

MAKING THE  
INVISIBLE  
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Transforming Social Norms among  
Boys & Men for Gender Justice in Practice  
Nordic MenEngage Conference

**Date**

Thursday 16th of February 2017 /  
09:00 – 17:00

**Place**

[Kuben Vocational Arena](#), Oslo,  
Norway ([map](#))

**Registration**

[reform.no/nordic-menengage-conference-2017/](http://reform.no/nordic-menengage-conference-2017/)



MenEngage Nordic

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RESOURCE CENTRE FOR MEN

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Nordic Council of Ministers

# Program overview

<b>09:00</b>	Registration	<b>12:30</b>	Lunch
<b>09:30</b>	Welcome and opening	<b>13:30</b>	Panel: How to engage migrant men for gender equality?
<b>09:40</b>	Panel discussion: The voices of young male feminists from the Nordic countries	<b>14:45</b>	Break
<b>10:10</b>	Key note: Rethinking intersectionality: Privilege, diversity and equality, Thomas Walle	<b>15:00</b>	Short presentations
<b>10:50</b>	Walk to workshop	<b>15:45</b>	Break
<b>11:00</b>	<b>PARALLEL WORKSHOPS</b> <b>W1:</b> Engage boys and men in anti-violence efforts <b>W2:</b> Engage boys and men in care work <b>W3:</b> Expanding the ideals of gender <b>W4:</b> The 3rd Global symposium for men and gender equality 2019	<b>16:00</b>	End comment: Professor Jeff Hearn
		<b>16:30</b>	End / Take a last look at the posters and stands!

## Language

The presentations, workshops and panels at the conference will be held in English.

# Welcome!

## Goals of the conference

The social norms and practices of boys and men in the Nordic countries have a major impact on the lives of men, their families, and communities. The goal of the conference is to share and spread knowledge on how to work practically with boys and men to stop violence against girls, women, and others. The goal is also to exchange and develop knowledge on other practical issues in working with boys and men.

## Participants

We therefore invite activists, organizations, campaigns, and services that work with boys and men or have boys and men as recipients of their communications. This includes organizations working for the rights of women, children, and LGBTI-persons, human rights and social justice organizations, and NGOs, politicians, and engaged individuals.

## Nordic and beyond

The focus will be on gender justice in the Nordic region, and the specific national and local contexts that need to be taken into account. At the same time, there are issues and experiences that need to be shared and discussed across Europe and globally. Participants from the Nordic region, Europe, and beyond are all welcome!

### [Kimmo Saastamoinen](#)

Counsellor

[Boys' House | Poikien Talo, Finland](#)

### [Bert Bjarland](#)

Gender activist

[Profeminist Men, Finland](#)

### [Luis Lineo](#)

President

[MÄN Men for Gender Equality, Sweden](#)

### [Ole Bredesen Nordfjell](#)

Senior advisor

[Reform – Resource Centre for Men, Norway](#)

### [Laxman Belbase](#)

Global Networks Manager

[MenEngage Alliance Global Secretariat, USA](#)

### [Tryggvi Hallgrímsson](#)

Advisor

[Centre for Gender Equality, Iceland](#)

### [Henriette Højberg](#)

Head of secretariat

[DareGender, Denmark](#)

# Organizers: Supporters and members of MenEngage Nordic



**MenEngage Alliance**  
working with men and boys for gender equality

## Join Us

Join MenEngage Alliance: as a member, you will stay informed about what is happening in the world, connect with others active in the field, exchange ideas and resources, start new collaborations, lobby and advocate together, and much more. To join, let us know about your interest by writing to [info@menengage.org](mailto:info@menengage.org) (preferred) or register [here](#).

# About MenEngage Nordic

The Nordic MenEngage Alliance, established in Stockholm in 2015, is a sub-regional network associated with MenEngage Europe and through that the MenEngage Alliance at the global level.

# About MenEngage Alliance

MenEngage Alliance is an international network of CSOs working on transforming masculinities and engaging men and boys for women's rights and gender justice. The Alliance currently connects over 700 CSOs, NGOs, research institutions, and UN Agencies, and thousands of individual experts and change-agents worldwide. It is present in around 70 countries and organized through 6 regional and 38 country networks.

# Our core principles

## **Questioning men's violence against women**

We are dedicated to engaging men and boys to end violence against women and to questioning or challenging violent versions of manhood.

## **Engaging men as caregivers**

We are dedicated to promoting more equitable participation by men and boys in caregiving, the care of children and domestic tasks.

## **Working as allies with existing women's rights organizations**

We are committed to working as allies with women and women's rights organizations to achieve equality for women and girls.

## **Engaging men from a positive perspective**

We seek to build examples of men already acting in more gender-equitable and non-violent ways.

## **Non-discrimination**

We will actively advocate against, question, and seek to overcome sexism, social exclusion, homophobia, racism or any form of discriminatory behavior against women or gay/bisexual/transgender men and women, or on any other basis.

Please visit our website for more about the Core Principles, <http://menengage.org/about-us/our-core-principles/> and Code of Conduct, <http://menengage.org/code-conduct>

# Program and presentations

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**09:00** Registration

**09:30** Welcome and opening



**Hedda Hakvåg (NO)**

Program chair

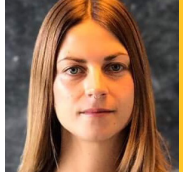
Reform – Resource Centre for Men

Hedda is an advisor at Reform – Resource Centre for Men. Hedda has an MA in Gender, Race, Sexuality and Social Justice and diverse experience working with sexual assault education, violence prevention,

and anti-discrimination programming. At Reform, she is the project leader for *Stopp kjærestevolden* (Stop the Dating Violence) and a new dialogue project with asylum seekers on masculinity and health.

09:40

## Panel: The voices of young male feminists from the Nordic countries



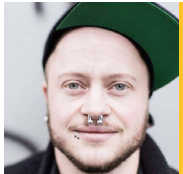
### Piv la Cour (DK). Moderator, DareGender

In the recent years, more young men are promoting gender equality and are questioning/challenging stereotypes of gender and masculinity. We have invited three young male feminists to debate challenges and perspectives on gender equality. Which shortcomings do they see? Which challenges do they experience as young men? And what do they think about the future?



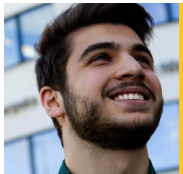
### Alexander Blum Bertelsen (DK)

As he spent adolescence in party politics, he experienced the shortcomings of political competition and exclusive debates, especially what concerns issues of power and identity. He now explores dialogue as a means of co-creating awareness and transforming firm power relations, and he senses how such an approach based on empathy and curiosity may open up identity politics. He prefers asking questions rather than providing rock-solid answers.



### Luca Dalen Espseth (NO)

Luca works as a counsellor at FRI Gender diversity and is writing his master's thesis in Gender Studies. For many years, he has been active in the public debate as a feminist, trans-activist, and man.



### Shanga Aziz (SE)

Shanga studies Social Sciences in his senior year and is also the founder of *Locker room talk*. "When we started this project, both of us were convinced that something needed to be done with the negative attitude towards women and LGBT+ people that you can find in many locker rooms. Women have fought for equality for more than 100 years, and now is the time for men to take responsibility for one of our biggest challenges."

## 10:10 Key note: Rethinking intersectionality: Privilege, diversity and equality

Growing out of the black feminism movement and subsequently adopted by the wider field of gender and ethnicity research, intersectionality has gained ever more prominence as an analytic concept as diversity in gender expression and sexualities has been politically acknowledged. With a focus on discrimination and oppression, it could be argued that intersectionality is less well suited as a perspective to engage men and

boys positively in equality work. This talk will suggest a rethinking of intersectionality that puts structural privileging at the centre. It will be argued that by focusing on privilege rather than oppression and discrimination, it is easier to engage men and boys in challenging structural hierarchies and to develop masculinities that can promote gender justice.



### Thomas Walle (NO)

Thomas has examined masculinities among migrant men. His PhD on Pakistani men in Oslo (2010) argued for a strategic decoupling of ethnicity from gender in research. Thomas was member of the Equality Commission (2010-2012) delivering two Official Reports on gender equality in Norway, and he has later criticized the government for inaction. In his current work, he curates exhibitions at Norsk Folkemuseum where concepts of gender, class, and nation are central. His latest concern has been that of unspoken privilege based on gender and class.

## 10:50 Go to parallel workshops



**11:00**  
**- 12:30**

## Parallel workshops

W1: Engage boys and men in anti-violence efforts



### Luis Lineo (SE)

Moderator  
MÄN Men for Gender Equality



### Svante Tidholm (SE)

Moderator  
FattaMan



### Henriette Højberg (DK)

Moderator  
DareGender

We will discuss how to engage boys and men in anti-violence efforts, based on three different projects: (1) The campaign FattaMan [Get it man], talking with boys and men about sexual consent and abusive acts. (2) The chat service Killfrågor.se [questions boys ask], supporting boys to talk about feelings and seeking help. (3) *ManTalk/MandSnak* a planned project by

DareGender providing phone and chat counselling for young men between 15-25 years. The aim is to combat inappropriate behaviour, such as sexual harassment, that is rooted in a negative understanding of masculinity. ManTalk wants to reach out in a non-condemning way to young men who are seeking help and understanding.

## W2: Engage boys and men in care work



### Tryggvi Hallgrímsson (IS)

Moderator  
Centre for Gender Equality

An uneven gendered distribution of professional and private care work is pervasive, albeit there are positive developments and examples in the Nordic and European countries. Problems and possibilities for breaking with structures and stereotypes will be discussed in the workshop and demonstrated through two projects. The presentations will precede the discussion. *(For abstracts, see page 15)*

#### **Outline of a project aimed at increasing the enrolment of men in nursing in Iceland**

Eydis Kristin Sveinbjarnardóttir, PhD, and Gísli Kort Kristófersson, PhD, from the

University of Akureyri School of Health Sciences.

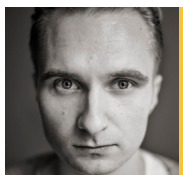
#### **Fathering from the margins of late-capitalist labour markets**

Majda Hrženjak, PhD, sociologist, from the Peace institute in Slovenia.

#### **Work – life balance of employed fathers in Slovenia: challenges and visions of pilot experiment in four organizations**

Živa Humer, PhD in Sociology, and Mojca Frelj, MSc in Sociology from the Peace institute in Slovenia.

## W3: Expanding the ideals of gender



### Kimmo Saastamoinen (FI)

Moderator  
Boys' House | Poikien Talo

How do you counteract norms of being a boy or a man that are often harmful, negative, and unrealistic? This workshop will not include conventional presentations, but will be an open forum with different questions

to encourage the participants to share their experiences, ideas, and working methods on how to change views on gender. *(For abstracts, see page 16)*

## W4: The 3rd Global symposium for men and gender equality 2019



### Bert Bjarland (FI)

Moderator  
Profeminist Men I Profeministimiehet



### Laxman Belbase

Moderator  
MenEngage Global Secretariat

How can the Nordic MenEngage Alliance organize the next Global Symposium, with the support and joint leadership of MenEngage Alliance Global Secretariat and Board? The 2nd MenEngage Global Symposium in New Delhi in 2014 attracted over 1,200 people from 63 countries.

This session will present the trajectories of the MenEngage Alliance and the 1st and 2nd Global Symposiums, including the background and the assumptions behind

organizing these global gatherings. This session also aims to map out the follow-up activities among MenEngage Nordic members and how the respective “Calls for Actions” have been supportive towards programming and advocacy work in the field of “transforming masculinities and engaging boys and men in gender equality.” This session will also try to come up with some preliminary suggestions for the next MenEngage Global Symposium, planned for 2019, including modality, topics, and so on.

**12:30** Lunch

**13:30**

## Panel: How to engage migrant men for gender equality?



### **Daniel Paul Getz (NO)**

Moderator  
Reform – Resource Centre for Men

Men make up approximately two-thirds of the refugees arriving in Europe and the Nordic countries since the start of 2015. Most of these men are young and unmarried. The male face of immigration has been part of the heated public debates

in the Nordic countries, but is not reflected in the integration policies. New examples of how NGOs deal with gender when working with refugee and immigrant men will be presented and discussed in the panel.



### **Niddal El-Jabri (DK)**

Niddal is the founder and CEO for the Danish think-and-do tank, Mino Danmark. He has dedicated his time to understanding minority issues from the minority perspective, and the work of Mino Danmark proves this is key to creating better solutions. Mino Danmark works around three target groups: descendants, migrants, and refugees.



## Kimmo Saastamoinen (FI)

Boys' House | Poikien Talo

Kimmo is a counsellor in gender and culturally sensitive social youth work. In addition to his current position in Boys' House, he has previously organized and coordinated a range of non-governmental and voluntary activities to promote the psychosocial well-being of refugee men.

Boys' House, established in 2011, does gender and culturally sensitive social youth work in the Helsinki area. With services targeted for boys and men 10–28 years of age, Boys' House provides community activities and individual support regardless of one's social, ethnic, or cultural background.



## Katarzyna Wojnicka (PL, DE, SE)

Katarzyna works currently as a postdoctoral researcher at the Centre for European Research and in the Department of Sociology and Work Science at the University of Gothenburg. Her main research interests are critical studies on men and masculinities, sociology of social movements, and European studies. She is the author or co-author of over 30 scientific publications and author of the scientific blog *Dr. K & the Men*. She organized the international workshop Men and Migration in Contemporary Europe (CERGU, June 2016) and is a co-editor of *NORMA: Journal for Masculinity Studies*, special issue on Men and Migration in Europe to be published in 2017.

## 15:00 Short presentations

### **My father, a book project: Adult children with diverse identities and their understanding and experience of caring fathers**

Kris Bue, MA in Gender Studies and advisor at Reform – Resource Centre for Men in Norway.

The other short presentations will be announced later.

## 16:00 End comment



### **Jeff Hearn**

Jeff has been involved in anti-sexist and profeminist activity and activism since the late 1970s, along with work on policy development in Europe, such as anti-violence work, and the EU Study on the Role of Men in Gender Equality report 2013. He has researched and published widely, most recently *Men of the World: Genders, Globalizations, Transnational Times*, 2015; and *Men's Stories for a Change: Ageing Men Remember*, with the Older Men's Memory Work Group, 2016. He is one of the founding members of Profeminist men, Finland.

## 16:30 End

All participants are encouraged to take an extra look at the stands, materials, and posters.

# Abstracts

Abstracts for workshop W1 and workshop W3 will not be provided.

## W2: Engage boys and men in care work

### **Outline of a project aimed at increasing the enrolment of men in nursing in Iceland**

Eydis Kristin Sveinbjarnardottir, PhD, and Gisli Kort Kristofersson, PhD, from the University of Akureyri School of Health Sciences

Currently only 5% of registered students in the University of Akureyri Faculty of Nursing are men, and 2% of the current Icelandic nursing population are men. By contrast, men make up 25% of nurses in Italy and around 10% in the Scandinavian countries. The question remains: why is Iceland lagging far behind? The University of Akureyri, in collaboration with the Icelandic Centre for Gender Equality, is devising a sustainable plan of action to increase the enrolment of men in the nursing program. One part of the project aims is to advocate nursing as an option for men in junior college. This would be done in collaboration with the Icelandic Nurses Association, through possible scholarships for men and a social media campaign already under way.

The presentation will describe the efforts, rules, and regulations that support the campaign and possible theories explaining the gender gap in nursing in the “oh, so gender equal Iceland,” as well as new ideas to address the issue in the future.

### **Fathering from the margins of late-capitalist labour markets**

Majda Hrženjak, PhD, sociologist, the Peace institute in Slovenia.

The starting point of this presentation is that men as employees have heterogeneous positions in the labour market which impact their access to social rights, including parental rights and possibilities for balancing work and care. In Slovenia, precarisation of youth under 35 years old is a salient problem in the labour market. This qualitative study, based on in-depth interviews with fathers in precarious employment, examines how insecure and flexible work arrangements shape fatherhood practices, impact chances for involved fatherhood, and structure gender relations.

### **Work – life balance of employed fathers in Slovenia: challenges and visions of pilot experiment in four organizations**

Živa Humer, PhD in Sociology, and Mojca Freljih, MSc in Sociology from the Peace institute in Slovenia.

The focus is on father-friendly measures for work-life balance in selected organizations that were tested for six months in 2016. The main challenges to implementing work-life balance in organizational culture are discussed, together with fathers’ and employers’ evaluation of measures for fathers, fostering their caring role at home.

## W3: Expanding the ideals of gender

### **How do you counteract norms of being a boy or a man that are often harmful, negative, and unrealistic? Examples and experiences**

Kimmo Saastamoinen, Boys' House | Poikien Talo, Finland

Gender is a unique experience which meaning and content vary depending on the person, time, and the environment. Unfortunately, expressions of human nature and one's own dreams are too often narrowed by limitations and harmful norms from the society at large.

The pre-determined models of being a man are often harmful, negative, and unrealistic for an individual. Messages and illustrations regarding different genders and roles, transmitted through different mediums, may give a stereotypical and one-sided view of boy- and manhood. Instead of competition between men, there should exist more space for strengths, in addition to sensitivity and vulnerability.

The change begins with boys and men themselves – with a little help from educators. This workshop digs deeper into the issues, discourses, and current trends on the ideals of gender. Our aim is to reach beyond a binary outlook on gender and find ways to get rid of restrictive and harmful traditions.

Instead of focusing only on negative features of men and the hardships caused by traditional masculine values, our goal is to create a tool kit for professionals to encounter the youth and give them the freedom to choose themselves. Join us to expand the ideals of gender!

The workshop will not include one conventional presentation that will be discussed, but an open forum with various questions to encourage the participants to share their experiences, ideas, and working methods on how to change normative views on gender.



# Practicalities

## To register

Complete registration form at the website [reform.no/nordic-menengage-conference-2017/](http://reform.no/nordic-menengage-conference-2017/)

## Informal get-together prior to the conference

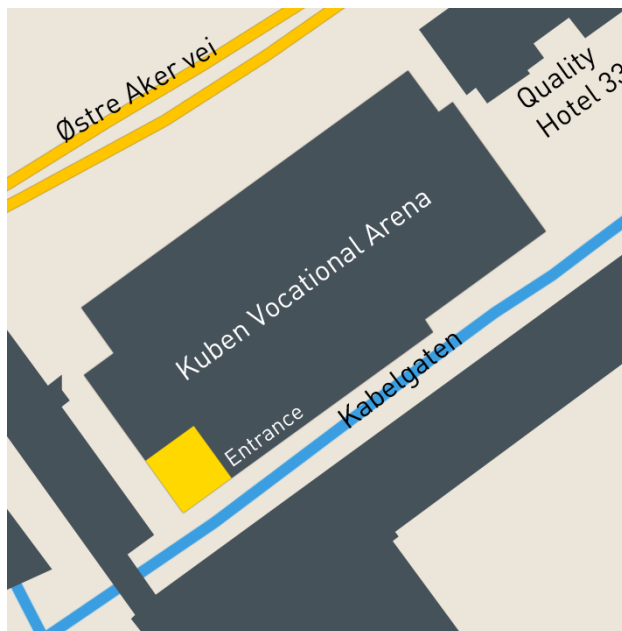
Wednesday 15th of February from 19:00. Place will be announced.

## Stands and posters

Beside the official program there will be stands and poster presentations from different Nordic and European organizations. If you are interested in presenting, please contact the coordinator listed on the end page.

## Conference location

[Kuben Vocational Arena](#), Kabelgata 10-12, Oslo, Norway ([map](#))



## Conference fee

	NOK	DKK	SEK	Euro	
Regular _____	420	350	450	46	
Student / Youth, under 20 years / Seniors		210	175	225	23

Payable to Reform – Resource Centre for Men, account number: 9001.12.40010.

International payment:

IBAN: NO78 9001 1240 010

BIC/SWIFT: LABANOKKXXX

The name of the bank: SpareBank1, PB 778 Sentrum, 0106 Oslo

Mark your payment «Making Visible.»

Do you need an invoice? Contact the coordinator.

## Deadline for payment

One week prior to the conference, and Friday the 10th of February at the latest.

Participants are responsible for their own travel and accommodation expenses.

## Questions and contact information

Questions about the conference can be put to the coordinator, Reform, Ole Bredesen Nordfjell

[ole@reform.no](mailto:ole@reform.no) or Daniel Getz [daniel@reform.no](mailto:daniel@reform.no)

Address: Reform – Resource Centre for Men.

Pb. 28 Sentrum, 0101 Oslo, Norway