

How Save the Children Can Transform the Role of Fathers and Improve the Lives of Children

A Report to Save the Children

August 2013

Michael Kaufman, Ph.D.
Toronto, Canada
mk@michaelkaufman.com www.michaelkaufman.com

Introduction

Save the Children is encouraging the more active, equal, and non-violent involvement of fathers and other male caregivers in the lives of children. This report is not proposing a new field of endeavor. Rather, it proposes ways to make SC's efforts (in relation to engaging fathers to ensure the rights and meet the needs of children) more effective, conscious, evidence-based, systematic, integrated throughout its programs, inclusive of clearer advocacy goals, and capable of going to scale in partnership with other agencies.

This paper suggests promoting active fatherhood could play an important role for achieving SC's breakthroughs for children.

This paper also suggests that Save the Children can play a unique role in emerging international efforts to transform fathers' relationships with children in order to better protect and meet the needs of children.

Simply put, strengthening this work will bring positive outcomes for children.

This document has four parts:

- Why father-inclusive work is important to SC: the evidence and rationale.
- How SC is meeting various challenges in this aspect of its work.
- Potential areas of focus.
- Specific recommendations.

Throughout this report, "fathers" refers both to biological and adoptive fathers and, in some cases, more broadly to other social fathers such as uncles, older brothers, and grandfathers who are playing an important and active caregiving role. In exploring this work with fathers (broadly defined), we recognize the importance of kinship groups and social parenting in many communities.

This report suggests that innovative work around fatherhood fits well with the Save the Children theory of change. This report is a first step for moving from piloting and testing innovations to scaling up the work through partnerships and advocacy.

Finally, by way of introduction, SC work relating to fathers is and will be within a child rights framework linked to the CRC, to a gender equality framework, to ensure a safe environment for children to develop, and not linked to conservative notions of “strengthening families” or anti-feminist interpretations of “fathers’ rights” or “men’s rights.”

1. WHY WORKING WITH FATHERS IS SO IMPORTANT

The world is seeing the beginning of dramatic changes in the roles, expectations, and practices of fathers and male caregivers—a shift that promises to have a dramatic impact on the lives of children. In some countries the changes are already obvious, from great advances in the Nordic countries to lesser but pronounced changes in much of Europe and North America. Among young men, there is an emerging consensus that their role as fathers will be dramatically different and much more involved than their own fathers and certainly their grandfathers, only in part because of women’s changed expectations and high labor-force participation. More men are prioritizing family over careers.¹ There is increasing pressure for more extensive parental leave for fathers and more flexible work time for both parents.

In some countries of the Global South (especially in Latin America), we are seeing strong beginnings of change while in much of Africa and Asia, the changes are still marginal, even if promising. (At the same time as talking about these changes, it’s important to recognize that in at least some indigenous cultures around the world, men play a strong caregiving role; and in many others there is a strong sense of community responsibility for children.)

Encouraging and supporting these changes has the long-term potential of making a major contribution to ensuring that all children are protected from violence, abuse, exploitation and neglect, and that all children enjoy their right to protection, survival, education, development and participation. These changes will also make a major contribution to promoting women’s equality and lives free of violence as well as having a positive impact for fathers themselves. Having large numbers of involved, transformed, nurturing, and non-violent fathers and other male caregivers has the potential of making a singular contribution to achieving Save the Children’s breakthroughs (as I will detail in section b, below.)

a) What Research and Emerging Theories Are Telling Us

The recommendations in this report are based on widespread and compelling research-based observations and emerging theories about the role and practices of fathers:

¹ Pew Research studies capture one aspect of this. Their US-surveys show (as might be expected) that 51% of women said success in a high paying career or profession was important to them, while 94% said being a good parent was important. The results for men were more surprising as they were almost exactly the same: 49% valued their career or profession as important, while 91% said that being a good parent was important. <http://www.pewsocialtrends.org/2012/04/19/a-gender-reversal-on-career-aspirations/>

Creating a world of non-violent, equality-minded, nurturing fathers is critical to meeting the needs of children, securing the rights of the child, supporting maternal health, reducing gender-based and other forms of violence, and transforming the lives of boys and men. For example, colleagues in ten countries have carried out more than 20,000 in-depth interviews with men and women as part of the International Men and Gender Equality Survey (IMAGES) primarily in the Global South. One finding is that where men and women shared care work and decision-making, women reported better relationships and less violence. As well, family income was higher.²

The 2009 Norwegian study, *Gender Equality and Quality of Life* along with other studies indicated that where fathers are actively involved in caregiving, children are more likely to thrive.³ The Norwegian study found that in more gender equitable relationships (including greater equality in care work and domestic work) there is less intimate partner violence and less violence against children.

In other words, the IMAGES, Norwegian and other studies show that in homes where fathers participate more equally in caregiving, fewer children grow up witnessing violence and fewer children directly experience violence.

In her major survey of fatherhood studies, Burgess sites many studies that point to the wide-ranging impact of great father involvement.⁴ For example:

- several studies have shown that sensitive, supportive and substantial father involvement in the lives of children “is connected to a range of positive outcomes in babies and toddlers – from better language development to higher IQs.”⁵
- one study correlated the frequency of fathers reading to their one and two year olds and a later interest in books.⁶
- One review of five “high quality” studies found that the level and frequency of fathers’ involvement and interest in their child’s learning and their school was predictive of children’s better attitudes and behaviour in relation to school and greater progress at school.⁷
- a US study, controlled for socio-economic and demographic factors, showed that between 11% and 16% of both adult daughters’ and adult sons’ educational mobility could be explained by positive fathers’ engagement in childhood.⁸

² Barker, G., Contreras, J.M., Heilman, B., Singh, A.K., Verma, R.K., and Nascimento, M. “Evolving Men: Initial Results from the International Men and Gender Equality Survey (IMAGES)”. Washington, D.C.: International Center for Research on Women (ICRW) and Rio de Janeiro: Instituto Promundo. January 2011.

<http://www.promundo.org.br/en/wp-content/uploads/2011/01/Evolving-Men-IMAGES-1.pdf>

³ Oystein Gullvag Holter, Helge Svare, and Cathrine Egeland, *Gender Equality and Quality of Life. A Norwegian Perspective*, Oslo: The Nordic Gender Institute, 2009.

⁴ Adrienne Burgess, “The Costs of Benefits of Active Fatherhood: Evidence and Insights to Inform the Development of Policy and Practice.” *Fathers Direct*, (2007)

⁵ *ibid.* 30

⁶ P. Lyytinen, M. Laasko, & S. Poikkeus, (1998). Parental contribution to child’s early language and interest in books. *European Journal of Psychology of Education*, 13, 1998, pp. 297-308. Cited by Burgess *op. cit.*, p. 31.

⁷ R. Goldman, *Fathers’ Involvement in their Children’s Education*. London: National Family and Parenting Institute, 2005. Cited by Burgess *op. cit.*, p. 31.

⁸ J. Snarey. *How Fathers Care for the Next Generation: A Four Decade Study*. Cambridge, M.A. Harvard University Press, 1993. Cited by Burgess *op. cit.*, p. 32.

All in all, both short-term and longitudinal studies show that father's involvement is generally beneficial for children's cognitive and social development, mental and physical health, and for developing gender equitable attitudes.⁹

These are but a few examples of a huge number of studies that point to positive correlations between higher father involvement in care work and a range of positive outcomes for children and mothers, as well as fathers themselves. Quantitatively and qualitatively improved fathering contributes to providing enabling environments for healthy child development.

The Convention on the Rights of the Child recognizes that “both parents have common responsibility for the upbringing and development of the child.” Concretely, engaging biological and social fathers and promoting equally involved, equally responsible, nurturing, non-violent fathers is the concrete way of ensuring that fathers as well as mothers meet this responsibility.

Fatherhood and fathers' role as caregivers is a rapidly emerging issue around the world – that is, it represents a changing reality in the lives of children. Again, one example from the IMAGES data: In Chile, where there have been policies and changes of social norms promoting the presence of men in the delivery room, only 31% of men age 50-59 had been present in the delivery room, while 90% of men between the ages of 18-24 were present for the birth of their children.¹⁰ (A series of short and lovely MenCare videos from Sri Lanka, Rwanda, Nicaragua, Brazil give glimpses of this rapid transformation of fatherhood and men's caregiving.)¹¹

Fathers are half of the world's parents. Although this is stating the obvious, it will be difficult to significantly improve the lives of children without addressing and involving half of the world's parents.

Engaging men to promote child's rights and gender equality. And, finally, our work has been implicitly guided by an observation based on more than three decades of international work with boys and men (to promote gender equality, to address how we raise boys to be men, to end gender-based violence, and to create definitions of manhood that are not harmful to girls, women, boys and men.) The observation is this: *Fatherhood is the simplest and most powerful way to engage men as allies in the promotion of non-violence and equality for girls and women, not simply in theory, but grounded in the home and daily life and communities. It is the most powerful way to involve men, along with women, in rethinking how we raise boys to be gender sensitive, non-violent and caring men. It is the critical way for men to be in touch with the lives*

⁹ A. Sarkadi et al. “Fathers’ involvement and children’s developmental outcomes: a systematic review of longitudinal studies.” *Acta Paediatrica*, vol. 97, no. 2, pp. 153-158, 2008. Cited in MenCare, “What Fathers Have to do with it: Engaging Men as Caregiving Partners,”

¹⁰ <http://www.promundo.org.br/en/wp-content/uploads/2011/01/Evolving-Men-IMAGES-1.pdf> p. 29

¹¹ <http://men-care.org/Media/MenCare-Films.aspx>

*of girls and to equally prioritize their needs to those of boys. It is the easiest way to enlist boys and men to support and sustain initiatives promoting the needs and rights of children.*¹²

There is an emerging body of evidence-based best practices. For example, a Fatherhood Institute, Promundo, MenCare report draws on twenty different studies to arrive at four recommendations:

- i) Engage fathers in existing family support, child development and MCH programs.
- ii) Involve fathers early in the lives of their children. Parental leave policies and programs for new and expectant fathers are vital.
- iii) Develop and support universal rather than targeted fathers' programs.
- iv) Holistic, multipronged approaches have the greatest chances of success, especially where programs are coupled with community-based and national advocacy campaigns. It is also critical to subject these approaches to rigorous process and impact evaluations.¹³

b) Why Fathers and Inclusive Fatherhood Policies and Practices are Critical for the Work of Save the Children

Perhaps the reason why a number of different Save projects have increasingly sought to involve fathers is an implicit realization that transforming fatherhood is critical for achieving the vision of Save the Children.

Think, for example, of some SC goals, evidence-based signature programs, focus areas and its four breakthroughs:

All children thrive in a safe family environment...

As noted above, multi-country studies in both the Global North and South have shown a correlation between positive father involvement and lower levels of violence against children and violence against women (which, witnessed by children, *is* a form of violence against children.) Thus programs and social policies to transform the role of fathers can be a pivotal measure that will help create safer family environments.

We also have to think about *sustaining* such changes. The norm of a non-violent, equality-driven, and nurturing fatherhood will mean that more boys will have models of positive masculinity based on caregiving. This will, in the course of one or two generations, be a major factor in greatly reducing violence against children and violence against women in children's homes; it will mean that more and more boys and men will make life choices that prioritize nurturing and the needs of their family.

Since fathers in many cultures are the disciplinarians of last resort (or, at least, are the decision-makers who sanction physical punishment by mothers) efforts to reduce

¹² This is based on my own analysis after thirty-two years of work to engage men and boys in promoting gender equality, ending men's violence, and transforming the lives of men and boys.

¹³ Adrienne Burgess and Fiona McAllister (with Jane Kato and Gary Barker), "Fatherhood: Parenting Programmes and Policy. A Critical Review of Best Practices," 2012. Men Care, Fatherhood Institute, Instituto Promundo, Bernard van Leer Foundation. http://www.men-care.org/data/files/Site_18/Parenting-Programmes-and-Policy-Critical-Review-Fomatted-V1-1.pdf

corporal punishment and other degrading forms of punishment, and to popularize methods of positive discipline/parenting require the active engagement of fathers, fathers-to-be, and other male care-givers. Among other things, this means that parental education on non-punitive disciplining of children must *explicitly* be education for mothers *and* fathers (as well as extended family members and other caregivers of both sexes.) This is particularly true because physical and humiliating punishment is often used to punish children who break gender stereotypes.

*...and no child is placed in harmful institutions – **Child Protection***

If, as studies show, 80-90% of institutionalized children have at least one parent still alive, chances are that in a large majority of cases, that absent parent is a father. Society-wide work to shift social norms and value, celebrate and *expect* father's involvement as parents, combined with specific programs to reach fathers (including work with religious authorities, social service agencies, public health systems) could have a major impact on providing the conditions for both de-institutionalizing children and, in the future, keeping children in family-based care and/or home.

*All children can read by the time they leave primary school; and children caught up in humanitarian crises have access to quality education - **Education***

In homes in many parts of the world, the father is the ultimate arbiter concerning children's education. In practice, this often means that education for girls is curtailed at a young age. Reaching fathers about the importance of quality education for girls as well as boys might well be the single most important thing we can do towards achieving this breakthrough.

*No child under five dies from preventable causes and the public will not tolerate a return to high levels of child deaths – **Health and Nutrition***

What is tolerated by the "public" is a reflection of what is tolerated by societies' institutional gatekeepers, that is, by those who control government decision-making, the media, religious institutions, and so forth. Those, of course, tend to be men. We have a tremendous opportunity to reach these male institutional gatekeepers at a personal level because most of them are fathers. But this goes beyond appealing to them as fathers. Shifting the social orientation of boys and men so that caregiving is valued as a quality for boys and men as high as any other creates the preconditions for shifts in everything from "public" attitudes to governmental budgeting decisions.

Put differently, thinking we can transform contemporary gender relationships and relations of reproduction while actively addressing only women – that is, half of the gender equation and half of the adults in most families– will bring improvements, but will not bring the transformations we are working for.

High levels of HIV in populations of at risk youth around the world are unacceptable – HIV/AIDS focus area

One of the big challenges is preventing mother to child HIV transmission. Thus it is critical to reach husbands with key messages so they won't be a barrier either to a woman's health or to measures to prevent HIV transmission: for example, social norms advocacy with fathers to give presumptive permission for their wives to go to a hospital.

Protection, education and health for children in emergencies and humanitarian crises

Better involvement of fathers (and development of strong father-child ties from birth) can strengthen the capacity of families, communities, and agencies to meet children's needs in crisis situations, including helping children get the emotional support they require, doubling the number of people in a community who have well-honed caregiving skills, and ensuring that both boys and girls are a priority in mobilizing and distributing scarce resources at a time of trauma.

Emergencies and humanitarian crises also provide a unique opportunity for reaching fathers and transforming men's caregiving practices: in such situations men are often unable to carry out their usual work. Caring for their children is something very valuable they can do as a man in these situations.

2. BUILDING ON OUR SUCCESSES: OPPORTUNITIES AND CHALLENGES

A. SC's Experience, Skill-base and Knowledge-base on Work With Fathers

Our starting point is that SC *is* currently doing very good and path-breaking domestic and international work on fatherhood, developing father-inclusive practices, and promoting fathers' roles in ensuring child rights. As noted above, the goal of this report is to make this work more effective, conscious, evidence-based, systematic, integrated throughout its programs, inclusive of clearer advocacy goals, and capable of going to scale in partnership with other agencies. It is important that Save's pioneering work in this regard be adequately publicized both within Save the Children and beyond.

Here are some examples of past, ongoing, and beginning work by SC:

- Almost eight years ago (in October 2005), Save the Children Sweden and the Regional Office for South and Central Asia organized (along with UNIFEM and Instituto Promundo) a regional capacity building workshop on men, caring and fatherhood.
- SC is a founding Implementing Partner of the MenCare network. It has made input into MenCare's draft manual for father inclusive practices by public health practitioners and for running fathers' groups. Furthermore, it has been invited to develop MenCare content relating to child protection. (See box on MenCare.)
- Multiple programs and initiatives (see boxes)

- SC in Nepal implemented a pilot project “Promises” that targeted parents, especially fathers, to make public commitments for the girl child education and stopping domestic violence against their intimate partners. The project is currently being evaluated.
- In the Asia Region, SC has been organizing capacity development initiatives and programs on positive discipline in everyday parenting. These experiences could easily be enhanced to sensitize fathers on caregiving and gender sensitive parenting.
- In Ethiopia, through Hiwot Ethiopia and other partners, we’ve mobilized fathers through radio program and leaflets, supported father’s group education and conversations (including celebrating Father’s Day and giving awards to fathers who did played a positive role child care.) We supported some data collection on fathers’ and children relationships.
- SC publications increasingly use images of men and boys as caregivers. For example, the whole of the February 2013 “Save the Children’s Child Protection Strategy” publication contains only one picture that shows an older caregiver with a child, and that is of a beaming older boy holding up a baby – and indeed this picture is on the cover. The cover photo of the “Child Protection Breakthrough” brochure is of a man holding an infant. SC is increasingly referring to fathers and mothers instead of parents. From SC US, its essential package for improving outcomes for young children and caregivers affected by HIV and AIDS includes a visual reference guide for home visitors that has many positive drawings of men doing caregiving work such as washing dishes and going to the clinic with their wives.

S.C. Fathers’ Groups in India and Nepal

Save the Children is launching two pilot programs that are among the most ambitious in the world.

The first, in Rajasthan, focuses on engaging fathers to support children’s nutrition and health, and maternal health.

The second, in Nepal, will focus on work with fathers for the prevention of gender-based violence and positive parenting.

In both cases, different age groups will be involved. There will be groups of existing (or soon to be) fathers, and there will be boys’ groups, that is, of future fathers.

What makes them innovative (and ambitious) is that these groups will last two years to develop strong change-agents within the communities (compared, for example, to the six session model popularized in Sweden.)

The first two to three months will take men through a curriculum allowing them to reflect on their own socialization as men and experiences as boys – that is, self-reflection to help them (as adults) develop a more child-focused view of the world and of their own children. This will lead into an examination of children’s development and a focus, respectively, on childhood and maternal health, and on violence against women and children (although both groups will do some of the other.)

The second year will be an interaction with mothers to explore parenting issues, gender socialization and relationships, and also about the importance of men taking a public stand in terms of involved and caring fatherhood.

In Nepal, the pilot will be carried out in five villages, with two or three groups

per village, and ten to twelve men per group. Rajasthan will follow a similar approach.

Australia's "Deadly Blokes and Kids": Parenting Support for Dads

"Deadly Blokes [Aboriginal slang for a cool guy] and Kids" is a community-based program working with male parents and caregivers in various parts of Australia. These programs are locally designed (and have different names) in order to be culturally relevant. The programs aim to build strong relationships between male caregivers and their children, through the creation of safe places to connect with their children and young people.

The programs feature cultural, artistic and musical media, outdoor activities, cooking and play. They also aim to create respectful and peaceful relationships by modelling non-violent behaviour.

SC Australia also supports the Future Parents Program, an initiative for teenage girls and boys to develop practical childcare skills and increase knowledge about children's needs.

Uganda: Real Fathers Initiative

"REAL [Responsible, Engaged and Loving] Fathers" is a just-beginning program for 18-25 year old fathers who have young children. Its aim is to develop and test an intervention to reduce intimate partner violence and physical and humiliating punishment of children in post-conflict northern Uganda.

Mentors are being trained to work in various communities. Even the process of pretesting the concepts for community posters produced changes among young fathers, including fathers reporting that they were already more involved in child care and spending more time playing with and talking with their children. Some reported communicating more with their wives and helping more with household chores.

As one father said, "This make my child happy, so it makes me happy. I feel closer to my child."

It is designed as a randomized control trial. Impact on the participants in the fathers groups will be compared to similar fathers in the communities who will only be exposed to the posters.

The Institute for Reproductive Health and Save the Children are partners. Results are expected by early 2015.

http://irh.org/wp-content/uploads/2013/06/REAL_Fathers_FactSheet_2_page.pdf

Meanwhile, in Northern Uganda, the GREAT (Gender Roles, Equality and Transformation) project included a specific toolkit for working with married/parenting adolescents.

http://www.pathfinder.org/publications-tools/pdfs/GREAT-Project-Review_Final-Full-Report-10-2011.pdf

B. Save the Children: Some Considerations for Its Work with Fathers

The other starting point (concerning SC's capacity in this area) is to recognize that this is *not* about launching a new program area but rather recognizing a cross-cutting issue that will enhance existing programs. (In other words, for example, when promoting children's health, SC

includes the engagement of fathers in promoting this health; when developing programs for child protection, SC is thinking about how to directly engage fathers as non-violent care-givers who can play an important role in ending violence against children and their mothers.)

On the other hand, in interviews leading up to this report, several staff members in various countries did say that many SC staff and the organization as a whole are not adequately prepared for work on fatherhood issues or, more generally, work on issues around related gender issues concerning boys and men.

Specifically, there isn't yet widespread expertise for designing or implementing projects or program components relating to fatherhood, or a capacity to respond to program issues as they arise. And for those doing work in the field, there may not be an ability to handle challenging situations, for example, handling disclosures by fathers about their use of violence or their own experiences of violence.

These are important concerns that can be addressed on three levels:

a) Recognize that internal training (and training that involves partners) must be a key part of developing work around fatherhood and care-giving. This training should be structured so it includes discussion of concrete initiatives within existing programs, including, for example, in positive discipline capacity building. (Specific proposals around training are in the last section.)

b) Collaboration and linkages: Recognize that SC isn't inventing the wheel nor acting on its own. There now exists a huge (and rapidly increasing) international body of work and programs on engaging boys and men, in general, and on fatherhood, in particular. SC can prioritize work within its existing partnerships, in particular, as part of the network that comprises the MenCare Campaign. For example, among its first activities, SC might pilot new MenCare resources that are in draft stage: a manual/curriculum for an eleven-week father's group and a manual for public health providers to include fathers in their work. SC is thus in the advantageous situation that it already has a developed relationship with a set of potential partners in this field. This will speed up the development of SC capacity. That is, we recognise that SC has strong national, regional and global partner agencies, and its affiliation in various networks round the world, who have considerable expertise in different programmatic areas those support work on fatherhood.

c) Recognize that SC has strong internal drivers to help it overcome limitations in knowledge and experience: there seems to be growing and considerable enthusiasm within SC about meeting the challenge of father-inclusive programming and policies.

C. Save the Children's Unique Approach and Contribution

Save the Children brings its unique strengths and capacities to worldwide work with fathers. In other words, its role as an innovator is paramount.

The very things that Save the Children takes for granted actually represent areas that need to be strengthened for many other organizations in this field. Save the Children can play a pivotal leadership role in ensuring that programs and policies to engage fathers not only include, but are built around, a strong focus on meeting the physical and emotional needs and rights of children, and securing their protection and safety.

As well, it has the knowledge and experience for ensuring that children's voices are strongly heard within the design and delivery of work with fathers.

Finally, since Save's present and potential fatherhood work lies within its existing programs, SC brings to the table a large number of fathers who it already reaches and a huge number of fathers whose wives it currently reaches in its education, health and child protection programs.

D. Resource mobilization

There might be a concern from some traditional donors that work with fathers and other male caregivers could be a drain on scarce resources that should be spent on programs aimed at mothers who, after all, currently play the major role in the lives of children.

SC takes such concerns seriously. In practice we answer them in several ways that actually enhance our understanding of why meeting the goals of SC requires work with fathers, efforts for father-inclusive practices, and initiatives to transform the role of fathers and other caregivers:

- The issue is not only about directing resources *to* children and their mothers and programs for children and mothers, but *to meeting the needs of children and their mothers* (as the primarily caregivers of children) Programming with fathers might be money spent “on” men, but if done well, will service the goal of meeting the lasting needs and rights of children.
- We know that engaging fathers will bring a range of benefits to programming and policies for mothers and their children. For example, since men still control the budgets of governments and agencies, engaging men as *stakeholders through appealing to them as fathers* increases the chance that *more* funding will be forthcoming for child protection, child health, etc. In other words, rather than argue how to carve up the existing funding pie, engaging men as fathers greatly increases the chances we can bake much larger pies.
- Or, for example, we know that men are the gatekeepers of a status quo – governments, religions, economic institutions, educational systems – that currently isn't meeting the needs of children and their mothers. Thus, if we *don't* engage men, we increase the possibility men will thwart or simply ignore our efforts to meet children's needs. If we *do* engage men as biological and social fathers, it is more likely they will support policy and attitudinal changes that will bring direct benefits to children and their mothers.
- Finally, although mothers have been a primary target in work to protect, care for and nurture children, we look to the potential of transforming the relations of reproduction so that all childcare tasks, caregiving, and responsibilities (with the obvious exceptions of pregnancy and breastfeeding) are equally shared between women and men. While we must be realistic that this change won't happen overnight (and that we must support the mothers who, in the here and now, *are* primarily responsible and *do* face tremendous barriers), we should also support a broader process of change.

3. POTENTIAL FOCUS OF FATHERHOOD WORK

This section looks at three areas of fatherhood work:

- Groups for expecting, new, and fathers of older children and adolescents.
- Work with social service providers, educators, health care professionals
- Public advocacy for legal reform and policy changes, and public-education campaigns.

Father's groups are examined first not because they're necessarily the most important area of work, but because they are the most easily delineated intervention (although their form and content varies greatly.)

All these forms of work not only have the potential of strengthening existing programs and partnerships, but opening up new partnership possibilities and new donor possibilities.

One cross-cutting focus is work with young fathers. They represent both a particularly vulnerable group of fathers but also ones who are often open to help in adjusting to their new circumstances.

A. Fathers' groups

One of the most straight-forward places to begin work on engaging fathers is through the vehicle of fathers' groups. These tap into felt needs of men (and women) in communities. They become a safe space for difficult discussions about gender among male participants – that is, they start by engaging men where they are rather than first asking them to accept a new set of assumptions about gender relations, gender roles, and gender equality and non-violent child rearing.

Before discussing the value, potential, and limitations of fathers' groups within SC programming here is a box on these groups:

Fathers' Groups

There are many different approaches to fathers' groups. We can group these differences as follows:

i) The participants. Particularly in the US, fathers groups have been developed by social service agencies as interventions with marginal or "at-risk" fathers. This has the advantage of focusing resources and attention at those most in need of services. On the other hand, they run the risk of stigmatizing and ghettoizing these men and ignoring the common issues that

a wider range of fathers face. Furthermore, because these become *the* type of father's group, it might be less likely that fathers' groups will appeal to (or even be seen as useful to) a wider range of dads.

In contrast to this is the approach used, for example, in Sweden (and now spreading to Russia, the Ukraine, South Africa) and in that taken by Promundo (Program P), the intention is to engage fathers in general, although of course, the actual NGOs or agencies forming fathers'

groups will sometimes have their more targeted participants.

ii) Different stages in the fatherhood cycle and the children's lives. By far, most fathers' groups involve expectant or new fathers. It is not only that this is the moment when dads have the greatest uncertainty around their role as fathers and the practical challenges they will face. It is also when the mother is most in need of support and a true parental partner. And it is when critical bonding with their child takes place. It is thus the most logical, likely and important moment to engage men as fathers.

However, what tends to be missing are fathers' groups that focus on the ongoing challenges of parenting, in particular around discipline. Some of this, of course, can be served through mixed-group programming (for example, positive discipline programs for mothers and fathers.)

But there remain many opportunities for work with fathers throughout the childhood lifecycle – for example, in school-based programs.

iii) Safe spaces vs. focused curriculum. What might be informally referred to as the Swedish model focuses on setting up a safe space with a minimal amount of set curriculum, exercises or teaching materials. The focus is on creating a space for honest reflection focused around some core issues (such as division of responsibilities, responding to pressures, etc.) This approach seems to assume a fairly high degree of social literacy around fatherhood and the existence of other supports within the public health system. These groups have tended to have a short number of sessions bringing the advantage of allowing facilitators to work with a large number of men over the course of a year and allow scarce resources to be spread out. The disadvantage is that, due to the short number of sessions and the focus on process rather than content (to put it crudely), there are many topics that do not get adequate attention in these

groups – such as more basic issues around gender, discipline and punishment, etc. On the other hand, one of the great strengths of this approach is that members can more easily transition into a self-run support group or, simply, have ongoing informal contact: they do not feel they need a structured program to get together.

The more structured approach (as seen in Program P, developed by Promundo and in the draft MenCare manual) has the advantage of taking participants through a curriculum which makes sure we cover a number of key topics. It also assumes more weeks (although, of course, the Swedish model can be extended). On the downside, one concern is that the structured lesson plans give much less time for general discussion, for creating safe spaces and responding to the concerns of the participants.

Even more ambitious are the fathers' groups starting up by SC in Sri Lanka and India discussed in a separate box.

What's important for Save at this point is to be part of this experiment in progress. One format might be better in some cultures. And, in neither case is the format rigid: those working within these different approaches recognize the need for national and local NGOs/service providers to adapt the models and manuals for their own national, programmatic, and budgetary realities.

It is also important that SC brings to these experiments a realization of the importance of measuring the impact of these groups on the lives of children.

iv. Gender equality framework. Many international programs have an explicit (or at least strongly-implicit) gender equality framework. On the other hand, many of the US-based programs appear to be a weaker on this front. The stated framework of these is often around risk-reduction and/or 'strengthening the family.' It's not always clear, however, whether the latter is simply what sells to funders in the US or whether it is tied into a more conservative agenda. And

although we need to be cautious in relation to these approaches, it is sometimes true that this is simply expedient: for example, the official support in Russia and Belarus for engaging fathers (including the Swedish father's group programs) *does* come from demographic concerns about family breakdown.

That much said, SC work relating to fathers is and will be within a child rights framework linked to the CRC, to a gender equality framework, to ensure a safe

environment for children to develop, and not linked to conservative notions of "strengthening families."

v. Gender transformatory approaches. Father's groups carry an implicit assumption that men's gender norms can and should change. SC's approach must make this explicit: our framework for ensuring children's rights is not only the need for gender equality, but also ending destructive norms and practices of masculinity.

14

Some Challenges for Father's Groups

One criticism of fathers' groups is not about these groups *per se*, but rather that they simply can't reach sufficient numbers of men. As well, perhaps they actually marginalize outreach to fathers. For example, might they leave out those men who are least likely to imagine themselves as part of such a group and yet, in some ways, are in the greatest need for support as fathers? Or might they (to cite an opposite concern) in a country like the US where "at-risk" fathers are targeted for inclusion, stigmatize participants and suggest these groups are only useful for men with problems?

These concerns about reaching a relatively small number of men or being marginal can be addressed in several ways:

- Most importantly, recognize this is a legitimate concern. As a result, support for fathers' groups should not be the sole focus for engaging fathers by SC. A suite of efforts and initiatives (see below) gives us and our partners the potential to reach much larger numbers of fathers and also have an impact on the institutional and broader social levels. As well, it is worth exploring alternatives such as virtual father's groups.
- On the positive side, participation in a father's group can have an echo effect. Participants become ambassadors, taking their evolving ideas about fatherhood to their friends and colleagues at work. In other words, an investment for work with one hundred men might reach a thousand boys and men. And by developing local social norms campaigns and also through social media, our partners can help strengthen the impact of these informal ambassadors.
- Fathers' groups are important because they are an opportunity for individual fathers to explore and internalize messages that are being circulated in campaigns and public health

¹⁴ See Michael Kaufman, 2003, "The AIM Framework: Addressing and Involving Men and Boys to Promote Gender Equality and End Gender Discrimination and Violence," <http://www.michaelkaufman.com/wp-content/uploads/2009/01/kaufman-the-aim-framework.pdf>

education. It gives fathers a chance to go beyond being passive consumers of public messaging and explore how to shape these messages within their own lives.

- In fathers' groups, SC and its partners gain the equivalent of ongoing focus groups. Through the issues that come up and the responses of participants, and from the input of children, SC and its partners can refine their messages and approaches for engaging fathers in support of children's protection and rights, in redefining stereotypical gender norms, in reducing gender-based violence, and in supporting equality in the home.
- These groups allow fathers to explore in much greater depth (albeit with relatively small numbers of men) a series of issues (around child development, gender socialization, positive discipline/parenting, gender relations in the home, inter-generational communication, and interpersonal violence) than would be possible in general public education.
- One goal of groups for fathers and other male caregivers is actually for such groups to become a norm, that is, a rite of passage for men who are fathers or are becoming fathers, or for older boys who will likely become fathers in the future. That is, the fathers' groups that SC might support and encourage are models for mainstream groups that hopefully will be sponsored by a wide range of organizations, from hospitals to schools, religious institutions to workplaces to service clubs.

B. Work with social service providers, educators, public health and other health care professionals

As mentioned above, fathers' groups are only one part of a suite of possibilities for engaging fathers.

Work with social service agencies, health care providers, and educators is a critical component of a broader strategy. Helping professionals develop an awareness about the importance of involved fathers and the practical skills to engage them is important. (One can imagine, for example, positive parenting being part of the curriculum in teachers colleges and social work schools. Or more broadly, we should advocate father-inclusive practices as part of these training curricula as well as that of health-care providers, such as midwives, public health nurses, family physicians, pediatricians, and obstetricians.)

One thing that will be critical for SC and its partners will be to work with agencies and institutions to help them develop the systems, practices, and interventions to be father inclusive. (The box on the UK's Fatherhood Institute explores one organization's approach to these questions.)

This type of intervention makes sense for Save the Children as it integrates well into existing initiatives and the work of existing partners. (For example, it can be linked to SC's work with national and community child protection systems.) It also sets up opportunities to reach fathers through the full time span of childhood and adolescence.

This area of work becomes important as a pathway for achieving the SC breakthroughs. For example, when teachers and education programs involve fathers, it increases our chances of ensuring that “every child receives a good quality education and learns the skills and knowledge they need to thrive.”

Similarly, how can we imagine, *in practice*, that we can help ensure that all children “be cared for and protected in a family environment” if those working with families (as social workers, educators, health care providers) aren’t consciously working with father-inclusive models.

Fatherhood Institute Focuses Work on Systems and Providers

The UK’s Fatherhood Institute focuses on institutional work to help service and health providers develop father-inclusive practices. While the FI believes in the importance of training social workers, midwives, nurses who do home visits, etc. to stop seeing fathers as peripheral to their work, they stress that if their culture and systems don’t support them, even well-meaning individuals won’t be able to sustain more inclusive practices. Change, they stress, must be to the whole system.

And so their work might start with an institutional audit, not so much to see if there are specific services or groups for fathers, but to review policies, the language used within services, procedures and even case files to see if *all* services are explicitly and implicitly father-inclusive. This leads to recommendations on strategy, policy, and practices (right down to specific practices such as case recording, or the language used in

outreach to parents.) As this is going on, training and action learning is proceeding. But it is the systemic changes that creates the supportive environment that will be crucial for the work of practitioners.

This approach addresses the concern that fathers’ groups will only reach a relatively small number of men. Rather, if changes are made within mainstream services, there will be a more universal impact.

This also addresses concerns about the sustainability of specific programs. Say for example, a community has a strategy focused around various types of fathers’ groups. A government changes or funding dries up and the groups are gone. But if systemic changes have been made in the provision of services to be father-inclusive, then there will be an ongoing engagement of fathers.

C. Policy Advocacy and Campaigns

Neither fathers’ groups nor even changes in the delivery of social and health services and education to be father-inclusive is sufficient for the true transformation of fatherhood in ways that will better meet the needs and rights of the world’s children and contribute to gender equality.

That greater transformation requires broader social changes, including changes in societies’ norms of masculinity in general and our parenting norms (and relations of reproduction) in particular.

Save the Children can contribute to such changes (both directly and by encouraging its partners) through advocacy for policy changes and public campaigning to promote the ideals of engaged, non-violent, equitable fatherhood.

One example could be the advocacy around the Implementation of the Guidelines for the Alternative Care of Children, where SC could advocate policies which promotes the role of fathers.

Campaigning

Shifting long-standing social norms that excuse men from taking responsibility for direct and daily care of children or for prioritizing the needs and rights of children, as well as ending social norms that permit physical and humiliating punishment, is our overarching challenge.

In many countries, these norms are shifting (as noted at the beginning of this report.) Part of this shift comes from broad economic and social changes, in particular changes in women's employment and aspirations. Meeting children's needs in this changing context requires many things, but among them is accelerating the process of normative change among fathers and other male caregivers, articulating alternative norms, and helping kickstart this shift in norms in countries and communities where it hasn't yet begun.

As explored elsewhere, there are many barriers to engaging boys and men to shift social norms.¹⁵ (Some of these barriers have to do with boys' and men's hesitation to relinquish social power, but, paradoxically, some of the barriers have to do with boy's and men's own contradictory experiences within male-dominated societies.¹⁶) Social norms campaigns give us and our partners the ability to carry out interventions that have the capacity to overcome both sets of barriers at once.

Campaigns (such as the MenCare campaign, modeled to some extent after the international White Ribbon Campaign) allows us to popularize images of engaged and nurturing fatherhood. As noted above, Save the Children is a founding partner. (See box on MenCare)

Not only can campaigns celebrate positive models of fatherhood, but they can do so in ways that focus on children's own voices, experiences, rights, and needs. (See box on ACEV's public campaign in Turkey.)

Public campaigns also encourage adoption of other parts of a potential fatherhood strategy: a local or national fatherhood campaign would encourage participation in fathers' groups or the development of father-inclusive social and health service practices.

Campaigns can also focus on specific aspects of fathering, for example, positive discipline and models of caring, non-violent fatherhood (and can be a driving force for getting men to come to positive discipline courses.) They can raise awareness about the impact of witnessing violence. They can focus on fathers' support for maternal health, and so forth.

Advocacy for Policy Change

Neither work with individual men, nor services providers, nor public awareness and social norms campaigns will accomplish their goals without change in the fundamental underpinnings of our current relations of reproduction which form the basic environment for children's lives.

¹⁵ MenEngage Alliance Advocacy Brief, "Engaging Men to Change Gender Norms," 2013

¹⁶ Michael Kaufman (1999) "Men, Feminism, and Men's Contradictory Experiences of Power," http://www.michaelkaufman.com/wp-content/uploads/2009/01/men_feminism.pdf

This is where policy advocacy comes into the picture. Advocacy work on our own and with our partners can take the form of advocacy campaigns and lobbying aimed at national lawmakers, work within institutions, and outreach to the media.

Themes for this advocacy will be shaped by the particular social context in a given country, but they include:

- Changes to allow and encourage fathers to be present during birth, a practice that is still rare and controversial in much of the world.
- Policies within institutions (such as hospitals or social service agencies) that create more welcoming environments for fathers.
- The inauguration or extension of parental leave for fathers. Perhaps no single area of social policy has the potential for changing our parenting culture, as the Nordic countries have demonstrated. Of course, there are great challenges in rolling out such policies in low-income countries, especially ones where large numbers of fathers (and mothers) are self-employed as farmers, traders, and craft producers. This demonstrates that policy advocacy requires serious research, tap into the opinions and needs of communities, and be embedded in national realities.
- The ongoing work of Save the Children to ban the use of physical and humiliating punishment of children.
- Advocacy for school-based parenting programs.

MenCare

MenCare is a global fatherhood campaign which promotes men's involvement as equitable, non-violent fathers and caregivers in order to achieve family well-being and gender equality.

Internationally and nationally through its partners, it is developing efforts to directly reach fathers (for example, through fathers groups and the development of a manual for fatherhood groups) and health care providers. It uses conventional media (including a series of videos and, in at least one country,

billboards) and social media to spread its messages.

It conducts advocacy campaigns, focused on ending corporal punishment, enhancing paternal leave, more flexible workplaces, as well as other issues.

Promundo and Sonke Gender Justice Network, in collaboration with the MenEngage Alliance are two central partners, with more than two dozen organizations, including Save the Children, as Implementing Partners.

ACEV'S Public Fatherhood Campaign in Turkey

In Turkey, ACEV has been running father's groups, now led by 210 activists working in six provinces. The twelve weekly sessions aim to promote gender equality, end domestic violence, and transform fatherhood.

Now, with the support UN Trust Fund to End Violence Against Women and GAP), ACEV has taken the Men-Care "You are my father" campaign into a series of public posters, TV and radio ads, and posters in Gap stores.

The TV ads have children speaking the text of posters: "You will not hurt me. You are my father." "You know what I did at school today. You are my father." "You

hug me tightly because you are my father." <http://www.men-care.org/Media/Films-From-MenCare-Partners.aspx#turkeyFilms>"

4. SPECIFIC RECOMMENDATIONS

Priorities will depend on the country and the context, but the following points outline a potential scope of work.

Minimal engagement: This report encourages all national organizations of Save the Children to take at least a minimal initiative concerning fatherhood through involvement with several points detailed below: First and foremost will be (a) capacity development. Beyond that, they would encourage all staff members to stay abreast with (b) the Big Push. They will have a handful of staff monitoring the results of (h) research and pilot projects. These assigned staff will be able to direct colleagues' attention to relevant research and reports, including (e) the forthcoming State of the World's Fathers.

Moderate engagement: Those national organizations going beyond minimal engagement to integrate fatherhood into their work will want to take part in (a) capacity development and more widespread and active participation in (b) the Big Push, including ongoing internal education. They will make ongoing efforts to see how advocacy and policy work around active fatherhood fits in with their other priorities. They will have assigned staff who monitor the results of (h) research and pilot projects and who will be able to work with their colleagues on an ongoing basis to integrate fathers and fatherhood into their work and priorities.

Ambitious engagement: Those national organizations that wish to play a more active and ambitious role in father-inclusive practices within Save the Children will do all the above. In addition they will also consider taking part or sponsoring (c) pilot projects in the area. As well, they will consider being involved in contributing to (h) research and to internal Save the Children (i) networking and communication concerning this work. As well, they will consider taking part in outreach to other organizations, such as others in the (d) MenCare network.

A. Capacity Development:

Begin a process of training and capacity development within SC in the form of national and regional trainings on fatherhood (using evidence-based methodologies for engaging men and boys.)

This might start with a series of regional trainings but as soon as possible, would need to get down to the national and local level. This isn't simply so offices have the capacity to sponsor or support specific fatherhood projects (such as fathers' groups, or campaigns, or work with local agencies) – which they may or may not choose to do. More broadly, it is to enable *all* SC staff to

see that father-inclusive practices and messages are critical to the success of all SC initiatives – just as, for example, all SC staff understand why gender equality is critical for child protection and the attainment of child’s rights.

This capacity development can be tied into the roll-out of the Gender Equality Policy, now in its final stages of development.

Ongoing training might include the development of an e-learning course. Although development costs are substantial, an e-learning module can be used in an ongoing fashion and doesn’t have the ongoing costs associated with training workshops. On the other hand, one of the keys for capacity development in this area, particularly in its first stage, is to realize this isn’t simply about transmitting a fixed knowledge or skill set but to interact with SC staff to assist them in working through their own gendered assumptions about men and caregiving and to explore, together, how new approaches can be integrated into existing programs.

Time frame: Regional and initial national trainings starting in late 2013 and continuing through 2014 and 2015. Possible development and testing of an e-learning module through 2014 for ongoing use starting in 2015.

B. The Big Push:

Closely related to, but going beyond the specific training, would be a big push to raise awareness throughout Save the Children about the importance of father-inclusive programs and practices and the importance of engaging fathers and other male caregivers in order to advance towards the breakthroughs.

This concentrated push would last 1 year and would coincide with rolling out the training. This could include:

- The training outlined above;
- Tie-ins with the 2014 Year of the Family;
- Produce a two-sided fact sheet on how positive fatherhood links to the outcomes of each global initiative and breakthrough;
- Ongoing reminders and pointers to encourage staff to read every proposal and assess every program with this lens;
- Presentations at international SC meetings;
- Facilitation of visitors and speakers in SC offices;
- A (simple) monthly poster that highlights a particular theme that could be put up in SC offices, a fatherhood screensaver with tips, a fatherhood calendar;

Time frame: October 2013 – November 2014

C. Pilot projects are critical at this stage to help Save the Children develop the internal capacity and evidence base about what works most effectively for transforming the roles of men within families, in particular in relation to child protection, child health and nutrition, maternal health, and the reduction of gender-based violence.

- Disseminate and promote good examples of existing and new SC projects that have successfully integrated men and fathers (on the intranet, in the Resource Centre, perhaps using MailChimp). (For example, the results of the REAL father initiative in Uganda will be available in late 2014/early 2015.)
- Bring our partnership with MenCare to the country level by, for example, piloting the MenCare curriculum for fathers' groups. Through this, we can make an ongoing contribution to improving this curriculum and training manual by continuing to solidify its child rights and child development perspectives.
- Similarly, pilot the MenCare manual to help health-care professionals and service providers better engage expectant and current fathers. At the same time, continue working with Father's Direct in the United Kingdom to further refine these approaches.
- Diffuse information about the SC fathers groups currently beginning in Nepal and India.
- Document and show results: Using qualitative research as well as quantitative measurements and evaluations, ensure that pilots and programs build the evidence base and could be used to meet the criteria of a signature program – that is, breakthrough related, with a strong evidence base, fully utilizing SC's theory of change, innovative, can be taken to scale and be replicable, building on partnerships, able to attract significant funding, and involves child participation.)

Time Frame: late-2013 to early-2015

D. Involvement in the MenCare network:

SC will step up its role within the MenCare network. Specifically SC can:

- sign a MoU with the MenCare Campaign, perhaps through the Child Protection Initiative, or the Health and Nutrition Initiative or the EveryOne campaign, or all of these.
- continue to contribute to the work and maturation of MenCare, in general through bringing in a strong child's rights and child-focused agenda, and more specifically, through the sharing the results of piloting the MenCare manual and other programs.

Time Frame: Ongoing

E. State of the World's Fathers:

Promundo, MenCare and Save the Children will be launching an annual "State of the World's Fathers" report, with the first report in 2014.

SC is exploring funding possibilities so it can be a contributing partner to this initiative. It would sit on the editorial board.

SC will likely take part in a planning meeting in September.

Time Frame: Ongoing

F. Policy Advocacy and Campaigning

As part of MenCare but also with other partners, Save the Children should encourage and take part in public advocacy and social norms campaigning to encourage support for:

- men's active involvement in maternal, prenatal, and postpartum health;
- men's active involvement in the care and protection of children of various age groups, including adolescents;
- for parental leave, flexible work time, and legal and attitudinal changes to encourage the presence of fathers during birth;
- for gender equitable family relationships;
- for legal and attitudinal changes to end corporal punishment and childrearing practices based on humiliation and shame, and support for positive disciplinary practices.

Time Frame: Ongoing

G. Use of Non-traditional and Social Media

- Work with MenCare partners in developing fatherhood apps that bring practical tools for fathers throughout the child's life via mobile phones and computers;
- Use webinars for internal and external educational opportunities with staff and partners;
- Make greater use of social media as part of policy advocacy and public education campaigns.

Time Frame: Ongoing

G. SC Assessment and Planning Meeting:

Bring together regional and country offices and some key partners that have been involved in the pilot projects to review the pilots and chart a future course for SC work around fatherhood in order to solidify the evidence base and develop plans for taking the work-to-date to scale.

Time Frame: early- to mid-2015

H. Research

The overall work of Save the Children will be advanced through ongoing research on how caring fathers affects protection, health, and education outcomes for children. Such research will have an impact on the design of our work (both engaging fathers within all our work as well as specific initiatives aimed at fathers.)

It will be important not only to carry out research ourselves, but also be part of wider networks where research is taking place and to stay abreast of the research of others. Aside from being important to our work, this will be yet another area where we will be able to make a wider contribution.

Time Frame: Ongoing.

I. Oversight and networking:

As this work progresses, there will need to be clarification of how this work should be coordinated within Save the Children. What forms of networking will be important? How should it be managed? How will the resource centre be used? Will there be a specific internal webpage that can be a repository of updates, news on SC work around fatherhood?

One possibility would be for CPI and the Everyone campaign to form a cross reference group.

As well, how might the Gender Working Group and community of practice play a role linking this work to the gender policy?

Time Frame: Ongoing

Further Reading

There now exists a huge body of research and literature in many languages on fatherhood. Here are some suggestions of useful places to start:

- Burgess, Adrienne, "The Costs of Benefits of Active Fatherhood: Evidence and Insights to Inform the Development of Policy and Practice." Fathers Direct, 2007, <http://www.fatherhoodinstitute.org/uploads/publications/247.pdf> (100 pages)
- Burgess, Adrienne and McAllister, Fiona (with Jane Kato and Gary Barker), "Fatherhood: Parenting Programmes and Policy. A Critical Review of Best Practices," 2012. Men Care, Fatherhood Institute, Instituto Promundo, Bernard van Leer Foundation. http://www.men-care.org/data/files/Site_18/Parenting-Programmes-and-Policy-Critical-Review-Fomatted-V1-1.pdf. (90 pages)
- Coltrane, Scott, "Fathering: Paradoxes, Contradictions, and Dilemmas," in Marilyn Coleman & Lawrence H Ganong, editors, *Handbook of Contemporary Families*, Thousand Oaks, Ca: Sage Publications, 2004, pp. 224-242, http://books.google.ca/books?id=V5UsrdqLR2MC&pg=PA224&lpg=PA224&dq=Fathering:+Paradoxes,+Contradictions,+and+Dilemmas&source=bl&ots=Pz3Zv9BUUh&sig=jth1yhTNEmp7tIUsEBc_WsGxA8&hl=en&sa=X&ei=TUQUUqO3MIjq2QWF7oD4CA&ved=0CDEQ6AEwAA#v=onepage&q=Fathering%3A%20Paradoxes%2C%20Contradictions%2C%20and%20Dilemmas&f=false
- Lamb, Michael, editor. *The Role of the Father in Child Development*, Fifth Edition, Hoboken, New Jersey: John Wiley & Sons, 2010. (This is a large collection of scholarly research.)

- Redmas [Nicaragua], Promundo [Brazil/US], EME [Chile], *Program P: A Manual for Engaging Men in Fatherhood, Caregiving, and Maternal and Child Health*, MenCare http://men-care.org/data/Program%20P_Beta.pdf [Draft August 2013. Final version on Men-Care.org between October and December 2013]
- United Nations, *Men in Families and Family Policy in a Changing World*, Sales No. E.11.IV.1 2011 <http://men-care.org/data/men-in-families.pdf>

Acknowledgements

I wish to acknowledge the following for their rich input into this report. And, in particular, I'd like to acknowledge the hard work of the Report Contact Committee and especially of its coordinator Eva Nordfjell. During seven months and multiple drafts, the committee provided steady direction, ongoing feedback, and a wealth of ideas.

Save the Children – Report Contact Committee:

Eva Nordfjell – SC Sweden, coordination
 Lena Karlsson – SCI Child Protection Initiative
 Sara Johansson – SC Sweden
 Laxman Belbase – SCI Regional, Nepal
 Karen Flanagan – SC Australia

Other Save the Children staff members who I interviewed

Wilma T. Bañaga – SCI Philippines
 Eva Bellander – SC Sweden
 Andrea Burniske – SC US
 Nadja Dolata – SC UK
 Colleen Farrell – SC US
 Henrik Halvardsson – SC Sweden
 Brad Kerner – SC US
 Greg Ramm – SC US

And thank you to many others in Save the Children around the world who answered specific questions or responded to requests for documentation.

NGO members, Social Workers, Researchers, Activists with whom who I held discussions, interviewed, or corresponded:

Svend Aage Madsen – Rigshospitalet, Denmark

Pinar Arslan – ACEV, Turkey

Steen Baagøe Nielsen - Roskilde University, Denmark

Gary Barker – Instituto Promundo, USA/Brazil

Mats Berggren – Men for Gender Equality, Sweden

Jeremy Davies – Fatherhood Institute, UK

Joan Durrant – Canada

Nikolay Eremin– Northern Way, St. Petersburg Public Organization for Social Support, Russia

Jane Kato-Wallace – MenCare and Promundo

Volodymyr Martseniuk – All-Ukrainian Papa-schools Network, Ukraine

Leo Mbobi – Sonke Gender Justice, South Africa

Mark Osborn – Fatherhood Institute, UK

Dean Peacock – Sonke Gender Justice

Cameron Philips – Canada

Rachel Ploem – Rutgers WPF, Netherlands

Matt Richardson - Swedish National Institute of Public Health

Wessel van den Berg – MenCare and Sonke

Nikki van der Gaag - UK

Vidar Vetterfalk – Men for Gender Equality, Sweden

Sergey Zakharov – Northern Way, St. Petersburg Public Organization for Social Support, Russia

Dominique Pierre Plateau, CPI, Asia