

# Men's Role in Unpaid Care and Household Responsibilities in the Arab region: An Overview, Lessons Learned and the Way Forward

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# Regional Programming on Transforming Patriarchal Masculinities and Social Norms in the Arab Region

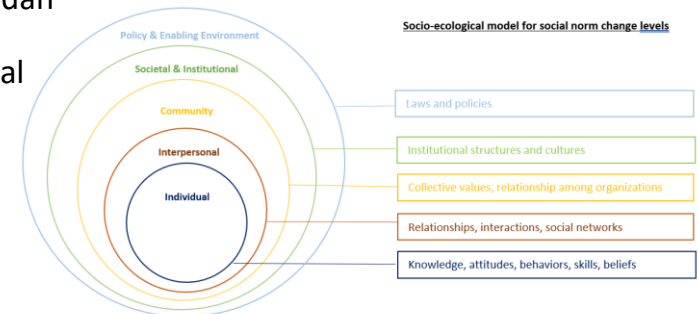
## ✓ Unique regional programming since 2015:

- ❑ **'Men and Women for Gender Equality' regional programme** (2015-2023) - Funded by Sweden with around USD 20 million (two programme phases from 2015 to 2023)
- ❑ **'Dare to Care': A groundbreaking regional programme to transform patriarchal masculinities and social norms and advance GEWE in the MENA region** (Oct 2023 – Sept 2026) - new 3-year regional programme funded by three donors (Sida, GIZ and Basque Country's International Development Agency) with USD 9 million.



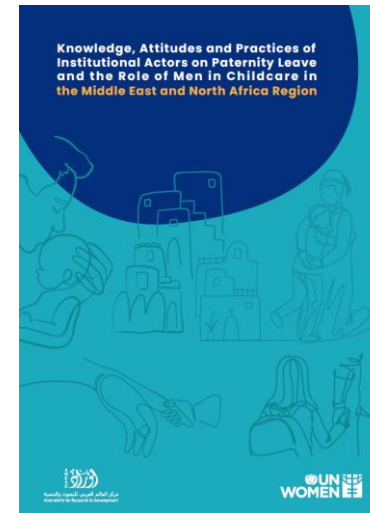
## ✓ Targeting six countries: Egypt, Morocco, Lebanon, Palestine, Tunisia and Jordan

- ✓ **Conceptual Framework and Theory of Change:** based on the socio-ecological model, informed by findings and recommendations from comprehensive evaluations of the MWGE programme (i.e., final programme evaluation, evaluation of key initiatives, etc.)



# Building the Evidence Base in the Arab Region

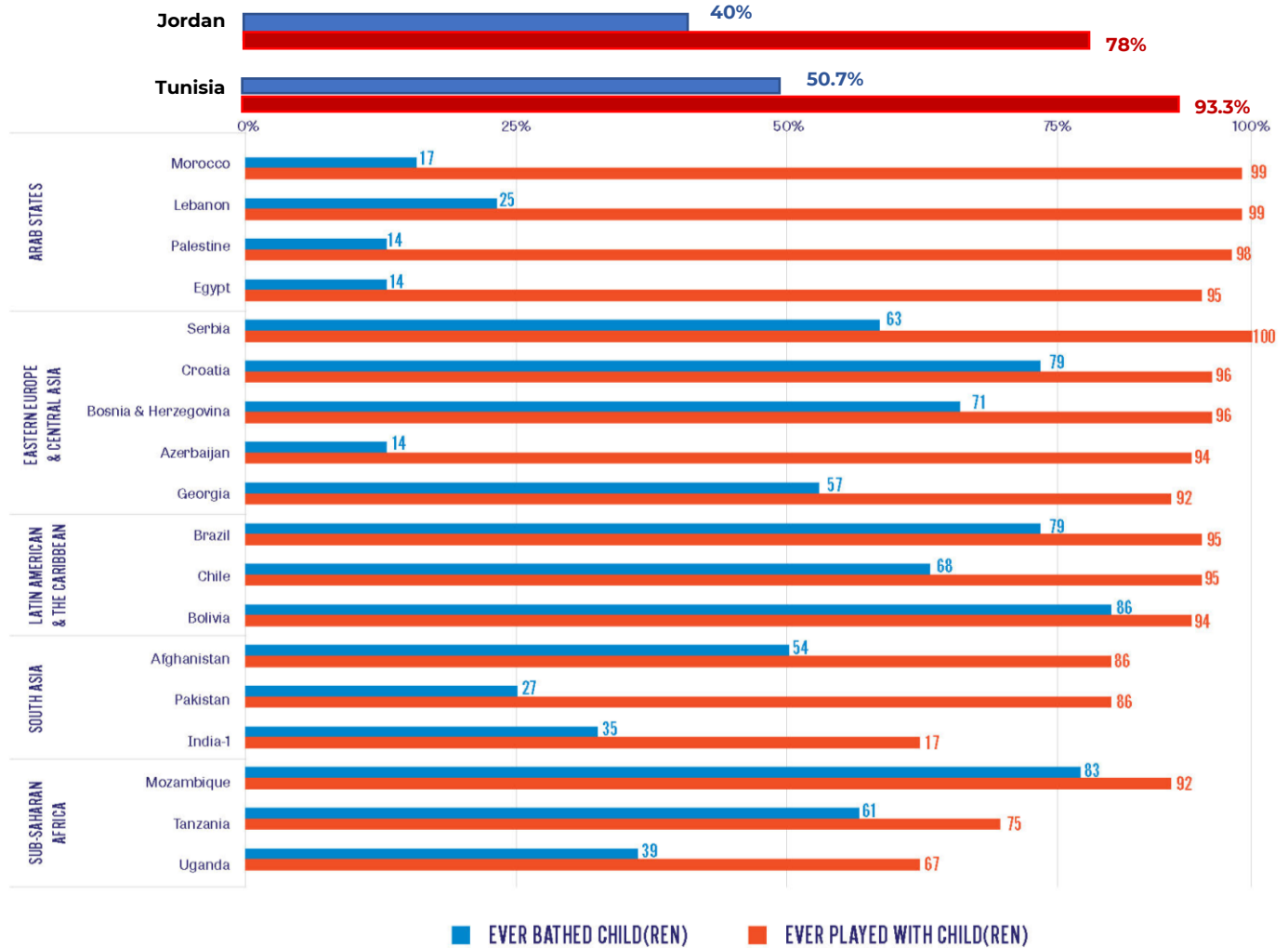
- **IMAGES studies** - surveyed over **14.000 women and men** in six MENA countries (Egypt, Morocco, Lebanon, Palestine, Tunisia and Jordan). Accompanied by **qualitative research**
- ***Knowledge, Attitudes and Practices of Institutional Actors on Paternity Leave and the Role of Men in Childcare in the MENA Region*** (launched in Sept 2023) – collected data from **1,154 decision makers** and influential members from governments, private sector, CSOs and public figures from five MENA countries (Morocco, Tunisia, Jordan, Lebanon and Palestine).
- Knowledge products on **gender equitable interpretations of religion** - 7 policy briefs on family/personal status law related issues, etc.
- **Youth advocacy toolkit** for GEWE and positive masculinities
- **Regional programme evaluations**: evaluations of key initiatives and comprehensive external final evaluation of MWGE programme



## Regional Evidence - Some Key Conclusions

1. Breadwinning is central to men's and women's definitions of manhood
2. Family role models and childhood experiences matters
3. Different degree of involvement of men in household responsibilities depending on the type of work (i.e., playing with children, bathing children, changing diapers, cleaning the home and the bathroom, etc.)

# Men's involvement in bathing children vs. playing with children



[Source: IMAGES data from all over the world compiled by Promundo, with additions from UN Women]

## Regional Evidence - Some Key Conclusions (cont.)

4. Majority of men would like to spend more time with their children. Around 70 per cent of women and men are in favor of longer paternity leave period.
5. Majority of decision makers surveyed (86 per cent) are in support of extending the duration of paternity leave in their countries. And 62 per cent believe that men's involvement in childcare should be part of the national public agendas.
6. 55 per cent of decision makers from public institutions surveyed, and 52 per cent from private sector, are in favour of parental leave of equal duration for both parents. Interestingly, only 26 per cent in public sector and 36 per cent in private sector believe that their colleagues would be supportive of it.
7. Women generally tend to be more supportive of gender equality (including female decision makers vs. male decision makers), although on some occasions they are more conservative
8. Younger men often as conservative or more conservative than elders; young women more open than older female generations
9. Importance of fatherhood in shaping and shifting attitudes and practices

# Global and regional evidence on benefits of men's caregiving (thematic focus of Dare to Care programme)

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Engaged fatherhood and men's caregiving has **benefits for women, for children and for men themselves**. It improves their health, wellbeing and economic empowerment.

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It reduces prevalence of **violence against women and children** and contributes to **women's participation in paid employment**

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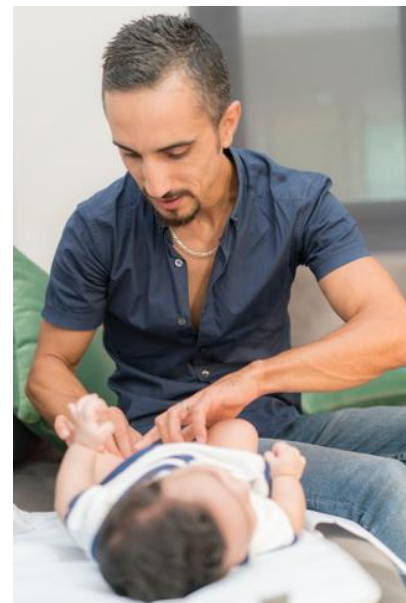
The engagement of men and boys as caregivers is a core contributor to achieve **gender equality** and **children's rights**

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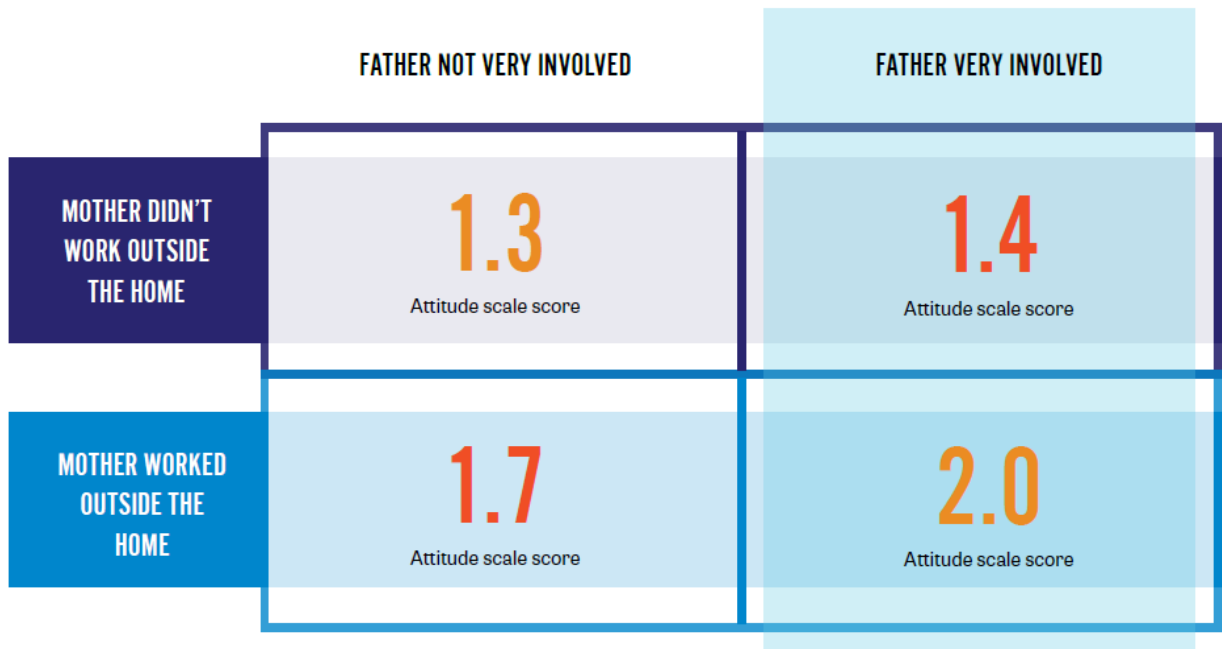
(Sources: State of the World's Father Report 2019, 2021, 2023

IMAGES 2017, 2022

UN Women's evaluation of community-based interventions and in four MENA countries 2022, and evaluation of gender transformative parenting programmes in three MENA countries 2023)



# Men's caregiving (and women's paid employment) as key enablers of gender equality



[Source: Gender Attitude Scale of over 45,000 IMAGES respondents from all over the world compiled by Promundo]



# Importance of Paternity Leave

“Parental leave policies, when designed well, are among the most immediate and impactful steps governments and employers can take to promote more equal participation by all parents in childcare.” (State of the Worlds’ Fathers)

Paternity leave can:

- Establish a pattern of shared participation in care work that persists after the leave period.
- Increase fathers’ comfort, competency, and sense of responsibility as parents so that they are more likely to take leave and care more equitably.
- Change the social and political acceptability of men’s uptake of leave and shift individual attitudes about care roles.
- Contribute to employability of women



# Towards the Best Global Practice on Paternity/Parental Leave

- **FULLY PAID:** Most men and many women do not use parental, paternity or maternity leave if they are paid below 80% of their salary
- **NON-TRANSFERABLE:** Most men do not use paid parental leave if it can be transferred to women. It must be following the principle of ‘use it or lose it’
- **MAXIMIZE “SOLO” CARE TIME:** Men caring without the presence of the mother is a key element to increase fathers’ responsibility and competency in childcare and transform gender roles (Sweden: max. of 1 month for father and mother together from 13 months of paid parental leave)
- USE OVER THE **FIRST YEAR** OF THE CHILDREN AND ON A **FLEXIBLE BASIS**
- **PAID BY SOCIAL SECURITY SYSTEM (THE STATE)**

تتراوح مدة إجازة الأمومة في الدول العربية في منطقة الشرق الأوسط وشمال إفريقيا  
بين 56-120 يومًا. بينما إجازة الأبوة من 0-15 يوم.

الدولة	إجازة الأمومة	إجازة الأبوة	الدولة	إجازة الأمومة	إجازة الأبوة
المغرب	98 يومًا	15 يومًا للقطاع العام	مصر	90 يومًا	يوم واحد
تونس	60 يومًا	يومان للقطاع العام، ويوم للقطاع الخاص	العراق	98 يومًا	0
الإمارات العربية المتحدة	60 يومًا	5 أيام	سوريا	120 يومًا للطفل الأول 90 يومًا للطفل الثاني 75 يومًا للطفل الثالث	0
لبنان	70 يومًا	4 أيام (فقط للقطاع العسكري)	عمان	50 يومًا	0
الأردن	90 يومًا	3 أيام	قطر	98 يومًا	0
الجزائر	98 يومًا	3 أيام	الكويت	70 يومًا	0
البحرين	70 يومًا	3 أيام	ليبيا	98 يومًا-وتصبح 112 يومًا في حال إنجاب طفل آخر	0
موريتانيا	98 يومًا	0	اليمن	60 يومًا، تُمدد 20 يومًا أخرى في حال إنجاب توأمين	0
المملكة العربية السعودية	70 يومًا	3 أيام	السودان	56 يومًا	0
فلسطين	98 يومًا للقطاع العام، و70 يومًا للقطاع الخاص	3 أيام للقطاع العام	الصومال	98 يومًا	0

# Good Global Practice on Paternity Leave: Spain

Number of  
100% paid  
weeks



2007: Law on Gender Equality 3/2007  
(March 22nd )

2019: Royal Decree 6/2019 (March 1st)  
of urgent measures to guarantee equal  
treatment and opportunities for women  
and men in employment and occupation

# Impact on the Ground: Community-Based Interventions

**Community-based interventions** to promote attitudinal and behavioral change for gender equality, women's empowerment and men's engagement in GEWE and caregiving

- ✓ **150,102 men and women** directly impacted in four countries (Morocco, Egypt, Lebanon and Palestine) in 2019-2021



**Positive attitudes** increased by 20.5 percentage points (21.7 for males, 18.9 for females), rising from 45.7 per cent at the baseline (40.5 per cent for males, 50.6 per cent for females) to an average of 66.2 per cent at the end-line survey (62.2 per cent for males, 69.5 per cent for females)

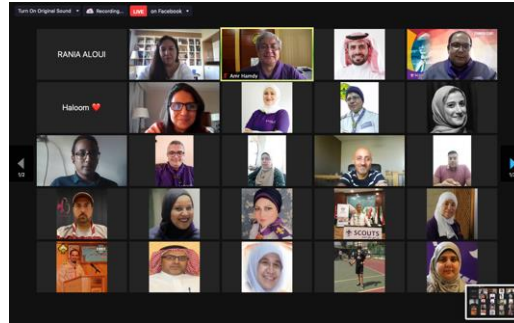
**Positive behaviours** increased by 17.2 percentage points (+15.4 for males, +18.4 for females), increasing from 37.4 per cent at the baseline (35.2 per cent for males, 39.7 per cent for females), to 54.7 per cent at the end-line survey (50.6 per cent for males, 58.1 per cent for females)

**Community-based advocacy** also prompted (in Egypt and Palestine for paternity leave, in Morocco and Lebanon on EVAW)



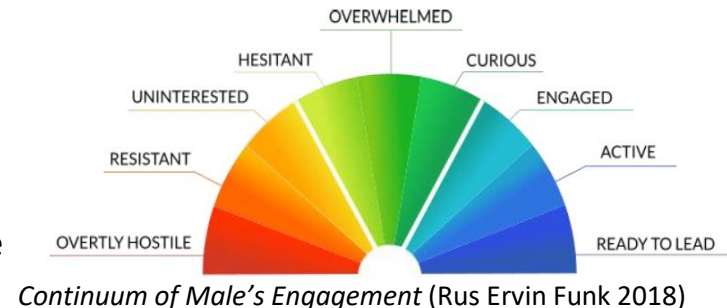
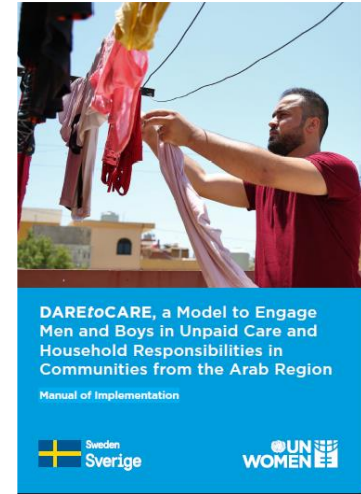
# Community-Based Interventions: Techniques Applied

- Positive Deviants
- Peer-to-Peer approach
- Videos
- Social media
- TV and radio shows
- Awareness workshops
- Popular songs
- Poetry
- Theatre
- Handicrafts
- Graffiti and murals
- Sketching caricatures
- Recreational and educational trips
- Camps

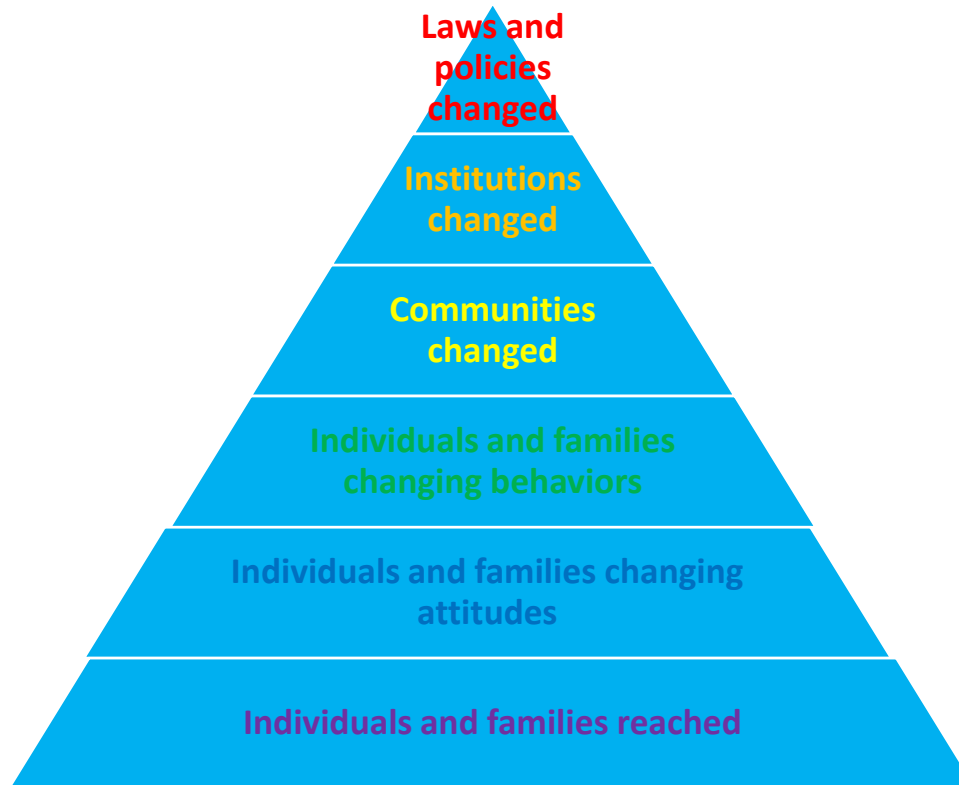


# Community-Based Interventions: Lessons Learned and Recommendations

- **Impact at scale and systematic and regular Monitoring, Evaluation and Learning (MEL) system** are essential – *whole-community approach* and external evaluative approaches
- Utilize **enhanced versions of the most effective techniques** (positive Deviants and Peer-to-Peer)
- Duration of community-based interventions should **not be less than 24 months**
- Accountability towards feminist movement is critical, including through **financial support to women's organizations**
- **Target both men and women in the household** and also in **spaces outside the household** where they socialize with peers (i.e., cafes, sports clubs, video games cafes, hairdresser and beauty shops, etc.)
- Strengthened focus on young men and young women
- Target those from the 'movable middle' too and those who are hostile in order to inform the development of strategies and key messages to overcome resistance.



# Pyramid of Results of 'Dare to Care' regional programme





Thank you!

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The “Dare to Care” regional programme is supported by:

