

Needs Assessment Package

for Male Engagement Programming



USAID
FROM THE AMERICAN PEOPLE



Engender**Health**
for a better life

the **ACQUIRE** project



PROMUNDO

Acknowledgements

This publication was developed by ACQUIRE project/EngenderHealth staff member Manisha Mehta and Promundo staff member Christine Ricardo. Laura Skolnik and Sara Wilhelmsen at USAID provided feedback on drafts, Dulcy Israel edited the final draft, and LimeBlue in South Africa provided the cover design and layout.

We would like to thank all the respondents in Ethiopia, Mozambique, Namibia and Tanzania who helped us pretest the questionnaires by participating in the interviews.

The U.S. President's Emergency Plan for AIDS Relief through the Interagency Gender Technical Working Group's Male Norms Initiative led to the development of this package.

For more information, contact:

Manisha Mehta

Team Leader, Gender Initiative
EngenderHealth/ACQUIRE Project
440 Ninth Avenue
New York, NY, 10001, U.S.A
+1 (212) 561-8394
Email: mmehta@engenderhealth.org

Christine Ricardo

Coordinator, Gender and Health Program
Promundo
Rua México, 31/1502
Rio De Janeiro – RJ, Brazil, 20031-144
+55 (21) 2544-3114
Email: c.ricardo@promundo.org.br

Introduction

Why focus on boys and men?

For many years, we have made assumptions about boys and men when it comes to their health—that they are doing well and have fewer needs than women and girls. In addition, we have assumed that they are difficult to work with, aggressive, and unconcerned with their health. We have often seen them as the perpetrators of violence—violence against women, against other men, and against themselves—without stopping to understand how our socialization of boys and men encourages this violence. However, new research and perspectives are calling for a more careful understanding of how men and boys are socialized, what they need in terms of healthy development, and how health educators and others can assist them in more appropriate ways.

Furthermore, in the past 20 years, as numerous initiatives have sought to empower women and redress gender inequities, many women's rights advocates have learned that improving the health and well-being of women and girls also requires engaging men and boys. The 1994 International Conference on Population and Development (ICPD) and the 1995 Fourth World Conference on Women in Beijing provided a foundation for including men and boys in efforts to improve the status of women and girls. The ICPD Program of Action, for example, seeks to “promote gender equality in all spheres of life, including family and community life, and to encourage and enable men to take responsibility for their sexual and reproductive behavior and their social and family roles.”

There has also been increased recognition in the past few years of the cost to men and boys of rigid constructions of masculinity – including, their higher rates of death by traffic accidents, suicide and violence than women, as well as higher rates of alcohol and substance use.^{1,2}

Men and HIV and AIDS

Worldwide, the behavior of many adult and adolescent men puts them and their partners at risk of HIV. On average, men have more sexual partners than women. HIV is more easily transmitted sexually from men to women than from women to men. An HIV-positive man is likely to infect more persons than an HIV-positive woman. Engaging men more extensively in HIV prevention has a tremendous potential to reduce women's risk of HIV.

In many other parts of the world, it is young and adult men who largely control when and under what circumstances sex will take place and whether a contraceptive method will be used. For many men worldwide, sexual experience is frequently associated with initiation into manhood.³ Men may experience peer pressure to be sexually active and have multiple partners in order to prove that they are manly, which increases their risk of exposure to HIV. Research has also shown that in both urban and rural areas, young men

¹ WHO. 2000. What about boys?: A literature review on the health and development of adolescent boys. Geneva, Switzerland.

² WHO. 2002. World report on violence and health. Geneva, Switzerland.

³ Wight, D. et al. 2005. Contradictory sexual norms and expectations for young people in rural Northern Tanzania. *Social Science & Medicine*, 62: 987-97.

who choose to abstain may suffer ridicule from their peers.^{4,5} Recent data indicate that new HIV infections in high-prevalence countries often occur as a result of concurrent or overlapping sexual partnerships.⁴ In many instances, low levels of consistent condom use among sexually active men are associated with a variety of factors, including low self-risk perception, lack of, or limited access to, condoms, and the belief that unprotected sex is more pleasurable and that pregnancy is proof of masculinity and fertility.

It is also important to address men's use of violence and coercion in sexual relationships and its association with gender norms and risk behaviors. Research has shown that some men may consider the use of violence against women as an extension of male authority in the private realm and an acceptable means of control or discipline, particularly in married and long-term relationships.^{6,7} Moreover, research has shown that many men may hold narrow views of what can be defined as "forced sex." That is, they may believe that only coerced intercourse would be categorized as forced sex, and that it is acceptable to use physical violence or gifts to "persuade" partners to have sex.⁸ All forms of violence and coercion, however, reinforce unequal power dynamics in relationships and limit the likelihood that a couple will negotiate preventive behaviors, such as abstinence or condom use.

In many settings, only a small number of men seek or participate in HIV services (voluntary, counseling and testing, anti-retroviral treatment or preventing mother to child transmission). This is due to a variety of reasons, including limited access to health services and the common perceptions among men that clinics are "female" spaces and that "real men" do not get sick or do not participate in health care. Gender norms also place a disproportionate burden of HIV and AIDS-related care on women. Men generally do not participate as fully as women do in caring for children or for family members with AIDS. A review of studies worldwide concludes that fathers contribute about one-third as much time as mothers in direct child care.⁹ Studies from the Dominican Republic and Mexico find that married women with HIV often return to their parents' home because they are unlikely to receive adequate care from their husbands.¹⁰

⁴ Ijumba, A. et al. 2006. Developing community-based behavior change communications (BCC) interventions for youth: A participatory assessment in Iringa region, Tanzania. Arlington, VA: Family Health International.

⁵ Wight, D. et al. 2005. Contradictory sexual norms and expectations for young people in rural Northern Tanzania. *Social Science & Medicine*, 62: 987-97.

⁶ Lary, H. et al. 2004. Exploring the association between HIV and violence: Young people's experiences with infidelity, violence and forced sex in Dar es Salaam, Tanzania. *International Family Planning Perspectives*, 30(4): 200-6.

⁷ Barker, G. and C. Ricardo. 2005. Young men and the construction of masculinity in Sub-Saharan Africa: Implications for HIV/AIDS, conflict and violence. Washington, DC: World Bank.

⁸ Lary, H. et al. 2004. Exploring the association between HIV and violence: young people's experiences with infidelity, violence and forced sex in Dar es Salaam, Tanzania. *International Family Planning Perspectives*, 30(4): 200-6.

⁹ Bruce, J. et al. 1995. *Families in focus: New perspectives on mothers, fathers and children*. New York, NY: Population Council.

¹⁰ Rivers, K. & P. Aggleton. 1998. *Men and the HIV epidemic, gender and the HIV epidemic*. New York, NY: UNDP HIV and Development Program.

About the Needs Assessment Package

Who is this package for?

This package is designed for use by individuals, organizations and donors interested in carrying out a needs assessment to identify gaps in male engagement programming related to HIV and AIDS prevention, care, treatment and support in order to develop relevant and effective programs and/or policies for engaging men in HIV and AIDS.

Using the questionnaires in this package will allow an individual and/or organization to define: 1) the various factors that influence the HIV and AIDS-related attitudes and behaviors of men in a particular setting; 2) gaps in men's access to and quality of information and services related to HIV and AIDS prevention, care, support, and treatment; and 3) types of advocacy, capacity building, programs, and policies necessary to address those gaps.

How was this package developed?

This package was developed by EngenderHealth/ACQUIRE Project and Promundo based on the assessments they have carried out in countries before addressing program and policy gaps related to engaging men in HIV. These questionnaires were most recently adapted for use in Ethiopia, Mozambique, Namibia and Tanzania to design workplans to work with different institutions (NGOs, governments, donors, and service delivery programs) to integrate male engagement initiatives in HIV programming.

What is included in this package?

This package includes a set of questionnaires designed to help gather firsthand information on existing programs and policies in a particular setting and to gauge the commitment and capacity of key institutions and stakeholders to integrate male gender norms in HIV and AIDS prevention, care, support, and treatment.

There are specific questionnaires for interviewing government officers, donors, NGO staff, researchers, health services professionals, as well as men and other direct beneficiaries of programs and policies related to male engagement. Each questionnaire includes an informed consent form to ensure that respondents understand the purpose of the needs assessment and have willingly consented to participate in the interview process. The informed consent form can be adapted as required to meet the purposes of your needs assessment.

How should this package be used?

To ensure an adequate cross-section of knowledge and perspectives on capacity, commitment, programs, and policies for engaging men, it is best to interview two to three individuals in each category of institutions or stakeholders. The questionnaires can also be adapted for use with other relevant stakeholders, including religious and community leaders and media representatives, and can be tailored to suit the amount of time available to conduct each interview.

Government Officials

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions about programs your institution supports or is involved with formally or informally. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

| | | |
|--|------------|-----------|
| Consent to tape record interview obtained | Yes | No |
| Verbal consent obtained | Yes | No |

Signature of interviewee.....

If consent is not obtained, end the interview and seek a different respondent in the organization.

CONTACT INFORMATION

NAME OF MINISTRY:
DEPARTMENT/SECTOR OF MINISTRY:
CONTACT:
POSITION:
E-MAIL:

TYPE OF ORGANIZATION:

Briefly describe the Ministry, its areas of focus, and the type of programs it supports related to HIV and AIDS.

OVERALL

1. In what way, if any, does the Ministry incorporate gender issues in its policies and programs? Does the Ministry have specific policies and/or programs that focus on addressing gender inequity? In your opinion, what kind of impact have these programs and/or policies had?

(If respondent seems unclear about the definition of gender, provide the following definition: "Gender" refers to widely shared ideas and expectations concerning women and men. These include ideas about typically feminine/female and masculine/male characteristics and abilities and commonly-shared expectations about how women and men should behave in various situations.)

2. Do the policies and/or programs the Ministry supports explicitly focus on male engagement? If yes, in what way? In your opinion, what kind of impact have these policies and/or programs had?
3. Before new programs are approved, are they explicitly required to illustrate the ways in which they will address gender? Male engagement?

MALE NORMS

1. In terms of HIV and AIDS, what gender issues do you think are most relevant in your country?
2. In terms of HIV and AIDS, what male norms and behaviors need to be especially addressed in your country? Are programs currently addressing them? To what extent? How effective are these programs? How could they be strengthened?

(If respondent seems unclear about the definition of male gender norms, provide the following definition: "Male gender norms" are defined as behaviors, beliefs, and attitudes related to being a man that are deemed appropriate by a society. For example, some common male gender norms are that men should be strong and should not cry.)

3. What type of technical assistance would best enable government organizations in your country working on HIV and AIDS to integrate male-engagement programming into their work?

EVALUATION AND RESEARCH

1. Have the policies or programs the Ministry implements or supports on gender and/or male engagement been evaluated? If yes, what were the results of the evaluation?

CHALLENGES

1. What are the specific limitations or obstacles that the Ministry faces with regard to working on gender? On male engagement?
2. In what ways, if any, have you overcome these problems?

ACCOMPLISHMENTS

1. What successes has the Ministry had with respect to its work on gender? On male engagement?

COST-EFFICIENCY AND FINANCING

1. What are the human and financial resources the Ministry dedicates to gender programming? To male-engagement programming?

LESSONS LEARNED AND CONCLUSIONS

1. Based on your experience with the programs and policies the Ministry supports, what are your recommendations for helping men become more engaged in HIV and AIDS prevention, care, and treatment?

CLOSING

1. Is there anything that we have not asked that you think is important to add?

Donors

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions about programs your institution supports or is involved with formally or informally. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

| | | |
|--|------------|-----------|
| Consent to tape record interview obtained | Yes | No |
| Verbal consent obtained | Yes | No |

Signature of interviewee

If consent is not obtained, end the interview and seek a different respondent in the organization.

CONTACT INFORMATION

NAME OF ORGANIZATION:

CONTACT:

POSITION:

E-MAIL:

TYPE OF ORGANIZATION

Briefly describe the donor, its mission, and areas of focus, and the types of programs it supports related to HIV and AIDS.

OVERALL

1. In what way, if any, does your organization and the organizations you support incorporate gender issues in their activities?

(If respondent seems unclear about the definition of gender, provide the following definition: "Gender" refers to widely shared ideas and expectations concerning women and men. These include ideas about typically feminine/female and masculine/male characteristics and abilities and commonly-shared expectations about how women and men should behave in various situations.)
2. Do the programs or organizations you support explicitly focus on male engagement? If yes, in what way?
3. Before organizations are funded, are they explicitly asked to illustrate the ways in which they will address gender? Male engagement?
4. Does your organization have a specific funding stream for HIV and AIDS projects that incorporate gender issues? If so, how many projects has it funded on gender issues?

MALE NORMS

1. In terms of HIV and AIDS, what gender issues do you think are most relevant in this country?
2. In terms of HIV and AIDS, what male norms and behaviors need to be especially addressed in your country? Are programs currently addressing them? To what extent? How effective are these programs? How could they be strengthened?

(If respondent seems unclear about the definition of male gender norms, provide the following definition: "Male gender norms" are defined as behaviors, beliefs, and attitudes related to being a man that are deemed appropriate by a society. For example, some common male gender norms are that men should be strong and not cry.)
3. What type of technical assistance would best enable organizations in your country working on HIV and AIDS to integrate male-engagement programming into their work?

EVALUATION AND RESEARCH

1. Have the programs or organizations you support on gender and/or male engagement been evaluated? If yes, what were the results of the evaluation? What are your requirements in terms of evaluation for organizations that receive funds from you?

CHALLENGES

1. What are the specific limitations or obstacles that your organization faces with regard to working on gender? On male engagement?
2. In what ways, if any, have you overcome these problems?

ACCOMPLISHMENTS

1. What successes have your organization or the organizations you fund had with respect to addressing gender? Addressing male engagement?

COST-EFFICIENCY AND FINANCING

1. How many human and financial resources does your organization dedicate for gender programming? For male-engagement programming?

LESSONS LEARNED AND CONCLUSIONS

1. Based on your experience as a donor organization, what are your recommendations for helping men become more engaged in HIV and AIDS prevention, care, and treatment?
2. What are your recommendations/ideas for making more funds available for male engagement in HIV and AIDS prevention, care, and treatment?

CLOSING

1. Is there anything that we have not asked that you think is important to add?

NGOs Working on HIV and AIDS

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions about programs your institution supports or is involved with. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

| | | |
|--|------------|-----------|
| Consent to tape record interview obtained | Yes | No |
| Verbal consent obtained | Yes | No |

Signature of interviewee

If consent is not obtained, end the interview and seek a different respondent in the organization.

CONTACT INFORMATION

NAME OF ORGANIZATION:

CONTACT:

POSITION:

E-MAIL:

TYPE OF ORGANIZATION:

Briefly describe the organization, its mission, and areas of focus.

OVERALL

1. How many paid employees does the organization have?

_____men

_____women

2. How many volunteers does the organization have?

_____men

_____women

3. How many staff members have technical skills in incorporating gender issues in activities?

_____men

_____women

(If respondent seems unclear about the definition of gender, provide the following definition: "Gender" refers to widely shared ideas and expectations concerning women and men. These include ideas about typically feminine/female and masculine/male characteristics and abilities and commonly-shared expectations about how women and men should behave in various situations.)

4. How many staff members have technical skills in incorporating male engagement in activities?

_____men

_____women

5. From where does your organization receive funding? (Check all that apply.)

___ National or local government

___ International government (specify) _____

___ Private foundations

___ Service fees/Sales of material or products

___ Other

REFLECTIONS ON GENDER NORMS

1. Based on your experience at this organization and as a member of the community, what gender issues do you think are most relevant in your country in terms of HIV and AIDS?
2. How do you think male gender norms, in particular, influence HIV and AIDS in your country?

(If respondent seems unclear about the definition of male gender norms, provide the following definition: "Male gender norms" are defined as behaviors, beliefs, and attitudes related to being a man that are deemed appropriate by a society. For example, some common male gender norms are that men should be strong and should not cry.)

3. Do you believe that NGOs and the government are currently addressing gender norms in their HIV and AIDS work? To what extent? How effective are these programs? How could they be strengthened?
4. Do you believe that NGOs and the government are currently integrating male engagement in their HIV and AIDS work? To what extent? How effective are these programs? How could they be strengthened?

HIV and AIDS ACTIVITIES AND SERVICES

1. What types of HIV and AIDS activities and services does the organization offer?
2. What are the general characteristics of the population with whom the organization works (e.g., sex, age, religion, profession, geographical distribution)?
3. What were the total numbers of women and men reached by these activities and services in the last year?
 _____men
 _____women
4. What type of communication strategies does the organization use to promote its activities and services?
5. In thinking about **women** with whom the organization works, what are the major problems/needs they face in terms of HIV and AIDS prevention and/or treatment?
6. In thinking about **men** with whom the organization works, what are the major problems/needs they face in terms of HIV and AIDS prevention and/or treatment?
7. In your opinion, what would HIV and AIDS activities and services that are gender sensitive look like? Do you feel that the services you offer for HIV and AIDS are gender sensitive? In what way? How could they be improved?

(If respondent seems unclear about the definition of gender sensitive, provide the following definition: "Gender-sensitive programs or services" take into account the differences between men and women. They often consider the social and cultural

context of what it means to be male or female when determining how services are provided. For example, a gender-sensitive program may use different outreach techniques to reach men.)

8. In what way, if any, do the services you offer for HIV and AIDS address the needs of men and/or engage them?

RESEARCH AND EVALUATION

1. Does the organization carry out specific gender-related research? If so, briefly describe the design and results of this research.
2. Have any of the organization's services/activities related to gender/male engagement been evaluated? If so, briefly describe the design and results of the evaluation.

CHALLENGES

1. What are the main challenges the organization faces in offering HIV and AIDS services/activities? How have these challenges been addressed?
2. Has the organization faced any specific challenges or barriers in its work with men? Briefly describe these challenges or barriers. How have these challenges been addressed?
3. What do you believe the organization needs to do to start to or improve its work with men?
4. Thinking of the field in general, what do you believe are the greatest gaps or challenges that exist in HIV and AIDS prevention and treatment in terms of addressing gender issues and/or engaging men?
5. What recommendations would you make to resolve these gaps and/or challenges?

STAFF AND TECHNICAL CAPACITY

1. Has the staff participated in any gender-sensitivity/awareness trainings? When? What was the content?
2. Has the staff participated in any male-engagement trainings? When? What was the content?
3. What would you say are the technical strengths/weaknesses of the staff in working with men?
4. From a scale of 1 to 5 (with one being the lowest and 5 being the highest) how would you evaluate the current technical capacity of the organization to work with men? (Ask respondent to explain their choice.)

CLOSING

1. Is there anything that we have not asked that you think is important to add?

NGOs That Have Integrated Male Engagement and/or Gender in Their Work

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions about programs your institution supports or is involved with formally or informally. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

| | | |
|--|------------|-----------|
| Consent to tape record interview obtained | Yes | No |
| Verbal consent obtained | Yes | No |

Signature of interviewee

If consent is not obtained, end the interview and seek a different respondent in the organization.

CONTACT INFORMATION

NAME OF ORGANIZATION:

CONTACT:

POSITION:

E-MAIL:

TYPE OF ORGANIZATION:

Briefly describe the organization, its mission, and areas of focus.

OVERALL

1. How many paid employees does the organization have?

_____men

_____women

2. How many volunteers does the organization have?

_____men

_____women

3. How many staff members have technical skills in incorporating gender issues in activities?

_____men

_____women

(If respondent seems unclear about the definition of gender, provide the following definition: "Gender" refers to widely shared ideas and expectations concerning women and men. These include ideas about typically feminine/female and masculine/male characteristics and abilities and commonly-shared expectations about how women and men should behave in various situations.)

4. How many staff members have technical skills in incorporating male engagement in activities?

_____men

_____women

5. From where does your organization receive funding? (Check all that apply.)

National or local government

International government (specify) _____

Private foundations

Service fees/Sales of material or products

Other

- 6. How long has your organization been working with male engagement and/or gender?

REFLECTIONS ON GENDER NORMS

- 1. Based on your experience at this organization and as a member of the community, what gender issues do you think are most relevant in your country in terms of health and development?
- 2. How do you think male gender norms, in particular, influence health and development in your country?

(If respondent seems unclear about the definition of male gender norms, provide the following definition: "Male gender norms" are defined as behaviors, beliefs, and attitudes related to being a man that are deemed appropriate by a society. For example, some common male gender norms are that men should be strong and should not cry.)
- 3. Do you believe that organizations are currently addressing gender norms in their work? To what extent? How effective are these programs? How could they be strengthened?
- 4. Do you believe that NGOs and the government are currently integrating male engagement in their HIV and AIDS work? To what extent? How effective are these programs? How could they be strengthened?

ACTIVITIES AND SERVICES

- 1. What types of issues does the organization address (e.g., sexual and reproductive health, violence, education)?
- 2. What activities and services does the organization offer?
- 3. What are the general characteristics of the population with whom the organization works (e.g., sex, age, religion, profession, geographical distribution)?
- 4. What were the total numbers of women and men reached by these activities and services in the last year? (If possible, the respondent should provide this breakdown by type of activity.)

_____men
_____women
- 5. What type of communication strategies does the organization use to promote its activities and services?
- 6. In thinking about women with whom the organization works, what are the major problems/needs they face?
- 7. In thinking about men with whom the organization works, what are the major problems /needs they face?

8. In your opinion, what would activities and services that are gender sensitive look like? Do you feel that the activities and services you offer are gender sensitive? In what way?

(If respondent seems unclear about the definition of gender sensitive, provide the following definition: "Gender-sensitive programs or services" take into account the differences between men and women. They often consider the social and cultural context of what it means to be male or female when determining how services are provided. For example, a gender-sensitive program may use different outreach techniques to reach men.)

9. In what way do the activities and services you offer address the needs of and/or engage men?

RESEARCH AND EVALUATION

1. Does the organization carry out specific gender-related research? If so, briefly describe the design and results of this research.
2. Have any of the organization's services/activities related to gender and/or male engagement been evaluated? If so, briefly describe the design and results of the evaluation.

CHALLENGES

1. Has the organization faced any specific challenges or barriers in its work with women? Briefly describe these challenges or barriers. How have these challenges been addressed?
2. Has the organization faced any specific challenges or barriers in its work with men? Briefly describe these challenges or barriers. How have these challenges been addressed?
3. What do you believe the organization needs to do to improve its work with men?
4. Thinking of your field in general, what are the greatest gaps or challenges in terms of addressing gender issues and/or engaging men?
5. What recommendations would you make to resolve these gaps and/or challenges?

STAFF AND TECHNICAL CAPACITY

1. Has the staff participated in any gender-sensitivity/awareness trainings? When? What was the content?
2. Has the staff participated in any male-engagement trainings? When? What was the content?
3. What would you say are the technical strengths/weaknesses of the staff in working with men?
4. From a scale of 1 to 5 (with one being the lowest and 5 being the highest) how would you evaluate the current technical capacity of the organization to work with men? (Ask respondent to explain their choice.)

CLOSING

1. Is there anything that we have not asked that you think is important to add?

Researchers, Universities, Think Tanks¹¹

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions about programs your institution supports or is involved with formally or informally. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

Consent to tape record interview obtained **Yes** **No**

Verbal consent obtained **Yes** **No**

Signature of interviewee

If consent is not obtained, end the interview and seek a different respondent in the organization.

¹¹ Many universities and/or think tanks have conducted research on gender, HIV and/or working with men. This instrument could be used to interview staff at the universities and/or think tanks.

CONTACT INFORMATION

NAME OF RESEARCHER:

ORGANIZATION:

CONTACT:

POSITION:

E-MAIL:

TYPE OF ORGANIZATION

1. How large is your organization? How many staff and type of staff does the organization have? (10 interviewers, five data entry people, etc.)
2. What is the scope and type of research your organization has done (e.g., intervention study with 500 men followed over time, etc.)? Could you provide a brief description of the studies you have worked on (past and current) regarding male engagement in HIV and AIDS programs?

OVERALL

1. What are your research findings regarding male engagement in HIV and AIDS prevention, care, and treatment programs? In particular, what have you found regarding incorporation of gender issues, specific policies addressing gender inequity, and explicit focus on male engagement within HIV and AIDS programs?
2. What populations of men do you work with in your research (e.g., describe age range, socio-economic statuses, education levels, religious affiliations, etc.)? From the research findings, how do demographic and socioeconomic factors affect men's engagement in HIV and AIDS programs?

HIV AND AIDS AWARENESS AND PERCEPTIONS

1. Has your research shown that men in your country are aware of HIV and AIDS? Do they perceive HIV and AIDS as a problem that affects them?
2. In your experience, where do men seek information about HIV and AIDS? About treatment?
3. Based on your research, what types of behaviors do men engage in that place them at risk for HIV and AIDS? What are some strategies for changing these behaviors?

GENDER NORMS

1. Based on your research, what gender issues are most relevant in your country in terms of HIV and AIDS?

(If respondent seems unclear about the definition of gender, provide the following definition: "Gender" refers to widely shared ideas and expectations concerning women and men. These include ideas about typically feminine/female and masculine/male characteristics and abilities and commonly-shared expectations about how women and men should behave in various situations.)

2. What has your research revealed about gender norms in your country regarding HIV and AIDS?

(If respondent seems unclear about the definition of male gender norms, provide the following definition: "Male gender norms" are defined as behaviors, beliefs, and attitudes related to being a man that are deemed appropriate by a society. For example, some common male gender norms are that men should be strong and should not cry.)

3. Based on your research, what male norms and behaviors need to be especially addressed in your country? Are programs currently addressing them? To what extent? How effective are these programs? How could they be strengthened?

CHALLENGES

1. What are some specific limitations or obstacles that you and/or your organization face with regard to working on gender? On male engagement?
2. How have you overcome these problems?

LESSONS LEARNED AND CONCLUSIONS

1. Based on your research, what are your recommendations for helping men become more engaged in HIV and AIDS prevention, care, and treatment?
2. Have the results of your research been used to guide changes in existing HIV and AIDS programs? If yes, how? If no, how would you suggest your results be used?
3. In what areas do you believe further research is most urgently needed regarding male engagement and HIV and AIDS prevention (e.g., violence prevention, male engagement in reproductive health, PMTCT, caring for PLWHAs)?

FINAL COMMENTS

1. Is there anything else you would like to add?

Health Facilities Staff

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions about programs your institution supports or is involved with formally or informally. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

| | | |
|--|------------|-----------|
| Consent to tape record interview obtained | Yes | No |
| Verbal consent obtained | Yes | No |

Signature of interviewee

If consent is not obtained, end the interview and seek a different respondent in the organization.

CONTACT INFORMATION

NAME OF STAFF PERSON:

HEALTH FACILITY:

CONTACT:

POSITION:

E-MAIL:

TYPE OF HEALTH FACILITY:

Briefly describe the services offered by this health facility, especially the types of programs it supports related to HIV and AIDS.

OVERALL

1. In your opinion, what would HIV and AIDS services that are gender sensitive (male-friendly) look like? Do you feel that the services you offer for HIV and AIDS are gender sensitive? In what way?

(If respondent seems unclear about the definition of gender sensitive, provide the following definition: "Gender-sensitive programs" or services take into account the differences between men and women. They often consider the social and cultural context of what it means to be male or female when determining how services are provided. For example, a gender-sensitive program may use different outreach techniques to reach men.)

2. To what extent does your facility engage in community outreach and HIV prevention?
3. In what way, if any, do the services you offer for HIV and AIDS address the needs of men?
4. Do you have specific programs or policies to help engage men in HIV and AIDS prevention, care, and treatment? If yes, please describe.
5. Do you have specific programs or policies to help address differences between men and women in terms of HIV and AIDS transmission, care, and treatment? If yes, please describe.
6. Do you have specific hours or sections of your hospital reserved for male reproductive health? Have staff in the facility received any training to work with male reproductive health? Have staff received training to engage men in reproductive health?

GENDER NORMS

1. Based on your experience at this facility and as a member of the community, what gender issues do you think are most relevant in your country in terms of HIV and AIDS?

(If respondent seems unclear about the definition of gender, provide the following definition: "Gender" refers to widely shared ideas and expectations concerning women and men. These include ideas about typically feminine/female and masculine/male characteristics and abilities and commonly-shared expectations about how women and men should behave in various situations.)

2. What has your experience revealed about gender norms in your country regarding HIV and AIDS?

(If respondent seems unclear about the definition of male gender norms, provide the following definition: "Male gender norms" are defined as behaviors, beliefs, and attitudes of each sex that are deemed appropriate by a society. For example, some common male gender norms are that men should be strong and should not cry.)

3. How do you think male gender norms impact HIV?
4. In terms of HIV and AIDS, what male norms and behaviors do you think need to be especially addressed? Are programs currently addressing them? To what extent? How effective are these programs? How could they be strengthened?
5. What type of technical assistance would best enable health facilities in your country providing HIV and AIDS care to integrate male-engagement programming into their work?

CHALLENGES

1. What are the specific limitations or obstacles that your health facility faces when trying to increase male engagement in HIV and AIDS programs?
2. How have you overcome these problems?

ACCOMPLISHMENTS

3. What successes has your health facility experienced in providing gender-sensitive HIV and AIDS programs? In increasing male engagement?

COST-EFFICIENCY AND FINANCING

1. What are the human and financial resources your facility dedicates to gender programming? To male-engagement programming?

LESSONS LEARNED AND CONCLUSIONS

1. Have your facility's programs on gender and/or male engagement been evaluated? If yes, what were the results of the evaluation?

FINAL COMMENTS

1. Is there anything else you would like to add?

Men or Other Beneficiaries Who Have Participated in Past or Ongoing Male-Engagement/Gender Activities

Informed Consent Form

Hello, my name is I am representing We are conducting an assessment to help understand the engagement of men in HIV and AIDS programs in your country. This interview is a part of that assessment, and I would like to ask you some questions HIV and AIDS in your country. There are no foreseeable risks if you agree to participate. Rather, it will benefit you by helping us to identify ways to engage men to address HIV and AIDS.

We will make every effort to ensure that the information provided to us is kept in strict confidence. This interview should take approximately one hour to complete. Your participation is absolutely voluntary, and there is no penalty for refusing to take part. You are free to ask any questions; you may refuse to be interviewed for this assessment; you may refuse to answer any question in the interview; and you may stop the interview at any point. Do you have any questions? Do I have your agreement to participate? Can I tape record the interview?

If the respondent agrees, then you may begin the interview.

| | | |
|--|------------|-----------|
| Consent to tape record interview obtained | Yes | No |
| Verbal consent obtained | Yes | No |

Signature of interviewee

If consent is not obtained, end the interview and seek a different respondent.

CONTACT INFORMATION

NAME:

ADDRESS:

TELEPHONE:

E-MAIL:

REFLECTIONS ON GENDER

1. What does it mean to be a real man in your community? What does it mean to be a real man when it comes to sexual relationships? How do you think these roles affect their relationships? Their health?
2. What does it mean to be a real woman in your community? What does it mean to be a real woman in sexual relationships? How do you think these roles affect their relationships? Their health?
3. What are some of the biggest problems men face in your community? What do you think are some solutions to these problems? Are there places where men can find support for their problems?
4. What are some of the biggest problems women face in your community? What do you think are some solutions to these problems? Are there places where women can find support for their problems?

REFLECTIONS ON GENDER AND HIV AND AIDS

1. How do you think the way men and women are expected to behave in society and in relationships influences HIV and AIDS in your country?
2. Do you think it is important to engage men in HIV and AIDS prevention, care, and support activities and services? Why or why not?
3. What do you believe is most urgently needed at this moment to engage men in HIV and AIDS prevention, care, and support (e.g., civil society and government initiatives and policy; advocacy)?

PARTICIPATION IN ACTIVITIES AND SERVICES

- 1.** Have you participated in any HIV and AIDS activities and/or services in the last year? Briefly describe type of activities and services, level of engagement, duration, and location.
- 2.** What did you like most about the activities and services? What did you like least?
- 3.** In your opinion, did these activities and services address the specific needs of men and women? Explain.
- 4.** How do you think that these activities and services could better address the specific needs of men and women? Explain.

CLOSING

- 1.** Is there anything that we have not asked that you think is important to add?

References

- Barker, G. and Ricardo, C. 2005. Young men and the construction of masculinity in Sub-Saharan Africa: implications for HIV/AIDS, conflict and violence. Washington, DC: World Bank.
- Bruce, J., Lloyd, C. & Leonard, A. 1995. Families in focus: new perspectives on mothers, fathers and children. New York, NY:Population Council.
- Ijumba, A., Kahemele, J., Lyimo, J. and M. Pribila. 2006. Developing community-based behavior change communications (BCC) interventions for youth: a participatory assessment in Iringa region, Tanzania. Arlington, VA: Family Health International.
- Lary, H., Maman, S., Katebalila, M., McCauley, A., and J. Mbwambo. 2004. Exploring the association between HIV and violence: young people's experiences with infidelity, violence and forced sex in Dar es Salaam, Tanzania. *International Family Planning Perspectives*, 30(4): 200-6.
- Rivers, K. & Aggleton, P. 1998. Men and the HIV epidemic, gender and the HIV epidemic. New York, NY: UNDP HIV and Development Programme.
- Wight, D., Plummer, M., Mshana, G., Wamoyi, J., Shigongo, Z. and D. Ross. 2005. Contradictory sexual norms and expectations for young people in rural Northern Tanzania. *Social Science & Medicine*, 62: 987-97.
- WHO. 2000. What about boys?: A literature review on the health and development of adolescent boys. Geneva, Switzerland.
- WHO. 2002. World report on violence and health. Geneva, Switzerland.

