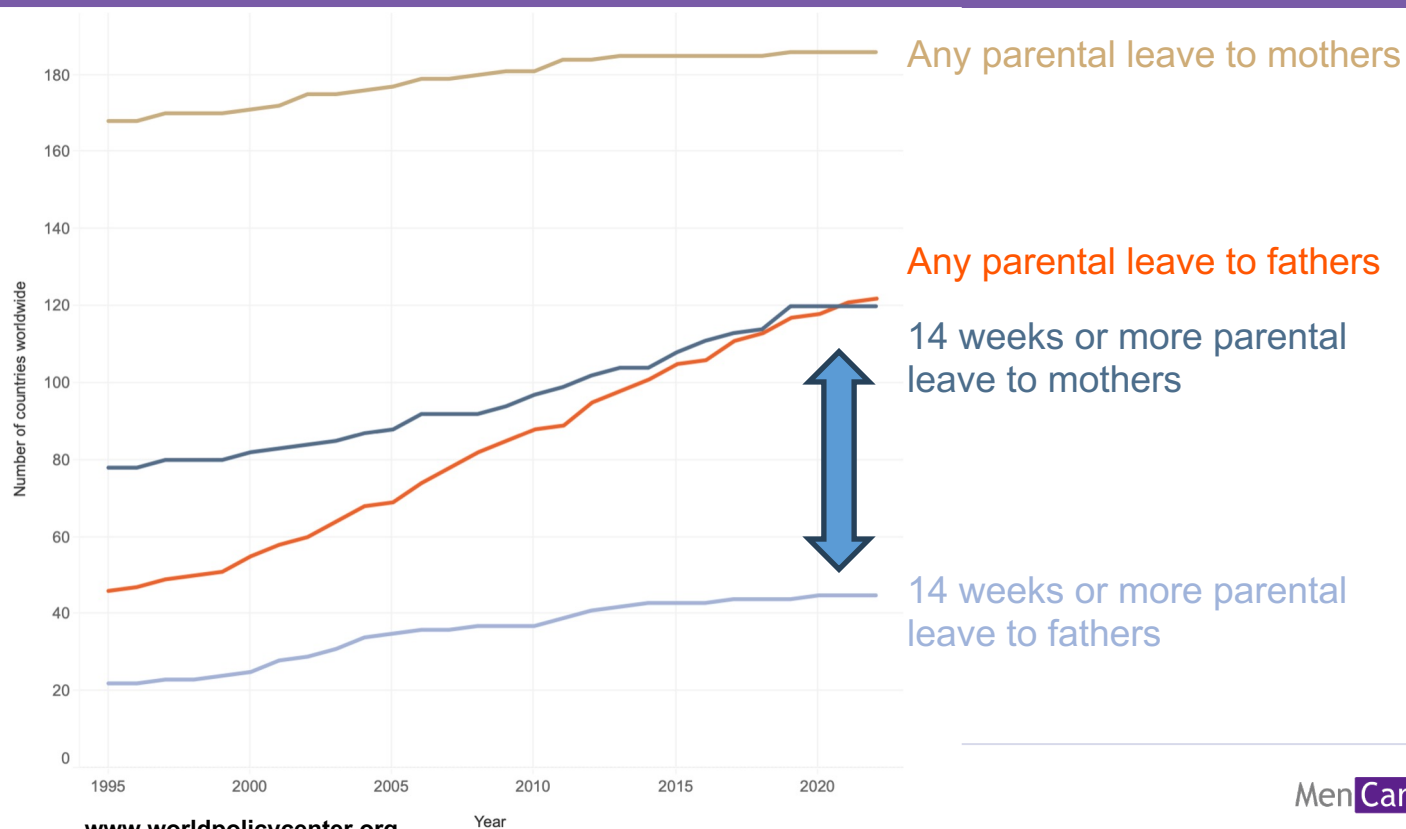
Top policy priorities for men and women



Respondents were asked, "Thinking of all the problems that political leaders in your context are working to address, which is the most important to you?" followed by a list of 14 options. Each respondent chose up to five as their own priorities.

Three myths and three counter-arguments regarding parental leave

Increases in countries offering paid parental leave for mothers and fathers 1995 - 2022





What would happen if we offer more paid parental leave to men?

Menti.com

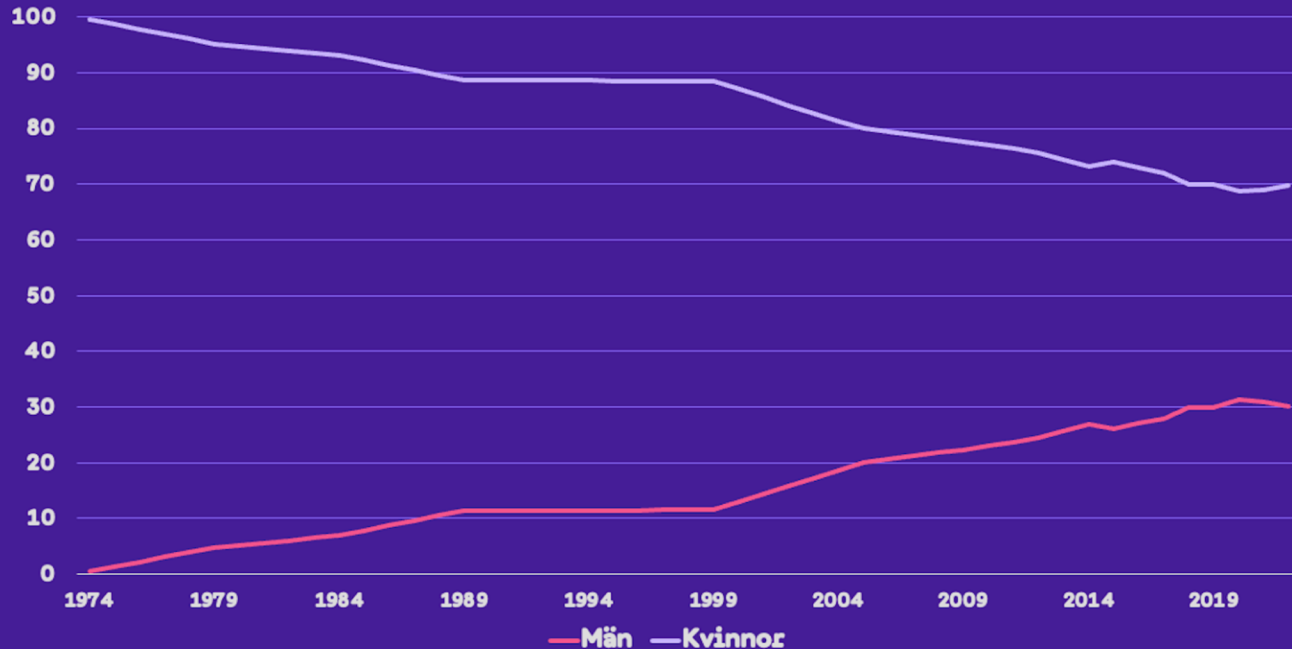
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“Men will never
make use of
parental leave.”
(The uptake myth)

Share of days with parental benefit paid out to men and women. (Year 1974 - 2022)



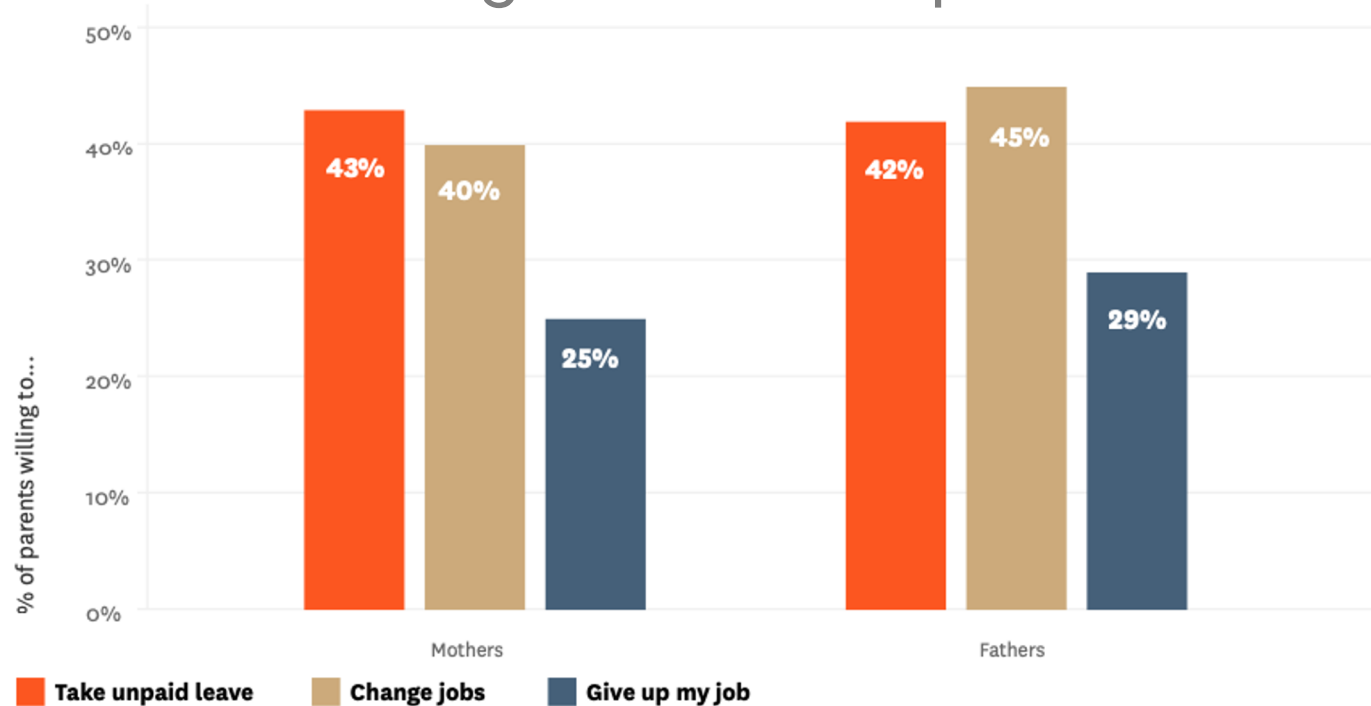
Sweden



Reasons for poor uptake

- Employees who did not take all the leave available, 49 percent of men and women mentioned not **receiving fully paid leave** as the chief barrier.
- **Remuneration is key to leave uptake, particularly for fathers.**
- This is because men still often earn more than women, and **unless leave is fully paid**, the family cannot afford to lose the man's income.
- WORLD Policy Analysis Center found that **only 24 percent of countries with shared parental leave guarantee at least 80 percent of wages.**

Percentage of fathers and mothers willing to make changes for more parental leave





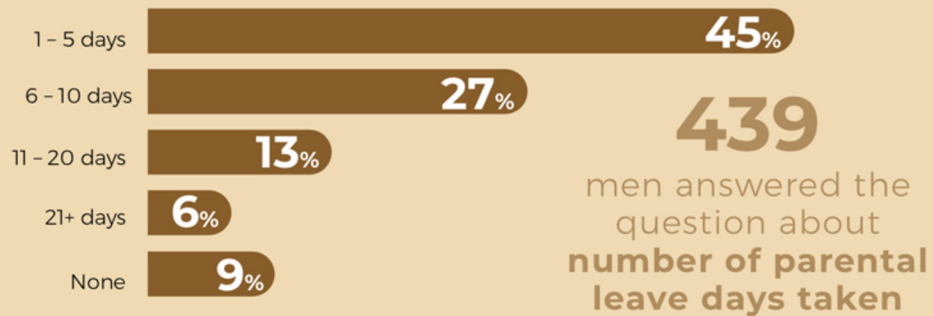
“Men will use the
time to do other
things”
(The irresponsible
man myth)

STATE OF SOUTH AFRICA'S FATHERS 2021

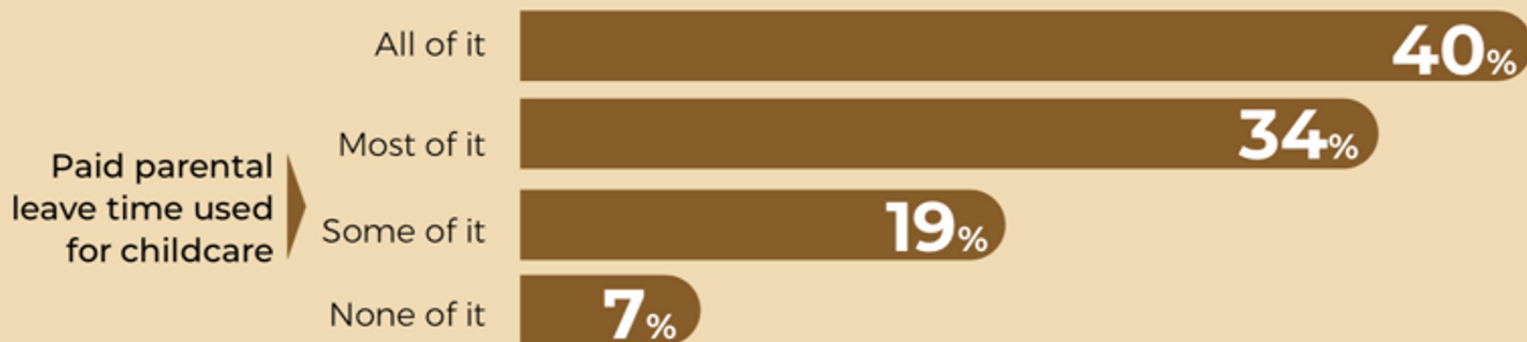
758 men answered the question about access to paid parental leave



Number of days of paid parental leave that they took



400 men answered the question about the parental leave time used for childcare





“It is not
affordable to lose
men’s labor”
(The costs myth)



Costs argument response

ILO Global Care Policy Portal Home > ILO Care Policy Investment Simulator

Simulación 1

+ Add simulation

Simulation for Brazil projecting to 2035

Edit Reset Delete

Include more countries in this simulation to compare results Enter and select

Set the policy parameters to simulate below:

Childcare-related paid leave (maternity, paternity and parental leave)



Breastfeeding breaks



	Brazil in 2019	Your scenario
Minutes per day (100% average wage) - formal	0	60
Minutes per day (% minimum wage equivalent) - informal	0	60
Rate of payment (% minimum wage) - informal	0	100%

Early childhood care and education (ECCE)



Long-term care (LTC)



Results

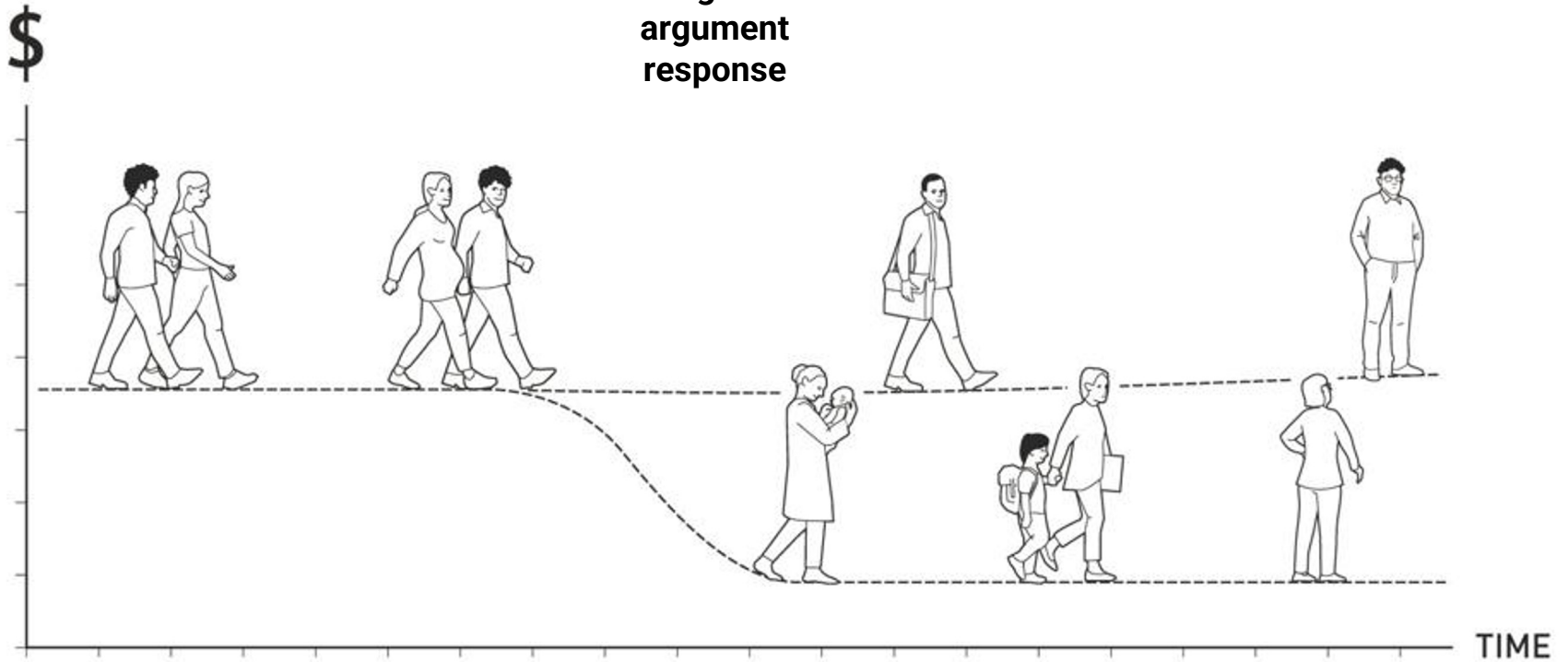
See all results

Required gross additional annual investment - All care policies (% GDP) 4.91%

Net total employment generated - ECCE and LTC (without induced effects) 11,573,968

ROI (ECCE and Leave): US\$ GDP increase per US\$ spent 2.04

Rights argument response



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The MenCare 50/50 Commitment

The MenCare 50/50 Commitment

We need *workplace conditions*, culture, and policies to support workers' caregiving.



The MenCare 50/50 Commitment

We need equal,
job-protected, *fully
paid parental leave*
for all parents.



The MenCare 50/50 Commitment

We need *health sectors* to promote fathers' involvement during pregnancy and men's involvement as caregivers.



The MenCare 50/50 Commitment

We need *national care policies* that recognize, reduce, and redistribute care work equally.



The MenCare 50/50 Commitment

We need *social protection programs* that redistribute care equally between women and men.



The MenCare 50/50 Commitment

We need to promote an *ethic of male care* in schools, media, and all institutions where social norms are created.



The MenCare 50/50 Commitment

We need *male political leaders* to support care policies and advocate for women's equality in political decision-making



Part 4: Closing reflections in plenary

MenCare

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www.men-care.org
Get Involved - info@men-care.org

MenCare is coordinated by Equimundo and Sonke Gender Justice