



BOYS AND MEN AS PARTNERS FOR ADVANCING GENDER EQUALITY

In a gender equal world, everybody wins. A gender equal world is healthier, wealthier, more productive, and more peaceful. Gender equality is not only a woman's issue, it's a societal issue, and all people have a role to play in achieving it.

Men who

EMBRACE NON-VIOLENT AND EQUITABLE GENDER NORMS AND PRACTICES

tend to be

HAPPIER AND HEALTHIER, AND THEIR PARTNERS ARE HAPPIER WITH THEM.

Men who *take parental leave* contribute to pay equity and gender equality in the workplace by setting a standard and showing that

CAREGIVING IS EVERYONE'S RESPONSIBILITY.



When boys see their fathers fully engaged as full partners in domestic care and work, they are



1.5X MORE LIKELY

TO CONTRIBUTE THEIR FAIR SHARE OF UNPAID CAREWORK WITHIN THE HOUSEHOLD.

When men *view and treat* people of all genders as equals **societies are more peaceful and inclusive** within their own borders and towards other nations.



Engaging men to *change norms and expectations* around women's roles in politics **will help close the gender gap in political leadership, which, left unchanged, will take**

99 years to close.



When girls see their fathers equally engage in domestic care and work, **THEY ARE MORE LIKELY TO WORK OUTSIDE THE HOME AND PURSUE OCCUPATIONS THAT TRANSCEND GENDER STEREOTYPES.**



When boys and men *learn more* about female genital mutilation, **they are more likely to advocate to systematically abandon the practice.**



When boys and men are *educated* on the benefits of contraception, **they are more likely to support women's use of contraceptives and autonomy over their bodies.**



RECOMMENDATIONS

GOVERNMENTS, THE PRIVATE SECTOR, AND CIVIL SOCIETY SHOULD COMMIT TO ADVANCE GENDER EQUALITY AND ENGAGE BOYS AND MEN AS PART OF THE SOLUTION.

- 1. Create, fund, and scale up policies and programs that establish zero tolerance for gender-based violence.** Implement zero-tolerance policies in the workplace, governments, and digital spaces. Provide parent education on the impact of violence on child development, and provide support for children who witness or experience violence at home.
- 2. Confront and change harmful gender norms that perpetuate gender inequality at home, at work, and in public.** Work with communities to shift attitudes around traditional gender roles and norms, to equip young people to challenge gender stereotypes, and to promote equity in care, leadership, and decision-making.
- 3. Establish policies and practices that encourage men to be full partners in care work, including through paternity leave.** Implement and normalize equal, fully paid, and non-transferable parental leave for all parents in all workplaces. Educate fathers on the benefits of taking full advantage of paternity leave—including bolstering children’s development, promoting leadership and pay equity in the workplace for women and people of all genders, and advancing gender equitable attitudes and behaviors.
- 4. In the household, establish policies and practices that encourage men to contribute equally to care work.** Design and implement programs and policies to confront gender expectations around care work, and to promote engaged fatherhood and men’s full, active participation within households.
- 5. Guarantee equal pay for work of equal value.** Enforce accountability for pay equity, provide fair compensation for care work, and create transparent systems to ensure non-discrimination in workplace recruitment, hiring, and retention.
- 6. Invest in and implement comprehensive sexuality education that includes boys and men.** Destigmatize girls’ and women’s health, including menstrual hygiene and pregnancy, and engage boys and men as informed allies to promote inclusivity and equality.
- 7. Create and enforce institutional reforms that advance women and people of all genders as leaders and decision-makers.** Take action to ensure equal representation of women and men, and active inclusion of non-binary individuals, in government, business, and community decision-making bodies, including in peace and security efforts.

