

**The 5th International Conference on Men and  
Equal Opportunities:  
Men who care**

**Tallinn, 3-4 September 2020**

**Organisers: Ministry of Social Affairs, Estonia**

# Recommendations and Conclusions

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## *Note:*

- These PPTs were prepared *in real time* in the Conference as part of the Conference Rapporteur feedback, from following the plenary sessions, together with some pre-information from some speakers and some summaries from workshop moderators – and afterwards only minimally edited.

## Basic principles ...

- Men, boys and Gender Equality work is **part of Broader Gender Equality work, and empowerment of women and girls**
- Men and boys are **diverse, intersectional, and gender- and sexuality-diverse**
- This involved attention to **structural contexts, privilege, practical policy/action/initiatives, behaviour change**
- Some **key points** summarised from the Conference themes follows ...

# Active care/caring/fathering, shared parenting

- **Care for self, care for others, care for planet: caring masculinities**
- Masculine norms **distancing men** from women and family
- Support to men seeking to **take equal responsibility** in childcare
- **Extend care leave, flexible** working, of different kinds
- **Non-transferable leave, legal right on employers**
- **Gender pay gap**  $\leftarrow\text{--}\rightarrow$  care at home
- Shared custody & parents **after divorce**: part of state's gender equality policies
  
- **Undervaluing** of care & education
- **Refocus economy** to increase support care and education

# Men sharing the burden of professional care work

- **Increase men** in professional care work
- Increase **initiatives to attract** men in care sector
- Educate and encourage **boys and young men**
- **Empower** care professionals!
- **Working conditions** must improve
- Carers must also **self-care** (note masculinity & self-care)

# Primary and secondary prevention of gender-based violence

- **Stopping violence** at all levels, zero tolerance, change conditions, law/regulation/policy development, education, rehabilitation
- **Article 16** "Preventive intervention and treatment programmes" of Istanbul Convention 2011 requires countries that have ratified the Convention to implement such preventive programmes
- Build gender violence prevention into **education system** at all levels
- All young people should be exposed to **information and analysis** about the roots of the problem; **training** about how they can play a role in prevention
- **Join/support feminist/profeminist groups and movements** dedicated to building gender equality and ending violence (e.g. MenEngage)

# Preventing and countering gender-based cyberviolence, online hate speech and anti-gender/misogynistic online movements

- **(Preventive) interventions** with men & boys in such online movements
- Dangers of **men-only, monoculture, homosocial**, misogynist spaces
- Have been used by **right-wing authoritarian** politics and politicians
- **Conditions** producing this; **education**, empowerment; **rehabilitation**
- **Law reform & strengthening regulation**: Istanbul Convention & Council of Europe; work with IPs, social media platforms, other institutions ...

# Age and ageing

- **Relatively underdeveloped policy area:** often mainly health/medical-orientation
- Develop gender equal policies/practices **with, for, by old(er) men**
- **Prevent negative aspects of ageing** on men? At moment dealing with **consequences**
- Facilitate and support **care by men**
- Men need **meaningful aspects** in life besides work, e.g. friends/non-work activities
- **Engage old(er) men**, including isolated, alone, mental health challenges ...
- **Suitable spaces:** men-only?? Gender-specific activities for men in old age still used

# Men promoting gender equality

- **Factors and obstacles** in encouraging men to promote gender equality
- Highlight **benefits** of gender equality for men (and women/children)
- **Opportunity moments** in men's lives (e.g. becoming father, end of relationships)
- Address **real problems** that some men experience (and **problems men create**)
- **Alliances/accountability** with women and women's groups
- **Education**, schools and curricula should include gender equality; men's involvement in **care; anti-violence** programmes and campaigns
- Engage with **environmental** issues/movements
- Involving men at **senior levels** in organisations
- **Government initiatives:** Use **clear public statements** on why men & boys should be involved in gender equality strategies; state reasons for men & boys to support GE
- **The longer men are engaged in the household**, the better it is, with Parental leave mandatory at least 6 months. Remove the terms primary & secondary caregiver!

# State commitment to promoting gender equality with and for men

- **Privilege, Power and Cost:** Complexity of Male Allyship in GE Policies
- Make visible societal **costs of harmful, restrictive** masculinity
- Challenge **myth** that gender equality is achieved
- Need to look at care work **beyond parental leave**
- **Conservative backlash**, how that plays against meaningful male allyship for gender equality
- Make visible the needs of vulnerable boys and men, and men's **vulnerabilities** broadly
- **Implications for state, institutional, civil society & men in leadership**

# Men caring for environmental sustainability

- **Urgency!!!!** Gender gaps in attitudes, practices
- Promote (GE) policies & practices on **men, humans & non-humans, food, sustainability**
  
- **Meat, masculinity and men**
- Promote **veganism**: a practical step for men
  
- Transform (institutional) **food politics**, men & masculinities → **ecological masculinities** ... e.g. leadership training, activism
- Eco-suicidal logic, (m)Anthropocene, **linear economies** → **circular economies**
  
- Implications: **extraction, water, transport, energy, climate change, oceans**  
...

# Cross-cutting Conclusions

- **Continuity**
  - **Care** (again)
  - **Contexts and conditions**
  - **Commitment, connections**
  - **Contradictions, caution ...**
  - **"Cash"/resources**
  - **Challenges:** corporations, capitalism, colonialism
  - **COVID**
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- Change and **changing** men, masculinities and the agenda itself, including make **problematic** aspects of men and masculinities (in policy ...)

Thank you for your attention!

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