

MenCare

A GLOBAL FATHERHOOD CAMPAIGN

CARING Webinar Series

Highlighting the strategic recommendations from the
State of the World's Fathers 2023 Report

MenCare Webinar Series 5

Normalize Parental Leave

Friday, 3 November, 2023

07:00 - 08:30 am PT / 10:00 - 11:30 am EST / 04:00 - 05:30 pm CEST

MenCare



Agenda

Opening and welcome	Mpho Mabhena
Introduction of topic and speakers	Mpho Mabhena
MenCare, State of the World's Fathers and CARING recommendations:	
	Taveeshi Gupta
Fathers and parental leave	Jonathan Hoffenberg
Litigating for equal parental leave in South Africa	Kayan Leung
Advocacy for parental leave in Argentina	Delfina Schenone Sienna
Global trends and insights on parental leave	Nick Perry
Speaker and audience reflections and Q and A	Mpho Mabhena
Closing and announcement of next webinar	Mpho Mabhena

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Normalize equal parental leave

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Mpho Mabhena
moderator
Sonke Gender Justice



Kayan Leung
Lawyers for Human
Rights - South Africa



Delfina Schenone Sienra
ELA Argentina



Taveeshi Gupta
Equimundo



Nick Perry
WORLD Policy Centre



Jonathan Hoffenberg
The Parent Centre



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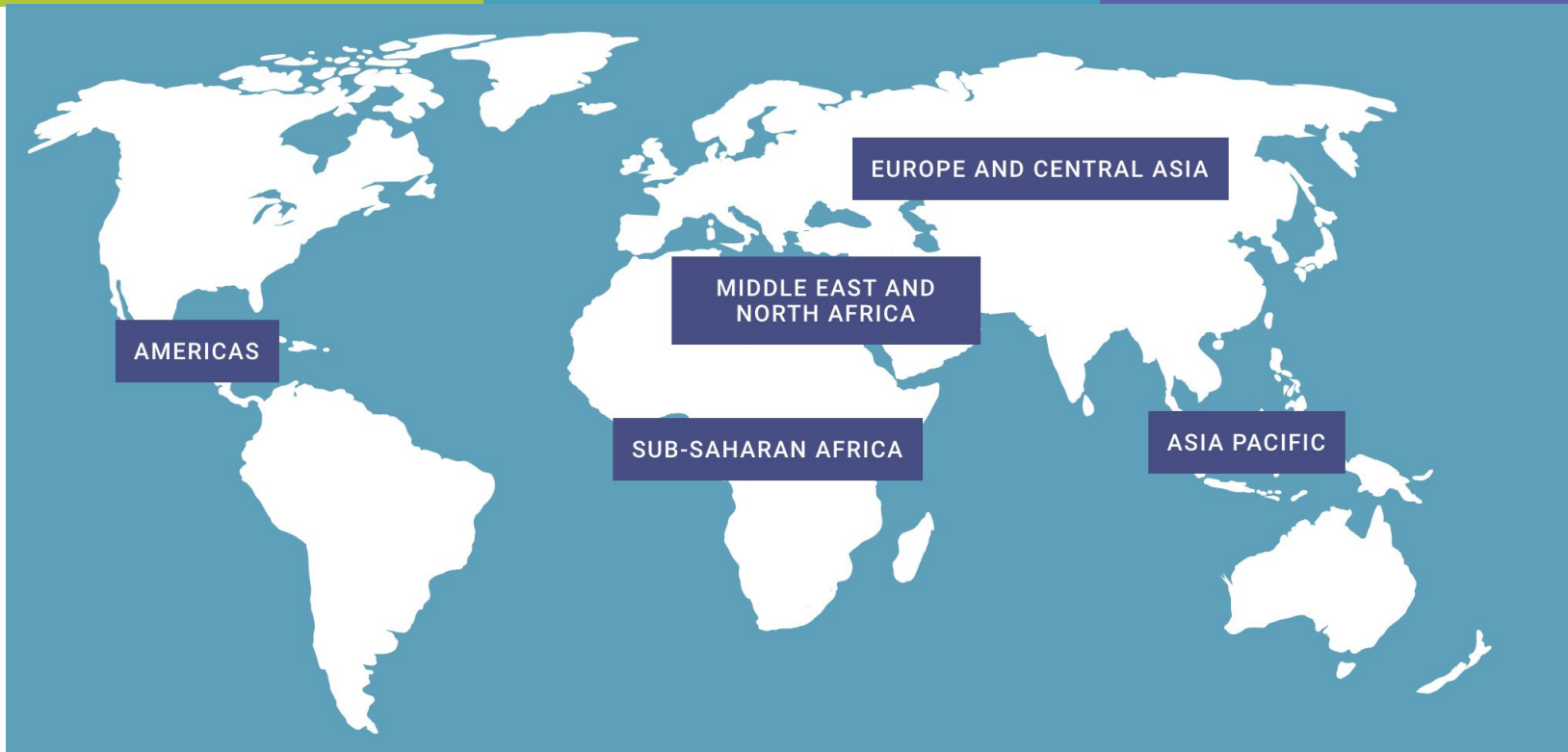


ESTABLISHED 2011

65+ COUNTRIES

**OUR VISION IS TO SEE
MEN DOING 50% OF THE DAILY CARE WORK**

Men **Care**



Men Care

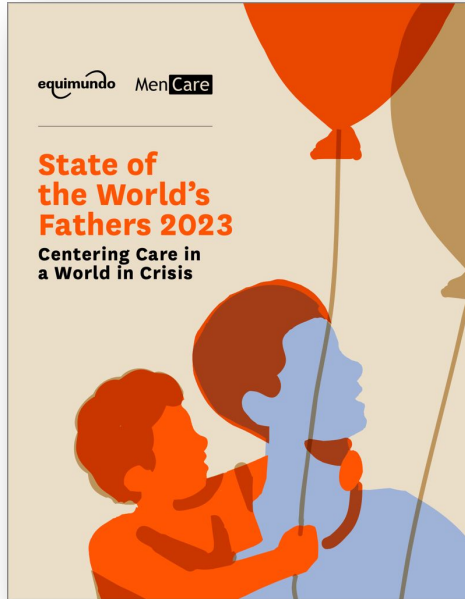
A GLOBAL FATHERHOOD CAMPAIGN





Men Care
A GLOBAL FATHERHOOD CAMPAIGN

**Inaugural conference
Cape Town 2013**



Center care systems in policies and public institutions, focusing on the most marginalized

Advocate for a culture of care in all workplaces

Revolutionize the way boys are taught about care

Invest in care, measure it, and disaggregate by gender, social class, and age

Normalize equal parental leave for mothers, fathers, and all caregivers, and for care of all kinds

Generate and disseminate mainstream media that portrays men and boys as caring and competent caregivers

**State of
the World's
Fathers 2022**
Centering Care in
a World in Crisis

“Not all Malaysian men are able to bond with their newborns from their first days of life, as there are still zero days of paid paternity leave provided in employment laws in parts of Malaysia (Sabah and Sarawak). It is still widely believed that a man’s role as a parent is to ‘help’ rather than be an active and engaged partner.”

– Sabrina Arlpen, president and founder of the Society for Equality, Respect And Trust for All Sabah (SERATA), MenCare partner, Malaysia



Parental leave is transformative when done right

- Establish a pattern of shared participation in care work that persists after the leave period.
- Increase fathers' comfort, competency, and sense of responsibility as parents so that they are more likely to take leave and care more equitably.
- Change the social and political acceptability of men's uptake of leave and shift individual attitudes about care roles.

Benefits of paid parental leave

87%

OF MOTHERS SAY

MOTHERS' LEAVE WILL BENEFIT
FATHERS AND CHILDREN

83%

OF MOTHERS SAY

FATHERS' LEAVE WILL BENEFIT
MOTHERS AND CHILDREN

85%

OF FATHERS SAY

MOTHERS' LEAVE WILL BE BENEFIT
FATHERS AND CHILDREN

88%

OF FATHERS SAY

FATHERS' LEAVE WILL BENEFIT
MOTHERS AND CHILDREN

An illustration of a man and a child sitting at a table. The man is on the left, wearing a blue shirt and pants, leaning forward. The child is on the right, wearing an orange shirt and pants, sitting at the table. A laptop is open on the table to the right. The background is a light beige color.

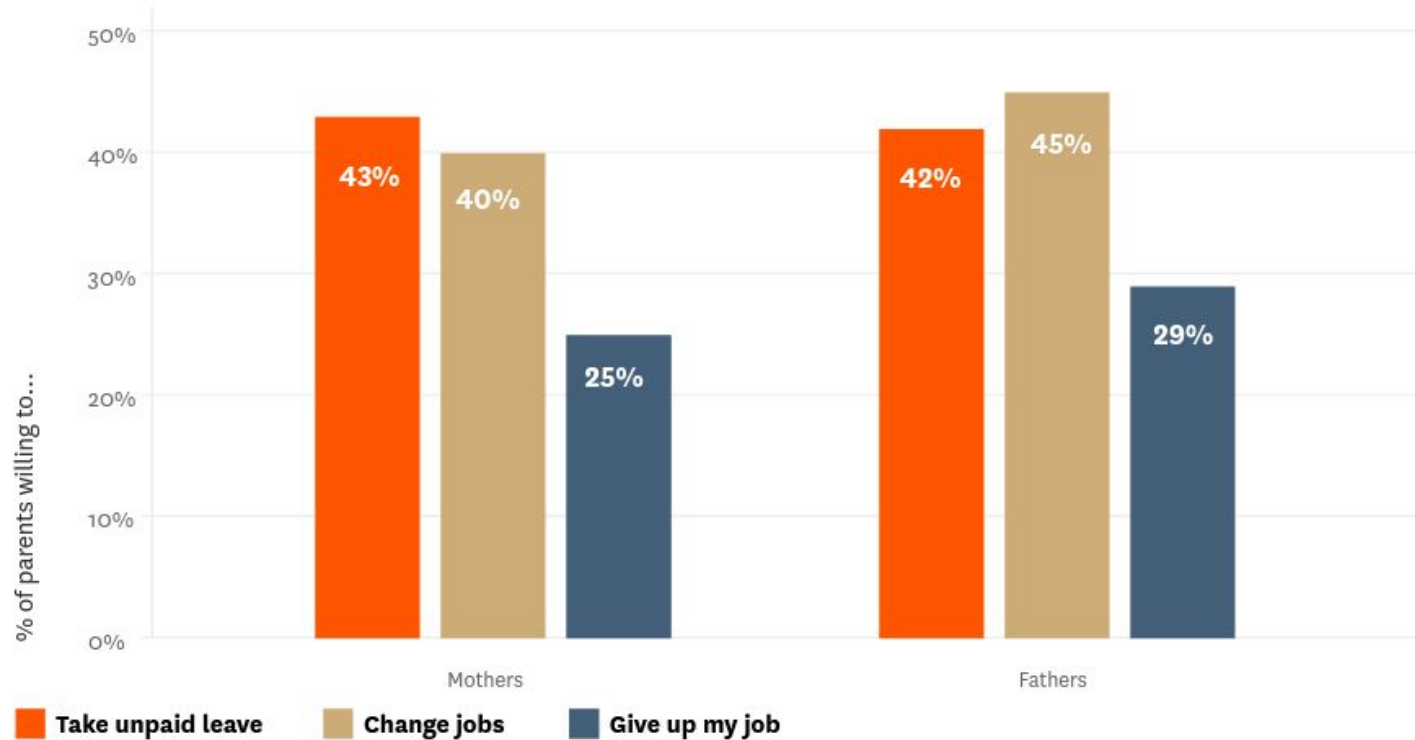
Parental leave increasing but...

...varies in length and is often short

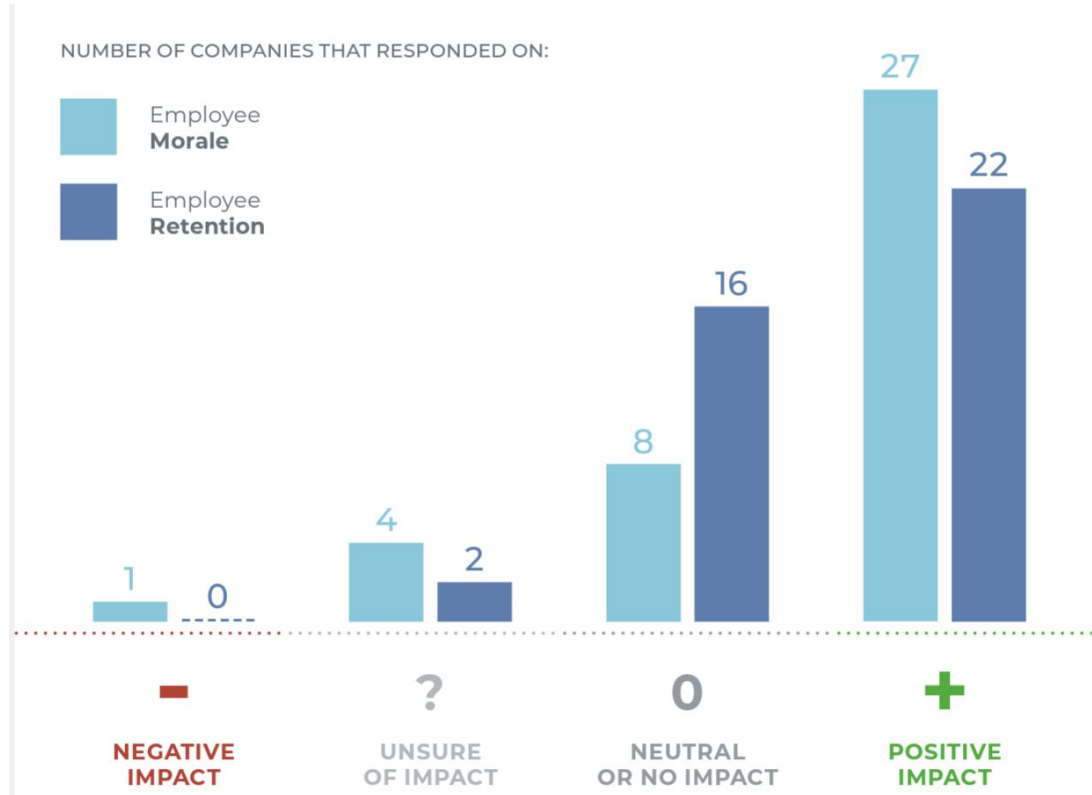
...set up to benefit those in formal employment

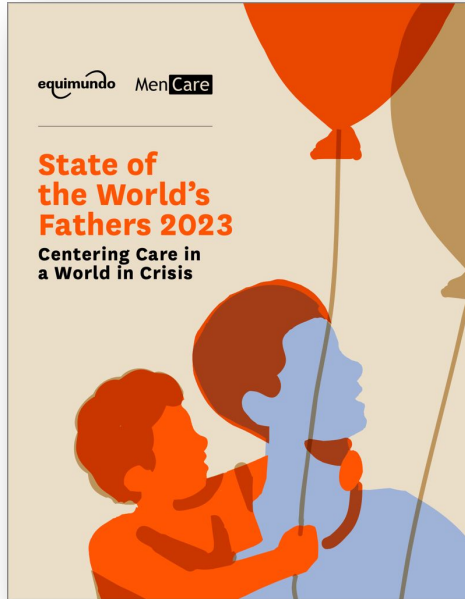
...inequitable for same-sex couples

Percentage of fathers and mothers willing to make changes for more parental leave



What impact do you feel your company's paid family leave policy has had on the company's employee morale and retention during the pandemic?





RECOMMENDATION 14: Governments should **establish equal, fully paid, nontransferable parental leave for all parents**, in addition to maternity leave for pregnancy- and birth-related health needs.

RECOMMENDATION 15: Make **more paid parental leave days available for men**, getting to equal, paid, and substantial parental leave for all parents, with 14 weeks for both parents as a minimum and a nontransferable portion for fathers.

RECOMMENDATION 16: Governments must work to **ensure the distribution** of paid parental leave across diverse income groups and employment categories, including informally employed workers.

RECOMMENDATION 17: Regional multilateral entities, such as the **European Union, Organization of American States, and African Union**, can work toward regional directives that encourage or mandate parental leave provisions across more countries, especially in the Global South.

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*3 November 2023, Kayan Leung,
Head: Strategic Litigation and Gender
Equality Programme*

Normalize Equal Parental Leave: A MenCare CARING Webinar

*Litigating for equal parental
leave in South Africa*



LAWYERS FOR
HUMAN RIGHTS

Making Rights Real Since 1979

LAWYERS FOR HUMAN RIGHTS

**Van Wyk and others v Minister
of Employment and Labour
[2023] ZAGPJHC 1213**

- **Applicants:** Van Wyks (1st & 2nd) , Sonke Gender Justice (3rd), Commission for Gender Equality (4th)
- **Respondent:** Minister of Employment and Labour

Van Wyk and others v Minister of Employment and Labour [2023] ZAGPJHC 1213

Facts of case:

- Mr & Mrs Van Wyk had a child in April 2021. Mrs van Wyk was a CEO of two small independent businesses.
- They decided that Mr Van Wyk would be the primary care giver of their child as it made most financial sense as well as in their child's best interest. He applied for 'maternity leave' stipulated under BCEA and employer's policy.
- It was rejected as it did not fall under any category of: i) maternity leave for female employees giving birth to the child (4 months); ii) adoption leave of 10 weeks for primary caregiver (incl same sex relationships) and other partner can take 10 days, iii) parental leave (aka paternity leave) for fathers or same sex partners
- Mr Van Wyk ended up taking annual leave and a sabbatical (demonstrated short term financial prejudice to care for their child).

Van Wyk and others v Minister of Employment and Labour [2023] ZAGPJHC 1213

Legal arguments:

1. First and Second Applicant (van Wyks):

- Reading of 'employee' S 25(1), 25(2)(a) & 25(5) of the BCEA Act 75 of 1997 includes all parents irrespective if they gave birth or not.
- Alternatively, S 25 of BCEA is unconstitutional & invalid – excludes non-birthing parents.

2. Second and Third Applicant (Sonke & CGE):

- S 25 of the BCEA is unconstitutional & invalid (not aligned with definition of parent in Children's Act 38 of 2005 incl. biological fathers, commissioning parents in surrogacy, adoptive parents and spouses of partners who give birth via artificial fertilisation using one of spouses' gamete (same leave not granted elsewhere in BCEA for such parents).
- S 25(A)(1) of BCEA should allow for all parents to be granted 4 months vs 10 days in law.

Van Wyk and others v Minister of Employment and Labour [2023] ZAGPJHC 1213

2. Second and Third Applicant (Sonke & CGE) continued:

- S 25(B)(1), 25(B)(6) & 25(B)(7) of BCEA should allow *each* adoptive parent 4 months parental leave vs current 10 weeks for one and 10 days for other, fail to grant any leave for adoptive parents of child over 2 years.
- S 25(c)(1) & 25(c)(6) of BCEA should allow each commissioning parent in surrogacy to 4 months parental leave vs 10 weeks for one and 10 days for other.
- S24 of UIF Act 63 of 2001 is unconstitutional & invalid as it excludes parents except biological mother to claim benefits.
- S 26(A)(1), 26(A)(4), 27(1), 27(5), 29(A)(1) & 29(A)94) of UIF to allow every parent to claim benefits to max of 17.32 weeks under act vs 10 weeks/10 days, should include adoptive parents of children over 2 years.

Van Wyk and others v Minister of Employment and Labour [2023] ZAGPJHC 1213

3. Respondent:

- Process must go before NEDLAC (all labour related legislation)
- Laws not unconstitutional, if discrimination then justified - rationally developed in line with South African economy (no evidence/report on impact of UIF given)
- “uniqueness of SA landscape” of family structure and single parent families and migrant workers
- Need for women to recover
- Concern of abuse of fathers of leave

Van Wyk and others v Minister of Employment and Labour [2023] ZAGPJHC 1213

Judgment handed down 25 October 2023 (Sutherland DJP):

It was declared that sections 25, 25A, 25B, 25C of the Basic Conditions of Employment Act no 75 of 1997 and corresponding provisions in the Unemployment Insurance Fund Act no 63 of 2001 are invalid, and inconsistent with provisions of the Constitution, to the extent that they:

- unfairly discriminate between mothers and fathers,
- unfairly discriminate between one set of parents and another, on the basis of whether the children were born of their mother, conceived by surrogacy, or adopted.
- Parliament will have two years from the date of judgment to cure the defects of these provisions, with an interim relief that entitles all parents to a collective period of at least 4 months of parental leave.

Van Wyk and others v Minister of Employment and Labour [2023] ZAGPJHC 1213

Judgment handed down 25 October 2023 (Sutherland DJP):

- {40} The proposition is advanced that the application is 'not procedurally justified and negates the realities of South African society and culture and economic realities.' What can this mean? The contention is fleshed out by the suggestion that the legislature should not 'attempt to engineer cultural and societal changes in the family structures'. The 'free services' of mothers and the 'roles of fathers' ought not to be interfered with. No more motivation is provided. Perhaps the less said about this mind-set is best. It suffices to say that the subordination of women as family-servants and commodities, however widespread such attitudes may be among many inhabitants of the country, is in no degree consistent with the norms of the Constitution. **The reach of the Constitution, in its most modest aspirations, requires social equality between men and women and is uncompromising in actualising that as the *status quo* for everyone.**
- [33] There are many examples where other countries prescribe more generous periods of leave. However, it is no part of this case that the court is called upon to address more than the question of an inequality of the duration of leave for each class of parent and for fathers and mothers or same-sex partners. The helpfulness of this literature is in the ***ubiquitous recognition of parents qua parents rather than a strict delineation between fathers and mothers, a norm wholly in line with the International instruments and with our Constitution.***

Thank you.



@LHR_SA



Lawyers for Human Rights



info@lhr.org.za



www.lhr.org.za

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Advocacy for equal parental leave

The case of Argentina

Delfina Schenone Sierra

dschenone@ela.org.ar





20 years collective construction

ELA is a feminist civil society organization created in Buenos Aires in 2003. We work to promote women's rights and gender equality in Argentina and Latin America, through research, capacity building and advocacy, promoting access to justice and better public policies to improve the living conditions of women and girls, in all their diversity.

For more than 10 years we have sought to influence the creation of public policies that ensure the right to care for all people, that allow the possibility of choosing how to care and promote social co-responsibility so that caring does not mean less employment, lower income, more poverty, less social security and worse quality of life for women.



National context regarding parental leave

AGENDA LEGISLATIVA DE CUIDADO 2022

La mitad de las personas trabajadoras no tiene acceso a licencias de cuidado.

ela DEPARTAMENTO LATINOAMERICANO DE JUSTICIA Y GÉNERO
unicef para cada infancia



La Ley de Contrato de Trabajo

AGENDA LEGISLATIVA DE CUIDADO 2022

ela DEPARTAMENTO LATINOAMERICANO DE JUSTICIA Y GÉNERO
unicef para cada infancia

No contempla la diversidad de familias.

Otorga sólo 2 días de licencia por paternidad.

No considera el cuidado más allá del nacimiento.

**Research
Reports
Arguments**





2012



2014

2015

2016



2017





2020



2022



2023



Working with different stakeholders



Private sector

1 Trainings and workshops



¿Por qué escuchan hablar de cuidado? ¿qué es lo primero que les viene a la mente?

acompañamiento inseguridad

Taller: Políticas de Cuidado para el Sector Privado

Fecha: miércoles 3 de noviembre.
Hors: 11 h.

Actividad taller cadena de valor AYSA

03 de noviembre 2021

Tiempos para cuidar	Dinero para cuidar	Servicios para cuidar
Licencias de paternidad extendidas (van más allá de los 2 días)	Compensación económica para gastos de centro de cuidado infantil	Un espacio de lactancia
Licencia por cuidado de hijo enfermo	Pago de cuidador/a	Centro de cuidado infantil en el espacio de trabajo
Flexibilidad horaria para poder cuidar a los chicos y poder cumplir con las responsabilidades		
Teletrabajo		
Flexibilidad horaria para asistir a acto escolar o bien		

Credito: UNICEF/Souad

Taller políticas de cuidado

15 de febrero | 10:00 hs.
Recinto de Operaciones, Bóveda de Comercio de Rosario (Paraguay 755)

Invita: aysa, La tierra del agua limpia.

Organizan: elcu, elcu, elcu, unicef, Santa Fe

2 Diagnostic tools + alliance with private sector



EMPRESAS QUE CUIDAN

3 Reports and investigations

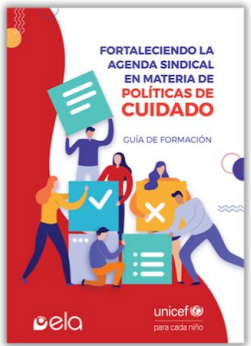


Unions

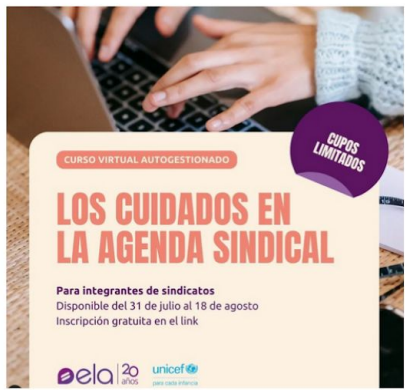
1 Trainings and workshops



2 Reports and investigations



- Primer módulo (turno mañana de 9:30 a 12:30)
Negociación colectiva con perspectiva de género: "Fortaleciendo la agenda sindical en materia de cuidados. Esquema de capacitación para referentas sindicales"
- Segundo módulo: (turno tarde de 13:30 a 16:30)
"Espacio de formación sobre la participación de las mujeres en los espacios de representación en las organizaciones sindicales"
- Entrega de certificados de formación.



CHARLA DEBATE
 "Políticas de cuidado e igualdad de género en la agenda sindical"
 Delfina Schenone Sienna y Gisela Dohm
 Equipo Latinoamericano de Justicia y Género (ELA) - UNICEF
 Organiza AECA
 Jueves 10 de marzo - 16 hs.
 UNIRSE A LA REUNION ZOOM
 ID de reunión: 758 5683 2420
 Código de acceso: 16iw2k

Campaigns and raising awareness



EN RADIO ROSARIO

Delfina Schenone Sienna: "Los feriados puente son mas largos que las licencias por paternidad"



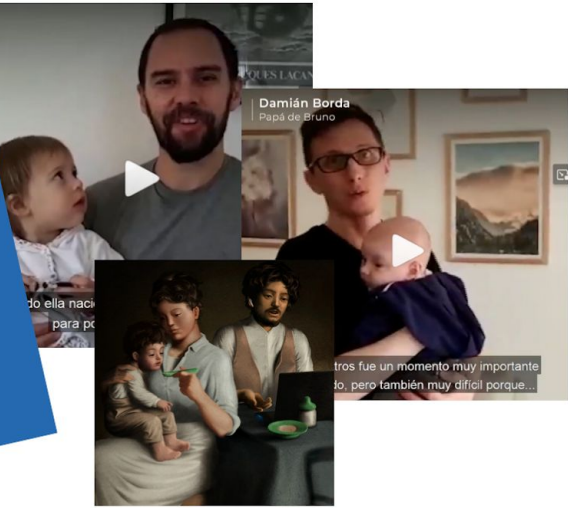
POR MÁS DÍAS DE LICENCIA PARA VARONES

En Argentina la licencia por paternidad es de solo dos días. Así, no se reconoce el derecho de los varones a compartir tiempo con sus hijas e hijos y se reproduce la desigualdad de género al considerar el cuidado como una responsabilidad exclusiva de las mujeres.

Entre todos podemos hacer algo al respecto. Para conocer más, ingresá a www.maslicenciapaternidad.com

Pegá el sticker. Aízá la voz.

#MASLICENCIA/PATERNIDAD



8 DE CADA 10 PERSONAS ENCUESTADAS

cree que el Estado debería otorgar licencias por nacimiento y adopción para monotributistas

eela 20 años

8 DE CADA 10 PERSONAS ENCUESTADAS

cree que las licencias por paternidad deberían ser más prologadas

#Políticas deCuidadoYA

eela



Esta ley está vigente desde 1974,

¿NO TE PARECE HORA DE QUE SE ACTUALICE?

eela

LICENCIA POR PATERNIDAD

por paternidad más cortas de la región.



Al ser Borda y Rosario a 10 días de control seña que ara como

LICENCIA POR PATERNIDAD

Buen día Rosario

CANAL - Telefe Rosario

LICENCIA POR PATERNIDAD

8:54 EL GOBIERNO QUIERE AMPLIARLA A 90 DÍAS

eela en los medios

Recuerdo de mi **LICENCIA** por paternidad

eela

Lo único que un padre puede tener en 48Hrs de licencia por paternidad es un pequeño recuerdo.

Making alliances



1 Commitment to care

Adhieren:
 Marina Abiuso | María Florencia Alcaraz | Ingrid Beck | Lucia Bertona
 Jaschele Burjovich | Gala Díaz Langou | Eleonor Faur | Marisa Fournier
 Virginia Franganillo | Mariana Gandolfo | Natalia Cherardi | Gabriela Marzotto
 Ana Nuñez | Laura Pautass | Corina Rodríguez Enriquez
 Norma Sánchez | Gabriela Troiano

Organizaciones:
 LogMora, Fundación Alicia Koplowitz, CIPPEC, eela 20 años, RUSS, GROW, DSEP, ICLIES, etc.

"Desde el hospital mandaba emails y respondía mensajes porque mi hijo nació prematuro y tuvo que quedarse un par de semanas internado y no me dieron más licencia que los dos días que toca por ley".
 Juan, 36 años

DÍAS DE LICENCIA POR NACIMIENTO PREMATURO PARA NO GESTANTE

EN LA ACTUALIDAD	EN EL PROYECTO EN EL CONGRESO
0	45

EL CÁMPUTO DE LA LICENCIA (45 DÍAS) INICIARÁ EL DÍA HÁBIL SIGUIENTE AL ALTA HOSPITALARIA

CUIDAR ES UN DERECHO

"Tuve que tomar mis vacaciones en el proceso de la adopción de mi hijo y cuando llegó a casa ya no me quedaban días para compartir con él".
 Luciana, 41 años

DÍAS DE LICENCIA POR ADOPCIÓN

EN LA ACTUALIDAD	EN EL PROYECTO EN EL CONGRESO
0	126

CUIDAR ES UN DERECHO

"Trabajar por horas después mes de tener a mi hijo porque profesional independiente no licencia y sólo había podido ahorrar para no trabajar durante un mes".
 María, 38 años

DÍAS DE LICENCIA POR MATERNIDAD PARA MONOTRIBUTISTAS

EN LA ACTUALIDAD	EN EL PROYECTO EN EL CONGRESO
0	126

SE ADICIONA UN SALARIO MÍNIMO DURANTE 126 DÍAS

CUIDAR ES UN DERECHO

2 Agenda for equality



3 Global Alliance for Care



In public forums as specialists



Proyecto de Ley "Cuidar en Igualdad"



Licencia	PROGRESIVIDAD SEGÚN AÑOS DE VIGENCIA					
	AHORA	A LA ENTRADA EN VIGENCIA DE LA LEY	A 2 AÑOS	A 4 AÑOS	A 6 AÑOS	A 8 AÑOS
Licencia gestantes (LCT, TCP, Régimen Agrario)	90 DÍAS	126 DÍAS				
Licencia no gestantes (LCT, TCP)	2 DÍAS	15 DÍAS	30 DÍAS	45 DÍAS	60 DÍAS	90 DÍAS
Licencia no gestantes (Régimen Agrario)	30 DÍAS			45 DÍAS	60 DÍAS	90 DÍAS
Licencia para adoptantes	NO EXISTE	●	●	90 DÍAS	●	●
Asignación personas gestantes monotributistas, monotributistas sociales y autónomos	NO EXISTE	●		126 DÍAS		●
Licencia personal no gestante monotributistas y autónomos	NO EXISTE	15 DÍAS	30 DÍAS	45 DÍAS	60 DÍAS	90 DÍAS



PROYECTO DE LEY DE LICENCIAS: REUNIÓN DE COMISIONES EN LA CÁMARA DE DIPUTADOS

02 DE AGOSTO | CÁMARA

Natalia Cherardi,
Directora Ejecutiva de ELA

ela 20 años

ALIA GHERARDI - DIR. EJECUTIVA DEL EQUIPO LATINOAMERICANO DE JUSTICIA Y GÉNERO

ATAÑEN PROYECTO DE CREACIÓN DEL SISTEMA INTEGRAL POLÍTICAS DE CUIDADOS DE ARGENTINA - SINCA -

TRABAJO EN COMISIÓN

Ustedes saben y los hemos compartido



Thank you very much!

Delfina Schenone Sierra

dschenone@ela.org.ar



IG: @equipoELA



X: @equipoELA



ela.org.ar



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Global Policy Progress towards Normalizing Equal Parental Leave and Advancing Equality



Nicholas Perry

Senior Research Analyst and Outreach/Partnerships Manager,
WORLD Policy Analysis Center
worldpolicycenter.org



WORLD Policy Analysis Center: Data Areas

WORLD has data on more than 2,500 policies in 193 countries in policy areas that affect **human health, development, well-being,** and **equity,** including:

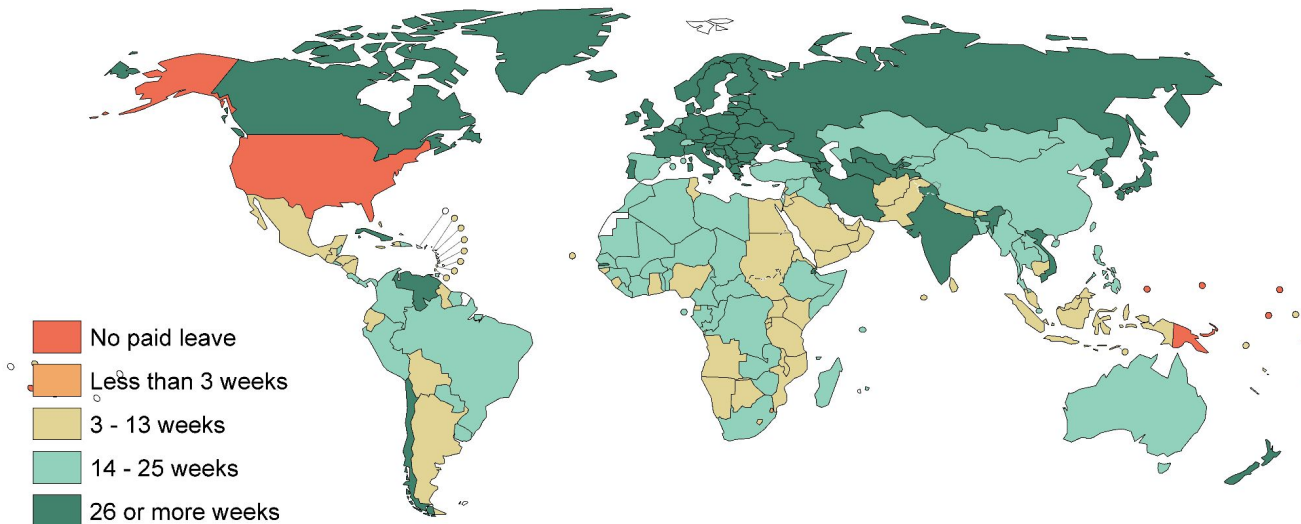
- ✓ Gender
- ✓ Nutrition
- ✓ Reproductive Health
- ✓ Public and Population
Health



- ✓ Income



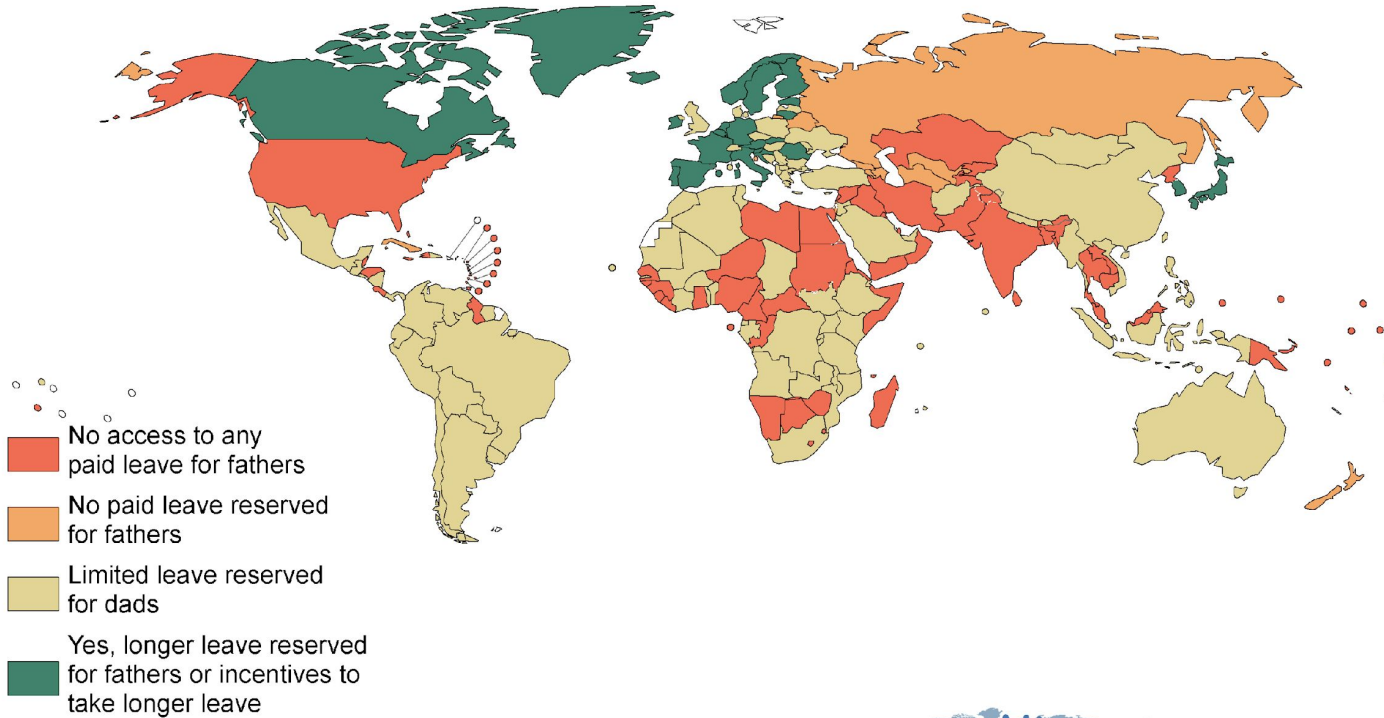
Is paid leave available for mothers of infants?



Source: *WORLD Policy Analysis Center, Adult Labor Database, 2022*



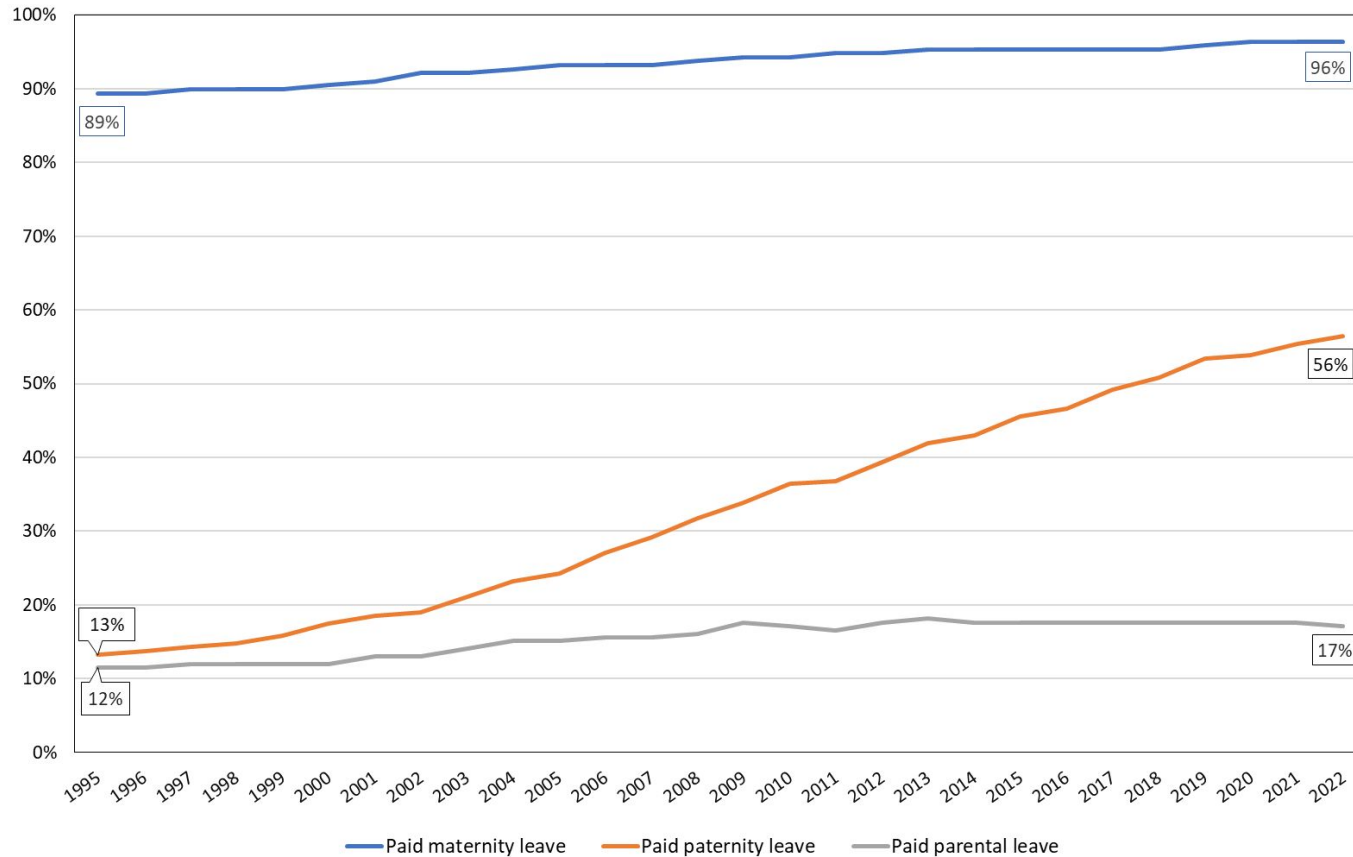
Do countries reserve paid leave for fathers of infants which supports gender equality in caregiving?



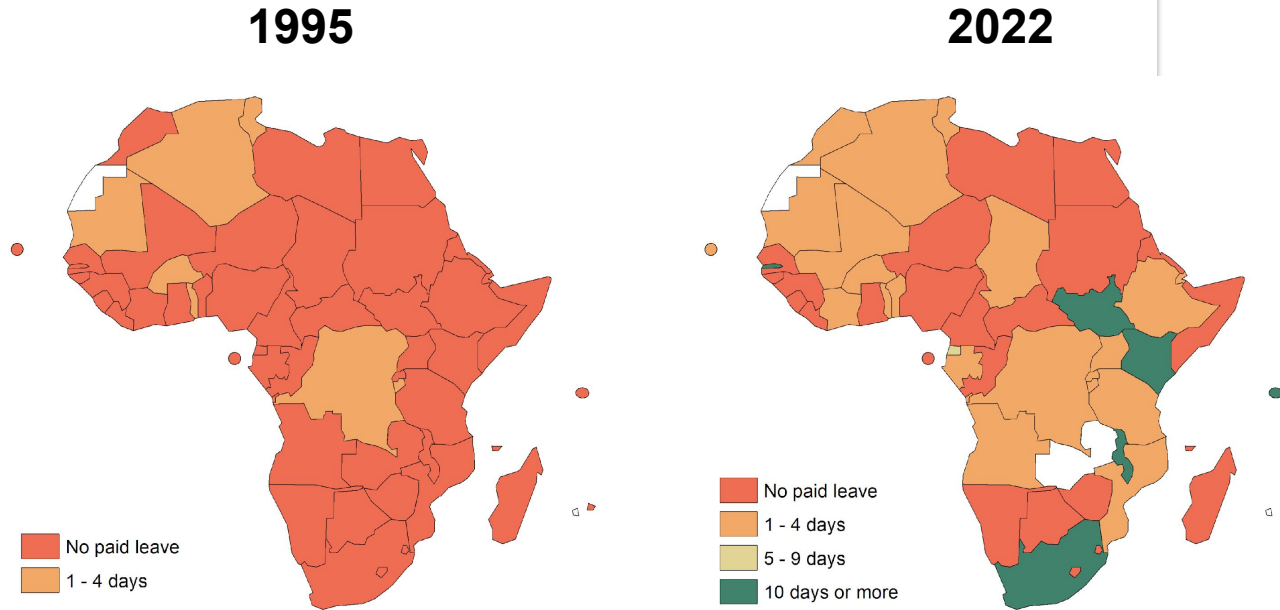
Source: WORLD Policy Analysis Center, Adult Labor Database, 2022



Change in the percentage of countries with paid paternity leave, maternity leave and parental leave, 1995-2022



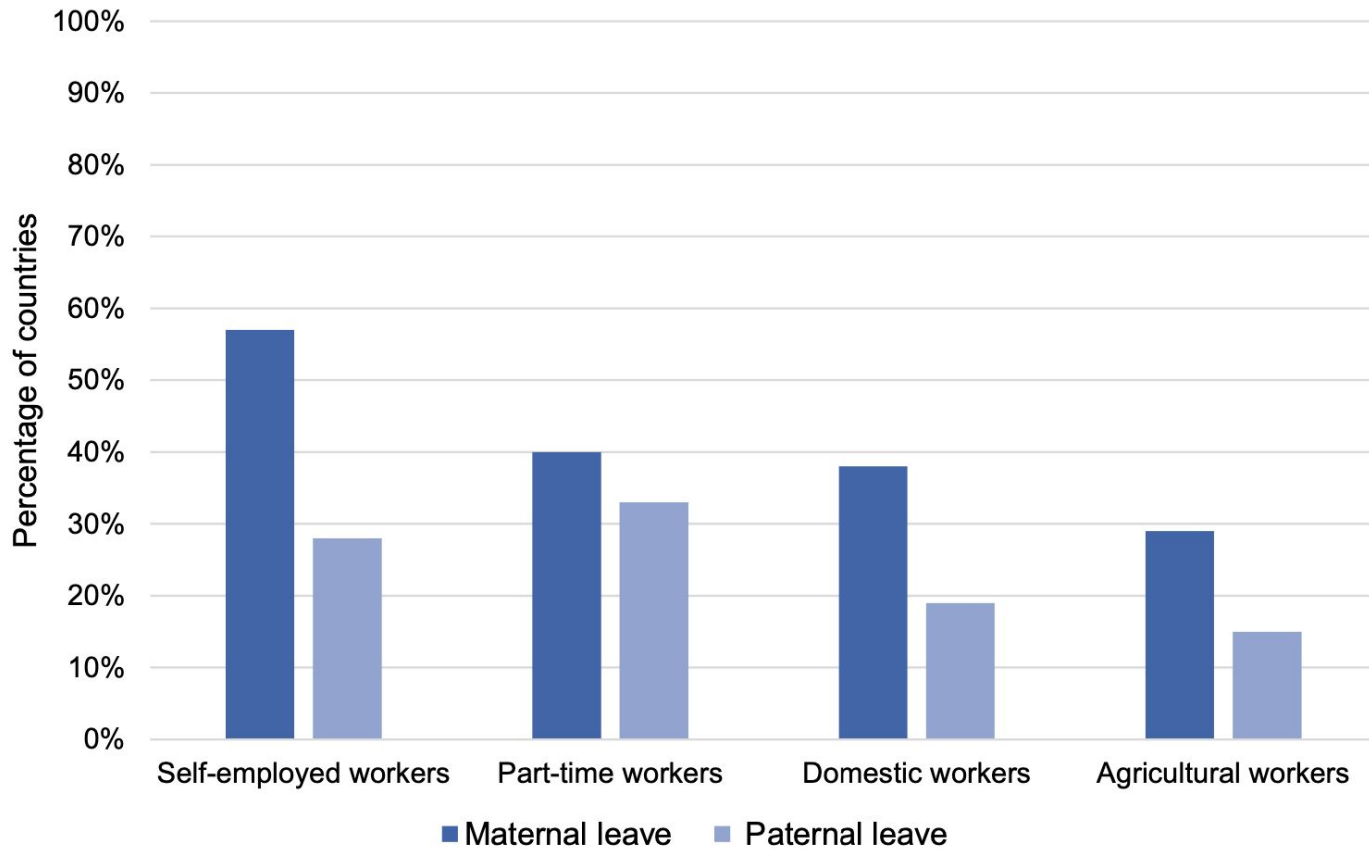
How has the duration of paid paternal leave in Africa changed over time?



Source: WORLD Policy Analysis Center, Adult Labor Database, 2022



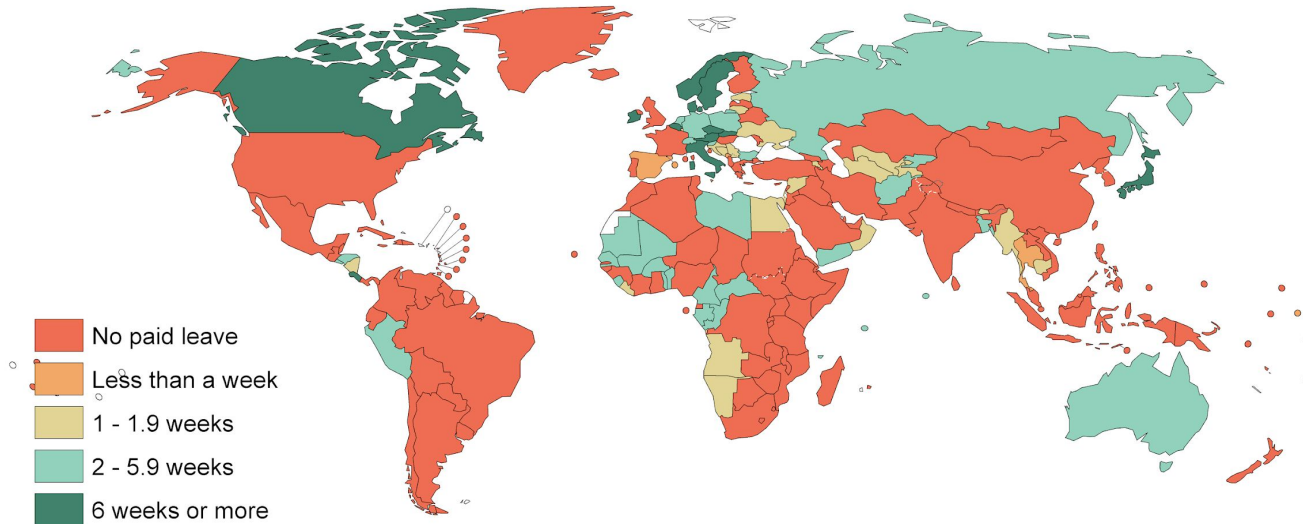
Explicit legislative guarantees to parental leave



Findings for part-time workers reflect guarantees to part-time workers either a) without a minimum threshold of hours, or b) to those working a quarter of full-time hours or less.

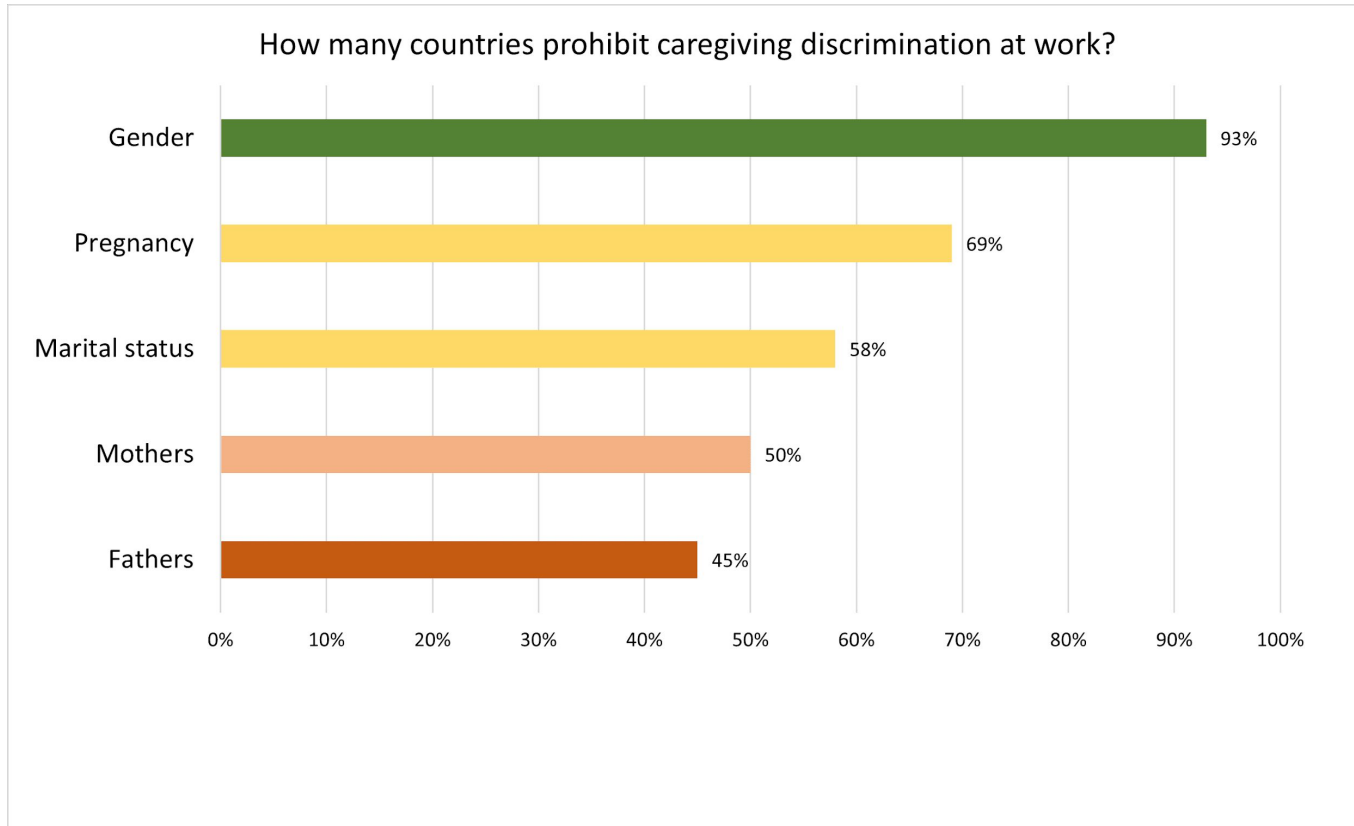


How much paid leave is available to workers to meet a parent's serious health needs?



Source: *WORLD Policy Analysis Center, Adult Labor Database, 2022*





Paid Parental Leave: Peer-Reviewed Evidence for Promoting Norm Change

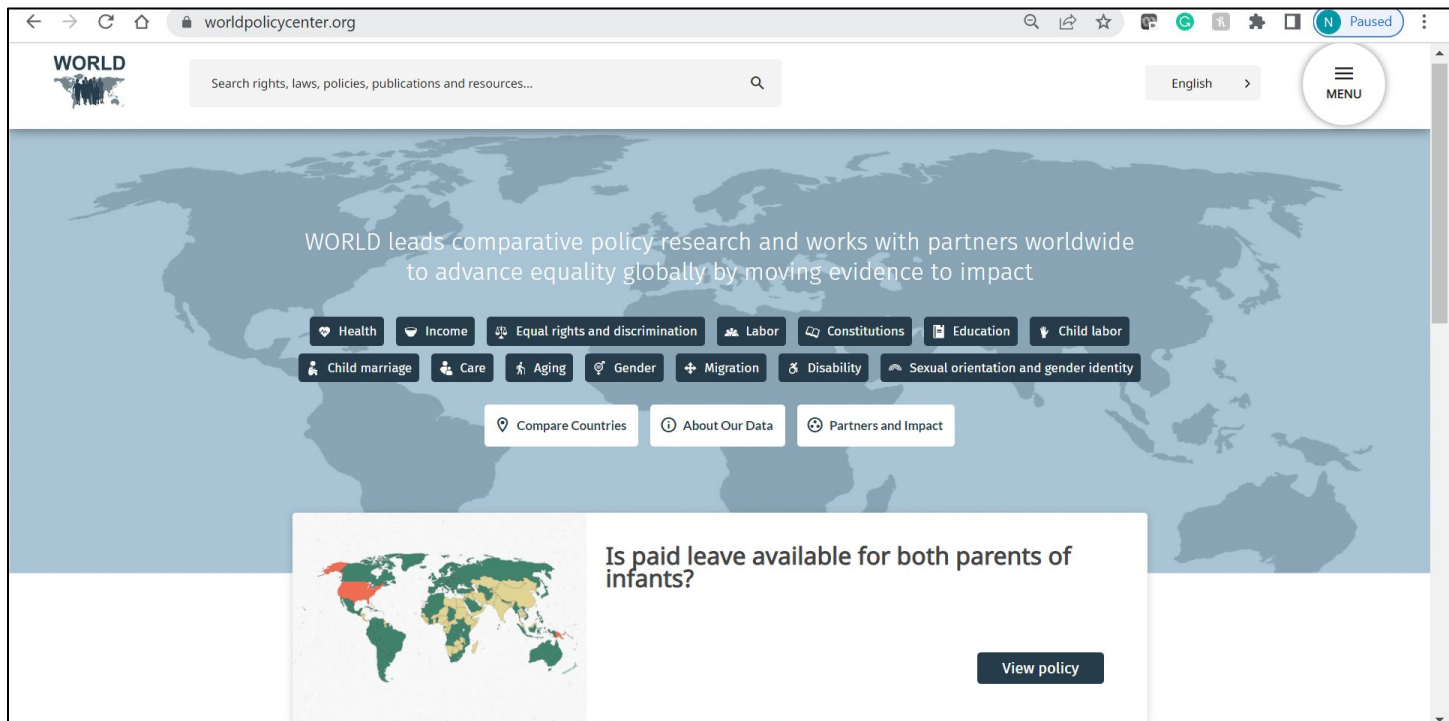
- Examining the effects of **paid parental leave policy that incentivize or encourage fathers to take time off on attitudes towards women's work**
 - ✓ 68,214 individuals in 9 countries
- Findings
 - ✓ In countries with policies **incentivizing or encouraging fathers to take paid parental leave**, both men and women were **27% more likely to disagree** with the statement **“when jobs are scarce, men should have more right to a job than women”** with only marginal differences across gender.



Source: Omidakhsh, N., Sprague, A. and Heymann, J. (2020), Dismantling Restrictive Gender Norms: Can Better Designed Paternal Leave Policies Help? . Analyses of Social Issues and Public Policy, 20: 382-396. <https://doi.org/10.1111/asap.12205>



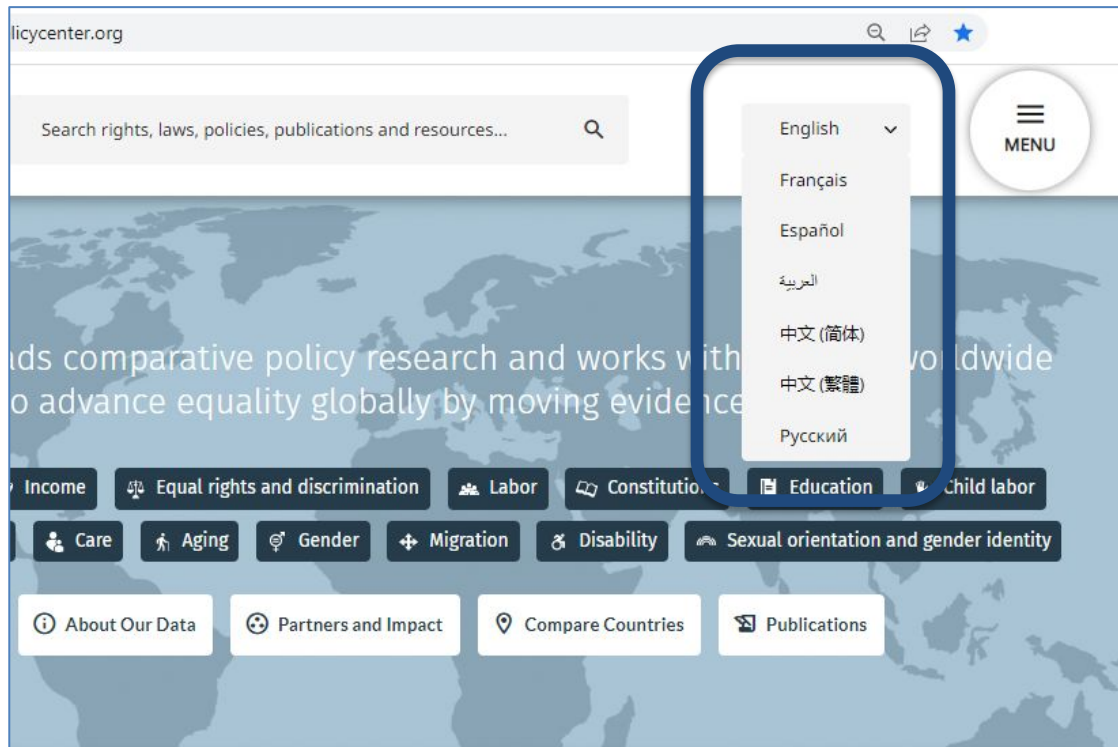
All Data Publicly Available and Downloadable



The screenshot shows the homepage of the WORLD Policy Analysis Center website. The browser address bar displays "worldpolicycenter.org". The website header includes the "WORLD" logo, a search bar with the placeholder text "Search rights, laws, policies, publications and resources...", a language selector set to "English", and a "MENU" button. The main content area features a world map background with the text: "WORLD leads comparative policy research and works with partners worldwide to advance equality globally by moving evidence to impact". Below this text is a horizontal menu of policy categories: Health, Income, Equal rights and discrimination, Labor, Constitutions, Education, Child labor, Child marriage, Care, Aging, Gender, Migration, Disability, and Sexual orientation and gender identity. At the bottom of this menu are three white buttons: "Compare Countries", "About Our Data", and "Partners and Impact". A featured article card is visible at the bottom, titled "Is paid leave available for both parents of infants?", with a small world map icon and a "View policy" button.



Website Available in 6 Languages



The screenshot displays the homepage of worldpolicycenter.org. At the top, the browser address bar shows "worldpolicycenter.org". Below it is a search bar with the placeholder text "Search rights, laws, policies, publications and resources...". To the right of the search bar is a circular "MENU" button. A language selection dropdown menu is open, listing six languages: English, Français, Español, العربية, 中文 (简体), 中文 (繁體), and Русский. The menu is highlighted with a blue rounded rectangle. Below the language menu is a horizontal navigation bar with buttons for various topics: Income, Equal rights and discrimination, Labor, Constitution, Education, and Child labor. Below this is another row of buttons: Care, Aging, Gender, Migration, Disability, and Sexual orientation and gender identity. At the bottom, there are four white buttons: About Our Data, Partners and Impact, Compare Countries, and Publications. The background of the page features a world map.



**We welcome collaborations or
questions about the data**

**Nick Perry
Outreach/Partnerships Manager
nperry@ph.ucla.edu**



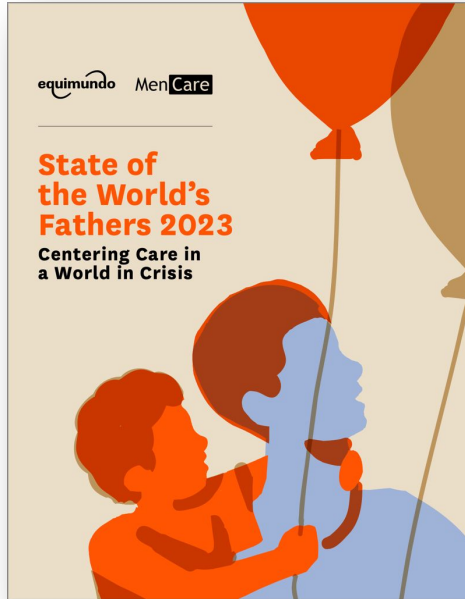
Agenda

Opening and welcome	Mpho Mabhena
Introduction of topic and speakers	Mpho Mabhena
MenCare, State of the World's Fathers and CARING recommendations:	
	Taveeshi Gupta
Fathers and parental leave	Jonathan Hoffenberg
Litigating for equal parental leave in South Africa	Kayan Leung
Advocacy for parental leave in Argentina	Delfina Schenone Sienna
Global trends and insights on parental leave	Nick Perry
Speaker and audience reflections and Q and A	Mpho Mabhena
Closing and announcement of next webinar	Mpho Mabhena

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**NEXT WEBINAR:
1 DECEMBER 2023**



Center care systems in policies and public institutions, focusing on the most marginalized

Advocate for a culture of care in all workplaces

Revolutionize the way boys are taught about care

Invest in care, measure it, and disaggregate by gender, social class, and age

Normalize equal parental leave for mothers, fathers, and all caregivers, and for care of all kinds

Generate and disseminate mainstream media that portrays men and boys as caring and competent caregivers

MenCare

A GLOBAL FATHERHOOD CAMPAIGN

www.men-care.org
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MenCare is coordinated by Equimundo and Sonke Gender Justice