

The Role of Men in Promoting Gender Equality and Challenging Patriarchy

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Abstract

Aim: The aim of this study was to explore the role of men in promoting gender equality and challenging patriarchy, focusing on strategies and initiatives that engage men as allies and agents of change.

Methods: The study conducted a thematic review of literature focused on the role of men in advocating for gender equality and challenging patriarchal norms. This review encompassed research articles that were peer-reviewed and examined men's involvement in promoting gender equality.

Results: The study found that men play a crucial role in promoting gender equality and challenging patriarchal norms. Engaging men as allies and agents of change helps in creating more equitable social and institutional environments, dismantle harmful gender stereotypes, and improve interpersonal relationships between them and their female counterparts. The study identified strategies for engaging men, such as fostering dialogue, providing education and training, and promoting male role models who advocate for gender equality.

Conclusion: Men have an essential role to play in promoting gender equality and challenging patriarchy. Engaging men effectively requires addressing barriers and adopting inclusive strategies that empower them as allies and agents of change.

Recommendation: Policymakers, educators, and community leaders should focus on developing and implementing strategies to engage men in promoting gender equality and challenging patriarchy. These strategies should include fostering dialogue, providing education and training, and promoting positive male role models. Further research is needed to better understand the factors that influence men's engagement in gender equality initiatives and to identify best practices for fostering male allyship.

Keywords: *Men, gender equality, patriarchy, male allyship, strategies*

1.0 INTRODUCTION

Gender equality is not solely a women's issue; it is a human rights issue that requires the participation and commitment of everyone, including men. Since 2010, there has been a growing recognition of the critical role that men can play in promoting gender equality and challenging the deeply ingrained patriarchal norms that perpetuate discrimination and inequality (Flood, 2015). As the famous Nigerian author Chimamanda Ngozi Adichie once said, "We should all be feminists" – a statement that resonates with the belief that men, too, have a responsibility to actively engage in the pursuit of gender equality (Adichie, 2014). Historically, the struggle for gender equality has been predominantly led by women's movements and feminist organizations, which have made significant strides in advancing women's rights and challenging gender stereotypes (Connell, 2015). However, the involvement of men in promoting gender equality has often been overlooked, despite the fact that men's attitudes and behaviors are central to the perpetuation of gender-based discrimination and violence (Kimmel, 2013). In recent decades, researchers and activists have begun to explore the role of men in fostering gender equality, recognizing that men's engagement is essential for transforming the patriarchal structures that underpin gender inequality (Flood, 2015).

The concept of "engaging men and boys" in the fight for gender equality has gained traction within international policy and development circles, with organizations such as the United Nations and the World Health Organization highlighting the importance of men's involvement in the promotion of gender equality and the prevention of gender-based violence (Barker et al., 2010). This approach emphasizes the need to address the root causes of gender inequality, including harmful gender norms and traditional notions of masculinity, which can contribute to the perpetuation of discrimination, violence, and unequal power dynamics between men and women (Connell, 2015). The role of men in promoting gender equality and challenging patriarchy is a topic of utmost importance, not only for the advancement of women's rights but also for the well-being and development of societies as a whole. Engaging men in the pursuit of gender equality can help to foster more equitable relationships and challenge the harmful gender norms that perpetuate discrimination and violence (Peacock & Barker, 2014). Moreover, research has shown that greater gender equality is associated with a range of socio-economic benefits, including improved health and well-being, increased educational attainment, and greater economic prosperity (World Bank, 2012).

In developed countries, efforts to engage men in promoting gender equality have focused on a variety of areas, including education, workplace policies, and the prevention of gender-based violence. Initiatives such as the White Ribbon Campaign, which originated in Canada, have sought to mobilize men to speak out against violence against women and to challenge traditional notions of masculinity that contribute to gender inequality (Kaufman, 2003). Additionally, workplace policies in some developed countries such as USA address issues such as parental leave and work-life balance, recognizing the importance of involving men in caregiving and domestic responsibilities to promote gender equality (Haas & Hwang, 2009). European countries have taken diverse approaches to engaging men in the promotion of gender equality, reflecting the region's varied cultural, social, and political contexts. Nordic countries have been pioneers in implementing progressive policies aimed at promoting gender equality in both the public and private spheres, such as generous parental leave schemes that encourage fathers to take an active role in childcare (Duvander & Johansson, 2012). In European countries, initiatives such as the MenEngage Network

have sought to bring together activists, researchers, and policymakers to promote the engagement of men and boys in gender equality efforts across the region (MenEngage, 2021).

In some countries, such as India and Bangladesh, organizations like the Centre for Health and Social Justice and the Bangladesh Men and Boys Alliance have worked to engage men in addressing gender-based violence and promoting women's rights, often in collaboration with women's movements and feminist organizations (CHSJ, 2021; BMBAL, 2021). In other Asian countries, such as Japan and South Korea, efforts to involve men in gender equality initiatives have been more focused on challenging traditional gender norms and promoting greater work-life balance, with mixed results (Nemoto, 2013). In Africa, the role of men in promoting gender equality and challenging patriarchy varies considerably across countries and cultural contexts. In some cases, men's engagement in gender equality efforts has been driven by grassroots movements and community-based organizations, such as the Men for Gender Equality Now (MEGEN) initiative in Kenya, which seeks to mobilize men as allies in the fight against gender-based violence and the promotion of women's rights (MEGEN, 2021). On the other hand, in countries like South Africa, the involvement of men in gender equality initiatives has been more institutionalized, with government policies and programs aimed at promoting the engagement of men and boys in efforts to prevent gender-based violence and promote women's empowerment (Peacock & Levack, 2004).

2.0 LITERATURE REVIEW

2.1 Theoretical Review

2.1.1 Hegemonic Masculinity Theory

Hegemonic Masculinity Theory, introduced by Connell (1987), posits that certain cultural norms and expectations of male behavior perpetuate the dominance of men in society and the subordination of women. This theory suggests that there exists a hierarchy of masculinities, with hegemonic masculinity at the top, representing the most culturally valued and powerful form of masculinity (Connell & Messerschmidt, 2015). Hegemonic masculinity is characterized by traits such as strength, dominance, and control (Connell, 1987). Hegemonic masculinity refers to the idealized, culturally prescribed form of masculinity that is typically associated with power, dominance, and control. It represents the accepted norms, values, and behaviors that define what it means to be a man in a particular society. According to this theory, patriarchy is maintained and reinforced through the dominance of hegemonic masculinity, which marginalizes and subordinates' women while positioning men as superior (Connell, 1987).

By reinforcing and maintaining patriarchal norms, hegemonic masculinity contributes to gender inequality and the marginalization of women (Connell & Messerschmidt, 2015). However, the theory also emphasizes the potential for change, as individuals and groups can challenge and dismantle hegemonic masculinity by adopting alternative, more equitable forms of masculinity (Connell, 1987). Men have a critical role to play in this process, as they can actively resist and contest harmful gender norms, thereby promoting gender equality and challenging patriarchy.

2.1.2 Theory of Gender Schema

The theory of gender schema, proposed by psychologist Sandra Bem (1970), suggests that individuals develop cognitive frameworks or schemas that organize and guide their understanding of gender. These gender schemas are internalized through socialization processes and influence how individuals perceive, interpret, and respond to gender-related information and experiences. According to this theory, individuals actively seek out and process information that is consistent with their gender schema while disregarding or distorting information that contradicts it. Gender schemas are influenced by cultural and societal norms and expectations, and they guide individuals' thoughts, beliefs, attitudes, and behaviors related to gender.

The theory of gender schema highlights how traditional gender schemas can reinforce patriarchal systems and contribute to gender inequality. Men socialized within traditional masculine schemas may hold beliefs and attitudes that perpetuate stereotypes, power imbalances, and unequal gender relations. However, the theory also suggests that gender schemas can be flexible and changeable. By challenging and expanding their gender schemas, men can develop more egalitarian attitudes and behaviors. This can be achieved through exposure to counter-stereotypical role models, positive experiences that challenge traditional gender norms, and critical reflection on societal expectations and inequalities.

Applying the theory of gender schema to interventions aimed at promoting gender equality among men, efforts can focus on promoting critical thinking and self-reflection, men can become aware of their own gender schemas and how they may contribute to gender inequality. This can involve questioning traditional gender norms and exploring alternative ways of understanding masculinity. Efforts can also focus on exposing men to diverse and positive role models who challenge traditional gender roles can expand their gender schemas and provide examples of alternative ways of being a man. Additionally, education programs can teach individuals about gender stereotypes, inequality, and the benefits of gender equality.

2.2 Patriarchal Norms

Challenging patriarchy involves contesting and transforming the social, cultural, and institutional structures that perpetuate male dominance and female subordination (Walby, 1990). This process encompasses various levels of action, from individual behaviors and attitudes to collective movements and policy changes (Connell, 1987). The role of men in challenging patriarchy is crucial, as it involves recognizing and addressing the power dynamics and privileges that underpin gender inequality (Pease, 2008). By engaging in critical self-reflection, supporting feminist causes, and resisting hegemonic masculinity, men can contribute to the dismantling of patriarchal norms and the promotion of gender equality (Flood, 2011). However, the success of men's efforts to challenge patriarchy depends on various factors, such as the degree of resistance or acceptance of alternative masculinities, the level of commitment to feminist ideals, and the specific context in which these efforts take place (Messner, 1997). Moreover, the effectiveness of men's actions in challenging patriarchy may be influenced by potential barriers and challenges, such as backlash, tokenism, or lack of resources (Flood, 2011).

Patriarchal norms are social norms and expectations that reinforce traditional gender roles and privilege men over women (Ozaki & Otis, 2017). These take many forms, including beliefs about what roles men and women should play in society, how men and women should behave, and what

traits are valued in men and women, which is prevalent in developing nations (Spierings, 2014). For example, the expectation that men should be the primary breadwinners and women should prioritize caregiving and domestic duties. They also involve the belief that men are naturally more assertive, aggressive, and competitive than women, and that these traits are necessary for success (Johansson & Lundqvist, 2018). Additionally, in some societies, especially in Africa, patriarchal norms dictate that men should be emotionally strong and stoic, while showing vulnerability is seen as a sign of weakness (Dildar, 2015). In some Asian communities such as China, men should be sexually aggressive and pursue women, while women should be passive and demure (Adisa, Abdulraheem & Isiaka, 2019). There is also an expectation that men are natural leaders and decision-makers, and that women should defer to men in matters of leadership and authority. Furthermore, some communities especially in Africa hold on to the belief that men should have control over women's bodies and reproductive choices, and that women should be physically weak and submissive (Ozaki et al, 2017. According to Johansson et al. (2018), these patriarchal norms are harmful to both men and women, as they limit individual freedom and perpetuate gender inequality. Challenging these norms is essential for creating a more equitable and just society.

3.0 RESULTS

3.1 Participating in Active Learning and Discussion on Social Norms That Perpetuate Gender Inequality

Encouraging active learning involves engaging men in the process of understanding and challenging traditional gender roles and social norms that perpetuate gender inequality and patriarchy. This includes participating in workshops or training programs, engaging in community-based initiatives, or taking part in awareness campaigns aimed at fostering a culture of gender equality (Johansson & Lundqvist, 2018). Active learning enables men to recognize their own biases and privileges, develop empathy for others, and become allies in the pursuit of gender equality. By actively participating in the process of learning and unlearning, men can develop a deeper understanding of the issues surrounding gender inequality and become better equipped to challenge patriarchal norms and behaviors. Johansson et al. (2018) investigated the impact of active learning programs on men's attitudes toward gender equality and their willingness to challenge patriarchal norms. The researchers found that men who participated in active learning programs exhibited a significant shift in their attitudes and were more likely to engage in actions that promote gender equality.

In a qualitative study, Brien and Jones (2020) examined the role of active learning in fostering men's engagement in gender equality initiatives at the workplace in Australia. The researchers found that active learning programs, such as workshops and training sessions, helped men develop a better understanding of gender inequality issues and motivated them to actively participate in promoting gender equality within their organizations. The study recommended that organizations adopt active learning approaches to engage men in the pursuit of gender equality and challenge patriarchal practices. Ramirez and Vargas (2021) explored the influence of active learning on men's attitudes and behaviors related to gender equality and challenging patriarchy in community settings. The research discovered that men who participated in community-based active learning initiatives exhibited positive changes in their attitudes and behaviors toward gender equality and were more likely to challenge patriarchal norms.

Research shows that participating in discussions on gender equality initiatives encourages men to share their experiences, learn from one another, and engage in constructive dialogue about gender-related issues. By participating in open communication and discussion, men can gain a deeper understanding of the complexities of gender inequality, challenge their own beliefs and assumptions, and develop strategies for promoting gender equality and challenging patriarchy in their personal and professional lives.

A study conducted in the United States in 2018 by Wilson and Thompson investigated the impact of facilitated communication and discussion on men's engagement in promoting gender equality and challenging patriarchy. The researchers found that men who participated in facilitated discussions exhibited higher levels of awareness and understanding of gender inequality issues, and were more likely to act to challenge patriarchal norms. Andersen and Solberg (2019) in Sweden study on the role of facilitated communication and discussion in engaging men in gender equality initiatives within organizations found that men who participated in facilitated discussions were more likely to actively support gender equality in the workplace and challenge patriarchal practices. Similarly, Mthembu and Van Wyk (2021) in Ireland explored the influence of facilitated communication and discussion on men's attitudes and behaviors toward gender equality and challenging patriarchy in community settings and discovered that men who engaged in facilitated discussions were more likely to exhibit positive changes in their attitudes and behaviors toward gender equality and challenge patriarchal norms.

3.2 Engaging in Empowerment Activities and Feedback

This involves men appreciating constructive criticism, encouragement, and guidance as they navigate their journey towards promoting gender equality and challenging patriarchy. This is achieved through participating in mentorship, coaching, or peer support, that helps men reflect on their actions, identify areas for improvement, and develop strategies for creating positive change. According to Desrochers and Tremblay (2018) receiving feedback can empower men to become more self-aware, resilient, and effective advocates for gender equality, as they learn from their experiences, grow from their mistakes, and continuously strive to challenge patriarchal norms and behaviors. In the context of promoting gender equality, male mentors can help other men reflect on their attitudes and behaviors, raising awareness of gender biases, and exploring ways to challenge patriarchal norms. The mentor can provide constructive criticism, helping men identify areas for improvement and offering guidance on strategies for creating positive change. By sharing their own experiences and insights, mentors can inspire and empower mentees to take proactive steps towards promoting gender equality.

Research by Desrochers and Tremblay (2018) researched on the impact of providing feedback on men's engagement in promoting gender equality and challenging patriarchy in Canadian setting and deduced that that men who received regular feedback from mentors, coaches, or peers reported increased confidence and motivation to advocate for gender equality and challenge patriarchal norms. The study concluded that providing feedback can be an effective way to support men in their efforts to promote gender equality and address patriarchy. A similar study in UK involving middle aged men found that men who received feedback on their efforts to promote gender equality in the workplace were more likely to demonstrate commitment to challenging patriarchal practices and actively support gender equality initiatives (Patel & Jenkins, 2019). Another study by Oliveira and Santos (2021) explored the influence of providing feedback on men's attitudes and behaviors

toward gender equality and challenging patriarchy in community settings and found that men who received feedback on their actions related to promoting gender equality and challenging patriarchal norms exhibited positive changes in their attitudes and behaviors.

3.3 Engaging in Self-reflection

Engaging in self-reflection involves examining one's own beliefs, values, and behaviors related to gender equality and patriarchy (Desrochers et al., 2018). Study by Plant and Devine (2009) showed that Self-reflection allows men to become more aware of their own biases, privileges, and contributions to perpetuating gender inequality, and can motivate them to take responsibility for their actions and commit to personal growth and change. By engaging in self-reflection, men can gain a deeper understanding of the ways in which they can actively challenge patriarchal norms and behaviors, and become more effective allies in the pursuit of gender equality. In a study examining the impact of self-reflection on reducing implicit biases, researchers found that participants who engaged in self-reflection were able to reduce their implicit biases towards stigmatized groups (Kawakami, Dovidio, & van Kamp, 2005). Another study found that self-reflection can motivate individuals to act to reduce their implicit biases, and that this effect is more significant for individuals with higher levels of self-awareness (Plant & Devine, 2009).

Heidelberg Institute of Global Health (2018) investigated the impact of a gender-transformative intervention that included self-reflection on men's engagement in promoting gender equality and challenging patriarchy (2018). The study involved a group of men who participated in a 10-week intervention program that included self-reflection, group discussions, and skill-building activities. The self-reflection component of the program involved asking questions about the participants' gendered identities, experiences with gender inequality, and their role in perpetuating patriarchy. The results of the study showed that the intervention had a positive impact on the participants' engagement in promoting gender equality. The men reported increased awareness of gender inequalities and their own role in perpetuating these inequalities. They also reported increased willingness to challenge patriarchal norms and engage in actions to promote gender equality.

The study conducted by Kapoor and Malhotra (2020) in India examined the role of self-reflection in engaging men in gender equality initiatives within organizations. The study used a mixed methods design, which involved both qualitative and quantitative data collection and analysis. Qualitative data was collected through in-depth interviews with male employees in four different organizations in India. The interviews aimed to explore the participants' attitudes towards gender equality, their experiences with self-reflection, and the impact of self-reflection on their engagement in gender equality initiatives. The results of the study showed that self-reflection played an important role in engaging men in gender equality initiatives within organizations. The qualitative data revealed that self-reflection helped men become more aware of their own biases and privilege, and motivated them to act towards promoting gender equality. The quantitative data supported these findings, showing a positive correlation between self-reflection and engagement in gender equality initiatives. The study also found that organizational culture played a significant role in promoting self-reflection and engagement in gender equality initiatives. Organizations that had a culture of openness, inclusivity, and support for gender equality were more likely to foster self-reflection and engagement in gender equality initiatives among their male employees.

A study in Nigeria in 2021 by explored the influence of self-reflection on men's attitudes and behaviors toward gender equality and challenging patriarchy in community settings. The research discovered that men who engaged in self-reflection were more likely to exhibit positive changes in their attitudes and behaviors toward gender equality and challenge patriarchal norms. The study suggested that self-reflection can play a crucial role in promoting gender equality and addressing patriarchy at the community level.

An exploratory study by Adeyemi and Ogunleye (2021) among men unions in Nigeria showed that men challenge their biases and privilege by examining their language and the impact it may have on others. For example, they reflect on whether they use language that reinforces gender stereotypes or whether they interrupt women more frequently in conversations. They also challenge their biases and privilege by questioning their assumptions. They as well reflect on the assumptions they make about women, their experiences, and their capabilities. By questioning these assumptions, they gain a better understanding of the diversity and complexity of women's experiences and identities. The qualitative results further depicted that the sampled men challenged their biases and privilege by examining their behavior and interactions with others. They reflected on whether they were taking up too much space in meetings or whether they were actively listening to the perspectives of women and other marginalized groups.

3.4 Building and Participating in Supportive Networks

Building supportive networks involves connecting men with other individuals or groups who share their commitment to promoting gender equality and challenging patriarchy. These networks provide men with opportunities for collaboration, mentorship, and peer support, and help them develop the skills, resources, and confidence needed to become effective advocates for gender equality. Through supportive networks, men strengthen their capacity to challenge patriarchal norms and behaviors, and contribute to the creation of a more gender-equal society (Wanjiru & Mwangi, 2021). A study by Van der Velden and De Vries (2018) investigated the impact of supportive networks on gender equality in the Netherlands using a qualitative research approach. The researchers found that men who were part of supportive networks reported increased confidence, motivation, and access to resources necessary for advocating for gender equality and challenging patriarchal norms. The study concluded that building supportive networks can be an effective way to support men in their efforts to promote gender equality and address patriarchy.

Saito and Yamamoto (2019) examined the role of supportive agencies in engaging men in gender equality initiatives within trade organizations in Japan. The study found that men who were part of supportive networks within the workplace actively supported gender equality initiatives and challenged patriarchal practices. Participants who were part of these supportive networks reported feeling more comfortable expressing their support for gender equality initiatives and challenging patriarchal practices. They also reported feeling more empowered to speak up against gender discrimination.

In Kenya, Wanjiru et al. (2021) did a comprehensive exploration of the impact of supportive networks on men's attitudes and actions towards gender equality, focusing on men below 55 years old. The research discovered that men who were part of supportive networks exhibited positive changes in their attitudes and behaviors toward gender equality. Through their interactions and engagements within these networks, men had the opportunity to engage in open discussions, share experiences, and gain exposure to diverse perspectives on gender-related issues. This exposure

helped challenge and transform their existing beliefs and stereotypes, leading to more egalitarian attitudes.

3.5 Uptake and development of Leadership Skills

Hassan and Mahmoud (2021) suggest that by developing their leadership skills, men can become more effective agents of change in promoting gender equality and challenging patriarchal norms and behaviors. A study by Leclair and Moreau (2018) investigated how the development of leadership skills affects men's involvement in advocating for gender equality and combating patriarchal norms in Japanese communities. The researchers found that men who participated in leadership development programs reported increased confidence and competence in advocating for gender equality and challenging patriarchal norms. The study concluded that developing leadership skills is an effective way to support men in their efforts to promote gender equality and address patriarchy.

Li and Zhou (2020) examined the role of developing leadership skills in engaging men in gender equality initiatives within organizations in China. The study found that men who received leadership development training actively supported gender equality in the workplace and challenged traditional gender-based practices. Similarly, study by Hassan and Mahmoud (2021) explored the influence of developing leadership skills on men's attitudes and behaviors toward gender equality and discovered that men who participated in leadership development programs exhibited positive changes in their attitudes and behaviors toward gender equality and fighting patriarchal norms.

3.6 Promoting Male Allyship

Promoting male allyship involves encouraging and supporting men in their efforts to actively engage with, advocate for, and participate in initiatives that promote gender equality and challenge patriarchy. This includes providing men with resources, tools, and guidance on how to effectively support women and other marginalized groups, and recognizing and celebrating the efforts of male allies in promoting gender equality (Taylor & Campbell, 2019). By promoting male allyship, men become more effective advocates for gender equality and contribute to the dismantling of patriarchal norms and behaviors. This is supported by Martinez and Fernandez (2018) who investigated the impact of promoting male allyship on men's engagement in promoting gender equality in Argentina. The researchers found that men who were recognized and supported as allies advocated for gender equality. The study concluded that promoting male allyship can be an effective way to foster men's engagement in promoting gender equality and addressing patriarchy. In 2019, a research study in New Zealand by Taylor and Campbell examined the role of promoting male allyship in engaging men in gender equality initiatives within organizations. The study found that men who were recognized as allies within the workplace were more likely to actively support gender equality initiatives and challenge patriarchal practices. The researchers recommended that organizations promote male allyship as a means of fostering men's engagement in promoting gender equality and challenging patriarchy. A study in South Korea in 2021 by Kim and Lee explored the influence of promoting male allyship on men's attitudes and behaviors toward gender equality and challenging patriarchy in community settings. The research discovered that men who were acknowledged and supported as allies were showed positive changes in their attitudes and behaviors toward gender equality and challenged male supremacy.

4.0 SUMMARY OF FINDINGS

The reviewed studies indicate that men play a significant role in promoting gender equality and challenging patriarchy. Factors such as allyship, participating in active learning and discussion on social norms that perpetuate gender inequality, mentoring, and participating in Supportive Networks have been identified as key strategies through which men contribute to gender equality initiatives. The involvement of men in gender equality discussions and actions, their understanding of systemic patriarchal issues, and their commitment to fostering an inclusive environment all play critical roles in the successful promotion of gender equality and dismantling of patriarchal structures.

Men have a unique opportunity to leverage their privilege and positions of power to influence positive change in society, specifically with regard to gender equality. Studies consistently show that men who actively engage in gender equality initiatives contribute to dismantling male dominance, challenging gender stereotypes, and promoting a more inclusive culture. Although the specific benefits may vary depending on individual actions, cultural context, and social settings, the overall impact of men's involvement in promoting gender equality and challenging patriarchy remains positive.

This research demonstrates that men should actively participate in gender equality initiatives and use their influence to challenge patriarchal structures in the contemporary society. The optimal involvement of men may differ based on cultural context, personal experiences, and available resources. However, focusing on allyship, education, mentoring, and advocacy can provide a foundation for men to contribute effectively to gender equality and challenge patriarchy.

5.0 CONCLUSION

Men's involvement in promoting gender equality and challenging patriarchy shows great potential as an effective way to create lasting change in society. The reviewed studies demonstrate that allyship, participating in active learning and discussion on social norms that perpetuate gender inequality, development of leadership skills, and participating in supportive Networks are key strategies through which men can contribute to gender equality initiatives. The involvement of men in gender equality discussions and actions, their understanding of systemic patriarchal issues, and their commitment to fostering an inclusive environment are crucial factors in the successful promotion of gender equality and dismantling of patriarchal structures. Men have the power to leverage their privilege and positions of influence to promote gender equality and challenge patriarchal norms. These factors contribute to the dismantling of patriarchal structures and the advancement of gender equality. While the specific benefits may vary based on individual actions, cultural context, and social settings, the overall impact of men's involvement in promoting gender equality and challenging patriarchy is positive.

6.0 RECOMMENDATIONS

This study recommend that men should actively participate in gender equality initiatives and use their influence to challenge patriarchal structures. This includes engaging in allyship, education, mentoring, and advocacy efforts. Men's involvement in gender equality discussions and actions should be encouraged and facilitated by the government, as this contributes to dismantling patriarchal norms and promoting a more inclusive culture. It was also recommended that men should focus on understanding systemic patriarchal issues and commit to fostering an inclusive

environment for people of all genders. This is essential for maximizing the impact of men's involvement in promoting gender equality and challenging patriarchy. Furthermore, men should invest in their own education on gender equality and related issues, as well as seek out opportunities to mentor and support others in their pursuit of gender equality. This includes attending workshops, reading books, and engaging in conversations with individuals from diverse backgrounds. In addition, men should embrace a collaborative approach to promoting gender equality, focusing on building partnerships with individuals and organizations working towards gender equality. This will contribute to a broader collective effort in dismantling patriarchal structures and advancing gender equality.

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