

"Term of Community Men's Parliaments"



2023-
2025

3rd National Men's Parliament
Takuwani Riime
Programme of Action 2023-2025

[#MenChampioningChange](#)



PARLIAMENT
OF THE REPUBLIC OF SOUTH AFRICA

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA
Takuwani Riime Programme of Action 2023-2025

Tel: (021) 403 2911

Email: info@parliament.gov.za

Postal Address: P O Box 15, Cape Town, 8000
Physical Address: Parliament Street, Cape Town

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FOREWORD



**"TERM OF COMMUNITY MEN'S
PARLIAMENTS FOR THE MOST
IMPORTANT CALL TO GALVANISE
MEN CHAMPIONING CHANGE!"**

It is my distinct honour to present the Takuwani Riime Programme of Action, that promotes a vital step in our ongoing commitment to fostering positive masculinity in our society and address an issue of great importance - the role of men in shaping the future of our nation.

While we have made significant strides in promoting gender equality and women's empowerment, it is equally crucial to recognise the pivotal role that men play in achieving the goals of gender justice. In recent years, there has been a growing recognition of the importance of addressing the unique concerns of men in the broader context of gender equality. The Takuwani Riime Programme of Action 2023 - 2025 represents a two-year cycle strategic framework that guide our efforts in this regard.

The 6th Democratic Parliament of the Republic of South Africa hosted the biennial 3rd national Men's Parliament in November 2022 under the sustained theme Takuwani Riime: Institutionalising a Responsive Men's Movement, where we committed to strengthening the organisation of men, holding ourselves accountable for our actions, measuring and evaluating our progress in the launching and implementation of the Takuwani Riime Programme of Action through the oversight of the Men's Parliament were men from across the country, development partners, civil society, private sector and government convene, engage and resolve on pertinent issues affecting communities.

The biennial 3rd national Men's Parliamentary sitting resolutions mark an important turning point in the course of the men's movement as we enter a phase of implementation that is accountable at the grassroots level with the launch of the Takuwani Riime Programme of Action under the theme of "Term of Community Men's Parliaments" for the most important call to galvanise "Men Championing Change!" to mitigate the burden of disease causing poor population health, address socioeconomic disparities that are a threat to social inclusion and cohesion, respond to serious crime and all forms of injustice perpetrated by men, particularly against women, adolescent girls & children in our communities. The Takuwani Riime Programme of Action promotes positive masculinities through a collective effort in our commitment to coherently working as men to realise our vision of institutionalising a responsive men's movement in addressing socioeconomic disparities, burden of disease, serious crime and gender

inequality where we live, work and play. Men are called to action to work together to challenge harmful gender norms and to create safe spaces for men to explore our roles and responsibilities in advancing socioeconomic development, population health, community safety and gender equality.

We are calling on the traditional, religious and community leaders in their diversity, political leaders, principals in institutions of education, industry captains, together with men from all walks of life to champion this course of ensuring the sustainability of the Community Men's Parliaments to advance the Men Championing Change programme by convening men in the various platforms, particularly on Wednesday's, providing a consistent and predictable schedule for men in fostering dialogue, collaboration and resolution of issues that impact our communities. The primary goal is to empower men to play an active role in community development while promoting a sense of responsibility, unity and social cohesion.

The levels of violence, particularly GBVF, the rate of new HIV infections and the high burden of lifestyle diseases indicates that South Africa remains an unhealthy society. We seek to rejuvenate the role of men as protectors, providers, and advocates of good conduct in individuals, families, and communities. The men's movement coordinate the facilitation of transformative conversations with men and boys at individual, family and community level. The outputs from these conversations inform sustained advocacy that results in policy and social behavioural change to effectively prevent and efficiently respond to issues that adversely affect individuals, families and communities. Addressing risky behaviours and harmful social norms entail the adoption of collaborative actions with the women civil society organisations regarding the strategies for the elimination of the scourge of GBVF and HIV prevention and sustaining reproductive health and rights.

Takuwani Riime Programme of Action is critical in facilitating dialogue and positive social change. Through the Men's Parliament, the underlying principle is to ensure mainstreaming, coordination and implementation of coherent men's movement activities through the Men Championing Change programme to address concern that affect men:

- Men often face stigma around mental health issues and may be less likely to seek help, leading to high rates of depression and suicide.
- Men face health inequities driven by poor health seeking behaviour and unique health concerns, including prostate and heart disease, sexual and reproductive health issues, HIV and TB, accidents and violence, which necessitate specific healthcare interventions.
- Men lag behind in educational attainment, particularly in higher education, which can have long-term economic and social consequences.
- Issues such as unemployment, wage gaps and occupational hazards disproportionately affect men in various sectors.
- Changing family structures and expectations require support for men in their roles as fathers and partners.
- A combination of factors including socioeconomic disparities, childhood trauma, substance abuse, peer influence and cultural norms increase the risk of men's involvement in criminal activities.

The programme is a continuation from the biennial 1st national Men's Parliaments that took place in November 2018 preceded by the annual provincial Men's Parliament, which mandate all the 52 districts to activate the biannual district Men's Parliament, leading to the 2nd national Men's Parliament sitting in November 2020 that initiated the local Men's Parliament for the 226 Local Municipality that must convene quarterly and Traditional Men's Parliament that was launched by CoGTA and the National House of Traditional & Khoi-San Leaders.

The 3rd national Men's Parliament is the "Term of Community Men's Parliaments" which is the final tier of the Men's Parliament framework, which is an inclusive community initiative that aims to establish dedicated platform in all the platforms that self-define as communities, particularly the 883 Traditional Councils, 4 468 Wards, 26 Universities, 50 TVET Colleges and 9 CET Colleges for men to meet every Wednesday, providing a consistent and predictable schedule for men in fostering dialogue, collaboration and resolution of issues that impact our communities. The primary goal is to empower men to play an active role in community development while promoting a sense of responsibility, unity and social cohesion. The convening on the last Wednesday of the month will establish a formal session of monitoring, evaluation & reporting to regularly assess the impact of the Community Men's Parliaments on community development, measuring changes in awareness, collaboration, performance against targets and the resolution of community issues, providing a feedback mechanism to gather input from participants, enabling continuous improvement of the Men's Parliament process. The reports of the Community Men's Parliaments will be collated every three months and presented in December, March & June, September at the quarterly Local Men's Parliament sittings, which will be cascaded to the April & October biannual District, followed by the November annual Provincial towards the biennial National Men's Parliament scheduled for November 2024. By providing a dedicated space for dialogue and action, Community Men's Parliaments initiative aims to contribute to the overall well-being and progress of our communities.

The primary goal is to:

- Empower men to play an active role in community development while promoting a sense of responsibility, unity and social cohesion.
- Harness Street Champions that promote ordered, clean and vibrant environment, one that is maintained and 'full of life', sending the signal that the community is monitored and that antisocial, physical disorder and criminal behaviour is not tolerated.
- Utilise the Community Capacity Enhancement tools for social and behavioural change through men's dialogues that debate and resolve on issues that affect their wellbeing.
- Promote positive masculinity, consent, respectful relationships and conflict resolution skills that contribute to reducing violence in general, particularly instances of violence against women and girls.
- Transforming harmful gender norms and stereotypes to prevent negative outcomes such as involvement in criminal activities, substance abuse, poor health seeking behaviour and mental health crises.
- Encourage positive fatherhood and parenting practices, strengthening family bonds and children's well-being, for a positive impact on child development and long-term outcomes.
- Improve psychosocial outcomes for men contribute to stronger families and more productive communities, addressing education, employment disparities and supporting men in the workforce contributing to sustainable economic growth.

We as men of South Africa must strive to become credible role models for young boys so that they may learn how to become better men, hold each other accountable for our attitudes, actions and behaviours. As we engage with the South African Men's Charter, redefine what the role of protector, provider and care-taker of the family and society means in our lives today, in the process of cascading the Men's Parliament to the provincial, district, local, ward levels all the way to communities. Let the "Term of Community Men's Parliaments" be the turning point that redefines the identity of men of South Africa. We must be confident in "who we are as men of South Africa" and the actions that we must take to create a positive "new normal."

The biennial 3rd national Men's Parliament in November 2022 declared this the: "Term of Community Men's Parliaments."

Wednesday is Men's Day!

Hon Lechesa Tsenoli

Deputy Speaker of the National Assembly



PREFACE



The Takuwani Riime Programme of Action promotes positive masculinities through a collective effort in our commitment to working with men to realise our vision of institutionalising a responsive men's movement in addressing population health, gender inequality and socioeconomic disparities. Men are called to action to work together to challenge harmful gender norms, and to create safe spaces for men to explore our roles and responsibilities in promoting men's health, socioeconomic development and gender equality. The 6th Democratic Parliament of the Republic of South Africa hosted the 3rd term national Men's Parliament at the National Assembly on 21st & 22nd November 2022 under the theme Takuwani Riime: Institutionalising a Responsive Men's Movement, where we commit to holding ourselves accountable for our actions, and to measuring and evaluating our progress in the implementation of the Takuwani Riime Programme of Action (POA). Men from across the country, development partners, civil society, private sector and government convened, engaged and resolved on pertinent issues affecting communities. We committed to reclaim our primary role in line with the adopted draft South African Men's Charter of being men who are productive, protective and caregivers in society, with a certain conscience that responds positively to matters in our society, the resolution that were passed where for the:

- Implementation of Community Men's Parliaments which shall convene every Wednesday in sectors of society that identify as communities, including Traditional Councils, Municipality Wards, Basic Education and Post-School Education & Training (PSET) Sector institutions;
- Adoption of the draft South African Men's Charter for further consultation with various sectors of society supported by the Parliament of the Republic South Africa review mechanism, for tabling at the 4th term national Men's Parliament sitting;
- Adoption of the Takuwani Riime Programme of Action 2023-2025 with a special focus on the implementation at the National Strategic Plans on HIV, TB & STIs 2023-2028 and on GBVF 2020-2030;
- Adoption of the Men's Awards to cascade at sub-national level, to recognise and award men who are community builders and social investors in provinces, districts, local municipalities and communities.

The Takuwani Riime POA aims to get men actively involved in community based, workplace, local, provincial and national activities that address issues of GBVF, promote population health and socioeconomic development. The call is for a response that places men from all walks of life at the centre of the solution, not just the problem. In-line with the National Development Plan (NDP), the Men's Parliaments provide a platform for men to address social and structural factors that drive poor health outcomes. The programme commits men to be placed at the forefront of promoting population health, prevention of serious crimes and socioeconomic development. The Takuwani Riime POA will cascade the sectoral parliamentary sittings of men to the various spheres of government, including the South African Men's Charter consultation with various sectors of society supported by the Parliament review mechanism particularly at the community Men's Parliaments. The focus area will be on the implementation plans and outcomes to ensure that we monitor and report on the impact of the men's civil society movement activities in achieving the targets of men's health, socioeconomic development, environmental health, with a special focus on the National Strategic Plan on HIV, TB & STIs and GBVF.

Hon Sylvia Lucas

Deputy Chairperson of the National Council of Provinces



ACKNOWLEDGEMENTS



The Takuwani Riime Men's Movement express gratitude to the various civil society organisations working with men and boys, partners in government, private sector, developmental partners and ordinary men from all walks of life advancing institutionalising a responsive men's movement.

The Takuwani Riime Programme of Action 2023-2025 is the resolution of the 3rd national Men's Parliament that took place on 21st & 22nd November 2022, made possible by various civil society contributors to the men's movement, National Assembly and NCOP of Parliament, the Presidency, including government stakeholders particularly the Department of Social Development, Department of Health and Department of Cooperative Governance & Traditional Affairs, National House of Traditional and Khoi-San Leaders, Development Partners including UNAIDS and UN Women, South African National Aids Council, the SANAC Civil Society Forum especially the Men's Sector and its secretariat Azali Health Care.

Special appreciation to the many South Africans and international partners who continue to contribute in institutionalising a responsive men's movement through participating in men's dialogues, Men's Parliaments, Boys Assembly, social mobilisations of men and boys for various campaigns that seek to advance building of a caring society, promote men's health, address social determinants of health, socioeconomic development, with a special focus on the attaining the National Strategic Plans vision of a South Africa free from the burdens of HIV and GBVF.





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ACRONYMS AND ABBREVIATIONS

ABYM	Adolescent Boys and Young Men
AGYW	Adolescent Girls and Young Women
ATC	Announcements, Tablings and Committee Reports
CET	Community Education and Training
COGTA	Department of Cooperative Governance and Traditional Affairs
DDM	District Development Model
DCS	Department of Correctional Services
DHET	The Department of Higher Education and Training
DoH	Department of Health
DSD	Department of Social Development
DWYPD	Department of Women, Youth and Persons with Disabilities
GBV	Gender-Based Violence
GBVF	Gender-Based Violence and Femicide
GDP	Gross Domestic Product
GF-CCM	Global Fund-Country Coordinating Mechanism
HIV	Human Immunodeficiency Virus
IDP	Integrated Development Plan
IPV	Intimate Partner Violence
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer & Intersex
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding
NCOP	National Council of Provinces
NDP	National Development Plan
NHTKL	National House of Traditional and Khoi-San Leaders
NSP	National Strategic Plan
PGDS	Provincial Growth Development Strategies
PHC	Primary Health Care

PLHIV	People Living With HIV
POA	Programme of Action
PSET	Post-School Education and Training
RISDP	Regional Indicative Strategic Development Plan
RSSH	Resilient and Sustainable Systems for Health
SADC	Southern African Development Community
SALGA	South African Local Government Association
SANAC	South African National Aids Council
SBC	Social and Behavioural Change
SDG	Sustainable Development Goals
SGBV	Sexual and Gender-Based Violence
SRH	Sexual and Reproductive Health
STI	Sexually Transmitted Infection
TB	Tuberculosis
TMI	Traditional Male Initiation
TVET	Technical and Vocational Education and Training
UNAIDS	Joint United Nations Programme on HIV/AIDS
VAC	Violence Against Children
VAWG	Violence Against Women and Girls
VMMC	Voluntary Medical Male Circumcision



EXECUTIVE SUMMARY

The *Takuwani Riime Men's Movement* promotes positive masculinities through a collective effort in our commitment to working with men to realise our vision of *institutionalising a responsive men's movement* in addressing socioeconomic disparities, burden of disease, serious crime and gender inequality. Men are called to action to work together to challenge harmful gender norms and to create safe spaces for men to explore our roles and responsibilities in socioeconomic development, population health, community safety and gender equality. The 6th Democratic Parliament of the Republic of South Africa hosted the 3rd national Men's Parliament at the National Assembly on 21st & 22nd November 2022 under the theme *Takuwani Riime: Institutionalising a Responsive Men's Movement*, where we commit to strengthening the organisation of men, holding ourselves accountable for our actions, measuring and evaluating our progress in the implementation of the *Takuwani Riime Programme of Action (POA)* through the oversight of the Men's Parliaments were men from across the country, development partners, civil society, private sector and government convene, engage and resolve on pertinent issues affecting communities. We commit to reclaim our primary role in line with the adopted draft South African *Men's Charter* of being men who are productive, protective and caregivers in society, with a certain conscience that responds positively to matters in our society. The 3rd national Men's Parliament resolved for the adoption of the *POA 2023-2025* with a special focus on the implementation at the National Strategic Plans (NSP) on HIV, TB & STIs 2023-2028 and on GBVF 2020-2030. The launch of the POA is a culmination of a number of key steps championed by the SANAC Men's Sector and Men's Forums with the support from the various stakeholders in civil society, development partners, business and government.

VISION, MISSION, GOAL AND OBJECTIVES

VISION

Institutionalising A Responsive Men's Movement

MISSION

"Takuwani Riime"- A call to action for men by men to stand up and be counted in building a men's civil society movement that is robust, accountable and follows the rule of law

GOAL

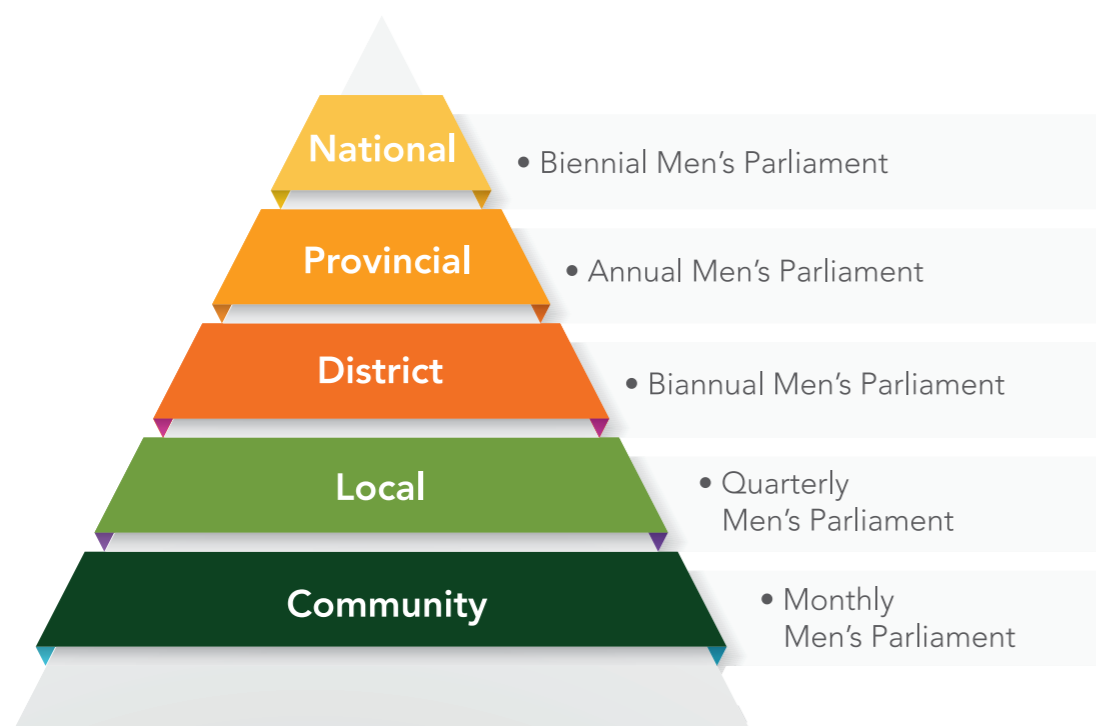
A call to action for men by men to be counted as meaningful partners in health and socioeconomic development, with a special focus on attaining a South Africa free from the burden of HIV, TB & STIs and GBVF by 2030

OBJECTIVES			
Institutionalise Men's Organisations Working in the Field of Health & Social Development	Advance the South African Men's Charter	Promote the Men's Health Campaigns and 365 Days of Activism Programme of Action	Support Awards of Men who are Renowned Social Developers and Investors

The following foundational documents were engaged by the Men's Parliament, stakeholders in government, business and civil society, including men from all walks of life:

Takuwani Riime! Institutionalising A Responsive Men's Movement Concept Paper: Through this document the Takuwani Riime Men's Movement commits to a biennial national Men's Parliament at the Parliament of the Republic of South Africa, which provides a coordinated platform for men to discuss issues regarding organisational development, capacity enhancement, leadership and sustainability of the responses of the men's civil society movement which include campaigns, establishment of collaborative partnerships with the broader civil society movement particularly the women's; Lesbian, Gay, Bisexual, Transgender, Queer & Intersex (LGBTQI+) and youth sector; government; communities; developmental partners and business in addressing challenges faced by the communities. This includes men and boys' health & wellness, institutional strengthening of men's civil society movement to enhance the responsiveness of the men's movement to socioeconomic disparities, serious crimes and population health. In this regard, putting a spotlight on the social determinants of health in order to promote social cohesion and social justice, addressing the burden of disease, with a special focus on the prevention of HIV and GBVF.

South Africa Men's Charter: The preamble of the South Africa Men's Charter further situates the pledge that was drafted by men in their diversity at the Men's Summit & Expo and launch of the Men Championing Change programme. The commitments, vision and aspirations anchor the articles on which the South Africa Men's Charter is founded. Essentially, the South Africa Men's Charter officially establishes the POA as a driver of a responsive men's movement.



Takuwani Riime Programme of Action: The POA drive the translation of the programme objectives into sustainable actions and outcomes for a period of a two-years cycle. During this period, community economic empowerment projects are developed and implemented. Actions related to the strengthening of proposal development, implementation, monitoring, evaluation and reporting at community level are part of the POA. These actions are aligned to national strategic priorities based on a bottom-up programme implementation approach. It is envisaged that a long-term strategic perspective will be developed during the implementation of the POA of the two-year cycle period ending 19th November 2025. The focus is the current term is to:

A. LAUNCH & SUSTAIN THE COMMUNITY MEN'S PARLIAMENTS (PSET SECTOR, WARD & TRADITIONAL MEN'S COUNCILS)

- Ward Men's Councils to sit monthly in all the 4 468 municipal wards
- Traditional Men's Councils to sit monthly in all the 883 Traditional Councils
- PSET Men's Councils to sit monthly in all the 26 Universities, 50 TVET Colleges & 9 CET Colleges
- Engage and consolidate the South African Men's Charter consultations at the community Men's Parliament sittings
- Compile the community resource list for coordination of men & boys' formations and structures
- Collection and collation of data as per the results-based monitoring & evaluation plans
- Prepare, furnish and dissemination of reports and Work Plans.

B. INSTITUTIONALISE THE MEN'S PARLIAMENTS

- Quarterly at the 226 Local Men's Councils scheduled to sit in December, March, June & September of 2023-2025
- Biannually at the 52 District Men's Councils scheduled to sit in April & October of 2024/25
- Annually at the Provincial Men's Parliament scheduled to sit in November 2024/25
- Biennially at the National Men's Parliament scheduled to sit in November 2024.

Addressing the social and structural barriers to the prevention of the burden of disease and serious crime, especially prevention of HIV and GBVF will be dependent on the implementation of the South Africa's Economic Reconstruction and Recovery Plan with a policy and strategic focus on rural and township economies. Health seeking behaviour change will be promoted in collaboration with all stakeholders through of 'whole of society and whole of government' response approach, particularly with the Department of COGTA, Health and Social Development, to enhance men and boys' health and wellness.



1. INTRODUCTION

1.1 INSTITUTIONALISING A RESPONSIVE MEN'S MOVEMENT

The South African civil society movement has historically engaged in mass mobilisation and community dialogues to respond to the challenges confronted by our communities. Consistent with this approach, a consortium of organisations working with men and boys supported by the SANAC Men's Sector & Men's Forums launched the Takuwani Riime Men's Movement in August 2015. The launch was led by President Cyril Ramaphosa in his capacity as the then SANAC Chairperson to advance the "Not in Our Name": National Men's Dialogue launched in April 2013 by former SANAC Chairperson, President Kgalema Motlanthe, where men from all walks of life engaged in addressing GBVF and signed a Declaration by the Men of South Africa on the Elimination of Violence Against Women and Children. Takuwani Riime Men's Movement advances this tradition in advancing the coordination of the men's movement in turning the tide through addressing serious crimes, social determinants of health and socioeconomic disparities for sustainable development in our communities.

"Takuwani Riime" is A Tshivenda expression meaning "Let Us Stand Up Together," a call to action for men by men to institutionalising a responsive men's movement that address concerns affecting communities, including socioeconomic development, population health and community safety. The vision, mission, goal and objectives define the action steps for the POA, which include deliberate and proactive collaborative partnerships with civil society formations, especially with the women, LGBTQI+ and youth sectors, including business, development partners and government in order to sharpen the responsiveness of the men and the adolescent boys & young men (ABYM) formations.

TABLE 1: VISION, MISSION, GOAL AND OBJECTIVES

VISION
Institutionalising A Responsive Men's Movement
MISSION
"Takuwani Riime"- A call to action for men by men to stand up and be counted in building a men's civil society movement that is robust, accountable and follows the rule of law
GOAL
A call to action for men by men to be counted as meaningful partners in health and socioeconomic development, with a special focus on attaining a South Africa free from the burden of HIV, TB & STIs and GBVF by 2030

OBJECTIVES			
Institutionalise Men's Organisations Working in the Field of Health & Social Development	Advance the South African Men's Charter	Promote the Men's Health Campaigns and 365 Days of Activism Programme of Action	Support Awards of Men who are Renowned Social Developers and Investors

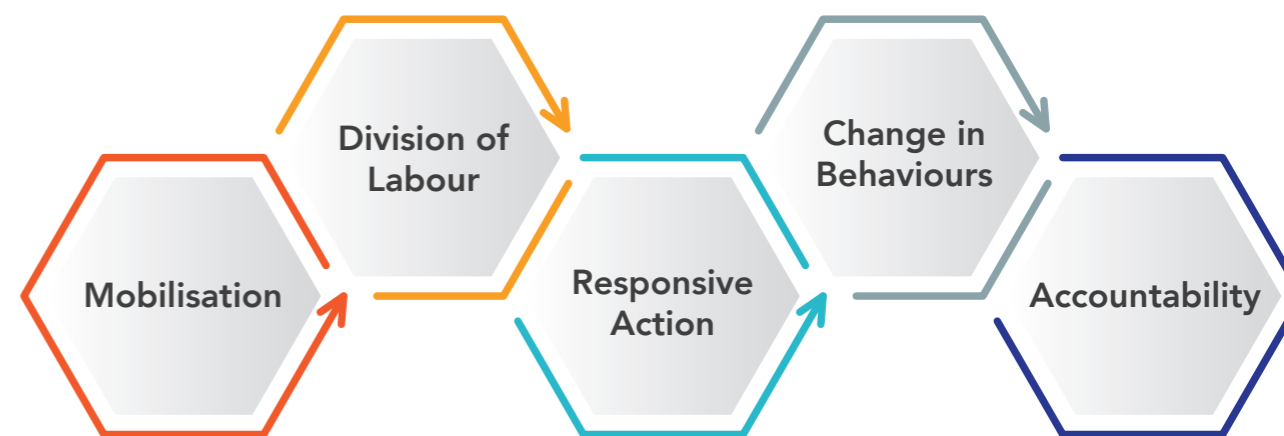
To advance the vision, mission, goal and objectives indicated above, three documents with the mutually reinforcing actions were developed:

- a. **Takuwani Riime! Institutionalising A Responsive Men's Movement Concept Paper:** Through this document the Takuwani Riime Men's Movement commits to a biennial national Men's Parliament at the Parliament of the Republic of South Africa, with incremental frequency of Men's Parliament sittings at sub-national level cascading from annual provincial to the biannual district, quarterly local and the monthly community Men's Parliament sittings. The Men's Parliament provides a coordinated platform for men to discuss issues regarding organisational development, capacity enhancement, leadership and sustainability of the responses of the men's civil society movement which include campaigns, establishment of collaborative partnerships with broader civil society, government, developmental partners and business in addressing challenges faced by communities. This includes men and ABYM health & wellness, institutional strengthening of men's civil society movement so that it can be an effective ally in addressing socioeconomic disparities, burden of disease and serious crime by putting a spotlight on the social determinants of health, promotion of social cohesion and justice, with a special focus on the prevention of HIV and GBVF.
- b. **South Africa Men's Charter:** The South African Men's Charter was introduced at the launch of the Takuwani Riime Men's Movement in August 2015 and the preamble of the document further situates the pledge that was made by men in their diversity at the Men's Summit & Expo and launch of the Men Championing Change programme in August 2018. The commitments, vision and aspirations anchor the articles on which the South African Men's Charter is founded. Essentially, the South African Men's Charter officially establishes the POA as driver to operationalise institutionalising a responsive men's movement affirmed in the vision, mission and objectives in Table 1.
- c. **Takuwani Riime Programme of Action:** The POA drive the translation of the programme objectives into sustainable actions and outcomes over a two-year cycle. During this period, psychosocial and socioeconomic empowerment projects are developed and implemented. Actions related to the strengthening of proposal development, implementation, monitoring, evaluation and reporting at community level area central part of the POA. These actions align to national strategic priorities based on the programme implementation approach presented in Section 1.3.2. It is envisaged that a long-term strategic perspective will be developed during the implementation of the POA for the two-year period ending 19th November 2025. This perspective will be informed by evidence drawn from the implementation of community-based initiatives and institutionalisation efforts accomplished during the implementation of POA.

The Takuwani Riime Men's Movement approach in achieving the vision to institutionalise a responsive men's movement starts from the bottom-up through Street Champions who are community-based men that are coherently organised and interconnected, accounting to the implementation of the POA at the community Men's Parliaments to uphold our commitment to the values of the South African Men's Charter.

Like the resilient roots of a tree penetrating new spaces and frontiers, change is inevitably uncomfortable and unsettling. However, by its very nature, it must be ground-breaking and rigorous. To be effective, change must be multi-faceted, multi-layered and multi-directional. The following ideas are presented as a guideline to initiate coordinated action as part of the Takuwani Riime Men's Movement. It is an approach for creating change from the ground-up so that as men we can, working together, take action by doing what we can, with what we have, where we are. There are five key elements illustrated in Figure 2, each presents a core set of activities that lead to the next element in a continuous cycle that can be applied to different types of initiatives.

FIGURE 2: CORE SET OF ACTIVITIES





I. MOBILISATION

Mobilisation is the first step in the process to get organised to take action. The key aspects of this step are:

- Make a personal commitment - by taking personal responsibility and control of your thoughts, conversations and actions based on the core values of being a man, as we have defined in the South African Men's Charter, a man that care about themselves, their community and environment, being a Street Champion, which is the basic unit of the Men's Parliament
- Connect with others - once a personal commitment is made, engage with other men to understand the issues most prevalent in your community, the social and physical disorders that drive socioeconomic disparities, serious crime, poor population and environmental health
- Identify concerns and set priorities - by exploring concerns to help community identify invisible norms, values and attitudes that may lie beneath the issue of concern and not only their visible needs. This promotes community-led actions that identify and tackle the underlying factors that contribute to the problem by targeting the root causes towards creating a society with transformative and sustainable solutions
- Identify solutions with available and accessible resources - based on the engagement of solutions, develop the Work Plan identifying key priorities that can be organised into a set of manageable strategies for action, evaluating and listing all the available resources that you have access to, that you have influence over that can be utilised to implement the manageable strategies for action doing what you can, with what you have, where you are.

II. DIVISION OF LABOUR

- The second step is about dividing tasks and assigning them to individuals or groups to enhanced productivity and efficiency by directing available skills and resources where they are most useful. The key aspect is to define a course of action for each of the key priority areas identified, set goals with a clear Work Plan based on the available resources
- Establish 'path of least resistance' actions - identify activities that can be implemented with minimal effort and resources in a short space of time in response to the critical issues related to identified issues
- Identify key strengths and abilities - establish who is best placed for each of the tasks and activities that you have defined
- Allocate roles and responsibilities - based on key strengths and abilities of individuals that are part of the Takuwani Riime Men's Movement and related stakeholders, define how you will support each other to achieve the desired result
- Prepare to take action - set the POA in motion and activate the implementation of the Work Plans.



III. RESPONSIVE ACTION

The third step is taking action in response to the social or physical concerns that have been identified and prioritised. The key aspects of this step are:

- Engage - invite other Street Champions and relevant stakeholders to the broader community where you are to participate as agents of change alongside you in implementing the Work Plans that have been arranged

- Speak up - call out social and physical disorder observed in the community
- Take the lead - to introduce, establish and sustain social and physical order for influence progressing norms and values for positive change in behaviour and social norms
- Deliver on your promise to act - monitor and evaluate the implementation of our Work Plans and commitment to the values of the South African Men's Charter at all levels from household, neighbourhood, community, including the respective Men's Parliament.

IV. CHANGE IN BEHAVIOURS

This step is focused on the re-enforcement of positive behaviours as the change begins to happen. It is important that when an individual begins their journey to make positive changes and seeks support, they can confidently ask for assistance and access facilities where they can receive services.

The key aspects of this step are:

- Inspire others by being open to listen and share what they know so that we can learn from each other how to make and sustain changes
- Lead by example through our attitude and behaviour as defined in the South African Men's Charter
- Be a mentor to ABYM on being a responsible and responsive man.

V. ACCOUNTABILITY

The final step is accountability to society as men based on the promise we make in the POA and South African Men's Charter. The accountability for our contribution toward building a healthy society is applied as follows:

- Personal - as individuals working together in communities, we as men must continuously hold each other accountable for our attitudes and behaviour
- Social Network - from the moment pledge are taken, families, children, friends, colleagues and communities must hold men accountable for our actions
- Communities - the Men's Parliaments will be conducted to hold men accountable on the progress updates in the implementation of the Work Plans from the POA and upholding the values of the South African Men's Charter.

The implementation approach of the POA discussed in the ensuing sections embodies the men's response to the challenges recounted in this section and concerns that are identified by communities. There is recognition that the effective implementation of the South Africa's Economic Reconstruction and Recovery Plan is going to be catalytic in reducing the impact of the socioeconomic disparities, serious crime, burden of disease on human development and capital formation required to stimulate the economy. This is why policy advocacy for the effective implementation of building a new economy through the reconstruction and recovery plan with a focus on the rural economy through the Invest Rural Master Plan championed by the National House of Traditional & Khoi-San Leaders (NHTKL) and township economic development will be executed consistently in the implementation of the POA.

TABLE 1: VISION, MISSION, GOAL AND OBJECTIVES

VISION			
Institutionalising A Responsive Men's Movement			
MISSION			
"Takuwani Riime"- A call to action for men by men to stand up and be counted in building a men's civil society movement that is robust, accountable and follows the rule of law			
GOAL			
A call to action for men by men to be counted as meaningful partners in health and socioeconomic development, with a special focus on attaining a South Africa free from the burden of HIV, TB & STIs and GBVF by 2030			
OBJECTIVES			
Institutionalise Men's Organisations Working in the Field of Health & Social Development	Advance the South African Men's Charter	Promote the Men's Health Campaigns and 365 Days of Activism Programme of Action	Support Awards of Men who are Renowned Social Developers and Investors



1.2 MEN CHAMPIONING CHANGE

In pursuit of the call for men to champion change in communities, Takuwani Riime Men's Movement convened the national Men's Summit & Expo in August 2018 that launched the Men Championing Change programme, which sought to address the role and responsibility of men in advancing the health and socioeconomic developmental agenda in communities with a special focus on the prevention of HIV and GBVF. Representatives who attended the Men's Summit & Expo came from government, business and civil society including men's movement representatives from across the country.

Deputy President David Mabuza, as patron of the men's movement, delivered the keynote address and was joined by the Ministry of Social Development in launching the Men Championing Change programme. In August 2018,¹ the launch of the Men Championing Change programme and its attendant set the foundation for a strategic relationship and partnership between the Department of Social Development (DSD) and the Takuwani Riime Men's Movement. This partnership established a commitment for the implementation of a Compendium of Social and Behaviour Change (SBC) programmes targeting men and boys. The concept of Men Championing Change is anchored on the (re)definition of 'men,' mobilisation of men in the implementation approach of 'championing' the transformation and the theory on how 'change' is created for better outcomes in the attainment of the goal of the Takuwani Riime Men's Movement as outlined:

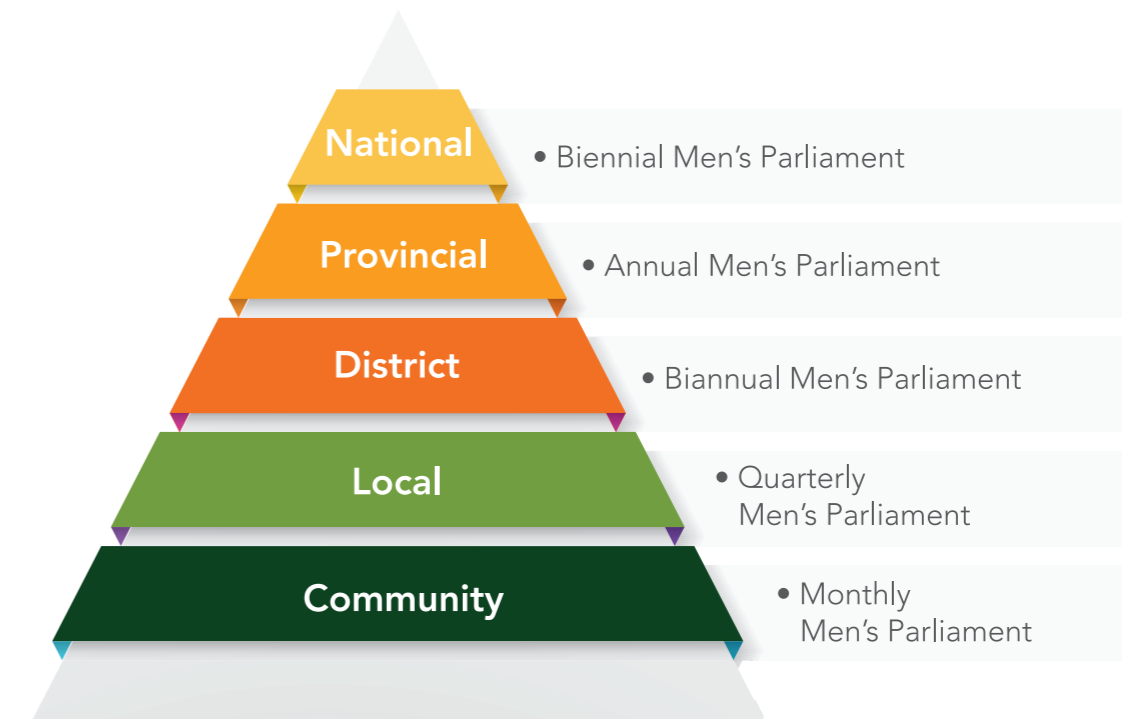


I. MEN

The definition of a man varies across cultures, societies and contexts. Traditionally, a man has been defined as an adult human male, typically distinguished by biological and physiological characteristics such as reproductive organs, chromosomes and secondary sexual characteristics like facial hair and deeper voice. In the various consultation with men across a range of platforms it is noted that gender identity is a complex and multifaceted concept that extends beyond biological and physiological factors. The varied men's dialogues definition of a man extends beyond the age of majority in South Africa of 18 years and encompasses societal and cultural expectations, roles and behaviours associated with masculinity. The current South African Men's Charter working definition of a man is: 'We have in our Men's Charter defined a man as he whose consciousness is a reflection of their regard for themselves as an adult male. A certain conscience that responds positively to matters in their society. Being a man is not a matter limited to biology, gender, sexuality, religion, culture or socioeconomic status. A man is he who is productive, protective and a caregiver in society.'

II. CHAMPIONING

The role of men in championing the change is outlined in Section 3: Governance & Oversight and Programme Implementation Approach of the POA. The framework of the Men Championing Change programme is outlined in the Men's Parliaments which drive the translation of the programme objectives into sustainably monitored and evaluated actions and outcomes for a period of a two-years cycle. During this period, population health, community economic empowerment projects, safety and security strategies are developed and implemented. Actions related to the strengthening of proposal development, implementation, monitoring, evaluation and reporting at community level are part of the POA. These actions are aligned to national strategic priorities based on a bottom-up programme implementation approach. The focus in the current term is to:





A. LAUNCH & SUSTAIN THE COMMUNITY MEN'S PARLIAMENTS (PSET SECTOR, WARD & TRADITIONAL MEN'S COUNCILS)

- Ward Men's Councils to sit monthly in all the 4 468 municipal wards
- Traditional Men's Councils to sit monthly in all the 883 Traditional Councils
- PSET Men's Councils to sit monthly in all the 26 Universities, 50 TVET Colleges & 9 CET Colleges
- Engage and consolidate the South African Men's Charter consultations at the community Men's Parliament sittings
- Compile the community resource list for coordination of men & boys' formations and structures
- Collection and collation of data as per the results-based monitoring & evaluation plans
- Prepare, furnish and dissemination of reports and Work Plans.

B. INSTITUTIONALISE THE MEN'S PARLIAMENTS

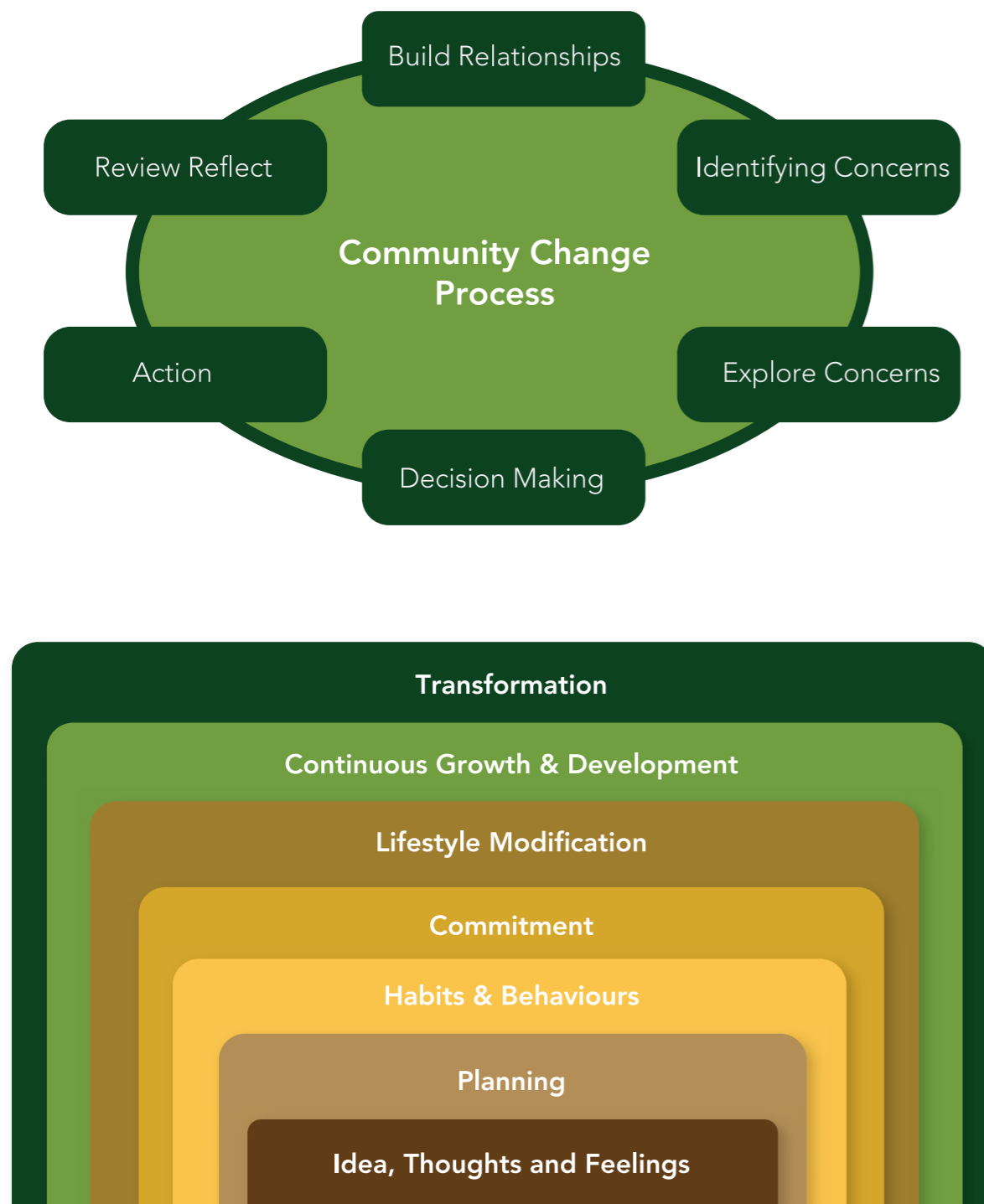
- Quarterly at the 226 Local Men's Councils scheduled to sit in December, March, June & September of 2023-2025
- Biannually at the 52 District Men's Councils scheduled to sit in April & October of 2024/25
- Annually at the Provincial Men's Parliament scheduled to sit in November 2024/25
- Biennially at the National Men's Parliament scheduled to sit in November 2024.



Street Champions are the basic unit of the Men's Parliament constituted by community-based men who play an active part, representing the men's movement role in taking a lead in responding to issues affecting our community. The Street Champions promote men's health and wellbeing, care for the household and look out for their neighbours in securing a healthy, clean, safe and vibrant place to live. Street Champions collectively contribute to constitute the community Men's Parliament (ward Men's Councils, Traditional Men's Council, PSET Sector Men's Council) that are convened monthly to further advocacy, mobilisation, organisation and coordination for community health, safety and socioeconomic development.

The monthly community Men's Parliament sittings utilise the Community Capacity Enhancement (CCE) process for SBC through men's dialogue spaces called 'Community Conversations.' In these conversations, men discuss, debate and decide on issues that affect their wellbeing. As a methodology, CCE uses a series of tools and skills to allow communities to reach decisions and to take action based on a thorough-going process of exploration of issues at hand, exploring concerns to help community identify invisible norms, values and attitudes that may lie beneath the issue of concern and not only their visible needs. This promotes community-led actions that identify and tackle the underlying factors that contribute to the problem by targeting the root causes towards creating a society with transformative and sustainable solutions. This is done following a six-step process as illustrated in Figure 1.

FIGURE 2: COMMUNITY CHANGE PROCESS



III. CHANGE

The Men Championing Change programme acknowledges that creating change involves a process of transforming one's thoughts, feeling and behaviours in order to achieve the desired outcome. Overall, change is a complex process that involves multiple factors including the individual's actions, collective efforts and systemic changes, which are the required combination to sustain the change. Success requires persistence, dedication and a willingness to adapt to new circumstances and challenges that may arise along the way. The Men Championing Change programme overview of how change is created through

the different stages including idea generation, thought and belief formation, emotional regulation, planning, habit formation, commitment, lifestyle changes, continuous growth and development for sustainable transformation. Here is an overview of how change is created through different stages:

- **Idea Generation, Thoughts and Feelings:** change begins with an idea or a vision for something different or better, stemming from personal experiences, observations or a desire to address a particular problem or need, the idea is accompanied by thoughts and emotions that motivate and fuel the desire for change, with positive thoughts and a sense of urgency driving the individual to take action.
- **Planning:** once the idea takes hold, it is important to create a plan of action through the Work Plans, involving Community Capacity Enhancement process of 'Community Conversations' and Men's Parliaments to break down the change into manageable steps, setting goals and defining the resources and strategies needed.
- **Habits and Behaviours:** change requires the adoption of new habits and behaviours aligned with the desired outcome, involving letting go of old patterns and embracing new ways of thinking and acting, with consistency and repetition being crucial in building and reinforcing these new habits.
- **Commitment:** change necessitates a strong commitment to the process, requiring dedication, perseverance and a willingness to overcome obstacles and setbacks as it provides the motivation to stay focused and continue working towards the desired change.
- **Lifestyle Modification:** change often requires adjustments to one's lifestyle and daily routines that may involve incorporating new activities, practices or perspectives into one's life, embracing the change as an integral part of one's lifestyle increases the likelihood of long-term success.
- **Continuous Growth and Development:** change is an ongoing journey of growth and development, involving learning, adapting and evolving over time by seeking opportunities for personal growth and self-improvement sustains the momentum of change.
- **Transformation:** with sustained effort and commitment, change leads to transformation that results in a fundamental shift in mindset, behaviour and outcomes, with the individual experiencing the desired change and embodying the change as a new way of being.



The Men Championing Change programme aims to bring about a cohort of men and boys who are responsive to their health needs, protective and productive in the society, promoting positive masculinity, which depicts men as providers, protectors and care givers of society. The Men Championing Change programme aims to harness the power of men so that we can be agents of social change, envisaging a man of stature who is a positive influence in the community, mentor to the boy child and advances gender equality. The programme is premised on the belief that men can be positive role models to boys, to respect each other, women, children and gender non-conforming people.

The overarching goal of the programme is to create an enabling environment in which men can dialogue and inspire positive values related to sex, gender and sexuality. Furthermore, the programme aims to instil active citizenry amongst men and boys, break communication barriers between men and the ABYM, children, adolescent girls and young women (AGYW), women and the LGBTQI+ community. This programme acknowledges that men and boys are equal members of society, they live in diverse families and communities. The ultimate goal of the programme is to develop a strong front of men who educate other men, mentor ABYM and inspire positive SBC that subsequently results in community safety, socioeconomic development, improved population health outcomes, especially the prevention of new HIV infections and violence against women & girls (VAWG) and violence against children (VAC) in particular, including violence in general.

The Takuwani Riime Men's Movement is the custodian of the Boys Championing Change programme which is implemented through the Boys Assembly. The Boys Championing Change programme provides platforms for ABYM to be meaningfully engaged in addressing social challenges that impede our communities from thriving to ensure that ABYM acquire knowledge and self-esteem they require to make positive change in their lives, Sexual and Reproductive Health (SRH) and express more favourable attitudes towards gender equity and an increased value of themselves, children, AGYW, adult and older women.



1.3 DEVELOPMENT OF THE PROGRAMME OF ACTION

The need to translate the Takuwani Riime Men's Movement vision, mission, goal and objectives into sustainable initiatives and Work Plans resulted in the development of the POA 2023-2025 grounded on the principles discussed below. The Secretariat of SANAC Men's Sector with technical support from UNAIDS and a wide range of stakeholders in civil society, development partners, private sector and government guided, coordinated and provided inputs in the development of the POA.

It is envisaged that collaborative support and actions by the Takuwani Riime Men's Movement will ensure that the implementation of the POA is embedded and driven by local and community-based structures. This includes strengthening existing linkages with initiatives being managed and implemented by strategic partners. Leveraging on and linking with other initiatives will be given priority in order to minimize duplication of effort, while strengthening synergies and learning across initiatives, making the Takuwani Riime Men's Movement agenda of institutionalising a responsive men's movement in health and socioeconomic development expansive. Its effective implementation requires long-term strategic perspectives grounded on robust collaborative actions with communities, civil society, government, business and development partners. Therefore, it anticipated that these perspectives would form strategic conversations during the execution of the POA 2023-2025.

The development and the implementation approach of the POA for the two-year cycle period ending 19th November 2025 will be grounded on the following principles.

- a) Alignment and harmonisation to global, intercontinental declarations and national policies and strategies
- b) Linkages with existing programmes and initiatives
- c) Promotion of strategic partnerships
- d) Work collaboratively across sectors.

POA aligns itself with the priorities of the National Development Plan (NDP) vision 2030, sector and thematic strategic plans in its implementation, monitoring and reporting. This principle assumes that the NDP, sector and thematic strategic plans are aligned to global, intercontinental and regional declarations, commitments and strategies mentioned in Table 2.

With respect to alignment to national policies and strategic priorities, the development and implementation of the POA follows national systems and deliberately engage national institutions in this regard. The systems include the national planning and budgeting cycle, implementation processes and programme monitoring and oversight at the behest of the National Assembly, Provincial Legislatures and Local Councils.



TABLE 2: NATIONAL DEVELOPMENT, SECTOR AND THEMATIC STRATEGIC PLANS

KEY PRIORITY AREAS	RELATED TARGETS	EXPECTED OUTCOMES	POTENTIAL ACTIONS
A. NDP Vision 2030			
Reduction of: <ul style="list-style-type: none"> • Rate of unemployment • Reduction of Poverty • Racialised inequality 	<ul style="list-style-type: none"> • Unemployment rate reduced from 24.9% in 2010 to 8.6% in 2025 • Percentage of people living below the poverty line (LBPL) 36.4% in 2011 to 9.6% in 2025 • Reduce income inequality from 0.69 in 2009 to 0.63 in 2025 	<ul style="list-style-type: none"> • Restoration of dignity and quality of life • Youth unemployment reduced to single digits 	<ul style="list-style-type: none"> • Contribute by executing collaborative actions, to the reduction of social and structural drivers at individual, family and community level by deepening community economic empowerment initiatives • Evidence based policy advocacy and oversight through Men's Parliaments and communities Work Plans regarding the implementation of national policies
SECTOR AND THEMATIC STRATEGIC PLANS			
B. DSD Strategic Plan 2020-2025			
<ul style="list-style-type: none"> • Consolidating the Social Wage through Reliable and Quality Basic Service Social Cohesion and Safe Communities 	<ul style="list-style-type: none"> • % of people accessing food through DSD programmes • % of GBV incidences • % of people accessing psychosocial services through the GBV Command Centre 	<ul style="list-style-type: none"> • Reduced levels of poverty, inequality, vulnerability and social ills • Empowered, resilient individuals, families and sustainable communities 	<ul style="list-style-type: none"> • Strengthen the relationship between the Takuwani Riime Men's Movement and DSD in the implementation of the Compendium of SBC Programmes

KEY PRIORITY AREAS	RELATED TARGETS	EXPECTED OUTCOMES	POTENTIAL ACTIONS
C. Yes when the new song huh cut me out in a new way umm			
<ul style="list-style-type: none"> Improve health outcomes by responding to the burden of disease of South Africa Inter sectoral collaboration to address social determinants of health 	<ul style="list-style-type: none"> Life expectancy of South Africans improved to 66.6 years by 2024, and 70 years by 2030 	<ul style="list-style-type: none"> Increase Life Expectancy improve health and prevent disease Engage and empower the community to ensure the availability of safe and quality community-based health care for men and boys 	<ul style="list-style-type: none"> Collaborate with NDoH to institute an advocacy, communication and social mobilisation programme that will serve as a platform to operationalise the South African National Integrated Men's Health Strategy 2020-2025 Engage men and boys on health seeking behaviour change and the promotion healthy life styles
D. South African National Integrated Men's Health Strategic Plan 2020-2025			
<p>Empower and support men and boys to optimise their own and each other's health and wellbeing across all stages of their lives</p> <ul style="list-style-type: none"> 1.1 Recognise and value the diversity of men and boys 1.2 Reduce stigma associated with health seeking behaviours 1.3 Increase health literacy 1.4 Address structural and systemic barriers to good health 	<ul style="list-style-type: none"> % of men and boys who access health services % of men and boys who know their health status annually % reduction of STIs Increase in the % of men on treatment for chronic diseases including ART 	<ul style="list-style-type: none"> Enhanced participation of men and boys' formations in the mobilisation of men and boys in accessing and the scaling up of quality and integrated Men's Health services 	<ul style="list-style-type: none"> Implement a national public awareness campaign using mainstream and digital media that highlights men's diverse health needs and promotes positive, healthy, behaviours Develop and implement collaborative partnerships with NDoH, men and boys formations, communities, civil society, business sector and all levels of government, including portfolio areas such as health, education and social development
E. NSP on HIV, TB & STIs 2023-2028			
<p>SANAC brings together government, civil society and the private sector to create a multisectoral response to HIV, TB & STIs in South Africa. For the implementation period ending March 2028; the national HIV, TB & STIs response mainstream a people-centred approaches on which community-led HIV, TB & STI response will be anchored. This aligns with the POA implementation approach and the Men's Parliament approach. Aligned to the NSP on HIV, TB & STI objectives, the collaborative actions for community empowerment will be reinforced and institutionalised through collaborative actions in the implementation of NSP HIV, TB & STIs. In this regard, the POA actions for the two-year period ending 19th November 2025 will include the following:</p> <ul style="list-style-type: none"> Mobilise resources and partnerships for strengthening the capacity of community-led initiatives; including community-led socioeconomic empowerment programmes; Men to reach the 95-95-95 target Policy and institutional change by influencing the implementation of policies that address GBVF and legislation and workplace policies that promote gender equality and prevent VAWG Mobilising other men to take action against GBVF. 			

KEY PRIORITY AREAS	RELATED TARGETS	EXPECTED OUTCOMES	POTENTIAL ACTIONS
E. NSP on HIV, TB & STIs 2023-2028			
<ul style="list-style-type: none"> Coordinate and collaborate in capacity strengthening efforts for men and boys led formations at all level, particularly in community on collaborative actions for community empowerment and health systems strengthening. Strengthening governance and leadership at national, district and local, with a special focus at community level based on mutual responsibility and accountability. 			
<p>GOAL 1: To break down barriers to achieving HIV, TB and STIs solutions.</p>		<p>GOAL 2: To maximise equitable and equal access to HIV, TB and STIs services and solutions.</p>	
<p>GOAL 3: To fully resource and sustain an efficient NSP led by revitalised, inclusive, and accountable institutions.</p>		<p>GOAL 4: To build resilient systems for HIV, TB and STIs that are integrated into systems for health, social protection, and pandemic response.</p>	
<p>VISION South Africa free from the burden of HIV, TB and STIs.</p>			
<p>MISSION South Africa on track to eliminate HIV, TB and STIs as public health threats by 2030.</p>			
<ul style="list-style-type: none"> Strengthen community-led HIV, TB & STI responses Poverty reduction through creation of sustainable economic opportunities Ensure that 95% of men living with HIV, know their status and 95% of them are on treatment, and 95% of those on treatment are retained in care and achieve long-term viral suppression. 	<ul style="list-style-type: none"> # of well-funded and functional community-led initiatives per district # of innovative and community led economic empowerment preprogrammes # of men living with HIV tested, initiated and sustained on ART 	<ul style="list-style-type: none"> Strengthened capacity of community led responses to implement and report on NSP on HIV, TB & STIs Resourced and supported community-based organisations to implement and monitor NSP on HIV, TB & STIs, responses Reduction in HIV related opportunistic infections and new HIV transmission due to U=U 	<ul style="list-style-type: none"> Mobilise resources and partnerships for strengthening the capacity of community-led initiatives Coordinate and collaborate in capacity strengthening efforts for men and boys led formations at district and community level. Strengthen the relationship between the Takuwani Riime Men's Movement and SANAC, led by the SANAC Men's Sector in the implementation of men's response to the NSP on HIV, TB & STIs
F. NSP on GBVF 2020-2030			
<p>The role of men in the implantation of a NSP on GBVF 2020-2030 is crucial. While GBVF primarily affects women and girls, it is essential to engage men as active participants in addressing this issue in partnership with AGYW, women's organisations and movements for:</p> <ul style="list-style-type: none"> Advocacy and awareness to raise awareness about GBVF and advocate for its prevention Educational initiatives to challenge traditional gender roles and promote gender equality Allies by providing support to women's initiatives and participate in efforts to end GBVF Policy and institutional change by influencing the implementation of policies that address GBVF and legislation and workplace policies that promote gender equality and prevent VAWG Mobilising other men to take action against GBVF. 			

KEY PRIORITY AREAS	RELATED TARGETS	EXPECTED OUTCOMES	POTENTIAL ACTIONS
F. NSP on GBVF 2020-2030			
<ul style="list-style-type: none"> Accountability, coordination and leadership strengthened across men and boy's formations Strengthen inclusive and collaborative community economic empowerment initiatives 	<ul style="list-style-type: none"> Gender equality and human rights sessions conducted with men and boy's formations per priority regions # of transformative and behaviour change sessions conducted at national and sub-national level # of collaborative and coordination meetings, seminars and workshops held with women and girls led formations in consultation with Social Protection and Community Development Cluster, Justice, Crime Prevention and Security Cluster, traditional, religious and community leaders 	<ul style="list-style-type: none"> Leadership strengthened, accountability across government and civil society that responds to GBVF strategically with clear messaging and adequate technical and financial resources Strengthened multi-sectoral coordination and collaboration across different tiers of government and sections of society based on relationships of trust that give effect to the pillars of the NSP on GBVF 	<ul style="list-style-type: none"> Promote the creation of safe homes, community, public and workplaces by working collaboratively with women organisations, communities and the business sector Invite women led formations to the Men's Parliaments to share the lived experiences and concerns, including of survivors of GBV and VAC Develop innovative safe spaces for men and boys to share their experiences Engage faith-based and traditional men's and boys organisations

VISION
A South Africa free from gender-based violence directed at women, children and LGBTQIA+ persons.

The national strategies mentioned above are aligned to the global, intercontinental and regional declarations, commitments and strategies in Table 7.



1.4 STRUCTURE OF THE PROGRAMME OF ACTION

Section 2 - Context Analysis and Justification: The country's socioeconomic context is presented with focus on the implementation of the NDP vision 2030, high rates of unemployment, poverty and inequality. It is recognised that without an inclusive economic growth and the creation of equal opportunities for employment and wealth trajectory, the response to the socioeconomic disparities, serious crime and burden of disease will remain a challenge that cannot be adequately addressed by individuals, families and communities.

Section 3 - Governance & Oversight and Programme Implementation Approach: Men's Parliament is discussed as a platform where men discuss issues regarding organisational development, capacity enhancement, leadership and sustainability of the men's civil society movement responses and campaigns, exploring opportunities partnerships. This includes the review of reports and resolutions for focused support. The implementation approach underlines the role and participation of communities in planning, implementation and monitoring. This includes alignment to the District Development Model (DDM) and the role of decentralised structures in the development of community-led initiatives; institutional development and capacity strengthening.

Section 4 - Collaborative Partnerships and Linkages: This section focuses on the core programmes of the POA and places the Compendium of SBC Programmes being implemented by DSD in context. It is looked at comprehensively as one of modules, not the only module of the Men Championing Change programme. Other programmes are discussed in the context of collaborative partnerships. Programme linkages with DSD, a consortium of key populations and the Global Fund-Country Coordinating Mechanism (GF-CCM) grants are also presented in this section.



Section 5 - Programme Implementation Matrix: POA scope of work, and thematic programmes are presented, including the matrix.

Section 6 - Monitoring and Reporting: The role of each governance structure in monitoring and reporting.

Section 7 - Budget: Partnership and resource mapping in discussed with the context of the bottom-up implementation approach.





2. CONTEXT ANALYSIS AND JUSTIFICATION

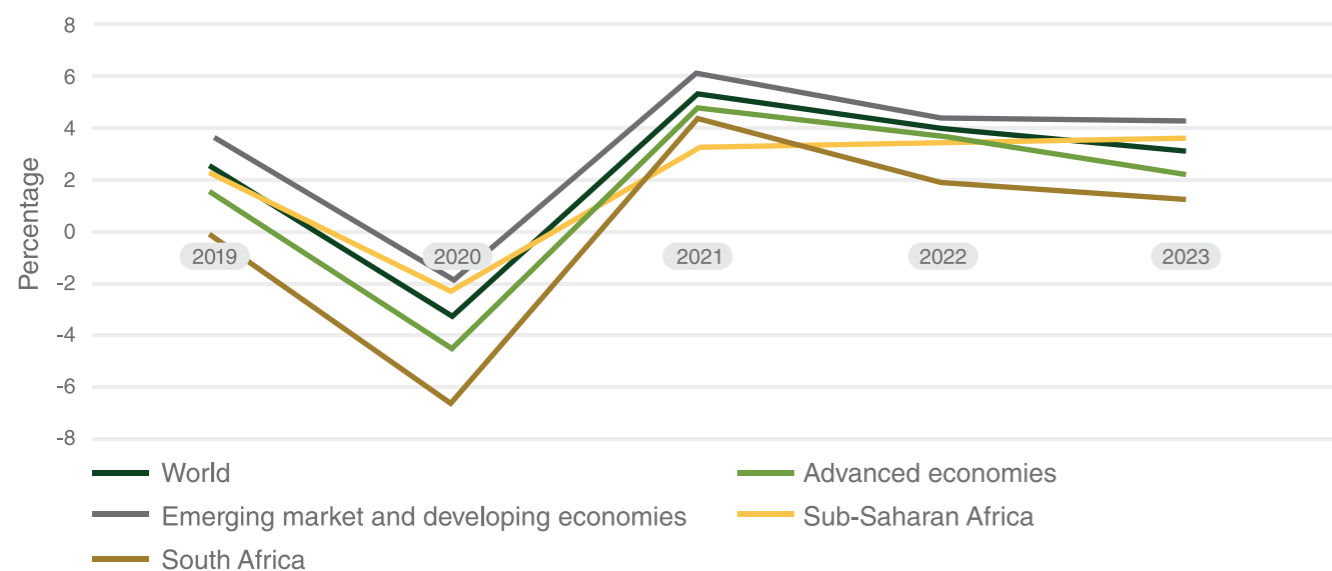
2.1 IMPLEMENTATION OF THE NATIONAL DEVELOPMENT VISION 2030

2.1.1 GDP GROWTH AND QUALITY OF LIFE

South Africa's socioeconomic development path is charted in the NDP vision2030. The path includes the reduction in the rate of unemployment measured by an increase in the proportion of adults working from 41 percent to 61 percent during the NDP period. In addition, the during the NDP period an average annual gross domestic product (GDP) of 5.4 was projected. However, GDP growth declined in 2020, it rebounded by 4.9 percent in 2021, driven by a more favourable global environment and less severe economic impact of domestic COVID-19 waves. However, real GDP declined by 0,7% in the second quarter of 2022,² following an increase of 1,7% in the first quarter; only to by 1,6% in the third quarter of 2022. What is clear though is that GDP growth remains below the NDP vision 2030 projected annual average target.

Arguably, the sluggish economic growth resulting in poor outcomes can be traced to the challenges related to the implementation of the NDP vision 2030. At the national level these would include inadequate public sector investments in energy, water and sanitation, public transport and ICT infrastructure.³ From the global environment the 2008 economic meltdown, COVID-19 public health requirements and the war in Ukraine contributed to the sluggish economic performance. In particular, the high inflationary pressures because of constrained supply chains exert pressure in the fight against food and income poverty.

FIGURE 3: REAL GDP, 2019-2023



Source: World Bank Global Prospects, 2022

The prospects of the South African economy as presented above have a profound detrimental effect on the quality of life for South Africans, especially the poor and vulnerable populations. The standard of living for most South Africans has been declining when regard is given to per capita incomes. It is not expected to improve in the medium term because per capita incomes are forecasted in 2022 to be lower than in 2012 and are expected to remain above 3 percent below pre-pandemic levels in 2023. Unrelentingly high unemployment, extreme inequality, and widespread poverty will continue to weigh heavily on South Africans in the medium term as long as structural impediments to growth remain unresolved.⁴

2.1.2 RATE OF UNEMPLOYMENT

The official unemployment rate decreased by 1,0 percentage point to 32,9% in the third quarter of 2022 compared to second quarter of the same year. There were movements in the official rate of unemployment in some provinces as shown in Table 1 below.⁵ In the third quarter of 2022, the unemployment rate among black South Africans reached 36.8 percent, marking a year-on-year change of 1.9 percent compared to the first quarter of 2021. The unemployment rate among white South Africans reached 7.8 percent in the first quarter of 2022, with a -1.4 percent year-on-year change.⁶

TABLE 3: UNEMPLOYMENT MOVEMENT BY PROVINCE

NAME OF PROVINCE	% DECREASE	% INCREASE
Kwazulu-Natal	2,1	
Limpopo	5,3	
Mpumalanga	1.0	
Western Cape	3.0	
North West		6,8
Northern Cape		2,7
Free State		1,4

Source: Quarterly Labour Force Survey, Quarter 3: 2022

The rate of youth unemployment (15-24) fell from 61.4% to 59.6% in the third quarter of 2022 while during the same period the not in employment, education or training (NEET) rate was 34.5% from 10,2 million young people aged 15–24 years. This was 0,9 of a percentage point higher than the NEET rate in Q3: 2021. In this age group, the NEET rate for males and females increased by 0,3 percentage point and 1,6 percentage points, respectively. Demonstrably, the NEET rate for females was higher than that of their male counterparts in both years.⁷

2.1.3 WEALTH INEQUALITY AND POVERTY

Poverty, inequality and social exclusion are among the major barriers to the health and well-being of millions of South Africans as demonstrated in the preceding sections. In this regard, while inherited socio-economic status is a predictor of economic mobility; race remains a strong predictor of poverty, with black Africans being at the highest risk of being poor.⁸ Additionally, female-headed households are up to 10 percent more likely to slip into poverty and 2 percent less likely to escape poverty than

male-headed households.⁹ This situation is untenable given the fact that females head forty percent of households.¹⁰ This varies by province, rural and urban settings. For instance, females head 39,6% of urban households compared to 47,7% of those in rural areas where 30% of the population resides.¹¹ Arguably, female-headed households would be most common in provinces with large rural areas such as Eastern Cape (50,6%), KwaZulu-Natal (48,3%), and least common in the most urbanised province, Gauteng (33,9%).¹² This situation impedes the ability of individuals, families and communities to make decisions about their own health and wellness. Further, it promotes isolation, mental illness, drug abuse, criminality and social exclusion.

The national mirror presented in the preceding paragraphs shows a picture of a country that remains unequal where the top 10% earns more than 65% and the bottom 50% only 5.3% of the national income. The World Bank 2022 Inequality Report showed the following breakdown of average income needed and average wealth:

INCOME PER YEAR		PER MONTH	TOTAL WEALTH
Top 1%	R2 584 000	R215 330	R16 884 350
Top 10%	R783 750	R65 310	R2 628 650
Middle 40%	R82 650	R6 890	R128 250
Bottom 50%	R12 350	R1 030	- R15 200

Estimates suggest that income inequality has been extreme in the country throughout the 20th and 21st centuries with the bottom 50% of the total population having never captured more than 10% of the national income. The triple challenges of unemployment, racialised poverty and income inequality are major barriers to quality of life to many South Africans; particularly the population in rural South Africa where 30% of the population and 60% of the poor resides.¹³ A pro-poor and Inclusive economy remains a policy imperative if the country is to sustainably fight against these challenges, which also drive the burden of disease discussed in the ensuing section. Currently the fiscal space for health and development is constrained by the high budget deficit, high debt costs as a percentage of GDP and inadequate investments in infrastructure.¹⁴ This includes inadequate investments in energy security, public transport, water, hygiene and sanitation.¹⁵ In the short-term the current increases in power cuts or load-shedding will compromise an already fragile and recovering economy. Therefore, the implementation of the country's economic recovery and development plan needs to drive rural and township economies in order to stimulate inclusive economic growth. This is a key policy imperative for expanding the fiscal space for health and development.

2.2 BURDEN OF DISEASE

While the country is still facing and responding to a quadruple burden of disease,¹⁶ which includes non-communicable disease and maternal, newborn and child health (MNCH); the ensuing paragraphs highlight some of these challenges. Additionally, the intersection between mental health, poverty and illness will be discussed to illustrate the need for a people centred, social determinants of health approach in responding to these challenges.

2.2.1 HUMAN IMMUNODEFICIENCY VIRUS

In 2022, the country had an estimated population size of 60.8 million, of which approximately 51% (31.1 million) were female.¹⁷ Life expectancy at birth was estimated to be 64.6 years for females (71.3 without HIV/AIDS) and 59.3 years for males (64.8 without HIV/AIDS), and the infant mortality rate was estimated at 24.1 per 1,000 live births.¹⁸ The HIV epidemic is largely driven by heterosexual transmission, with underlying behavioural, socio-cultural, economic, and structural factors influencing HIV transmission risk. These factors include:

- a) National and regional population mobility and migration
- b) Economic and educational status
- c) Lack of knowledge of HIV status
- d) Alcohol and drug use
- e) Early sexual debut
- f) Sexual and gender-based violence (SGBV)
- g) Intergenerational sex; multiple and concurrent sexual partners
- h) Inconsistent condom use, especially in longer-term relationships and during pregnancy/post-partum
- i) Discrimination and stigmatization; and gender dynamics, including unequal power relations between men and women.

Given the dynamics mentioned above; the country's number of PLHIV is over 8 million, of which more than 5.1 million are women, 2.7 million are male and 200 000 children.¹⁹ While the estimated number of new infections declined by 64% from 2001 to 2022; incidence remained high, with an estimated 194,185 new infections in 2022.²⁰ Almost two-thirds of all new infections (64%) occur in women; with AGYW accounting for more than a third (37%) of this. What is clear is that for the country to achieve the global target of ending AIDS by 2030, it will need to reduce new HIV infections by 40 000 per annum.²¹

Findings from the National HIV Prevalence, Incidence, Behaviour and Communications Survey (SABSSM V) showed a marked decrease in new infections from 2012 to 2017. A decrease of 42% among women of reproductive age was recorded.²² However, incidence was higher for women than men, and in the important age group of 15–24 years. Further, incidence was three times higher among young women than young men. An estimated 38% of new HIV infections were among those aged 15–24 years of age. The survey noted that the country had reached 85–71– 88 toward the UNAIDS 95–95–95 targets. Men account for only a third of South Africa's 210 000 new HIV infections in 2021. They account for more than half of the approximately 51 000 HIV- related deaths in the same period.

The country manages the largest national treatment programme in the world, and the National Department of Health (NDoH) and the DoHs at provincial and district levels lead the public sector HIV treatment and biomedical prevention efforts to achieve epidemic control. As of 2022, there were over 5.6 million people on ART, including 126,274 children (<15 years) and 5,533,940 adults.²³ Overall, treatment coverage among PLHIV in SA was 70%.²⁴ In 2022, ART coverage was higher among adult females (≥25 years, 75%) compared to adult males (≥25 year, 65%), but was comparable among adolescent girls and young women (15–24 years, 52%) and adolescent boys (15–24 years, 55%) 2.1.2).²⁵ However, relative to adults, ART coverage among children (<15 years) was substantially lower at 54%.

HIV prevalence and incidence vary significantly across geographic areas. Half of PLHIV and nearly half of new HIV infections are concentrated in the Gauteng and KwaZulu-Natal provinces.²⁶ The HIV prevalence in KwaZulu-Natal (17%) was more than double that of the Western Cape (8%) and incidence rates ranged from 2.7 per 1,000 population in the Western Cape to 4.6 per 1,000 population in the Eastern Cape, in 2022.²⁷

South Africa has continued to make considerable progress toward testing and identifying PLHIV since the HSRC 2017 survey. An estimated 93% of HIV-positive South Africans were aware of their status in 2022. Despite high awareness and implementation of universal ART eligibility, still only 75% of individuals diagnosed with HIV were estimated to be on ART, highlighting continued gaps in reaching diagnosed PLHIV with HIV treatment.²⁸

2.2.2 TUBERCULOSIS

South Africa is one of the ten countries with the highest Tuberculosis (TB) burdens in the world, accounting for two-thirds of all TB infections globally.^{29,30} Based on a TB prevalence survey conducted between 2017 and 2019, South Africa's TB prevalence was 852 cases per 100 000. In 2021, the incidence of TB in South Africa was 513 (CI: 348-709) per 100 000, a 48% reduction compared to 2015 still well above the global average of 134 per 100 000.³¹

Among the people diagnosed with TB, 4,1% had MDR-TB/rifampicin resistant TB (RR-TB) and 0,4% had pre-extensively drug-resistant TB (XDR-TB). There is a dual burden of HIV and TB infections. The proportion of TB patients coinfecting with HIV in 2021 was 53% and 89% of these patients were already on ART. TB is also the leading cause of death in PLHIV, accounting for almost half of deaths.

The TB burden is driven by poverty, socio-economic inequalities, delayed or limited access to screening, TB investigations, and TB treatment.³² Consequently, there is a strong correlation between both undernutrition and average income and TB incidence (World Health Organization 2021). Undernutrition weakens the body's immune system and is therefore an important risk factor for active TB disease (World Health Organization 2021).³³

2.2.3 SEXUALLY TRANSMITTED INFECTIONS

In addition to being the epicentre of the HIV epidemic, South Africa also has the highest burden of sexually transmitted infections (STIs) in the world.³⁴ The combined adult prevalence estimates for gonorrhoea are 5,1% and 10.3% for chlamydia in women and men, which is among the highest in the world.³⁵ Approximately 5,8 million new chlamydia infections in women and men were estimated with men almost twice as likely to present with a new infection. The prevalence of gonorrhoea (6,6%) and chlamydia (14,7%) is higher in women. The estimated prevalence of active syphilis of above 0,5% in both sexes remains high. The total number of new syphilis infections in men and women were estimated to be 498,175 with men being twice as likely to develop a new infection.³⁶ The number of newborns with

congenital syphilis was stable between 2010 and 2018, ranging from 89 to 127 per 100 000 live births but sharply increased to 165 per 100 000 live births in 2019. Consequently, the country has moved further away from the WHO targets for eliminating mother to child transmission of syphilis.

Cervical cancer incidence is 35,6 per 100 000 compared to the global average of 15,8 per 100 000. It is the leading cause of cancer-related mortality in women (19,5 per 100 000). HIV is associated with an increased risk of persistent HPV infection and rapid progression to invasive cervical cancer. Although most HPV types are vaccine-preventable, many PLHIV have not been vaccinated.

2.3 GENDER BASED VIOLENCE AND FEMICIDE

While GBVF is not unique to South Africa; the country holds the shameful distinction of being one of the most unsafe places in the world for a woman. The results of the South Africa Demographic Health Survey (SADHS) show that one in five (20,5%) ever partnered woman reported to have ever experienced physical violence by a partner, while 6,2% experienced sexual violence.³⁷ In the 12 months before the survey, 7,7% of women reported that they experienced physical violence.

From October to December 2022, 4 992 suspects were arrested for GBVF related crimes. During the same reporting period, 71 accused persons were handed down 89 life sentences while 219 accused were sentenced between 1 to 9 years imprisonment, culminating to a total of 1079 years behind bars. Another 143 accused persons were sentenced to between ten to 19 years imprisonment.³⁸

The country has the highest rates of intimate partner violence, and recently released data from Statistics SA show that rape and sexual violence have become hyperendemic. This is a scourge that affects young and old, black or white, rich and poor, queer or cis, rural or urban. It pervades every sphere of our society. When presented by province the results show Eastern Cape (31,4%), followed by North West (29,5%) and Mpumalanga (26,4%) presented the highest proportions among women who ever experienced physical violence. Women in KwaZulu-Natal and Limpopo recorded the least proportion of physical violence at 13,7% and 14,2% respectively. North West at 11,8% recorded the highest percentage among those who ever experienced sexual violence.³⁹ A total of 5 935 rape incidents took place at the residence of the perpetrator/victim, including residences known by victims/perpetrator. This shows that homes and neighbourhoods are not safe because perpetrators of rape are family members, friends and neighbours.⁴⁰ To improve the fight against GBVF the South African Police Service (SAPS) is sharpening the legislative tools by amending the Criminal Law (Forensic Procedures) Amendment Act also referred to as the (DNA Act). It is expected that the amended DNA Act became operational on the 3rd of March 2023.⁴¹

2.3.1 DRIVERS OF GENDER BASED VIOLENCE

Gender-based violence (GBV) is never an isolated incident, it exists in a pyramid that is systemic through the reinforcement of seemingly subtle or socially accepted attitudes, innocuous attitudes, beliefs and actions that are tolerated, excused and even condoned which create a foundation for more severe forms of violence. The foundation of violence is its 'normalisation' by veiled discriminatory attitudes or beliefs, minimisation or being indifferent that contribute to the higher tier of 'degradation' which include discrimination, unsolicited or non-consensual actions, and if tolerated, excused or condoned may result in graduation to 'loss of autonomy' by acts of harassment, threatening or verbal abuse leading to the final tier of the pyramid of 'explicit violence' expressed through assault, rape or murder. Takuwani Riime Men's Movement approach appreciates that to eliminate GBV we must dismantle the culture of violence by eliminating and being intolerant to the subtle or socially accepted attitudes, innocuous attitudes, beliefs and actions that tolerate, excuse and condone violence, decisively dismantling the 'bottom of the pyramid' by eliminating the 'normalisation' of violence.

2.4. MENTAL HEALTH AND SUBSTANCE ABUSE

2.4.1 MENTAL HEALTH

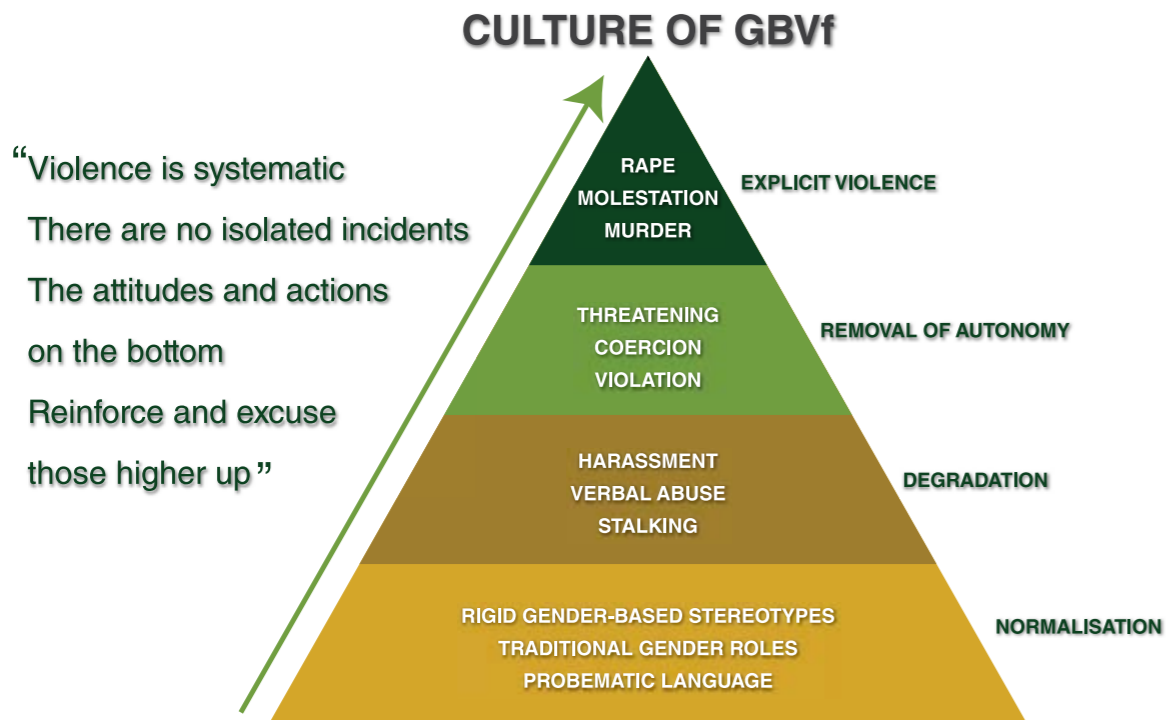
Mental health is a basic human right. It is intrinsic and instrumental to the lives of all people. Mental health influences how we think, feel and act. It underpins our ability to make decisions, build healthy relationships and shape the world we live in. It is crucial to personal, community and socioeconomic development.⁴² Neglecting the intrinsic and instrumental value of mental health happens at the expense of individual and family well-being as well as local and national economies. Close to 15% of the world's working population is estimated to experience a mental disorder at any given time.⁴³ Mental health disorders share common features with the major non-communicable diseases as well as infectious diseases such as HIV, TB, GBV and all being chronic diseases, often co-occurring and requiring continuous management and monitoring. Over the last two decades, South Africa has taken a public health approach towards better mental health care, firstly with the reform of the Mental Health Care Act (17 of 2002), emphasising the human rights of patient, in pursuit of this approach, a National Mental Health Policy Framework and Strategic Plan 2013-2020, aimed at the integration of mental health care into a comprehensive primary health care (PHC) approach. This approach is consistent with the World Health Organisation's recommendation for an integrated healthcare system, catering for people's overall healthcare needs, as an efficient way of preventing and managing mental disorders and other chronic diseases.⁴⁴ However, evidence of successful implementation of this policy with integration of mental health is still limited. In 2017, nearly 150 patients with mental health illness died at unlicensed facilities after being moved from the Life Esidimeni Hospital. South Africa also carries a burden of disease related to mental health, ranked number 10 on the list of countries with the most suicides with 23,5 per 100 000 population of the 13 774 suicides reported, 10 861 were men whilst 2 913 were women, translating to a rate of 37,6 per 100 000 for men and 9,8 per 100 000 for women, with men committing suicide at a rate four times higher than women.

2.4.2 SUBSTANCE ABUSE

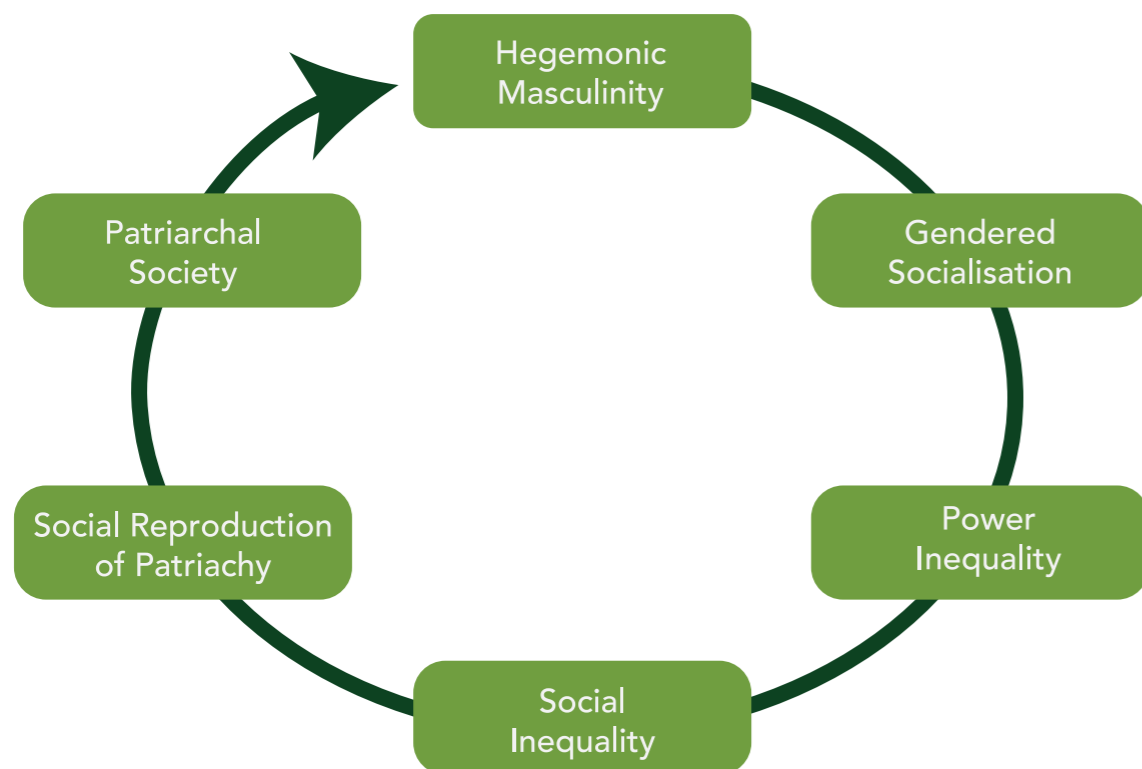
There is interaction between mental illness and substance abuse. Illicit drug users in Africa make up roughly 17% to 21% of global illicit drug users and most of the treatment demand in Africa is for cannabis abuse (63%).⁴⁵ Alcohol is the most abused legal substance in South Africa, while cannabis is the most common illicit substance used.⁴⁶ It is estimated that around 28% of the population consumes alcohol, while cannabis use among adolescents ranges from 2% to 9%, and among adults is 2% (Peltzer et al., 2010; Peltzer and Ramlagan, 2007). It is noteworthy that per capita cigarette consumption in South Africa decreased by about half between the early 1990s and 2004. It is also important to note that poly-substance abuse remains high with between 32% and 45% of patients in treatment reporting more than one substance of abuse (Plüddemann et al., 2010a). Overall, males tend to have higher rates of alcohol and other drug use than females, although females are more likely to abuse over the counter and prescription medicine.

2.5 MEN'S HEALTH AND WELLNESS

In many parts of the world, men engage less with health services than women. Further, they are less likely to access preventive services, and are more likely to drop out of care.⁴⁷ This limited access to health care services has implications for men's general health and life expectancy. In South Africa men experience a greater share of the total fatal and non-fatal burden of disease, resulting in a life expectancy at birth of 61.5 years compared to 68.4 for women. More women knew their HIV status than men, and disproportionately more have accessed antiretroviral treatment (ART) than men. South Africa's performance on UNAIDS 95-95-95 targets highlights these findings, women and girls are doing better



The NSP on GBVf 2020-2030 notes that the GBV drivers are a complex interplay of factors that act at individual, relationship, community and societal level, driven by social and political forces. The Takuwani Riime Men's Movement appreciates this complexity by addressing socioeconomic disparities and systemic issues that include hegemonic masculinity which results in patriarchal norms and gender inequality, exacerbated by lack of gender equity and economic exclusion that leads to poverty and power imbalances which create inordinate dependence on male counterparts, increasing vulnerability and VAWG. Consequently, male counterparts mainstream provision norms with no attention to the protection of women and children at home and in the community. Subsequently, the absence or loss of a man's capacity to provide combined with hypermasculine identity may result in wounded masculinity, resulting in negative behaviours towards VAWG and VAC that make communities, workplaces and homes unsafe.



across the HIV cascade than men and children living with HIV. Adult females are at 95-80-93, and adult males at 94-67-92, while children under 15 years are at 81-70-69.⁴⁸

2.5.1 MEN AND BOYS NEGLECTED VULNERABILITIES

Men's health is determined by multiple social drivers, including widespread and racialised poverty, persistent unemployment, extreme income inequality and social exclusion.⁴⁹ With respect to the child's (boy or girl) health this is determined by the family's socioeconomic circumstances, their living conditions and a supportive relationship between parents.⁵⁰ The response to these drivers could be masked by patriarchal notions of masculinity that celebrate toughness and risk-taking, violence and extensive exposure to abuse in childhood and excessive alcohol misuse. South Africa's Gender Assessment notes ABYM are neglected in the HIV response.⁵¹ Few interventions target this group, except voluntary medical male circumcision (VMMC) or Traditional Male Initiation (TMI) programmes. Consequently, the epidemic among this population group is surging. HIV prevalence has increased almost 7-fold among adolescent boys aged 15-19 years, from 0.7% in 2012 to 4.7% in 2017.ⁱⁱ This increase is likely attributable to new infections, not the aging of the cohort.ⁱⁱⁱ While HIV incidence has declined by 26% among AGYW aged 15-24 years (from 2.04% in 2012 to 1.51% in 2017), HIV incidence has increased by 11% among ABYM (from 0.44% in 2012 to 0.49% in 2017).^{iv} Compared to AGYW, ABYM are more likely to have sex before the age of 15 years (19.5% vs. 7.6%), and more likely to have multiple partners (25.5% vs. 9.0%).^v Condom use remains below 70%, ABYM who know their status and are on treatment are also far less likely to be virally suppressed than their female counterparts (65.3% vs. 95.8%).^{vi} Data show that boys and girls are equally vulnerable to sexual abuse,^{vii} yet boys are often stigmatized as potential perpetrators, limiting their access to post-violence care, fueling a cycle of violence and harmful masculinity.^{viii}



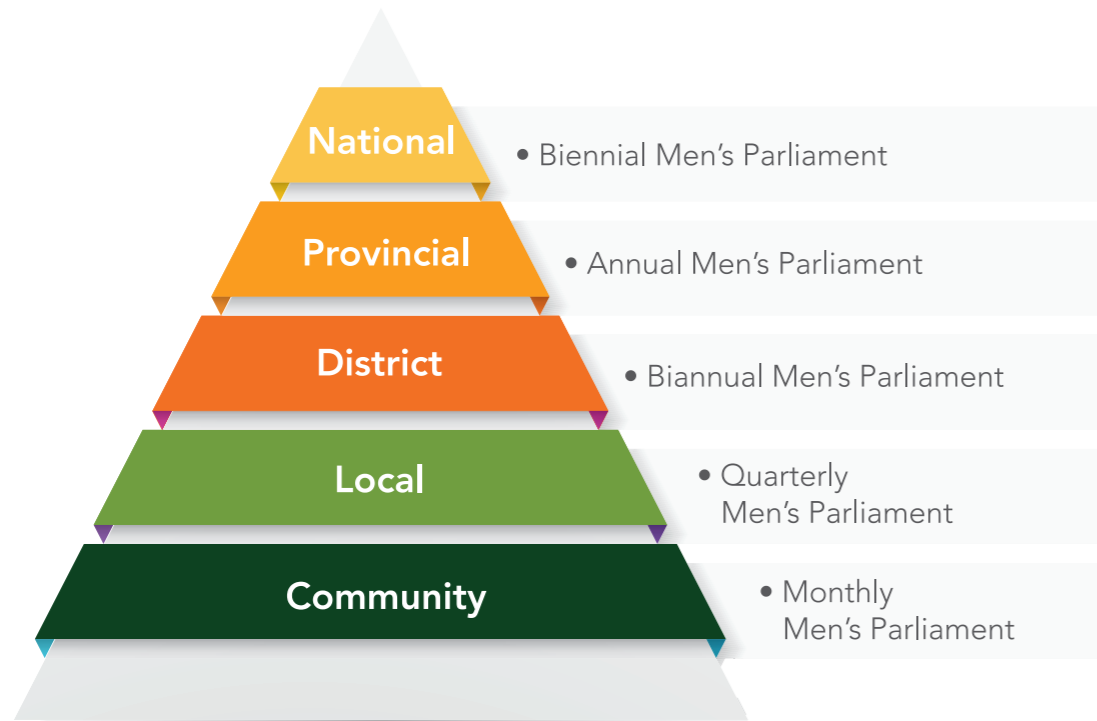
3. GOVERNANCE & OVERSIGHT AND PROGRAMME IMPLEMENTATION APPROACH

3.1 GOVERNANCE & OVERSIGHT

3.1.1 MEN'S PARLIAMENT

Takuwani Riime Men's Movement commits to a biennial national Men's Parliament at the Parliament of the Republic of South Africa, which provides a coordinated platform for men to discuss issues regarding organisational development, capacity enhancement, leadership and sustainability of the civil society men's movement responses and campaigns, exploring opportunities for partnerships with developmental partners, business and government in addressing challenges faced by communities, particularly the social determinants of health, cohesion and justice, with a special focus on influencing programmes and policy that advance gender justice, population health and socioeconomic development. The Takuwani Riime Men's Movement sustains annual provincial, biannual district, quarterly local municipality and monthly community Men's Parliaments with development of context specific local implementation plans to operationalise in greater detail the broad strategic directions and approaches planned. This decentralised process enables the POA to be tailored to the specific needs and conditions in provinces, districts, local municipalities and communities.



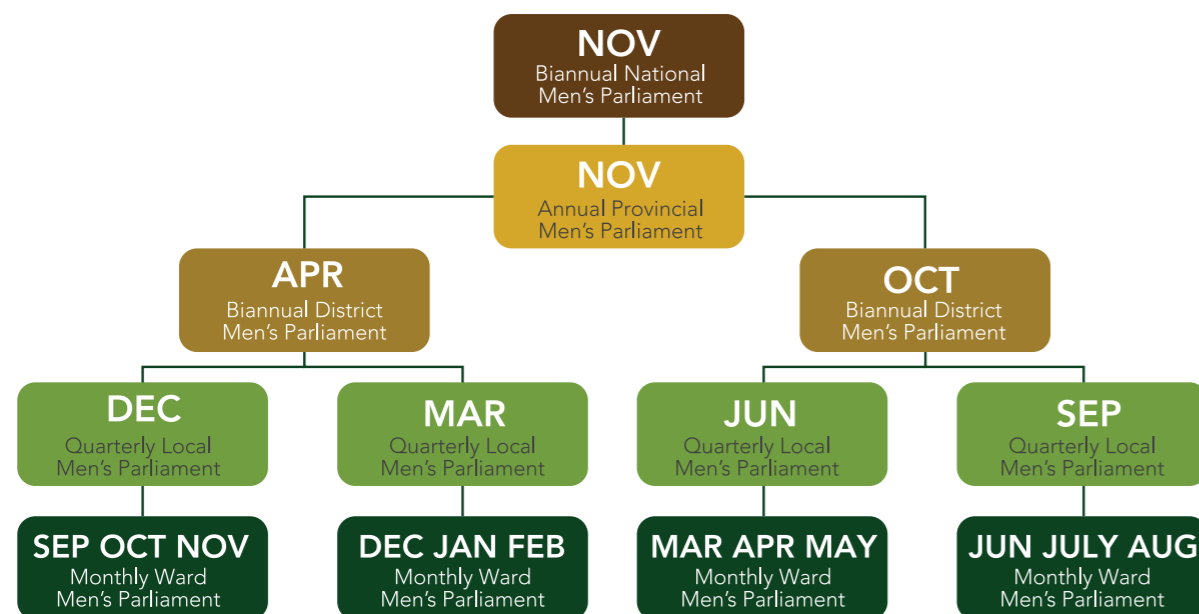


The Men's Parliament is scheduled with a standardised framework of the draft Programme in all the community Men's Parliaments (883 Traditional Councils, 4 468 Wards, 26 Universities, 50 TVET Colleges and 9 CET Colleges), Men's Councils (226 Local Municipalities Men's and 52 Districts), Men's Legislatures (9 Provincial Legislature) and at the national Men's Parliament at the National Assembly. Regions are encouraged to amend the standardised Programme to incorporate regional specific priorities to be addressed while maintaining the basic framework of the standardised Programme. The Programme for the Men's Parliament is focused on the development of the Work Plans and evaluation of the reports from the sub-region and dialogues from the respective delegates to debate and adopt the proposed Work Plans and evaluated reports, including receiving remarks from stakeholders and principals. The Men's Parliaments are co-convened and presided over by the Speakers and Traditional Leadership at the three spheres of government, with the community Men's Parliaments chaired by the relevant principal in the respective sector.

The Men's Sector Executive Committee is responsible for the mobilisation and coordination of men's movement initiatives and Work Plans. The consolidated Work Plans and reports from the respective monthly community Men's Parliaments will be consolidated to form the quarterly local municipalities development plans and reports presented by the Chairperson of the Men's Sector Executive Committee for submission to the Speaker and ascended to establish the biannual district Work Plans and reports of the district municipality. The collated districts Men's Parliament Work Plans and reports in the respective provinces will form the annual provincial Men's Parliament reports towards the biennial national Men's Parliament, which will adopt and pass resolutions for the subsequent two-year cycle POA.



Programme and reporting framework



3.1.2 SOUTH AFRICAN MEN'S CHARTER

The South African Men's Charter initial draft was introduced in August 2015 at the launch of Takuwani Riime Men's Movement. The drafting methodology of the Men's Charter translates the principle of public participation into development practice by creating opportunities for people to understand, discuss, decide and act on issues affecting their lives. To achieve maximum participation in the drafting of the South African Men's Charter, the Takuwani Riime Men's Movement engages various constituencies through consultations and commissions. Central to the process is the need to draft working Articles anchored on the (re)definition of the kind of man which all should aspire to become, one whose response is appreciated, positive, progressive in nature, fostering a value-based society.

The current Men's Charter working definition of a man is: We have in our Men's Charter defined a man as he whose consciousness is a reflection of their regard for themselves as an adult male. A certain conscience that responds positively to matters in their society. Being a man is not a matter limited to biology, gender, sexuality, religion, culture or socioeconomic status. A man is he who is productive, protective and a caregiver in society.

Once there is consensus on the 'Definition of a Man' through adequate public consultations, the next step will be to finalise the process of Articles that will guide the psychosocial response as our social contract. The final draft of the Men's Charter will be commissioned through public participation and consensus at the applicable national Men's Parliament. A charter is a guiding document and a declaration of intention in response to a situation that requires commitment and action to effect change, the South African Men's Charter contain the guiding principles that men aspire to live by and normalise as our contribution to society. For this reason, it must be defined from the community level to be representative of the voices of men across the country as the promise to society. The Men's Parliaments will make resolutions on the contents of the South African Men's Charter, including the POA that will be finalised for presentation and adoption at the various Men's Parliaments. In drafting the South African Men's Charter, the Men's Parliaments must consider the following, among other items, as key elements of the Men's Charter:

- The definition of a man - beyond sex, gender, sexuality, culture and religious beliefs, what are the qualities and values of a responsive, responsible man?
- The challenge that must be addressed - the focus of the response by men, priority issues
- The vision of a healthy society - what kind of communities do we envision and want to create as men?
- The call to action - what can we do as men, with what we have and where we are?
- Declaration - the pledge of men who answer the call to Takuwani Riime Men's Movement
- Promise to society - the results and changes that will be visible in every community as a result of responsive action by responsible and accountable men.

The current draft of the South African Men's Charter was adopted by the 3rd national Men's Parliament held at the NCOP, in Cape Town, at the Parliament of the Republic of South Africa on 21st & 22nd November 2022. The South African Men's Charter was adopted with provision for further consultation with all sectors of society supported by the Parliament of the Republic South Africa review mechanism, for adoption and resolution at the 4th national Men's Parliament sitting that is scheduled to sit in November 2024.

The Articles of the Declarations in the South African Men's' Charter anchors the value and principles of men leadership regarding gender equality, human rights and social justice in South Africa. Further, it could be suggested that the South African Men's Charter ground's the translation of the vision and mission of the Takuwani Riime Men's Movement into transformational actions grounded on the implementation of the POA. These actions include the breaking down of social and structural barriers culminating in inclusive socioeconomic development, gender equality and human rights. Therefore, it could be surmised that the POA provides catalytic pathways for the review and stakeholder-driven operationalisation of the South African Men's' Charter through targeted seminars and workshops. What is immediately clear, however, is that the South African Men's' Charter gives life and meaning to the POA within a decentralised posture as discussed earlier. In this regard, change should commence at a personal level based on share values which the South African Men's Charter provides, to foster sustainable change at community and institutional level. See Appendix B for the draft South African Men's Charter.

3.2 PROGRAMME IMPLEMENTATION APPROACH



The POA approach is aligned to the DDM principles and will be anchored on robust sector strategic partnerships. This bottom-up approach will ensure that programme actions respond to community contexts, aspirations and lived experiences. Further, this approach will seek to accelerate, align and integrate the response under a single development plan that is developed jointly by national, provincial and local government as well as business, civil society and the community in each sphere of government to eliminate fragmentation, enhance public participation and accountability in the implementation of the agreed interventions or initiatives. The sustained theme for the Men's Parliament is Takuwani Riime! Institutionalising A Responsive Men's Movement.



The theme is in-line with the national Men's Parliament resolution of focusing on the building of robust structures of the Takuwani Riime Men's Movement and functional Men's Parliaments at all levels from national, 9 provinces, 52 districts, the 226 local municipalities, towards the launch of the 883 Traditional Councils, 4 468 Wards and PSET Sector 26 Universities, 50 TVET Colleges & 9 CET Colleges. While the Men's Parliament provides a coordinated platform for men to discuss the following issues, it will provide an oversight framework for the implementation of prior declarations and resolutions on:

- i. Social and behavioural change with respect to gender equality and human rights
- ii. Enhancing individual and collective responsibilities of men regarding their health and wellness predicated on changes in health seeking behaviours
- iii. Governance and leadership to ensure sustainability of the civil society men's movement responses to community safety, population health and socioeconomic development
- iv. Work collaboratively with communities, particularly women and youth led responses
- v. In the above regard, explore opportunities to strengthen partnerships with communities and traditional leaders regarding community economic empowerment
- vi. Strengthen strategic partnerships with government, other civil society organisations, including faith-based organisations
- vii. Develop strategic partnerships with developmental partners, and the business sector and government in addressing challenges faced by the population in general and men's civil society organisations in particular.

The 6th Democratic Parliament of the Republic of South Africa hosted the 3rd national Men's Parliament at the National Assembly on 21st & 22nd November 2022 declaring this The Term of Community Men's Parliaments. However, on-going initiatives based on existing partnerships will not be neglected. The focus of the POA 2023-2025 will remain committed to efforts for capacity building, leadership development with a view to institutionalising a responsive men's movement.



3.2.1 LEADERSHIP AND COORDINATION



Leadership and coordination are essential components of a successful and effective POA, which are essential for guidance and ensuring synergy for maximum productivity. The Men's Sector Executive Committee through the Men's Parliaments lead and coordinate the goals and provides guidance for the Takuwani Riime Men's Movement, aligning Street Champions efforts and ensuring that the Takuwani Riime Men's Movement is working towards the common objectives. The Men's Sector Executive Committee provide leadership for the Takuwani Riime Men's Movement to develop and coordinate the POA through the Men's Parliaments to reach the targeted population of men and boys' formations, which includes:

- Convene and coordinate structure for men & boys' formations and other critical role players
- Enhanced sharing of evidence-based information, research findings and communication resources among stakeholders to achieve effective implementation of men and boys programmes
- Facilitate information, communication, and knowledge sharing with men and boys' formations
- Build strategic partnerships with various stakeholders and development agencies to advance the men's state of physical, mental and social well-being, address socioeconomic disparities and population health, especially the prevention of HIV & TB infections, VAWG & VAC in particular and violence in general
- Develop the role of men's movements in the evaluation and monitoring of public policies, test the new tools of participatory localised programmes and anchor their participation in the framework of the process of advanced locally initiated programmes
- Inform government and development partners about the needs identified and provide them with proposals for more targeted programming, strengthening laws, policies and services to optimise outcomes of investments.

The Takuwani Riime Men's Movement accounts to the Men's Parliament under the leadership of the Men's Sector Executive Committee at the various sphere of government at national, provincial and local government, including the community Men's Parliaments. The Men's Sector Executive Committee is constituted by a six (6) member structure composed of the Chairperson, Secretary, Convener and their respective deputies. Monthly community Men's Parliaments are convened by the Men's Sector Secretary and chaired by the principal of the respective community Men's Parliament (Municipal Ward, PSET Sector, Traditional Council). Quarterly local municipality and biannual district Men's Council are convened by the Men's Sector Secretary and presided over by the Speaker and chairperson of the House of Traditional Leaders at the respective local or district Council. The annual provincial Men's Legislatures are convened by the Men's Sector Secretary and presided over by the Speaker of the Provincial Legislature together with the chairperson of provincial House of Traditional Leaders and the biennial national Men's Parliament is convened by the Men's Sector Secretary and the presiding officers are from the office of the Speaker Parliament of the National Assembly and Chairperson of NCOP and NHTKL. The Chairpersons of the Men's Sector presents the Work Plans and reports for engagement and adoption at the various spheres of the Men's Parliament sittings.

The meetings monitor progress and evaluate the key area activities including the Work Plans and reports submitted by the Takuwani Riime Men's Movement in the implementation of the POA and engage on the priority issues affecting the communities in the respective sphere of government, tabling a Work Plan to action for the subsequent period, of which progress updates are to be reported in the next sitting. The Men's Parliament sittings are convened, inviting all the stakeholders and relevant development partners, civil society, business and government officials to engage and resolve on the issues at hand and approve the subsequent Work Plans presented by the Chairpersons of the Men's Sector over the respective period.



The term of the six (6) member Men's Sector Executive Committees will run concurrently with the NSP on HIV, TB & STIs, and the national Men's Sector Executive Committees must call a general Takuwani Riime Men's Movement meeting within six (6) months after the launch of the NSP on HIV, TB & STI's to nominate and second the six (6) member structure of the Men's Sector Executive Committees in the three spheres of government (nation, provincial and local) that will carry a renewed mandate for the new terms. The community Men's Parliament must develop a suitable leadership selection process that is appropriate for the respective community setting.

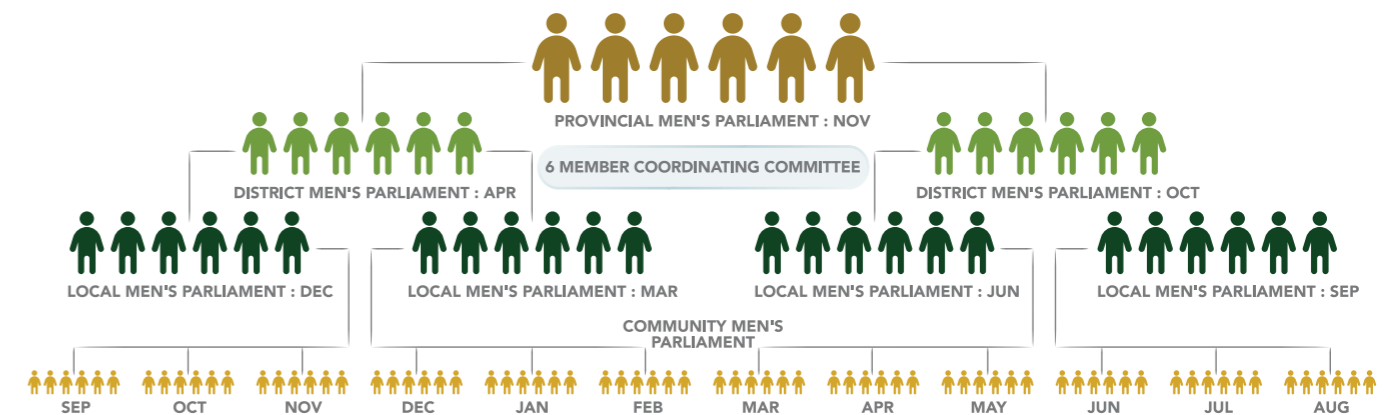
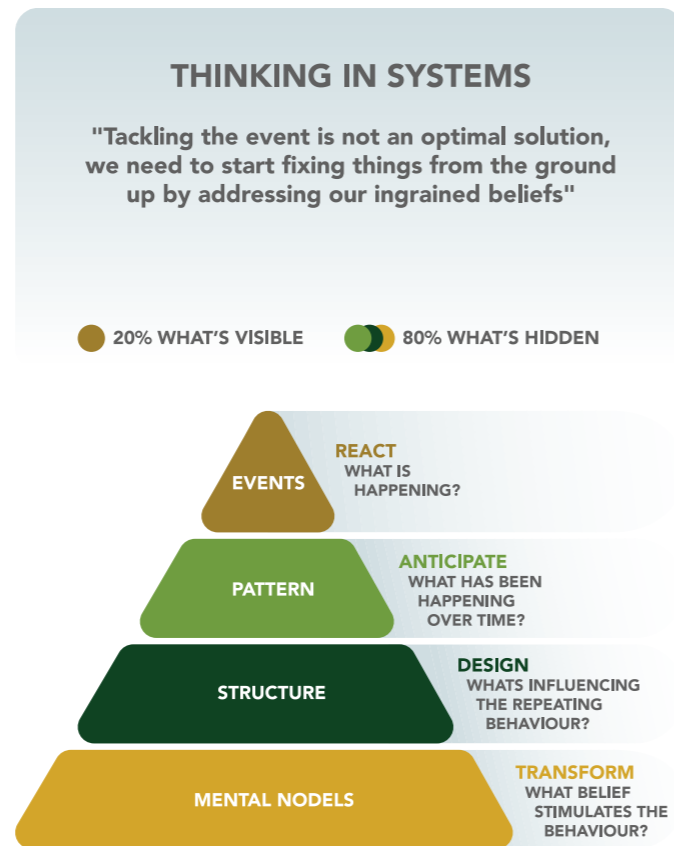


TABLE 4: THE KEY ROLES OF THE MEN'S SECTOR EXECUTIVE COMMITTEE ARE AS FOLLOWS:

POSITION	RESPONSIBILITY
<ul style="list-style-type: none"> Chairperson Deputy Chairperson 	<ul style="list-style-type: none"> Chairing of meetings Present the reports Ensure agreed tasks are carried out
<ul style="list-style-type: none"> Secretary Deputy Secretary 	<ul style="list-style-type: none"> Convene meetings Collate the reports Communication with related stakeholders
<ul style="list-style-type: none"> Convener Deputy Convener 	<ul style="list-style-type: none"> Mobilisation, organisation and coordination Represent the interests of the collective Follow-up on the agreed tasks

3.2.2 STREET CHAMPIONS

Street Champions are community-based volunteers who care about themselves, their local area, looking out for their neighbours and maintain a civil, clean, safe place to live. Street Champions are the basic units of the Men's Parliament advancing the POA, presenting a way to effect change promptly and cost-effectively by contributing to the existing high-level strategic plans, responding to the development agenda of the country through our mobilisation, organisation and response as men in communities. The rationale is based on the theory that it is far simpler to respond to social and physical disorders in communities than it is to reverse their adverse outcome in the form of burden of disease, socioeconomic disparities and serious crimes. Street Champions operate from the basis that the burden of disease, socioeconomic disparities and serious crimes is the final result of a lengthier chain of events, theorising they emanated from neglected social and physical disorder in communities and that if disorders are eliminated in communities, the burden of disease, socioeconomic disparities and serious crimes would not occur.



Street Champions are constituted by community-based volunteers who play an active part, representing the men's movement role in taking a lead in responding to issues affecting our communities. The Street Champions care about their wellbeing, local area, look out for their neighbours in securing a healthy, clean, safe and vibrant place to live. Street Champions collectively contribute to constitute the community Men's Parliament (Ward Men's Councils, Traditional Men's Council, PSET Sector Men's Council) that are convened monthly to further organise and coordinate community development. While the core principle of Street Champions is about active citizenry that is based on personal responsibility, it is encouraged for a Street Champion to connect with or recruit other fellow Street Champions as there is always strength in numbers that are coherently organised and interconnected. If there is more than one Street Champion, you can spread the responsibilities and response between yourselves, the different skills and strengths are an asset, so by working together you're able to achieve more and share idea on how to approach issues, as quoted in the African Proverb ~ "if you want to go fast go alone, if you want to go far go together." Social media or related communication platforms used by Street Champions may enable you to keep in touch with one another, share ideas and keep informed of what is happening in the community.

The monthly community Men's Parliament meetings are a platform for routine reporting, monitoring and evaluation of the Street Champions efforts. Co-ordination of the Street Champions is conducted by the nominated and mandated Secretary of the Men's Sector Executive Committees who is seconded to convene meetings and the Chairperson reports at the monthly community Men's Parliament sitting chaired by the heads of the respective community Men's Parliament, be it a Councillor at the municipal wards, Principal of PSET Sector or Traditional Leader of the Traditional Council. The Secretary of the Men's Sector Executive Committee at the community Men's Parliament will keep in regular touch with the Street Champions in the community via suitable means of communication including but not limited to social media, email, telephone, letters and other suitable platforms. Street Champions will periodically be convened to attend special community Men's Parliament meetings, including the monthly community Men's Parliament sitting for stakeholder engagement, decision making and reporting to share the monthly performance, achievements, challenges and future plans, ensuring transparency, accountability and effective governance within the community Men's Parliaments.

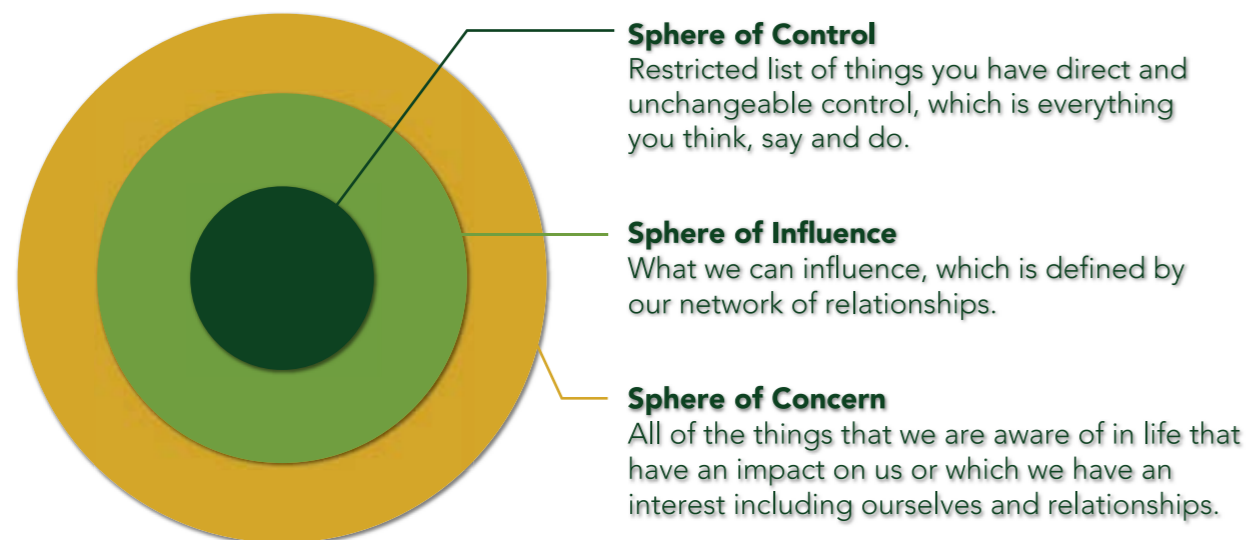
Oversite and accountability are central pillars for the implementation of the POA. During the period of operation, emphasis will be on strengthening the capacity to monitor and report on the implementation of the Work Plans and achieved outcomes overseen by the Men's Parliaments. This will include monitoring, evaluating and reporting on the impact of the men's civil society movement activities in achieving the targets of men's health, socioeconomic development and environmental health, with a special focus on the community-led monitoring and community-based activities by Street Champions.

Men who embody the values and initiatives of Street Champions are already prevalent in communities, the Secretary of the Men's Sector Executive Committee of the community Men's Parliament supports



the institutionalisation of the programme through suitable communication platforms for membership registration and administration of Street Champions. The membership of Street Champions is fluid, allowing for members to unsubscribe being a registered member at any time that they do not want to continue with the membership or subscribe at any time that the person intends to resume. The request is for the respective member to inform the Secretary of the Men's Sector Executive Committee in the respective community so he can remove or reinstate you from the Street Champions database. Local business that volunteers to get involved are encouraged to partner with the Street Champions as part of corporate social responsibility. The Secretary of the Men's Sector Executive Committee of the community Men's Parliament in the respective community will assist the business to contribute as part of its corporate social responsibility and provide more information on how the business can support.

A critical factor that will determine how well we can make the change happen is dependent on the degree to which each one of us as men is willing to take responsibility for our thoughts, conversations and actions, which are determined by our beliefs and attitudes. As individuals, each one of us has the ability to choose how we respond in any situation, recognising that our behaviour is a result of choices we make that are directly determined by the social norms and value systems influenced by the environment around us.



A man that takes up the Takuwani Riime Men's Movement call to action is someone who focus their time and energy on things they can control instead of reacting to or excessively agonising about things they have no control over. This means each one of us must appreciate our ability to control our thoughts, conversations and actions based on the core values of being a man, as we have defined in the South African Men's Charter and not be swayed to negative thoughts, problematic conversations or harmful actions by external interpersonal, systemic or structural factors that have a negative influence which we cannot control. Ultimately, if we can progressively transform our values, beliefs and attitudes, we will be able to improve our behaviour, positively influencing our environment and others. A Street Champion is an individual man who heed to the Takuwani Riime Men's Movement call to action by taking responsibility for their personal health and wellbeing, including that of the household and neighbourhood. The Street Champion plays an active role in their community, collaborating with neighbours to play an active role in addressing issues affecting their community by taking action based on his abilities, working with the resources at his disposal, from his current location to ensure a proactive and practical approach to achieving the set goals for meaningful progress and positive outcomes. The activities of the Street Champion are determined by what you want to do in your local community. The key areas include but are not limited to: i) Doing: neighbourhood activities to improve community safety, civility and cleanliness, improving the local environmental, fostering responsible behaviour; ii) Reporting: maintaining regular monitoring of your local area to identify and communicate any issue, so that it can be addressed promptly by reporting neighbourhood issues; iii) Projects: from time to time there may be campaigns or specific projects that can be advanced by the participation of Street Champions.

Street Champions are men who aim to maintain orderly and clean environments by creating an atmosphere of order and lawfulness in communities to send the signal that the respective community is monitored, tended and that antisocial behaviour is not tolerated. Street Champions view is that when an environment is well-tended and problems dealt with as they arise in communities, that also affects attitudes and leads to continued social cohesion and good environmental maintenance, while discouraging disorder and criminality within communities that prevents a chain of events that leads to sub-national level adverse outcomes of high burden of disease, socioeconomic disparities and serious crimes.

Takuwani Riime theme is institutionalising a responsive men's movement, co-ordinated through the Men's Parliaments to respond to the major concerns affecting communities including poor health outcomes, serious crimes and socioeconomic disparities. The Street Champions, as the basic unit of the Men's Parliament links neglected order and incivility within a community to subsequent accumulation of burden of disease, socioeconomic disparities and serious crimes at sub-national level. Therefore, Street Champions intend to address the national challenges by practically establishing and maintaining orderly, civil and clean environments in communities, preventing serious challenges by applying the 'nip it in the bud' principle through our community-led responses.

The roles of Street Champions are broken down into three key areas: Doing; Reporting & Projects. Street Champions may volunteer to take-up the responsibility of one or two, or all of the key areas at any given time. There are a range of initiatives we can choose to do as Street Champions and it is up to us to decide when, where and what we want to do in our local neighbourhood. The principle is for a Street Champion to do what you can, with what you have, where you are in creating and maintaining a safe and healthy environmental in your community.

Street Champions keeps a regular eye on the local area, helping to identify any issues, so they can be dealt with as quickly and affordably as possible. The uniqueness of each street and neighbourhood is a determining factor in the approach to the Street Champions programme design and intervention. South Africa is composed of vastly diverse communities with both common and conflicting social norms and value systems, including contrasting built environments. In the acknowledgement and sensitivity to

this reality, the Street Champions programme is a decentralised community-based and community-led intervention to enable the Street Champions to ensure that the programme design and implementation approach is aligned to the built environment, social norms and value systems of that particular community.

TABLES: STREET CHAMPIONS ARE BROKEN DOWN INTO THREE KEY AREAS: DOING; REPORTING & PROJECTS, E.G:

KEY AREA	ACTIVITIES
<ul style="list-style-type: none"> Doing: <p>neighbour-hood activities to improve community safety, civility and cleanliness, improv-ing the local envi-ronmental, fostering responsible behav-iour</p>	<ul style="list-style-type: none"> Litter-picking, vacant lot clean-up, clean-up campaigns Maintaining clean yards, streets, footpaths, backstreets and vacant lots Planting and maintenance of gardens, including weeds and plant overgrowth re-moval Repairing dilapidated infrastructure such as a wall, window, fence, signage, bin, bench Furnish and maintain the built environment, entry points, entrance signals & sign-age Neighbourhood watch and safety patroller 'Adopt' public facilities for development or maintenance Activate sustained community-based sports, arts and cultural activities Help senior citizens, persons with disability or disadvantaged community members Convening or attending neighbourhood committee meetings Linking in with the work of local social clubs, community organisations and councils Partake in community events that improve the neighbourhood and local environ-ment
<ul style="list-style-type: none"> Reporting: <p>maintaining regular monitoring of your local area to identify and communicate any issue, so that it can be addressed promptly by reporting the neighbourhood issues</p>	<ul style="list-style-type: none"> Neighbourhood watch group participation Suspicious or illegal activities 'Loud or unruly' neighbours Loiters and vagrants Unkept vacant spaces Illegal dumping Illegal trading Vandalism Broken pavements, potholes, streetlights, signage and manholes Abandoned property Disadvantaged community members to access social protection

KEY AREA	ACTIVITIES
<ul style="list-style-type: none"> Project: <p>campaigns or specific projects that can be advanced by the participation of Street Champions</p>	<ul style="list-style-type: none"> Promote and participate in clean-up campaigns Partake in psychosocial, physical and environmental health promotion activities Volunteer in health & wellness awareness and promotion campaigns Activate sports, arts or cultural activities, particularly targeting 'idle youth' Helping senior citizens, persons with disability or disadvantaged community members Activate of partake in local social clubs, community organisations and council projects Partake in community data collection and mapping exercises

Street Champions are of the view that an ordered, clean and vibrant environment, one that is maintained and 'full of life', sends the signal that the area is monitored and that antisocial and criminal behaviour is not tolerated. Conversely, a disordered environment, one that is not maintained and apathetic, sends the signal that the area is not monitored and that antisocial and criminal behaviour has little risk of detection creating an environment for the deterioration of a community. The Takuwani Riime Men's Movement focus on burden of disease, socioeconomic disparities and serious crimes is linked with addressing disorder and incivility within communities as disorderly environments create a vicious cycle that encourages further community disorder that ultimately led to a chain reaction that exacerbate burden of disease, socioeconomic disparities and serious crimes at sub-national level. Prevalence of disorder creates fear in the minds of citizens who are convinced that their community is unsafe, leading to withdrawal from the community that weakens social controls that previously kept order and civility in check. Street Champions therefore target minor disorders to help create an atmosphere of order and lawfulness in communities, creating communities with a strong sense of cohesion that are responsive and assert social responsibility on us, effectively giving ourselves control over our space. As we shape our space, space also shape us, with elements of the environment influencing and restricting day-to-day decision making. Conversely, an ordered environment, will influence progressive health seeking behaviour, civility and restrict criminal intent, creating a fertile environment for accelerated socioeconomic development.



TABLE 6: STREET CHAMPIONS GENERALLY DEFINE TWO DIFFERENT TYPES OF DISORDERS, E.G.:

SOCIAL DISORDER	PHYSICAL DISORDER
<ul style="list-style-type: none"> Littering and vandalism Public nuisance, use of problematic language Harassment, threatening, rowdiness, aggressive 'Loud or unruly' neighbours, noise pollution Loitering or idling groups Corruption, 'petty crime' and criminal behaviour Homelessness and vagrant Public intoxication, substance abuse and addiction Social isolation and loneliness Discrimination, marginalization and inequality 	<ul style="list-style-type: none"> Litter and vacant lots filled with trash Illegal dumping Illegal trading Unkept yards, gardens, parks and vacant land Potholes and manholes Broken, poor quality or non-existing outdoor lighting Sewage or water pipes spillage Dilapidated infrastructure Vacant buildings, abandoned property Neglected public spaces

3.2.3 COMMUNITY CAPACITY ENHANCEMENT

The Community Capacity Enhancement (CCE) tool will be used for SBC through dialogue spaces called 'Community Conversations.' In these conversations, communities discuss, debate and decide on issues that affect their wellbeing. As a methodology, CCE uses a series of tools and skills to allow communities to reach decisions and to take action based on a thorough-going process of exploration of issues at hand. This is done following a six-step process as illustrated in Figure 3



Key to CCE is the principle of the process as well as the belief that communities have the capacity to identify and change physical disorders, harmful practices and social norms based on identifying and exploring community concerns, reaching a new understanding and consensus about how they can use their resources to change and improve their future. At the heart of the CCE methodology is the belief that communities have the capacity to make their own decisions based on the concerns they identify and the findings of their exploration. As part of the process of CCE, Community Conversations facilitate decision-making and action planning. Unlike traditional approaches where plans are developed by interveners, in CCE community members develop their community-based Work Plans that integrate resources they can use to tackle their problems from the perspective of the community instead of prescribing desired changes to people. The process is facilitated in such a manner that it is communities that come up with what needs to change in order for their situation to improve. Community decisions and Work Plans will be integrated into monthly community Men's Parliament (i.e. Municipal Ward, PSET Sector, Traditional Council Men's Parliament) which will be collated together with the Work Plans from interconnected communities for consolidation at the local, district, provincial and national Men's Parliaments.



In some other methodologies, once issues of concern are identified they are immediately prioritized and acted upon by experts. However, in CCE there is no rush to prioritize and take action because of the awareness that quick decisions and actions may be off the mark without a thorough process of verification and validation. Since community concerns are different from needs, exploring concerns help communities identify invisible norms, values and attitudes that may lie beneath the issue of concern and not only their visible needs. This promotes community-led actions that identify and tackle the underlying factors that contribute to the problem by targeting the root causes towards creating a society with transformative and sustainable solutions.

Our path to creating change is modelled from the attitude and behaviour change process which focuses on effecting change by progressing through a set of key stages from acknowledging alternative norms and values to becoming an agent of change.

FIGURE 4: HEALTH COMMUNICATION: LESSONS FROM FAMILY PLANNING AND REPRODUCTIVE HEALTH



To highlight the significance of exploring concerns to help communities identify invisible norms, values and attitudes that may lie beneath the issue of concern using the examples of SGBV, particularly Intimate Partner Violence (IPV), which is a significant public health issue in South Africa with high rates of VAWG, including the LGBTQI+ community that further impoverishing individuals, their families, communities and the country.



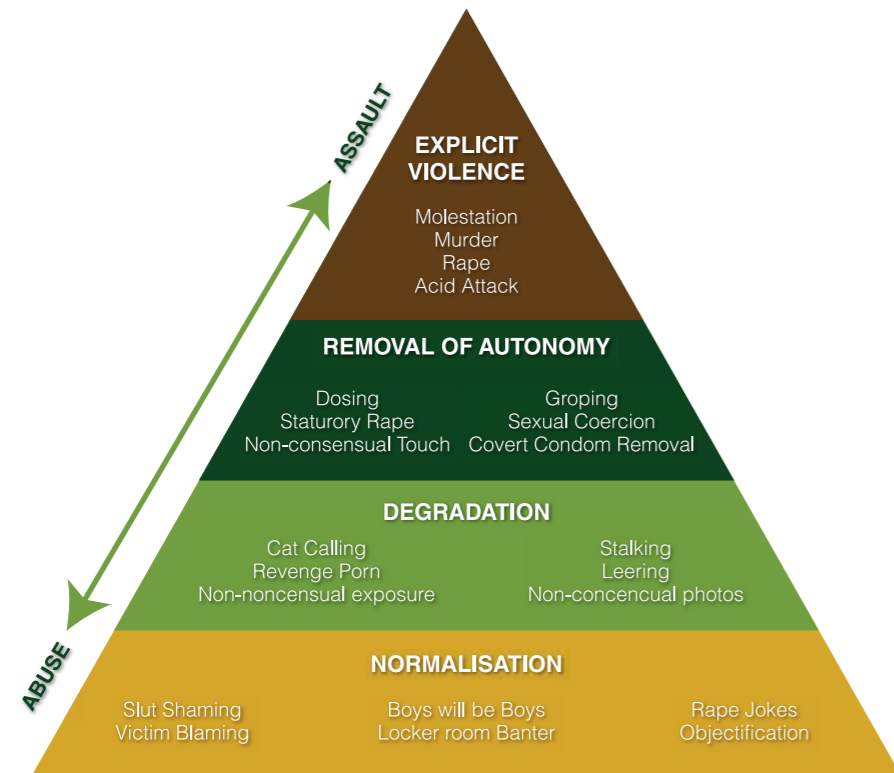
Men are in the main the perpetrators of VAWG and violence against the LGBTQI+ community particularly IPV and sexual violence which hampers progress towards all other development goals. Attitudes that condone or tolerate violence, rigid gender roles and identities, unequal distribution of power and resources are significant drivers of VAWG and hate crimes against the LGBTQI+ community. The behaviour change theory is applicable beyond addressing VAWG and hate crimes is instrumental to prevent disease, promote better quality of life and create environmental conditions in which people can be healthy. It is only when an individual has fully understood and accepted an alternative reality that they can apply that knowledge by acting differently. As they start to realise the results of the change, they are empowered to help others to make the change as well. Within communities, the principle is applied based on the belief that communities have the capacity to identify and change harmful practices and social norms by exploring community concerns and reaching a new understanding and consensus about how they can use their resources to change their future. Communities have the capacity to make their own decisions based on the concerns they identify and the findings of their exploration.



The pyramid conceptual framework as illustrated in Figure 4 using the example of SGBV demonstrates the various elements and behaviours that contribute to a culture that tolerates, excuses, and even condones sexual violence. The pyramid conceptual framework highlights how seemingly subtle or socially accepted attitudes, innocuous attitudes, beliefs and actions can create a foundation for more severe forms of SGBV.

The pyramid typically consists of multiple layers, with each layer representing different aspects of social or physical disorders. The base of the pyramid represents the underlying attitudes, beliefs, and societal norms and values that enable and contribute to a culture that normalises and trivializes social or physical disorders. These foundational elements include indifference, minimization, veiled prejudice and other harmful behaviours or beliefs. As you move up the pyramid, the behaviours become more overt and severe. The higher levels of the pyramid represent the most extreme and direct forms of the social or physical disorders.

FIGURE 5: THE PYRAMID CONCEPTUAL FRAMEWORK



The purpose of the pyramid conceptual framework is to highlight the interconnectedness and cumulative impact of these various elements and the need for comprehensive efforts to address and dismantle the concerns at their root cause. It aims to draw attention to the broader cultural context that contributes to the perpetuation of poor health, socioeconomic disparities and serious crimes.

Clearly identifying and documenting concerns is an essential part of the CCE. It is the key to bringing out real community responses. Through exploration, people can examine how significant or important the concern is and what the underlying factors are. Exploration helps to show how concerns are interconnected. It shows how there are different manifestations of the same concerns and the other factors that are involved at different levels and can lead to linkages and connections. In engaging men in CCE Community Conversations, it will be of utmost importance not to compromise the process by focusing on emerging perspectives and rushing to package those as issues to be deliberated externally. The implementation of CCE Community Conversations would have to be true to the process. This will not only help identify who else may be affected by the issues at hand, but it will also create possibilities for partnerships in addressing the situation. It will also allow enough time for all participants to voice their views so that the group may consider everyone's perspectives on an issue.

CCE provides a platform for people not just to be passive recipients of information but to think through all the repercussions of a situation, the way their individual values, behaviours and those of their family and neighbours affect people's lives. In the context of this intervention, men, through conversation spaces, learn collaboratively to attain to new perspectives on their situation. Starting from where these members of the community are, CCE Community Conversations take into account men's perspectives of the situation and their interest in change.



Through the CCE process, the understanding of their situation that the people develop leads them to act out of their resolve to improve the situation. It is a fact that no substantive change is possible without a prior change in consciousness. Through CCE men rediscover themselves, their capacity to change and the action learning cycle is activated in them. This makes CCE an ideal methodology to use in preventing and dealing with men's health, socioeconomic development, VAWG and violence in general, particularly prevention of HIV and SGBV within the community.

Hidden, shared assumptions and other underlying factors shape how communities respond to the challenges they face. There is no doubt that hidden assumptions are a factor in dealing with challenges facing of men's health, socioeconomic disparities and violence within men and boys in South Africa. CCE has a way of tapping the hidden assumptions that drive individual and community social behaviour. It does that by using people's ways of understanding social life to detect their perspectives. There are specific tools such as storytelling that are designed to do that. This places CCE, as a methodology, in a better position to tackle mindsets and values influencing undesirable visible behaviours. Through the CCE dialogues with men, hidden assumptions are surfaced and addressing them is be possible. The fact that the agenda of an intervener using the CCE approach is not limited to things they can control, influence is also a strength, which makes CCE ideal for working with men. Given the nature of CCE, the boundaries of the intervention are not limited to what might be premeditated by the interveners, instead they are expanded to include what would be of interest and concern to the men themselves. From this, interveners will learn from the affected communities. This is based on the principle that the community has the capacity and knowledge of their situation, the intervention's role is just to enhance it.

3.2.4 RECOGNITION AND AWARDS FOR THE MEN'S MOVEMENT

At the Takuwani Riime Men's Movement launch in August 2015, the Awards of Men Who are Community Developers was unveiled. This is to acknowledge South African men who are community investors and developers and institutions that work with men & boys throughout the men's movement, restoring the identity, role and pride of a male figure in society, fostering positivity, good values and character around South African men. Recognition and awards of men are significant tools for acknowledging and celebrating achievements, contributions and excellence in advancing the development agenda in various fields, whether in the workplace, academia, sports, or community service, recognising individuals and groups for their accomplishments, which has numerous benefits, including serving as a powerful motivator, boosting morale, reinforcing positive behaviour and encouraging continued excellence which contribute to higher levels of engagement of men in the development agenda.

The Awards of Men Who are Community Developers were initiated by the Department of Social Development in partnership with various stakeholders spearheaded by the civil society. The awards are regarded as a legacy project with a going concern, that encourage communities to identify role models who have produced tangible developments and projected a moral standing that is worth noting. The Awards are a project aimed at restoring the identity of South African men, incubating developmental programmes in the communities to build, encourage vulnerable individuals and to raise credible morale amongst men in society.

The inaugural South African Men of the Year Awards was held on 30th November 2015. The awards are a national campaign with the objective to sustain sub-national events in all provinces, districts and local municipalities that recognise and award men who are community developers and investors across the three spheres of government and in communities. The awards serve as a continuous collaborative effort between the key stakeholders in government, business and civil society, acknowledging various community developers in selected categories that included entrepreneurship, science & technology, education, health, sports, arts & culture, youth development and leadership. The lifetime achievement awards are awarded to members of communities with a long-lasting contribution in society.



4. PARTNERSHIPS AND LINKAGES

4.1 PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

Parliament's constitutional mandate requires that it provides meaningful opportunities for the involvement of people in its legislative and other processes. This means that Parliament is placed at the core of public discourse through the creation of platforms of engagement with the public and sectors of society. Parliament, therefore, affords designated groups the opportunity to directly engage with Public Representatives as well as government agencies, to unlock opportunities for socioeconomic advancement. Over the years Parliament has convened Youth, Women and Disabled People's Sectoral Parliaments. During the 5th Parliament, a review of Sectoral Parliaments was undertaken which concluded that being events driven undermined the value of such Sectoral Engagements. A shift towards a more inter-connected and developmental approach was proposed and endorsed by the Speakers Forum. This review process culminated in the adoption of a resolution that Parliament should strive towards interfacing with communities and sectors, across spheres and localities, thereby ensuring that local issues find expression at the national sphere of Parliament.





The principle of community-led mainstreaming, coordination and implementation of coherent bottom-up men’s movement activities through the Men’s Parliament was launched from October 2018 by all nine provincial Men’s Parliaments, culminating in the sitting of the biennial 1st national Men’s Parliaments that took place on 18th to 20th November 2018, leading to the two-year cycle 2nd national Men’s Parliament sitting on 19th & 20th November 2020 in the 6th Parliament. The 1st national Men’s Parliament in 2018 was declared The Term of District Men’s Parliaments, with biannual district Men’s Parliaments launched to ensure cascading of the integration and coordination of the men’s movement at district level, as well as develop collaborations and relationships with community organisations for sustained programmes, whilst building and strengthening the cohesiveness of community response in addressing challenges they are confronted with, particularly the social determinants of health, community safety and socioeconomic development. The biennial 2nd national Men’s Parliaments was declared The Term of Local and Traditional Men’s Parliaments, focusing on the initiation of the quarterly local municipalities and Traditional Councils Men’s Parliament’s sittings. The 3rd national Men’s Parliament sitting on 21st & 22nd November 2022 reached the final stage of cascading of the Men’s Parliaments to the ‘bottom of the pyramid’ with the current two-year cycle declared The Term of Community Men’s Parliaments, which ensures that the implementation of the developmental agenda is rooted in communities.

South Africa’s policy priorities clearly define the implementation trajectory for advancing the country’s developmental agenda. It is hence imperative that the strategic thrust of the Sector Engagement Programme gives expression to the achievement of the objectives contained in the broad development priorities that govern the current phase of our developmental state. This will ensure that the legislative sector engages in a seamless oversight programme that enables accountability, that is based on clearly defined objectives, deliverables and clearly stipulated timeframes.

To give strategic impetus to the Sector Engagement campaign, the Men’s Parliament programmatic trajectory has to be anchored within the Global, Regional and National Policy Priorities that are currently governing South Africa’s development agenda. These broad policy priorities include the following:

- Sustainable Development Goals (SDGs)
- African Union Agenda 2063
- Southern Africa Development Community (SADC) Master Plan
- The NDP.

The subsequent section hereunder defines some of the global, regional and local strategic perspectives on factors that influence the POA.

TABLE 7: INTERCONTINENTAL AND GLOBAL DECLARATIONS AND STRATEGIES

SUSTAINABLE DEVELOPMENT GOALS AND REGIONAL INTEGRATION	
The 2030 Agenda for SDGs	The effective multisectoral implementation of the SDG vision 2030 is key to bringing about an inclusive response to the polycrisis, particularly the socioeconomic, health, climate change and environment in South Africa
The SADC Regional Indicative Strategic Development Plan (RISDP)	Regional socioeconomic integration is at the centre of the RISDP to facilitate integration into the continental and global economies
African Union Agenda 2063: The Africa We Want	The seven aspirations which underpin Agenda 2063 reflect a desire for shared prosperity and well-being, for unity and integration, for a continent of free citizens and expanded horizons where the full potential of women and youth, boys and girls are realised, and with freedom from fear, disease and want
HUMAN CAPITAL DEVELOPMENT: HEALTH & WELLNESS	
Declaration of Astana on Primary Health Care	The Declaration supports the involvement of individuals, families, communities and civil society through their participation in the development and implementation of policies and plans that have an impact on health
End Inequalities, End AIDS: Global AIDS Strategy 2021-2026	The strategy, among other things, aims to keep people at the centre to ensure that they benefit from optimal standards in service planning and delivery, to remove social and structural barriers that prevent people from accessing HIV services, to empower communities to lead the way, to strengthen and adapt systems so they work for the people who are most acutely affected by inequalities, and to fully mobilise the resources needed to end AIDS
Comprehensive Mental Health Action Plan 2013-2030	Strengthening the contribution of men and boy's formations in addressing mental health as part of health and wellness

The POA is strategically positioned to drive the men's movement contribution in making an impact in addressing society's most urgent scourges of socioeconomic disparities, burden of disease and serious crime, particularly the prevention of HIV and GBVF. South Africa's resources are being galvanized through structured action to address the urgent social scourge of men's health, GBVF and related matters. Parliament through the Sector Engagement Programme will continue to solidify relations with entities, which at their core, advance the very objectives that Parliament is constitutionally mandated to advance through its work. The Takuwani Riime Men's Movement is recognised as a strategic partner in the response to men's health, GBVF and related matters. In an effort to advance the same objective as espoused by the Takuwani Riime Men's Movement, Parliament commits to assist the Takuwani Riime Men's Movement with the following:

- Institutionalise a biennial national Men's Parliament as part of the Sector Engagement Programme
- Advance the institutionalisation of annual provincial Men's Parliaments, biannual district, quarterly local and monthly community Men's Parliaments as part of the Sector Engagement Programme
- Process Reports generated through Parliament's institutional machinery (oversight and accountability mechanisms)
- Together with the Takuwani Riime Men's Movement, develop feedback mechanisms resulting from the implementation updates from the Executive
- Contribute towards defining modalities to measure the work of Takuwani Riime Men's Movement, particularly over extended time frames.



4.1.1 ALIGNMENT ACROSS THE THREE SPHERES OF GOVERNMENT

The Men's Parliament's methodology is aligned to the DDM, which aims to accelerate, align and integrate the response under a single development plan per district that is developed jointly by the national, provincial and local government as well as business and civil society in each district. This development approach ensures that planning and investments across the three spheres of government are integrated and aligned and that each district plan is developed with the interests and input of communities taken into account upfront, addressing some of the community concerns and needs by turning the Men's Parliaments Work Plans into action, and ensuring proper project management and tracking. In advancing the policy directive and crystallising a collective and synergised oversight approach, it is imperative to ensure the functional alignment of the policy regime to the planning processes of civil society and government. This alignment of policy priorities to the planning instruments of the executive will ensure that the Takuwani Riime Men's Movement objectives are clarified and adhered to.

4.1.2 ASSESSING ALIGNMENT OF POLICY PRIORITIES

Men's Parliament as part of the Sector Engagement Programme ensure that the country's thematic policy slant permeates all spheres of government. This objective is achieved through an assessment of the demonstrated policy detail in the planning tools of government, for a clear demonstration of how the plan finds expression within every ambit of implementation. Parliament as part and parcel of its oversight work, ensure three sphere and functional alignment of sector engagement priorities to the countries development policies employing the following:

- The Strategic Plans of National Departments (National Context of NDP and Related Policy Priorities)
- Provincial Growth Development Strategies (PGDS must provide the Provincial Rationalisation and Expression of NDP and Related Policy Priorities)
- Municipal Integrated Development Plans (IDPs must give Local Context, Rationalisation and expression of the NDP and related Policy Priorities).

4.1.3 PROCESSING OF SECTOR ENGAGEMENT REPORTS

The Parliament of the Republic of South Africa process the Men's Parliaments reports as a part of the Sectoral Parliament programme through Parliamentary machinery as follows:

- Reports will be processed through Announcements, Tablings and Committee Reports (ATC) and tabled for debate in both houses
- Reports will be referred to committees for further processing through committee machinery
- Reports will be also processed through Questions for Oral and Written reply
- Matters raised in reports will be debated in both houses.

4.2 THE EXECUTIVE

4.2.1 THE PRESIDENCY

The Takuwani Riime Men's Movement launch was led by President Cyril Ramaphosa in his capacity as the then SANAC Chairperson to advance the "Not in Our Name": National Men's Dialogue launched in April 2013 by former SANAC Chairperson, President Kgalema Motlanthe, where men from all walks of life engaged in addressing GBVF and signed a Declaration by the Men of South Africa on the Elimination of Violence Against Women and Children. Deputy President David Mabuza launched the Men Championing Change programme in August 2018. The Department of Women, Youth and Persons with Disability (DWYPD) in the Presidency partnership stems from the inception of the Takuwani Riime Men's Movement with DWYPD at the forefront of the inaugural national Men's Parliament consultation in November 2017 that conceptualised and initiated the Men's Parliament programme.

4.2.2 DEPARTMENT OF SOCIAL DEVELOPMENT

The strategic partnership between the Takuwani Riime Men's Movement and DSD in the implementation of a Compendium of SBC Programmes is sustained in order to ground sustainable institutional change. This is done by linking the outcomes from these SBC programmes with the approach discussed in the preceding section. Linkage includes an evaluation of these SBC programmes to determine opportunities for scalability and lessons learnt with respect to collaborative partnership as vehicle for delivering change predicated on the Takuwani Riime Men's Movement overarching goal (see Table 1). Arguably, the SBC programme is one module of many potential strategic modules. One of these modules includes the institutionalisation of Men's Parliaments, strengthening the capacity of men and boys' formations predicated on collaborative partnerships with communities and community-based organisations. Linking and developing collaborative partnerships with the consortium of key and vulnerable populations could enhance the implementation phases of the POA. Additionally, this relationship could also minimize the duplication of effort, while strengthening opportunities for sharing lessons gathered during implementation.



Therefore, the implementation of POA as matter of principle will seek to leverage on existing initiatives by establishing linkages proactively. This includes linking with DSD on initiatives to sustain behavior change and institutional strengthening of the following initiatives and projects. The Secretary of the Men's Sector Executive Committees of the Takuwani Riime Men's Movement will open dialogue routinely with programme managers of these projects to determine areas of collaboration and collaborative actions. This could include the assessment of institutional capacity for the delivery of core services, including the development of leadership and governance capacity. Tools for institutional and systems assessment will be developed and administered under the coordination of the Men's Sector Executive Committee.

TABLE 8: COMPENDIUM OF SBC PROGRAMMES

PROGRAMME	SUMMARY
Men Championing Change (MCC)	MCC programme aims to bring about a cohort of men and boys who are responsive to their health needs, protective and productive in the society, promoting positive masculinity, which depicts men as protectors of society, particularly of women and children. The MCC programme aims to harness the power of men so that they can be agents of social change, envisaging a man of stature who is a positive influence in the community, mentor to the boy child and advances gender equality
Community Capacity Enhancement (CCE)	The community capacity enhancement (CCE) tool will be used for Social Behavioural Change Communication through dialogue spaces called "Community Conversations". In these conversations communities will discuss, debate and decide on issues that affect their wellbeing. As a methodology, CCE uses a series of tools and skills to allow communities to reach decisions and to take action based on a thorough-going process of exploration of issues at hand
You Only Live Once (YoLo)	Based on the premise that young people with high levels of self-esteem and self-efficacy are less likely to be HIV infected. Creates a safe and enabling environment for youth dialogue, where young people can discuss HIV prevention, teenage pregnancy and gender-based violence, and positive values and decision making around sex and sexuality. Builds resiliency factors, increase their autonomy, self-esteem and self-efficacy to minimise risky behaviours that expose them to HIV
ChommY	Recently launched on 7 March 2020. ChommY is an SBC programme that targets children (both genders) between the ages of 10 and 14 under the theme "Invest in my future, Protect me today". It instils active citizenry by using indigenous games to stimulate dialogues on issues around HIV prevention, gender-based violence and substance abuse with a view to reduce HIV infection and teenage pregnancies. It equips pre-teens, adolescents and young people with knowledge, skills and values to make responsible choices about their sexual and social relationships
Ke Moja	Creates awareness among young people about harmful effects of substance abuse. Preventing drug dependency, providing information to the young people on drug abuse, educating youth regarding drug abuse. Focuses on healthy lifestyles and alternatives to drugs including alcohol abuse. Promote active citizenry

PROGRAMME	SUMMARY
Family Matters	Enhancing protective parenting practises associated with reduced sexual risk among adolescents and promoting parent-child communication about sexuality and sexual risk reduction. Gives parents information about the risks their children face. Helps parents understand their unique role in helping their children make decisions about sexuality. Enhances positive parenting skills to initiate conversations; strengthens relationships; protects children from health risks and peer pressure.
Rock Traditional Leadership	The traditional Men's Parliaments form a package of SBC Programmes has been designed as an integrated and holistic interventions with clear linkages between the component parts, implemented as a basket of services delivered together in the same community. The Traditional Leadership of the SBC Programmes supports and empowers traditional leaders with the knowledge and skills to assist their communities to address HIV and GBV through redressing harmful cultural practices, and promoting positive ones, so that they can have a substantial impact in mitigating these twin epidemics. The Takuwani Riime Men's Movement has partnered with the National House of Traditional Leaders (NHTL) in advancing the Traditional Leaders Programme. During the implementation of the POA this relationship will be advanced to develop village plans in line with the Invest-Rural Master Plan



4.2.3 DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

The partnership with the Department of Justice and Constitutional Development in the implementation of the POA aims to address various aspects related to the well-being and rehabilitation of individuals within the criminal justice system, particularly rehabilitation of the offenders for reintegrating of men who have been involved in the criminal justice system into the community upon release from correctional facilities by collaborating with the Department of Correctional Services to design and implement effective rehabilitation strategies that address the specific needs and challenges faced by men in correctional facilities.

Through promoting positive masculinity in correctional facilities and addressing issues related to wounded masculinity, aggression or violence creates a healthier and more supportive environment within correctional facilities, fostering personal growth and positive behavioural changes. The collaboration aims to extend beyond the confines of correctional facilities to engage the broader community involving community outreach, education, and awareness programmes to challenge stereotypes and stigmas associated with individuals who have been incarcerated to help to build a more supportive and inclusive society.

The partnership with the Department of Justice and Constitutional Development is also key for the development of South African Men's Charter to address various issues related to men's rights, responsibilities and well-being within the context of Constitution principles. The South African Men's Charter, which is currently under consultation, must emphasise the principles of equality and non-discrimination alignment with the Constitution that acknowledge the rights and responsibilities of men in a way that complements broader efforts to promote gender equality.



4.3 STRENGTHENING LINKAGES

Linkage and related actions anchor the implementation of the POA. This requires proactive engagements and dialogue between the Men's Sector Executive Committee, men & boy's formations and strategic partners in government, development partners, business, communities and members of the consortium under the Takuwani Riime Men's Movement. The outputs of this process include the following:

- Commitments to funding the POA in particular interventions for addressing the social and structural barriers to the prevention of HIV and GBVF
- Establishment of a funded Memorandum of Understanding (MoU) with strategic development partners, government department and business partners for the civil society organisations implementing sections of the Work Plans of the POA
- Agreement on project tracks for the working with the Invest Rural Master Plan initiative with the NHTKL regarding the development of rural communities for local economic development initiatives
- Strengthening of the strategic partnership with DoH in the implementation of the South African National Integrated Men's Health Strategy 2020-2025 towards the goal that every South African man and boy is supported to live a long and healthy life
- Strengthening of the strategic partnership with DSD in the implementation of the Compendium of SBC Programmes, particularly the Men Championing Change programme including CCE for sustainable institutional change.

The 3rd national Men's Parliament declaration as The Term of Community Men's Parliaments that launch the community Men's Parliament is anchored on the leadership of the Traditional Councils, PSET Sector and municipal wards, which will require strengthened linkages with the National House of Traditional and Khoi-San Leaders (NHTKL), Department of Cooperative Governance and Traditional Affairs (COGTA), South African Local Government Association (SALGA) and Department of Higher Education and Training to be integrated with the Integrated Development Plans (IDP), ensuring that the process of Sectoral Parliaments are integrated with the DDM. This partnership is envisaged to yield better results and garner greater impact in turning the tide of men's health, GBVF and related matters.

Strengthening leadership capacity and the institutionalisation of the men's movement structures is going to be one of the core programme of actions during the operating period of the POA 2023-2025. This includes linkage with the Economic Sectors and Employment Cluster for evidence-based policy advocacy actions for the effective implementation of the country's Economic Reconstruction and Recovery Plan. Particularly strategic interventions that address unemployment and poverty, and investments in township and rural economies to ensure that socioeconomic exclusion is eradicated. The breaking down of social and structural barriers to ensure sustainable community-responses and resilient households and communities. This will ensure the restoration of dignity for previously excluded communities while enhancing quality of life.

The most important asset to institutional transformation and sustainability of organisational behaviour is change in human behaviour. Consequently, changes in values, lifestyle, attitudes and the development of requisite skills is central to this. However, sustaining these changes takes the removal of social and structural barriers.⁵² Therefore, championing sustainable behaviour change and institutional transformation predicated on sustainable changes in lifestyles should adopt a holistic people-centred and institutional transformative posture. This posture should identify and address social and structural barriers to sustainable behaviour change and institutional transformation. Shared values predicated on the expected results or outcomes and the willingness to affiliate to these group norms could motivate

and sustain change.⁵³ Shared values for the development of community-led initiatives could include agreeing on the pillars that would underpin the vision, mission and objectives of the project. A project charter is a key project foundation document in this regard. Therefore, workshopping and agreeing on the roles of members of the executive committee regarding resource mobilisation, allocation of funding to project priority actions and their relationship with project personnel would enhance the value of the South African Men's Charter and POA.

4.3.1 MUNICIPAL WARDS

Section 16 of the Municipal Systems Act, 2000, compels municipalities to develop a culture of municipal governance that complements formal representative government with a system of participatory governance, and must for this purpose encourage, and create conditions for the local community to participate in the affairs of the municipality, including in integrated development planning, the performance management system, budget and strategic decisions relating to services. For local governments to perform their constitutional obligation to engage with communities, legislation has made provision for several engagement mechanisms to be created, including special interest forums as district and local Men's Parliament.

Community Men's Parliaments is an inclusive community initiative that aims to establish dedicated platform in the all the 4 468 Wards, which include 883 Traditional Councils, 26 Universities, 50 TVET Colleges and 9 CET Colleges for men to meet every Wednesday. The convening on the last Wednesday of the month will establish a formal session of Monitoring, Evaluation & Reporting to regularly assess the impact of the Community Men's Parliaments on community development, measuring changes in awareness, collaboration, performance against targets and the resolution of community issues, providing a feedback mechanism to gather input from participants, enabling continuous improvement of the Men's Parliament process. The reports of the Community Men's Parliaments will be collated every three months and presented in December, March & June, September at the quarterly Local Men's Parliament sittings, which will be cascaded to the April & October biannual District, followed by the November annual Provincial towards the biennial National Men's Parliament scheduled for November 2024. By providing a dedicated space for dialogue and action, Community Men's Parliaments initiative aims to contribute to the overall well-being and progress of our communities.

4.3.2 NATIONAL HOUSE OF TRADITIONAL AND KHOI-SAN LEADERS

Traditional Men's Parliaments is an inclusive community initiative that aims to establish dedicated platform in the 883 Traditional Councils for men to meet every Wednesday, providing a consistent and predictable schedule for men in fostering dialogue, collaboration and resolution of issues that impact our communities. The primary goal is to empower men to play an active role in community development while promoting a sense of responsibility, unity and social cohesion. Rural communities represent almost a third of the population in South Africa, with over 20 million South African's residing under the authority of Traditional Leaders. Land reform and investment in agriculture, infrastructure, education and health play a crucial role in the early stages of rural development. The mandate of the National House of Traditional and Khoi-San Leaders (NHTKL) is to promote the role of traditional leadership within the constitutional dispensation; promote nation-building; promote peace, stability and cohesiveness of communities; develop, preserve and promote culture and traditions of communities; consider Parliamentary Bills referred to it by the Secretary; participate in intergovernmental structures and advise the national government and make recommendations on any matter that the government may require.

The Ministry of Cooperative Governance and Traditional Affairs (COGTA), participated in the launch of the Traditional Men's Parliament on 17th September 2021, following the resolution of the national Men's Parliament on 21st & 22nd November 2022 that the 883 Traditional Councils must launch the monthly sittings of the Traditional Men's Parliaments led by the Traditional Leadership and the chairpersons of the NHTKL at national, provincial and districts to be the co-presiding officers of the Men's Parliaments across the three spheres of government.

InvestRural Master Plan is an initiative that delivers sustainable socioeconomic development for rural communities. The Men's Parliament enhance the sectoral approach to development by creating a space for the implementation and accountability of men's response to addressing the socioeconomic agenda and creating an enabling environment for economic development.

The NHTKL is a statutory body established in terms of the Traditional and Khoi-San Leadership Act No, 2009, (Act No. 3 of 2019), to promote the role of Traditional Leadership within a democratic, constitutional dispensation, nation building, peace, stability and cohesiveness of communities, the preservation of the moral fibre and regeneration of society, the preservation of the culture and traditions of communities, socioeconomic development and service delivery, the social well-being and welfare of communities and the transformation and adaptation of customary law and custom so as to comply with the provisions of the Bill of Rights in the Constitution.

4.3.3 POST-SCHOOL EDUCATION AND TRAINING SECTOR

The Department of Higher Education and Training (DHET) has been actively engaged in GBVF policy development and implementation across the PSET sector in South Africa for over two decades. Their GBV guidelines encompass a range of behaviours, including verbal and non-verbal abuse, cyber abuse, physical assault, sexual exploitation and more. A significant proportion of reported GBV cases originate from higher education settings, with a substantial percentage of students and staff feeling unsafe on campus due to GBV-related risks.

The PSET sector accommodates a youth population of over 2.5 million, with more than 51% being adolescents and young adults aged 15-24, including both genders. These young individuals face heightened vulnerabilities to issues such as GBV, alcohol and drug abuse and mental health concerns. To ensure youth development, it's imperative to provide them with ample opportunities to thrive, addressing critical challenges like GBV, poverty, toxic masculinity, substance abuse and mental health within the South African context.

Unfortunately, many PSET institutions lack the necessary resources to effectively address these issues, particularly GBV. As a result, survivors lack adequate support, perpetrators go unpunished and a toxic environment persists, posing threats to socioeconomic progress, social cohesion and the realisation of a flourishing culture within families and communities. Neglecting these issues carries substantial future costs for both individual lives and the nation.

Evidence indicates that gender-transformative initiatives involving men and boys are more effective in combatting GBVF than those solely targeting women. Thus, PSET institutions should design programmes engaging male students, raising awareness about GBV, promoting preventative education and linking them to support services. By encouraging male students to advance positive masculinity and embrace values of respect and equality, campuses can contribute to the reduction of GBV incidents, improve campus safety and enhance PSET community quality of life.

The 3rd national Men's Parliament resolved to activate the PSET Men's Parliaments in the 26 Universities, 50 TVET and 9 CET Colleges. The PSET Men's Parliaments are constituted by the ABYM in PSET campuses, including recruited and trained Peer Male Educators in the PSET system who will be coordinated by the six (6) members nominated and selected to form the Men's Sector Executive Committee that convenes monthly PSET Men's Parliaments in the respective PSET institution to oversee the implementation of the programme of Men & Boys Addressing Toxic Masculinity in the PSECT Sector. The monthly reports and Work Plans will be collated and consolidated across the PSET sector on a quarterly basis to compile the PSET sector report that are presented at the quarterly local municipality Men's Parliaments towards the biannual districts Men's Parliaments to establish the IDP with the PSET sector inputs in advancing the DDM. The biannual district PSET Men's Parliaments reports and Work Plans are then consolidated for the provincial Men's Parliament sittings towards to two-year cycle national Men's Parliament to form an integral part of the POA.



5. IMPLEMENTATION MATRIX

5.1 SCOPE OF WORK

Through the Takuwani Riime Men's Movement, develop and coordinate the POA to reach the targeted population of men and boys' formations, which includes:

- Convene and coordinate structure for men & boys' formations and other critical role players
- Enhanced sharing of evidence-based information, research findings and communication resources among stakeholders to achieve effective implementation of men and boys programmes
- Facilitate information, communication, and knowledge sharing with men and boys' formations
- Build strategic partnerships with various stakeholders and development agencies to advance the men's state of physical, mental and social well-being and address socio-economic development, especially the prevention of HIV & TB infections, violence against women & children in particular, and violence in general
- Develop the role of men's movements in the evaluation and monitoring of public policies, test the new tools of participatory localised programmes and anchor their participation in the framework of the process of advanced locally initiated programmes
- Inform government and partners about the needs identified and to provide them with proposals for more targeted programming, strengthening laws, polices and services to optimise outcomes of investments.

5.2 ACTIONS AND EXPECTED DELIVERABLES

5.2.1 LAUNCH OF THE COMMUNITY MEN'S PARLIAMENTS

- Launch and sustain the Ward Men's Councils to sit monthly in all the 4 468 municipal wards
- Launch and sustain the Traditional Men's Councils to sit monthly in all the 883 Traditional Councils
- Launch and sustain the PSET Men's Councils to sit monthly in all the 26 Universities, 50 TVET Colleges & 9 CET Colleges
- Launch and implement the Takuwani Riime Programme of Action 2023-2025
- Engage and consolidate the South African Men's Charter consultations in the Men's Council sittings
- Compile the community resource list for coordination of men & boys' formations and structures
- Collection and collation of data as per the results-based monitoring & evaluation plans
- Prepare, furnish and dissemination of reports and programme of action.

5.2.2 INSTITUTIONALISE THE MEN'S PARLIAMENTS

- Quarterly at the 226 Local Men's Councils scheduled to sit in March, June, September & December of 2023/24
- Biannually at the 52 District Men's Councils scheduled to sit in April & October of 2023/24
- Annually at the Provincial Men's Parliament scheduled to sit in November 2023/24
- Biennially at the National Men's Parliament scheduled to sit in November 2024.

5.2.3 EXPECTED OUTPUTS

- Social mobilisation, capacity building and institutionalised organisation of men in communities to advance the men's state of physical, mental and social well-being
- Men responsiveness in addressing socio-economic development, gender equality and human rights predicated on men's health, especially the prevention of HIV, TB and STIs and violence against women & children in particular, and violence in general
- Social Behavioural Change to advance positive masculinity anchored by the South African Men's Charter.

5.2.4 TARGET AUDIENCE

- Men and boys from communities
- Men's civil society leaders, developmental partners, political leaders, business & labour
- Organisations, formations and associations working with men & boys.



5.2.5 KEY MESSAGES

Takuwani Riime Men's Movement theme is Institutionalising a Responsive Men's Movement by strengthening the capacity and coordination of the men's civil society movement. Creating entry points for community activism and engagement in addressing health and social development challenges through the Men's Parliaments to advance:

- Active Citizenry and Public Participation
- Shared Responsibility and Accountability
- Community Wealth, Health and Safety
- Rule of Law to advance Human Right.



5.3 CORE THEMATIC AREAS

The following programmatic and thematic areas anchor the POA implementation matrix, During the implementation period strategic partnerships with other sectors of government based on the on policy and strategic alignment presented in 3.2 and development partners will be established. This is done in order to advance men and boys health & wellness. The partnership with NDoH will be a catalytic in this regarding the implementation of the South African National Integrated Men's Health Strategy 2020-2025.

Programmatic Areas:

- Institutionalise and sustain PSET Sector in the 26 Universities, 50 TVET Colleges & 9 CET Colleges in partnership with the respective principals. This will include the
- Institutionalisation of Ward Men's Parliaments Councillors in the 4 468 municipal wards.

Thematic Areas:

- Prevention of HIV, TB & STIs
- Men's and boys' health & wellness
- Engaging men and boys on GBV, gender equality and human rights
- Strengthen capacity and capabilities to provide oversight on the implementation of national policies and plans through the prism of the DDM.

TABLE 9: IMPLEMENTATION MATRIX: POA 2023-2025

OBJECTIVE A: INSTITUTIONALISE AND SUSTAIN THE PSET SECTOR ON HEALTH & DEVELOPMENT			
Programme Action	Indicators	Time - Frames	Critical Success Factors
Launch the POA	Stakeholders engaged and POA approved	Nov 2023	• Implementation Road Map established
Post-School Sector	# of Post-School Sector capacity assessed for institutionalisation readiness capacity and needs	Nov 2023	• Launch and sustainability of in the 26 Universities, 50 TVET Colleges & 9 CET Colleges
	# of Capacity Building Sessions conducted based on agreed needs and conformed readiness	Apr 2024 Aug 2024	• Capacity Building and Sustainability Plan
Ward Men's Parliaments	# of Men's Parliaments assessed for capacity and readiness	Nov 2023- Oct 2024	• Launch and Sustainability of 4468 Municipal Wards
	# of Capacity Building sessions conducted	Nov 2023- Oct 2025	• Capacity Building and Sustainability Plan

THEMATIC FOCUS AREAS			
NSP HIV, TB & STIS 2023-2028			
HIV, TB & STIs Strategic Goal 1: Break down barriers to achieving HIV, TB, and STIs solution			
Objective 1.1: Strengthen community-led HIV, TB and STI response			
Programme Action	Time Frame	Output	Indicator
A. Strengthen community-led HIV, TB and STI responses	Apr 2024-March 2025	# of Communities supported to develop village plans based on the DDM	Community economic empowerment established and implemented by March 2025
B. Poverty reduction through creation of sustainable economic opportunities		# Economic opportunities identified and included the Village Plan for implementation	Poverty reduction initiatives implemented to sustain livelihoods and family resilience by March 2025
Integrated Men Health Strategy 2020-2025			
Objective 1: Empower and support men and boys to optimise their own and each other's health and wellbeing across all stages of their lives			
Programme Action	Time Frame	Output	Indicator
A. Address structural and systemic barriers to good health	Apr 2024 -Mar 2025	# of Men in each district of village who participated in the above initiatives	Enhanced community participation and social mobilisation supporting the quality scale up of integrated men's health services by March 2025
B. Collaborate with NDoH to establish strategic partnerships with men formations on the delivery of health promotion initiatives in settings where men spend most of their time (educational institutions, workplaces, sport clubs and events);		# Number of Men's Formations trained on health and wellness targeted to men's health	
C. Strengthen the capacity of CBOs, NGOs, and FBOs on men's health		# of CBOs, NGOs and FBOs exposed to capacity on men's health # of Agreements entered and funded including proposals developed and submitted to NDoH	

NSP for GBVF 2020-2030			
Pillar One: Accountability, Coordination and Leadership and Pillar Five: Economic Power			
A. Develop in consultation with women formations collaborative actions in coordination with men's formations in order to give effect to the pillars of the NSP for GBVF	Apr 2024-March 2025	# of Collaborative initiatives undertaken	Collaborative partnerships developed and functional by March 2025
B. Work with men as fathers and partners for the creation of safe households, neighbourhoods and communities	Nov 2023-Oct 2025	% of reduction of domestic violence and crime	Safe households, neighbourhoods and communities routinely established
Cross-Cutting Risks and Mitigation Measures			
Potential Risk	Mitigation Measure	Potential Risk	Mitigation
Conflicting expectations from key stakeholders	Engage stakeholders on the scope of the action proposed and how it aligns to shared expectations	Available Resources	Enter into funded MoU with departments of governments on targeted interventions like health seeking behaviour change and health education for men and boys
Delays in project or plan implementation	Create clear project parameters including identifying system and/or institutional weaknesses during planning or project development phase	Weak programme management capacity	Identify programme management scope and potential risks during the launch and stakeholder engagement phases of the POA. This will require open and frank conversations



6. MONITORING & EVALUATION AND LEARNING & SHARING

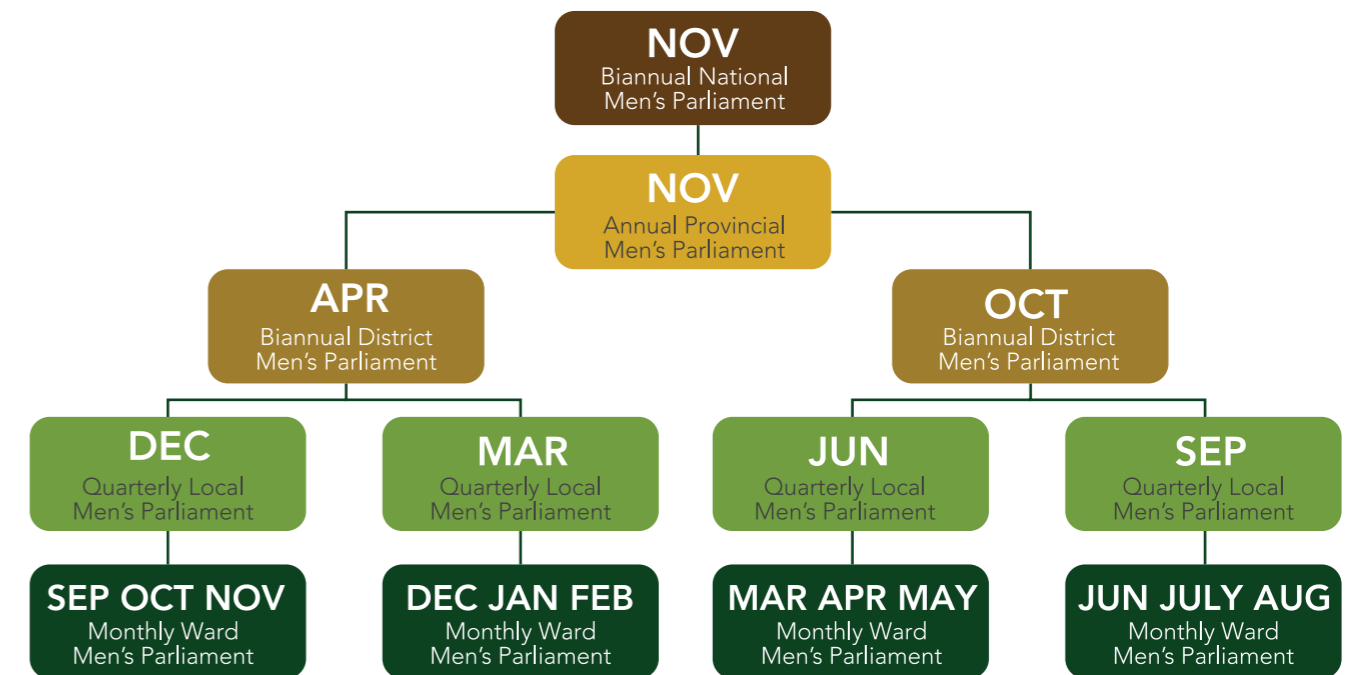
6.1 MONITORING AND EVALUATION

Monitoring and Evaluation (M&E) of the POA and Work Plans are essential in reporting on the efficiency, accountability and impact for the Men’s Parliaments to make evidence-based decisions and continuous performance improvements. The key components of the Work Plan M&E framework are indicators that are SMART (Specific, Measurable, Achievable, Relevant, Time-bound), with diversely appropriate data collection methods and reports that are easy to understand with visually appealing charts, graphs and infographics. (See Annexure X)

The POA and Work Plans require rigorous M&E to inform Men’s Parliament evidence-based policymaking and advocacy efforts for better-informed decisions of the Sectoral Engagement Process of Parliament. The Men’s Parliaments are scheduled with a standardised M&E framework and draft Programme that includes reports in all the community, local, district and provincial towards the national Men’s Parliament. Although regions are encouraged to amend the standardised Programme to incorporate regional specific dynamics and priorities to be addressed, it is key to maintain the basic framework of the standardised M&E and reporting template of the Programme to strengthen the IDPs.



The Programme for the Men’s Parliaments is focused on the evaluation of the reports from the sub-region and dialogues from the respective delegates in order to debate and adopt the proposed Work Plans, receiving remarks from stakeholders including principals and passing the resolution of the POA. Projects developed at community level include aspects related to M&E and reporting. In this regard, the reports are initially discussed and reviewed by the governance structure which is established to development and implement the project. The consolidated reports from the respective communities will be consolidated to form local municipalities report, ascending to establish the district report, which will together with the district Work Plans submitted to the Speaker of the district municipality for further engagement and incorporation to the IDP in-line with the DDM. The collated districts Men’s Parliament reports and Work Plans in the respective province form the provincial Men’s Parliament reports and Work Plans for presentation and engagement at the annual Provincial Men’s Parliaments towards the biennial national Men’s Parliament for adoption of the POA.



The Programme for the Men’s Parliaments is focused on the evaluation of the reports from the sub-region and dialogues from the respective delegates in order to debate and adopt the proposed Work Plans, receiving remarks from stakeholders including principals and passing the resolution of the POA. Projects developed at community level include aspects related to M&E and reporting. In this regard, the reports are initially discussed and reviewed by the governance structure which is established to development and implement the project. The consolidated reports from the respective communities will be consolidated to form local municipalities report, ascending to establish the district report, which will together with the district Work Plans submitted to the Speaker of the district municipality for further engagement and incorporation to the IDP in-line with the DDM. The collated districts Men’s Parliament reports and Work Plans in the respective province form the provincial Men’s Parliament reports and Work Plans for presentation and engagement at the annual Provincial Men’s Parliaments towards the biennial national Men’s Parliament for adoption of the POA.

The Parliament of the Republic of South Africa will process the Men’s Parliaments reports through the ATC and the tabled reports will be debated at the National Assembly and NCOP as a part of the Sector Engagement Programme through Parliamentary machinery, which shall be referred to committees for further processing through committee machinery and also processed through questions for Oral & Written Reply for matters raised in the reports to be debated in both houses.

6.2 LEARNING AND SHARING

Learning and sharing is fundamental to the implementation of the POA, serving as the foundation upon which the Men's Parliaments are built. The Men's Parliaments M&E and reporting framework enable men to learn from one another and others, to broaden their understanding of men's issues and develop innovative solutions. Through the active exchange of knowledge, resources and experiences, Men's Parliaments create a ripple effect, inspiring individuals and communities to collaborate and effect positive change. The Takuwani Riime Men's Movement coordinated by the Men's Sector Executive Committees will seek out opportunities within the broader civil society, development partners, inter-continental and global partners to share learnings drawn from the implementation of the POA to broaden perspectives, enhance critical thinking and fosters personal growth and CCE. The Men's Parliament fosters a lifelong learning mindset, encouraging men to explore diverse sources of knowledge and engage in continuous learning and advance the culture of active listening and meaningful participation in the learning process for effective engagement, creating a culture of learning and sharing by embracing openness and generosity in exchange of knowledge and experience. The POA will leverage on technology and online platforms to enable individuals and communities to access and contribute to shared knowledge.



The POA utilises a Knowledge Management System application to capture, organise, store and distribute knowledge within the Takuwani Riime Men's Movement through the Men's Parliaments to leverage intellectual capital, preserve institutional knowledge, and enhance decision-making processes. The Knowledge Management System application key components of knowledge identification, organisation, sharing and utilization, will facilitate a culture of continuous learning, knowledge sharing, collaboration and innovation by providing a structured and strategic approach to effectively manage and leverage the Takuwani Riime Men's Movement knowledge assets, ultimately leading to improved performance.



7. BUDGET

7.1 MAPPING OF STRATEGIC PARTNERSHIPS

It is envisaged that the funding of community-led initiatives will be determined at the planning stage based on the implementation approach. Given that the implementation approach is aligned to the DDM; core costs for the implementation of a community Work Plan, for instance, can only be known during this planning process. However, costs for the implementation of the POA are generated by civil society, business, government and development partners.

TABLE 10: STRATEGIC PARTNERS MAPPING

SUSTAINABLE DEVELOPMENT GOALS AND REGIONAL INTEGRATION	
Parliament, Legislatures and Municipal Council	Oversight
Office of the Presidency, Premiers and Mayors	Leadership and Governance
Cooperative Governance and Traditional Affairs & House of Traditional & Khoi-San Leaders	Leadership and Governance
Department of Social Development	Financial and Technical Assistance, Implementation of the Men Championing Change Programme
Department of Health	Financial and Technical Assistance, Implementation of the National Integrated Men's Health Strategy 2020-2025
South African National Aids Council (SANAC)	Financial and Technical Assistance, Implementation of the NSP on HIV, TB & STIs 2023-2028
Department of Women, Youth and Persons with Disabilities	Financial and Technical Assistance, Implementation of the NSP on GBVF 2020-2030
Department of Justice and Constitutional Development (Department of Correctional Services)	Financial and Technical Assistance, Sector Leadership and Policy Guidance
Department of Higher Education and Training & Department of Basic Education	Financial and Technical Assistance, Sector Leadership and Policy Guidance
Development Agencies UNAIDS; UN Women; UNICEF; UNESCO	Financial and Technical Assistance, Sector Leadership and Policy Guidance
National Economic Development and Labour Council (NEDLAC)	Financial and Technical Assistance, Sector Leadership and Policy Guidance

7.2 FUNDING APPLICATIONS AND GRANT IMPLEMENTATION

The POA intends to collaborate with the Global Fund-Country Coordinating Mechanism (GF-CCM) for the development of funding requests and the implementation of resultant grants through its two-year cycle programmes of action. Entry points for this programmatic linkage could include the implementation and oversight of the following modules:

- **Module #1 Prevention:** addressing the social and structural barriers by supporting communities' development and implement community economic empowerment initiatives
- **Module #3 Reducing human rights-related barriers to HIV/TB services:** this is related to the interventions suggested above
- **Module #7 Resilient and Sustainable Systems for Health (RSSH):** community systems strengthening, institutional capacity building, planning and leadership development, building community linkages, collaboration and coordination, community-led monitoring, advocacy and research with a focus on the increased domestic funding for civil society and community groups
- **Module #10 RSSH:** Health sector governance and planning.

Further health seeking behaviour change for men and boys in partnership with NDoH could be catalytic in enhancing health and wellness and life expectancy of this population group. SANAC Men's Sector will share these outputs with the GF-CCM, including collaborative efforts with communities in the design and implementation of community economic empowerment initiatives aimed breaking down social and structural barriers to good health.



7.3 ESTIMATED IMPLEMENTATION COST

THEMATIC AREA	YEAR 1 (2023/24) (ZAR MILLIONS)	YEAR 2 (2024/25) (ZAR MILLIONS)	%CHANGE
Institutionalise Men's Organisations Working in the Field of Health & Social Development	R 782 352	R 857 123	8%
Advance the South African Men's Charter	R 60 680	R 63 714	5%
Promote the Men's Health Campaigns and 365 Days of Activism Programme of Action	R 1 764 830	R 1 958 961	11%
Support Awards of Men who are Renowned Social Developers and Investors	R 303 400	R 318 570	5%





APPENDICES

APPENDIX A: GLOSSARY OF TERMS

Community Capacity Enhancement

Social and Behavioural Change process through dialogue spaces called Community Conversations with a principle that communities have the capacity to identify and change social or physical disorders, harmful practices and social norms based on identifying and exploring community concerns, reaching a new understanding and consensus about how communities use their resources to change and improve their future

Community Conversations

Dialogue spaces that utilise a series of tools and skills to allow communities to reach decisions and to take action based on a thorough-going process of exploration of issues at hand, following a six-step process of building relationships; identifying concerns; explore concerns; decision making, programme of action; review & reflect on the Work Plans

Gender

Refers to the social, cultural and psychological characteristics and roles associated with being male, female or non-binary, as defined by a particular society or culture

Gender-based violence

Any form of violence or harmful behaviour directed at individuals based on their gender identity or perceived adherence to gender norms, often driven by unequal power dynamics between genders

Femicide

The killing of women because they are women, typically as a result of deeply rooted gender-based discrimination and violence

Intimate Partner Violence

Also known as domestic violence, this term specifically refers to violence that occurs between current or former intimate partners

Man

A man is he whose consciousness is a reflection of their regard for themselves as an adult male. A certain conscience that responds positively to matters in their society. Being a man is not a matter limited to biology, gender, sexuality, religion, culture or socioeconomic status. A man is he who is productive, protective and a caregiver in society.

(South Africa Men's Charter; Men's Parliament 2022)

Men's Movement

Coherently organised and interconnected men consciously mobilised for the purpose to address specific concerns related to men's experiences, roles and well-being, anchored by gender reform to improve the lives of men and societies

Men's Parliament

Gatherings or forums where men discuss and address issues relevant to their gender, roles and experiences, a platform of accountability for our actions and resolutions on constructive dialogue, understanding and cooperation

Programme of Action

A comprehensive and strategic plan or set of actions developed to achieve specific goals or objectives within a defined timeframe

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A comprehensive and strategic plan or set of actions developed to achieve specific goals or objectives within a defined timeframe

Sexual violence

Any form of non-consensual sexual act or behaviour inflicted upon an individual or a group that involves using force, coercion, threats or manipulation to engage in sexual activities against a person's will

Social and Behavioural Change

Refers to a deliberate, planned and evidence-based approach to promoting positive and sustainable changes in individuals, communities or societies' attitudes, behaviours and norms

Street Champion

A community-based men's movement volunteer who care about themselves, their local area, looking out for their neighbours and maintain a civil, clean, safe place to live

Takuwani Riime

A Tshivenda expression meaning "Let Us Stand Up Together," a call to action for men by men to institutionalising a responsive men's movement that address concerns affecting communities, including socioeconomic development, population health and community safety.

Violence Against Children

A broader term encompassing all forms of violence targeting children, which includes pedicide

Violence Against Women and Girls

A broader term encompassing all forms of violence targeting women and girls, which includes femicide

Work Plan

A detailed document outlining the specific activities, timeline and resources required to achieve project goals with clearly defined roles and responsibilities assigned to individuals or teams

APPENDIX B: SOUTH AFRICA MEN'S CHARTER

PREAMBLE

Guided by the South African Constitution, Bill of Rights, the States Parties to the present "South African Men's Charter". The Men's Charter gives expression to the diverse experiences, visions and aspirations of South African men. We are breaking our silence, to stand up, speak out, and be responsive to our active citizenship. We require an urgent change in our status and material conditions in the future of South Africa.

We, the men of South Africa, claim our rights. We claim full and equal participation in the creation of a non-sexist, non-violent, non-judgemental, non-racist and democratic society.

As men, we have come together as a collective of the men's movement to engage in a campaign that enabled men to draw from their diverse experiences and define what changes are required in our country within the legal, political, social, cultural and economic systems.

We promote equal rights with women in relation to property, marriage and children, and for the removal of all laws and customs that deny women such equal rights.

South Africa remains one of the most unequal societies in the world, with entrenched inequalities affecting the majority of the population still working towards its socio-economic development.

Our response is to work together to end the oppression and subordination of women, remove structural inequalities that have taken form under patriarchy, toxic masculinity, social norms and harmful cultural practices.

We are committed to participating in the development and contribution towards achieving gender equality, peace, and enjoyment of rights to the fullest potential for the broader society in South Africa.

Men have achieved success and made valuable contributions to society despite issues concerning unequal roles at large.

We claim recognition of the work we do in the home, in the workplace and the community.

We claim shared responsibility and decision making in all areas of public and private life.

We hereby set out a programme that men in South Africa promote through the men's movement towards gender equality and equity in all public and private spheres of life including the law and administration of social justice, education, the economy, infrastructure development, sustainability of the environment, social services, political and civic life, family life and partnerships; custom, culture and religion, eradication of violence against women and children.

CHAPTER 1: DEFINITIONS

Article 1: Definition of a Man

- We have in our Men's Charter defined a man as he whose consciousness is a reflection of his regard for themselves as an adult male
- Being a man is not a matter limited to biology, gender, sexuality, religion, culture or socioeconomic status
- A man is he who is productive, protective and a caregiver in society, a certain conscience that responds positively to matters in his society.

Article 2: Responsibilities of Man

- Every man shall have responsibilities towards his family and society, including the State.
- Men shall have the duty to:
 - a) Become the custodians of their development
 - b) Protect and work for family life and cohesion
 - c) Have respect for women, children, parents and elders and assist them anytime in cases of need in the context of positive African values
 - d) Partake fully in citizenship duties including voting, decision making and governance
 - e) Encourage an honest work ethic, that rejects and exposes corruption
 - f) Work towards a society free from substance abuse, violence, coercion, crime, degradation, exploitation and intimidation; and human trafficking
 - g) Promote peace, understanding, dialogue, consultation and respect for others regardless of age, race, ethnicity, sexual orientation, gender, ability, religion, status or political affiliation.

CHAPTER 2: DECLARATIONS

Article 3: Human Rights

- No man has the right to violate the rights of others, be it in the name of culture, religion, sex, gender, sexuality or any other forms of discrimination
- We discourage practices that seek to undermine the rights of women, gender and sexual minorities, youth, children and persons with disability
- We strive to be men that take responsibility to uphold and respect human rights
- We have the right to exercise our rights with the limitation of not infringing other people's rights.

Article 4: Freedom of Expression, Movement and Associations

- Every man shall be assured the right to express, seek, receive, and disseminate ideas and opinions freely in all matters to the restrictions as prescribed by the Constitutions
- Every man has the right to freely move in spaces of their choice to restrictions as are prescribed by laws
- Every man has the right to free association or disassociation and freedom of peaceful assembly in conformity with the law.

Article 5: Gender Equality

- That we will support all gender equality related programmes to advance gender mainstreaming
- We will not view gender equality as a threat to our role, we will embrace it as a process of advancing the aspirations of our nation
- We will educate ourselves on the constitution and laws which regulate gender roles
- We will continuously seek to find a progressive balance between our cultural practices and the laws of the country
- We will actively denounce all forms of discrimination and practices that promote the abuse and oppression of women, men and children
- We will advocate for and educate other men about gender equality.

Article 6: Protection of Rights of Children

- We affirm the African proverb that “it takes a village to raise a child”
- We shall protect children’s rights; advocate and promote equal access to healthy relationships for the growth and development of a child
- We will protect, care and share responsibilities of childcare
- We will always participate in projects that promote the rights of children
- We shall see that the handicapped and disabled children receive special care
- We will expand our care to needy children
- We will enforce parental accountability amongst men and boys
- We will care and protect the rights of our children and teach them to respect the rights of others
- We will participate in the holistic development of our children irrespective of gender
- We will protect children from cultural and religious practices that infringe their rights
- We will induce respect and not fear in our children.

Article 7: Popularisation of the Men’s Charter

- Men will have the duty to promote and ensure thorough teaching, education and publication
- We will respect the rights, responsibilities and freedoms contained in the present Charter and see to it that these freedoms, rights and responsibilities as well as corresponding obligations and duties are understood at all levels of society.

Article 8: Protection of the Rights of Persons with Disability

- We recognise the right of mentally and physically challenged individuals and protection in the spheres of society
- We will work towards eliminating any obstacles that may have negative implications for the full integration of mentally and physically challenged individuals in our community.

Article 9: Social Justice

- That equal treatment of an unequal society is unjust
- We shall be cognisant of protecting social justice for all
- People should be treated equally and fairly
- To transparently invest inequality.

Article 10: Social Inclusion and Cohesion

- Responsibility of promoting the well-being of their community, and commits to promoting and advancing the practical application of this right in all spheres of their influence and activity as democratic, religious and traditional leaders of the local community, service providers, planners and regulators, employers and as community members
- Recognizes that the right of both women and men to freely and equally engage or participate in social, economic and political life within their local community. In addition, the Signatory commits to ensuring that women and men can participate equally
- Accepts to promote and promote the rights and responsibilities of women, young people and children, encouraging them to be non-discriminatory, and encourage them to make their own decisions, provided these decisions do not threaten the rights, safety and legitimate interests of others
- We will work collectively to influence individual and community active participation through processes that are aimed at improving and dignity at all levels of society
- We will work collaboratively to embrace and observe the rights of disadvantaged people, displaced persons without judgement.

Article 11: Peace and Security

- That as men we will prioritise the safety of our families, communities and country, through negotiation and non-violence
- We acknowledge that peace is first a state of mind and we declare that we shall continuously support it in our family, society and country
- We will promote peace by always working with all law enforcement agencies
- We will not participate in, nor promote any activity that disturbs peace and security
- We will advocate for mediation and restorative justice to achieve conflict resolution
- We shall value national security as a core and backbone of socio-economic development.

Article 12: Rule of Law and Law Enforcement

- We will uphold the law and promote justice at the community level and broader spheres of society
- We will speak out against those who infringe on the law
- We will advocate for law enforcement agencies and the rule of law for the protection of the community.

Article 13: Health

- We will promote health and encourage positive health-seeking behaviour that men will care for themselves and their families
- We will promote health awareness and engage in machinery working with the NSP for HIV, TB and STI for men to champion better and healthier lives
- We promote and encourage mental health, which includes our emotional, psychological, and social well-being.

Article 14: Socioeconomic Development

- We will work and participate in the social, economic and political development of the country with women as equal partners so that together we achieve social-economic transformation
- We will promote local business participation to strategically provide access to community building.

Article 15: Family Life and Partnerships

- The family as the most basic social institution shall enjoy the full protection and support for establishment and development noting that the structure and form of families vary, all family types shall be recognised and treated equally
- Those who enter into marriage shall do based on their free consent and shall enjoy equal rights and responsibilities
- We will have equality within the family and marriages and intimate relationships.
- We will have the right to choose the partner of our choice.

Article 16: Economy

- We strive to be men who actively engage in the economic and social development of the country
- We will contribute to the promotion of economic development and actively promote South Africa by placing their physical and intellectual abilities at its service towards economic freedoms
- There will be no discrimination of any kind, such as based upon gender or marital status, in the provisions of benefits, including housing, pensions and medical schemes.

Article 17: Environment and Sustainable Development

- We will work toward environmental sustainability through awareness of waste management and pollution as our responsibility.

Article 18: Accountability and Transparency

- The Signatory of the Men's Charter acknowledges that the responsibility falls on them to uphold the beliefs of the Charter and fulfil all obligations expected of them at their respective levels (national, provincial or district) to create a peaceful and safer South Africa. To this end, they commit to harnessing all the skills, knowledge, experience, creativity and any other relevant resources to achieve this goal
- We commit to openness and clear communication in their day-to-day work and commit to working and co-creating values collectively to develop shared expectations about accountability and transparency. As Custodians of public funds, the Signatory accepts to publicly provide routine updates on progress and achievements on the Men's Charter related activities. In addition, the Signatory accepts to open the financial records and implementation reports for periodic independent review
- The importance of establishing appropriate boundaries between leadership and personal relationships with other leaders, helpers, children, young people and any other vulnerable persons cannot be stressed, therefore, commit to ensuring that we do not abuse the position of trust for personal benefit and ensuring all persons with respect and dignity
- In all manner of business, acknowledge and accept to be honest, reliable and transparent, never seeking to deceive and manipulate
- We commit to respectful communication that is aligned to this ubuntu and constitutional rights by refraining from language and conduct that is violent, discriminatory, or offensive.

Article 19: Culture and Religion

- We commit to observe the rights and values held by cultural and religious leaders without prejudice
- We respect cultural and religious diversity that is not discriminatory to fellow women, men and children, including all marginalized groups in society.

Article 20: Arts

- We will advance arts for nation-building, promoting diversity and awareness

Article 21: Sports

- We will advance sport for nation-building, promoting fair play and a winning mentality.
- We commit to opposing any form of discrimination in all sporting codes.
- To compete fairly in all sporting codes, promote equal opportunity and fair play.
- We shall work with the sport fraternity towards the promotion of healthy living and wellness.

Article 22: Leisure and Recreation

- Men shall have the right to rest and leisure and to engage in play and recreational activities that are part of a healthy lifestyle as well as to participate freely in sport, physical education, drama, the arts, music and other forms of cultural life.

Article 23: South African Brand and Nationhood

- That we shall protect the integrity of the country by discouraging all forms of malice including corruption, hate crimes, violence, racism, tribalism and all forms of prejudice.
- We condemn any corrupt activity, anywhere in the country
- We will exercise our rightful responsibility to eradicate violence by speaking out, promoting non-violent behaviour and restorative justice in our country.
- We will promote nation-building and work closely with organisations that stand for justice and rights of all individuals and society in South Africa.

CHAPTER 3: PROVISIONS

Article 24: Duties of the Men's Parliament

- We will mobilise and engage men towards active participation across all spheres of society
- We will facilitate a robust and responsive men's movement that is adequately engaged in processes towards interventions and decisive actions for accountability nationally
- We will ensure that governable structures are functional and effective in all deliberations

Article 25: Signature, Ratification or Adherence

Article 26: Amendment and Revision of the South African Men's Charter

ADOPTED BY THE 3RD NATIONAL MEN'S PARLIAMENT HELD AT THE NATIONAL COUNCIL OF PROVINCES, IN CAPE TOWN, AT THE PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA ON 21ST AND 22ND NOVEMBER 2022

APPENDIX C: IMPLEMENTATION MATRIX TABLE

PROGRAMME	OBJECTIVES
Takuwani Riime Men's Movement	<ul style="list-style-type: none"> • Institutionalise Men's Organisations Working in the Field of Health and Social Development • Advance the South African Men's Charter • Promote the Men's Health Campaigns and 365 Days of Activism Programme of Action • Support Awards of Men who are Renowned Social Developers and Investors

PROGRAMME	INDICATORS	TIME - FRAMES	CRITICAL SUCCESS FACTORS	
Community Men's Parliaments	Launch monthly Men's Parliaments sittings in communities	Dec 2023	<ul style="list-style-type: none"> • Launch and sustainability of the 883 Traditional Council, 4 468 Wards 26 Universities, 50 TVET Colleges and 9 CET Colleges - Community Men's Parliaments • Tabling of the Programme of Action priorities 	
Local Men's Parliaments	Quarterly local Men's Parliaments sittings in all the 226 local municipalities	Dec 2022; Mar; Jun & Sep 2023 Dec 2023; Mar; Jun & Sep 2024	<ul style="list-style-type: none"> • Launch and sustainability of the 226 Local Men's Parliaments • Tabling of the Programme of Action priorities 	
District Men's Parliaments	Biannual district Men's Parliaments sittings in all the 52 districts	Apr & Oct 2023 Apr & Oct 2024	<ul style="list-style-type: none"> • Sustainability of the 52 Districts Men's Parliaments • Tabling of the Programme of Action priorities 	
Provincial Men's Parliaments	Annual provincial Men's Parliaments sittings in all the 9 provinces	Nov 2023 Nov 2024	<ul style="list-style-type: none"> • Sustainability of the 9 Provincial Men's Parliaments • Tabling of the Programme of Action priorities 	
National Men's Parliaments	Biennial national Men's Parliaments sitting	Nov 2024	<ul style="list-style-type: none"> • Sustainability of the National Men's Parliament • Tabling of the Programme of Action priorities 	
OUTPUTS	INDICATORS	TIME - FRAMES	RISK FACTORS	MITIGATION FACTORS
Comprehensive, coherent and adequately costed Programme of Action	Costed Programme of Action document	Nov 2023 - Nov 2025	Deadline not met due to late submissions	Resource mobilisation and allocation for facilitation and documentation of an adequately financed Programme of Action
Development of Men's Charter	Updated draft Men Charter document	On-going	Community not responding to information request or partaking in consultations	Resource mobilisation and allocation for facilitation and documentation of inputs and reviews of draft of the Men's Charter for adoption at the Men's Parliaments sittings
Compile resource list of men and boys formations and structures at all levels	Database of men & boys formations and structures documented	On-going	Community not responding to information request	Partnership with agencies already collecting and/or specialising in civil society organisations data-collecting

Prepare and furnish meeting minutes to participants	Meeting minutes submitted	On-going	Deadline not met due to late submissions	Resource mobilisation and allocation for preparation and distribution of meeting minutes to participants
Collection and collation of data as per the M&E plan	M&E report	On-going	Failure of data collection and/or collation	Resource mobilisation and allocation for facilitation and documentation for collection and collation of data as per the M&E plan
ACTIVITIES	INDICATORS	TIME -FRAMES	RISK FACTORS	MITIGATION FACTORS
Development Programme of Action	Programme of Action submitted	Within 14 days of the sitting of the Men's Parliaments sitting for resolutions and adoption	Deadline not met due to cancelled Men's Parliaments or late submissions	Resource mobilisation and allocation for facilitation and documentation for Programme of Action for submission
REPORTS	INDICATORS	TIME -FRAMES	RISK FACTORS	MITIGATION FACTORS
Documents coordination processes and outcomes	Reports produced	Within 14 days after sitting of Men's Parliaments	Deadline not met due to late submissions	Resource mobilisation and allocation for facilitation and documentation of Reports
PORTFOLIO OF EVIDENCE	INDICATORS	TIME -FRAMES	RISK FACTORS	MITIGATION FACTORS
Adequately financed Programme of Action	Programme of Action that is costed	Within 14 days of the sitting of the Men's Parliaments sitting for resolutions and adoption	Local Men's Parliaments not responding to information request	Resource mobilisation and allocation for facilitation and documentation of an adequately financed Programme of Action
Documents coordination processes and outcomes	Reports produced	Within 14 days after sitting of Men's Parliaments	Deadline not met due to late submissions	Resource mobilisation and allocation for facilitation and documentation of Reports

SUSTAINABILITY	INDICATORS	TIME -FRAMES	RISK FACTORS	MITIGATION FACTORS
Ensure sufficient and diverse sources of finance to sustain the project	Sufficient budget to sustain the project	On-going	Failure to mobilise adequate resources from diverse sources	Diversified revenue streams, with funders resourcing various aspects of the project and effective financial management
Distributing coordination to national, provincial, district, local and community structures	Active national, provincial, district, local and community Men's Sector Coordinating Committee structures	On-going	Men's Sector Coordinating Committee committed to carrying the role & responsibility	Resource allocation and capacity building of Men's Sector Coordinating Committee structures at national, provinces, districts, local and communities
End of Term reporting	Final Report	Per Term	Deadline not met due to late submission	Resource mobilisation and allocation for facilitation and documentation of Reports





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3rd National Men's Parliament Takuwani Riime Programme of Action 2023-2025



2023-
2025



PARLIAMENT
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