

HeforShe TAVERNS - COMMUNITY ACTIVISM

CHAPTER 1: BECOMING A TAVERN THAT IS SAFE FOR WOMEN

Introduction: The purpose of this exercise is to work together as men in a particular tavern and transform their tavern into a violence-free zone and a safe space for women.

Session one: Identify benefits and risks of having your tavern as a safe space

A tavern that is perceived by the community as being safe for women can bring about benefits both to tavern owner and the clients. The participants are asked to discuss the benefits.

Some of the questions that you can use for the discussion:

- For the tavern owner, what are the benefits of having a tavern that is safe for women and everybody?
- For the clients, what are the benefits of having a tavern that is safe for women and everybody?
- For the tavern owner and clients, what are the risks of having a tavern as a safe space?

Before you conclude the session, you can also ask the participants to do a homework. They should ask their wives or other women in the community to share whether or not they consider this particular tavern as a safe space for women. They should also ask them what needs to be happen in the tavern so that they consider it as a safe space. They should prepare and bring this information in the next session.

These are testimonies of some tavern owners regarding the benefits of having a safe tavern:

- Xxx
- Xxx
- Xxx

Session two: Work together to develop a 10-point action plan

This is an exercise to help the clients to develop the 10-point action plan for their tavern as a safe space.

You can use the following question for discussion: Using a scale of one to ten, how safe is this tavern for women?

For discussion, you can do the following activities:

- Divide them into two groups: Group A for those who believe this tavern is safe for women (those with scores from 1-5) and Group B for those who believe it is not safe.
- Ask each group to come up with 2 reasons to support their position.
- Then, offer time for open discussion.
- Then, ask them to identify 7 ground rules that they as clients should observe in this tavern so that it becomes a safe space for women. (e.g. don't bring gun/knife into tavern, don't sell drugs etc)
- If the participants come up with more than 7 rules, the facilitator can allow them to have more than 7 rules.
- Then, ask them to identify 3 things that the patron should put in place so that this tavern is safe for women. (don't sell beer to pregnant women, etc)

As the outcome of the exercise, you will be able to come up with 7 rules that the clients would observe in the next six months and 3 things that the tavern owner would put in place to make the tavern a safe place for women.

10-Point Plan of Gambuza tavern

This is an example of the 10-point plan for another tavern

7 Rules that the clients have agreed to respect in the next three months to make the tavern a safe place for women

- Xxxx
- Xxxx

3 measures that the tavern owner has agreed to put in place to make the tavern a safe place for women

- Xxxx
- Xxxx
- Xxxx

Session Three: Organize a launch of your tavern as a safe space

After developing the action plan, It is important to launch the tavern as a safe space for women.

These are some of the things that you could consider for the launch:

- It might be important for each tavern to have HeforShe board. You can create a poster with the 10-point plan and place it on the board.
- You can also invite the police to be present for the launch.
- You can also invite a community radio station.
- If the tavern owner has whatsapp group of clients, he or she can take a picture of the poster and disseminate it.
- During the launch, take pictures and distribute them through the whatsapp group and other platforms.

What are other things that your tarven would like to consider for the launch?

Regular assessment: The tavern owner and the clients should assess the progress in the implementation of the 10-point action plan for their tavern as a safe space.

At the end of each month, the tavern should have a session where the tavern owner and the clients can discuss two questions: What has been the progress in adhering to the 7 rules? To what extent has the tavern owner put the 3 measures into action? If there are failures, what needs to be done?

You should also compare the ten-point plan of your tavern with those of other HeforShe taverns.

CHAPTER 2: DOING A CAMPAIGN OF HEFORSHE PLEDGE AS A TAVERN

Introduction: The purpose of this exercise is to work together as men in a particular tavern to develop a HeforShe pledge to end violence against intimate partners. Through the HeforShe pledge, men make three promises: that will stop certain types of violent behaviours in the next three months, they will get another ten men to make similar promises, and that they will challenge other men when they see them being involved in those violent behaviours. The men in a particular tavern decide for themselves the items to put in the pledge. In this way, they own the process and the commitment.

Session one: Identifying the behaviours to include in the pledge

This is an exercise to help the men in the tavern to identify the types of behaviours that they will desist from in the next three months.

You can use the following question for discussion:

These are some of the things some men in another community have done to their intimate partners (wives or girlfriends) in the previous three months:

- Harassed them with verbal abuse, insults and make them feel small
- Over-jealousy, always checking them where they are, how they relate to other men, checking their phones etc.
- Use household money for alcohol, leaving family with financial problems
- Pushed or shoved the partner
- Slapped the partner or punched the partner
- Held the partner down
- Had something thrown at the partner which could hurt
- Hit the partner with a fist or something that could hurt
- Threatened the partner with a gun, knife or other weapon
- Chocked the partner
- Strangled the partner using an object
- Set the partner on fire
- Involved in rape
- Involved in killing of a partner.
- Beating up a woman or girl because she refused when you proposed.
- Beating up a woman or girl because she divorced you or ended the relationship with you.

This is happening in another community. What is your reaction to this list? What stands out for you in this list and why?

Do you think the same is happening in our community? What other violent behaviour towards intimate partners are happening in the community but are not included in the list above?

Women can also do the activities mentioned in the list above. Complete this sentence: It is true both men and women can be involved in these things. But in our community, more than 50% of people who do these things are: (men, women). Give some reasons for your position.

After the discussion, do the following exercise with them:

- Give a small piece of paper to each.
- Ask each of them to write 3 things from the list above that they have been doing in the past 3 months but would like to stop doing them in the next three months.
- They should not put their name on the paper.
- Have a big basket. Ask each one to throw their paper in the basket. The papers are then mixed up.
- Explain to them that somebody will collate their answers. It would then show the behaviours that most of them are involved in and the ones that

most of them are not involved in. They would get this information in the next session.

Session two: Creating the list for the pledge

This is an exercise to help the men in the tavern to identify the types of behaviours that they will desist from in the next three months.

In this session, you give them the results from the research that you did with them in the previous session. The report can look like the one below:

A sample report from BZ Tavern

Behavior towards one's partner	Number of clients who indicated that they are involved in this behavior in the past 3 months
Harassed them with verbal abuse, insults and make them feel small	34
Over-jealousy, always checking them where they are, how they relate to other men, checking their phones etc.	21
Use household money for alcohol, leaving family with financial problems	65
Pushed or shoved the partner	41
Slapped the partner or punched the partner	54
Held the partner down	5
Had something thrown at the partner which could hurt	12
Hit the partner with a fist or something that could hurt	34
Threatened the partner with a gun, knife or other weapon	2
Chocked the partner	0
Strangled the partner using an object	0
Set the partner on fire	0
Involved in rape	0
Involved in killing of a partner.	0
Beating up a woman or girl because she refused when you proposed	20
Beating up a woman or girl because she divorced you or ended relationship with you	13

You can hold a discussion using some of the questions below:

- Would anyone like to comment on the findings?
- Do you think this report represents what other men in the community are also doing?

As men in this tavern, we should create a pledge or promise of five violent things that we shall not do to our partners in the next three months.

- What are the five items that we should put in the HeforShe pledge or promise?
- In some taverns, they take the top 5 items from the report. Would you like to do the same?

A sample of a pledge created by BZ tavern

As a member of BZ community, I promise that in the next 3 months, I will not be involved in the following 5 violent behaviors towards my intimate partner:

- Slapping my partner
- Harassing them with verbal abuse and insults
- Threatening them with knife or other weapon
- Being over-protective, over-jealousy of them

In the next three months, I promise

- to get 5 men in my community to make similar promise.
- to challenge at least one man in the community who is involved in these activities.

Other important things to consider as facilitator

Monitoring progress: As facilitator, you should help them to come up with the 5 violent things that they promise not to do to their intimate partners in the next three months. Each month, you will have to assess progress with them. During the assessment, they can discuss the challenges and successes in adhering to their pledge or promise. After three months, you will do another process of identifying the new list of 5 violent things that they promise not to do for another three months.

Knowing where to get help: Some of those involved in violence against their partner sometimes need help, including counselling and anger management skills. As a facilitator, you should also have a discussion about learning to get help.

- **Counselling services and anger management workshops:** In our community, which are the service providers that can help us with counselling services or workshops on anger management skills?
- **Buddy support system:** In other taverns, they develop buddy-support system. The facilitator help those with problems to have a buddy (a senior member of the community) who can accompany him in his journey, somebody he can talk to and seek advice. Sometimes, the facilitator develops a panel of senior members of the community who are willing to offer assistance on volunteer basis. They make this list accessible to the tavern owners and the tavern clients.

Session three: Men should hold each other accountable. Don't be silent bystander

The HeforShe pledge has three pillars: making a promise that I will stop doing these things in the next three months, getting other ten men in the community to make similar promise, making a promise to challenge at least two people in the community who are doing these things.

In this session, the focus is on the third pillar. You can use the following questions for discussion:

When some people see a neighbour or friend or relative beating up their partners, they decide to do nothing. These are some of the things that we have mentioned as being reasons for doing nothing when we see other men beating up their partners:

- It is their private matter. It is none of my business
- I want to do something. But I am not sure what to do.
- I want to do something. But I am afraid of the consequences.
- I do not have to do anything. Things are not that bad.

Which of these reasons have you used when you see somebody beating up their partners? What other reasons have you used which are not mentioned above?

Which of the reasons above is a genuine reason?

What later happened to the couple when you did not intervene? What are the risks and benefits of doing something in such cases? What tactics should we use when we decide to do something in such cases?

Create a list of ten reasons that people use as reason for not getting involved when they see a neighbour or friend or relative beating up their partner.

After listing the reasons, the facilitator goes through the list with them and discuss whether or not they think each reason is a genuine one. If they consider the reason to be genuine, they can also discuss what needs to be done to address the genuine reason so that men are active in challenging other men to stop violence.

Session four: Launching HeforShe pledge and doing a social media campaign

For the launch, you can consider some of the activities that you did when launching your tavern as safe space for women.

You can also consider a social media campaign. You can do short videos (using cell phone) that can be distributed through social media. Other than tavern owners and their clients, you can also work with other community stakeholders to do similar videos: the faith leaders, the police commander, the councillor, etc.

In each video, the person for examples says: My name is xxxx, I am a member of this community. I ask all men in this community to make this promise not to beat up their intimate partner in the next 3 months.

A sample of what tavern owners and community members in ZB community said in their videos

My name is xxx. I am a member of ZB community. I ask all men in ZB community to promise that they will not be involved in the following 2 things or 3 things in the next 3 months:

- Beating up my wife
- Harassing my wife with verbal abuse and insults

I am a real man. I do not therefore do violence.

CHAPTER 3: DOING A CAMPAIGN OF RESPONSIBLE FATHERS AS A TAVERN

Session one: Challenging the culture of absent fathers in the community

The purpose of this exercise is to change the culture of absent fathers in the community.

You can use the following questions for discussion:

- It is said that more than 50% of children in South Africa grow up without their fathers. What is your reaction to this? What does this do to our society?
- What are the situations or circumstances that influence you or other men to be an absent father? What can be done to address such situations? What needs to be done so that we end the culture of absent fathers?
- Some people say: a real man does not abandon his son or daughter. What do you say?

Session two: Challenging the culture of negative role modelling

The purpose of this exercise is to challenge men to become positive role models to their sons.

You can use the following questions for discussion:

- Are we doing enough as men in this community to serve as positive role model for our sons? On scale one to ten, how are we doing as men in this community in terms of being positive role models for our sons.

Divide into groups: Those who think we are doing a good job and those who think we are not doing a good job. Each group should come up with reasons for their position.

What are the 3 things that we should be doing as men so that we become positive role models to the young men in this community?