



## **Needs Assessment Germany WWP-EN**

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change in our  
communities,  
united!**



**WP2 Needs and Resources Analysis**  
**FOMEN: Focus on MEN: Gender Based Violence Prevention**  
**Work with Male Refugees and Migrants**

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# 1. Introduction

The two-year project, Fomen (focused on men) is an innovative program with the aim to prevent gender-based violence amongst male migrants and refugees. Since 2015, the European Union has experienced significant rise in migration and forced displacement. Refugees are therefore often confronted with bureaucratic, social, and financial challenges that lead to psychological stress and higher vulnerability. Studies have shown that in particular, male migrants and refugees face unique challenges to gender identity through displacement, and this often leads to aggression and consequently, a rise in domestic violence. Fomen addresses these issues and aims to provide violence preventive intervention programs for male refugees and migrants as well as capacity building programs for professionals who work in the field of migration, masculinities, and gender-based-violence-prevention. To execute these objectives, this report investigates the needs and resources required for an impactful implementation.

First, this report portrays the country situation in Germany and analyzes immigration statistics, immigration policies, and health provision from the beginning of the refugee crisis in 2015 until today. Furthermore, it displays the differences of the social and economic rights between tolerated asylum procedures and undocumented migrants and refugees.

Next, the main body of this report contains the results of the qualitative and quantitative research. The qualitative research was conducted via interviews and a focus group in Berlin with 28 professionals that work in the field of migration, intercultural education, gender, and masculinities as well as violence-preventive work. These results were presented as newly pronounced needs of the target group, namely male migrants, and refugees, as well as the needs of the professionals who work with the target group. These results draw a picture of the best and worst practices in violence preventive gender reflective work. The quantitative research results provide deeper insights into the needs for capacity building and intervention programs as well as quality standards for

interpreters and cultural mediators. Based on these results, an overview of expectations and needs from a training course for professionals has been displayed. This course addresses factors such as self-reflection, intercultural and cross-cultural sensitivity training as well as anti-racism skills and insights.

Finally, the report concludes with recommendations from the research results based on proposals for the agenda of the capacity building program for professionals and intervention programs for migrant and refugee men.

## **2. Country situation: Immigration statistics, policies, health provision**

### **Immigration Statistics**

The federal office for Migration and Refugees (BAMF) displays monthly statistical reports concerning asylum information (BAMF, 2020.) In 2015, with the beginning of the refugee crisis, Germany experienced a peak of 745.545 refugees and migrants who requested asylum. The number decreased to 165.938 in 2019, and between January and March 2020, Germany received 36.401 asylum applications, which indicates a decrease of 22 % compared to the year before (Integration, 2020.) Based on the applications, the federal office of migration decided to give 39,5 % of the applications protection status. In 2019, Germany reached 165.938 Asylum applications, of which the main applicants were from Syria, Afghanistan, and Turkey<sup>1</sup> (Mediendienst, Integration, 2020.) Based on the asylum procedure law that focuses on refugee protection<sup>2</sup>, asylum applicants from the Middle Eastern and North African region, such as Syrians received a protection ratio of 83,7%, followed by Iraqi applicants with 35 %, Afghan applicants with 38 %, and Iranian applicants with 20,2 %. Furthermore, African applicants such as Nigerians receive 6,9 % protection quotas, while Eritrean applicants reach a quota of 73,9 % for protection. According to the Central

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<sup>1</sup>

<sup>2</sup> § 3 Asylverfahrensgesetz

Register of Foreigners,<sup>3</sup> 1.3 million people in Germany received asylum protection under the Geneva refugee convention due to different circumstances and regulations, of which 25 % are minors and 42,8 % are women. Around 274,600 people are in the waiting process of asylum procedures of which 191.100 rejected cases are still living in Germany.

## **Policies**

In the Federal Republic of Germany, the regulations based on asylum seeker procedure are conducted by the Asylum Procedure Act (Federal Ministry of the Interior, 2020.) Asylum seekers are assigned to the reception centres of the federal state that they arrive in, where they submit their asylum application at the Federal Office for Migration and Refugees (BAMF, 2020). During the examination and decision process, asylum seekers receive a preliminary right to reside in Germany, until the end of the asylum procedure. In case of official asylum application acceptance, the applicants are given a preliminary residence permit. This will give them almost the same privileges as German citizens such as social services, children support, financial support as well as language and integration courses. Since January 2020, the so-called temporary acceptance law, provides refugees and migrants, whose deportation is on hold, with the opportunity to follow an apprenticeship or profession that assures their independent financial sustainability (Bundesministerium des Innern, 2020.) The duration of the preliminary residence permit is three years, after which the German authority will determine an eventual extension or denial.

From 2019, the German government has approved different legal measures based on integration and deportation (InfoMigrants, 2020.) On the one hand, these laws are providing refugees and migrants with more employment opportunities, but, on the other hand they increase the regulations on deportation. Following are the regulations are implemented since 2019 (Info Migrants, 2019):

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<sup>3</sup> Ausländerzentralregister (AZR)

- Migrants and refugees who are over eighteen years old and single are staying in the reception facilities for up to 18 months (Info Migrants, 2019.) In addition, migrants who come from countries that are not considered war regions might face extended deadlines in their reception site stay. However, families may be relocated earlier.
- Refugees who originate from “safe countries of origin”<sup>4</sup> (Welle, 2019) as classified by the European Union and are thereby classified as identity counterfeiters, may face a longer stay in reception facilities.
- The “Orderly Return Law” implements measures that result in detention for the rejection of asylum seekers. Thus, they can be held in custody with convicted felons until they will be returned to their home countries.
- Asylum seekers with undetermined identity are facing reduction in their social welfare income.

### **Health provision**

In Germany, every inhabitant, no matter what residence status, has the right to medical care. Refugees with residence permit status are entitled to health insurance that covers all regular services that the country provides on health provision, according to the Asylum Seekers Benefits Act (Asylbewerberleistungsgesetz, 2020.) Asylum seekers who belong to the categories tolerated stay (“Duldung”) and those who are entitled to a “border crossing certificate” are divided into the following subgroups:

- Asylum seekers who are residing in Germany for less than 15 months, are only entitled to emergency healthcare. This excludes all chronic diseases. People of this category can only access immediate healthcare with health vouchers.
- Asylum seekers who are residing in Germany for more than 15 months, and therefore are entitled to “Health-Card issued for refugees” under the

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<sup>4</sup>The following countries are marked as safe by the Federal Republic of Germany: All EU member states, Ghana, Senegal, Serbia, North Macedonia, Bosnia-Herzegovina, Albania, Kosovo, Montenegro, Afghanistan, Tunisia, Morocco.

Asylum Seekers' Benefits Act. This grants them to access all regular health care services through a health insurance company (Healthcare for Refugees, 2020.)

Asylum seekers who have a “tolerated stay” status are entitled to psychiatric and psychological support. This can be attained through welfare services by notifying social workers at their accommodation, who will pass an application to the doctors who will be evaluated and assessed. When these applications are accepted, asylum seekers can receive psychosocial support. In the cases of asylum seekers who are categorised as victims of torture, and are trauma patients, can apply for specialized treatment, that is offered in the Center for Victims of Torture (Healthcare Germany, 2020.) However, the accessibility in these centres are highly limited, as these centres are only partially financially supported through government funds.

### **3. Methods and sample of the needs-assessment**

#### **A. Qualitative focus groups and interviews**

##### **Research objectives**

The objectives of this research are investigated in two sections. First, the needs and best practises applying to male migrants and refugees in gender-based-violence preventive work, for the implementation of intervention programs. Second, the needs and required skills of professionals who work with male migrants and refugees in gender-based-violence preventive work are to be investigated, to implement a capacity building program. To meet the research objectives, the following research questions, need to be explored:

- **What are the needs of male migrants and refugees?**
- **What are the needs of professionals who work in the field of migration, gender-based violence and masculinities?**



- **What are the best practises when working with male migrants and refugees in gender-based violence prevention?**
- **What are the worst practises when working with male migrants and refugees in gender-based violence prevention?**

### **Tools used for documentation**

For appropriate documentation of the qualitative research, e.g., the focus group and interviews, different methods to acquire data have been used to meet the research objectives. The types of qualitative data that has been utilized for this research includes:

- Audio recordings and transcripts from semi-structured interviews
- Audio recordings and transcripts from focus group session
- Case study notes from the focus group
- Photographs from the focus group
- Documentation of interviews
- Follow-up Emails with additional questions and answers

### **Summary of the focus group**

The focus group took place in the form of a so-called expert workshop in Berlin, Germany, on 02/12/2019, from 2 pm until 7 pm. The facilitators were Daliah Vakili, with support by Dr. Ralf Puchert.

The methodology is based on a qualitative approach, namely a “focus group discussion” with the aim to gain an in-depth understanding of the needs, best and worst practises, as well as follow-up approaches for the implementation phase of the project FOMEN. The method was used to obtain data from the selected group of experts in Germany, in the field of migration, gender-based violence and masculinities. Moreover, the application method was conducted by gathering between 25-30 participants at one location, in which their experiences, perceptions,

needs, opinions and ideas on the topic “Gender, migration and violence prevention” were discussed. The discussions were recorded with a technical device, and each participant had to sign a consent form. The outcome of the focus group discussions was documented on paper, filled out by the participants, recording and documentation by the facilitator. Finally, the recording was transcribed and summarized, as seen in the upcoming evaluation section.

### **Description of the participants**

The Expert Workshop consisted of twenty-eight participants who were recruited through a selection of network-based first-hand recommendation and represented an intersectional group with male, female, LGBTQ\* and refugee members. Based on the field of expertise, the participants of the expert workshop were from the following professional background and organizations:

- Medical Institutions (Charité)
- Social work (Alep. E.V); (Selam)
- Project Coordinator (IOM); (Ethnomedical center); (RAA Berlin), (MiMi)
- Health Coordinator for undocumented migrants (Fixpunkt)
- Project Coordinator Women Equality (Terre des Femmes)
- Positive Psychology Consultant
- CBT Therapist /Coach
- Researcher on Gender equality
- Cultural Mediator for undocumented migrants (Fixpunkt)
- Social Scientist (Consultant international)
- Integration Coach (Back on Track)
- Psychologist (Volksolidarität Beratung für Männer)
- Consultant GBV prevention & response (Gender associations)
- Social Worker (Back on track Syria)

The participants were all working in the field of migration and gender equality, sexual/gender-based violence, integration, violence-prevention-work with men and services for refugees and migrants. Due to the ethnically diverse constellation of the focus group, most of the inputs regarding the discourse of the FOMEN project were discussed through a gendered but also culturally sensitive lens. The Workshop was mainly held in English but also with some individual cases in German. Furthermore, some of the participants were refugees who were working as experts, from Syria, Iran, Democratic Republic of the Congo, and Iraq.

### **Description of the Workshop**

#### Workshop Agenda

The step by step description of the agenda of the expert workshop was conducted as followed:

- Introduction / Welcome
- Introduction of facilitators
- Overview of the Workshop Goals
- Overview of project FOMEN
- Overview of Needs-analysis
- Consent Form
- World Café
- Discussion Round
- Closure

#### Workshop Goals

The Workshop goals were set and communicated as followed:

- Identification of the needs of the target group (male\* refugees) regarding GBV prevention work. Considering the following aspects: language, culture, religion, education, social background, family structures, policing and legal structures, asylum processes (including legal and institutional framework, reception, and integration), masculinity stereotypes, etc.
- Analyse your needs as professionals working with migrants & refugees
- Collect good practice examples and opportunities: difficulties, obstacles, strategies, methodologies.
- Establish collaboration with you and your organisations (Trainers- Training, pilot intervention).
- Collect and discuss questions for the quantitative questionnaire

### Consent Form

The participation in the Expert Workshop was voluntary and participants could refuse to answer any questions and withdraw from the workshop at any time. Their participation was signed with a consent form under confidentiality and data protection according to the German “Bundesdatenschutzgesetz” (BDSG).

### World Café

The world café method is a process that is based on conversation and knowledge sharing, in which focus groups discuss certain topics at several tables, that hosts different research questions or topics. The participants are switching tables periodically and are getting introduced to the previous discussed content by the so-called “table host”.

The process of the World Café was very dynamic, outgoing, and ambitious: All participants were highly motivated and interested in each topic and spent a good amount of time at each table. After the World Café,

each group presented their outcome. This followed by a critical discussion regarding the needs of the experts, the target group, and the implementation strategies of the project

## **Qualitative Interviews**

The second part of the qualitative research analysis consisted of four face-to-face, semi-structured interviews. During the interviews, experts in the fields of gender, migration, and violence prevention were questioned. Concerning the technique, these interviews contained a list of prepared questions that were conducted in individual interviews, with the option of open-end answers. The dynamic of the interview technique was collaborative and gave the interviewees the opportunity to extend their answers and address different issues of the topic that they evaluated as an essential addition to the discourse. Based on the documentation methods, the interviews were recorded via technical support and transcribed. Furthermore, the interviews were documented at location by the interviewer in written form. The interviewees were given a consent form under confidentiality and data protection according to the German “Bundesdatenschutzgesetz” (BDSG). The duration of the interviews were between one and two hours. The interviews took place in Berlin, Germany.

### Description of the participants

#### 1) Dr. Nane Ohavian

- a. Psychiatrist working at the public health department with refugees and migrants in Berlin, Germany, who suffer from psychiatric conditions.

#### 2) Matthias Kornmann

- a. Foundation German Forum for Crime Prevention  
c/o Federal Ministry of the Interior for Building and Homeland

3) Hamid Nozari “Iranischer Verein “

- a. Iranian organisation based in Berlin, working with Afghan and Iranian refugees and other Farsi – speaking migrants.

4) Koray Yilmaz-Günai

- a. Director at Migrationsrat, an umbrella organisation of over seventy migrant organizations.

5) Mozafer Kabber Mohammed

- a. Independent social worker, specialised on migrant and refugee men, boys, and fathers, with the focus on family consultancy, child protection and general support.

Interview Questions

1) What are the needs of (different) migrant and refugee men regarding gender sensitivity and violence preventive work?

-Probes and Follow up Questions: How can (different) migrant and refugee men be reached (through which services)? What would motivate them to take part in a prevention activity? What themes or contents should such violence prevention work include (and which not)? What content should be addressed in different target groups (asylum seekers, migrants)? What could be barriers for their participation and how could they be overcome? How can a safe or brave space be created in the group?

2) What are the main needs of professionals such as yourself working with male migrants and refugees regarding gender sensitive work and violence prevention work?

-Probes and Follow up Questions: What knowledge and skills would you/they need to deliver a violence prevention programme? What would motivate you/them to take part in a training course?

3) Please share experiences or examples of good practice in this kind of work with us?

-Probes/Follow up Questions: What has worked, which strategies / methodologies have been useful? What has not? What have been the difficulties or obstacles and how could they be overcome? What are the main lessons learned? What are important quality standards in gender sensitive and violence preventive work with male refugees and migrants?

### **B. Quantitative Survey**

The quantitative survey aims to collect information from existing professionals in the field of gender-based-violence, gender and masculinities, and migration. It was conducted via an online survey on the platform **soscisurvey** and sent out to over 400 organizations in Germany via Email. The template of this survey is conducted based on **objective, elaborate and investigational methods** and serves for unbiased data collection on the attitudes, needs and best practices of professionals working with male refugees and migrants. The question types were conducted with the **close-ended approach** and gave the respondents the opportunity to reply to open questions at the end.

The survey research method is based on online distribution with multiple questions to the predefined target group of respondents to gain information and insights regarding their beliefs on needs that are **measured by level of importance**. Measuring the level of importance will establish critical information on the professional's perspectives and provide their needs and expectations. The rating and ranking scale was categorized as follows:

-Not important at all	-Very Poor
-Slightly important	-Poor
-Moderately important	-Acceptable
-Quite Important	-Good
-Very Important	-Very Good

The data analysis technique of the survey is based on the collection of the raw data from the 25 respondents in Germany, then when that was analysed, its results adapted to the objective of the research to establish its statistical relevance. The objective of the quantitative research is to:

- Investigate the needs of male migrants and refugees in gender-based-violence intervention programs.
- Investigate the needs of professionals who work with male migrants and refugees in gender-based violence prevention intervention and capacity building programs.
- Analyse the best practise examples of professionals based on gender-based violence preventive programs with male refugees and migrants.

Furthermore, the data set provides 23 people who speak German and are categorized as “ger” and two participants who speak English but are living in Germany, who are categorized in “eng”. The Survey includes a consent form where all participants gave their consent for their answers to be quoted in publications, reports, web pages and other research outputs in an anonymized way.

## **4. Results of the qualitative research**

The qualitative research results include both interview and focus group outcomes and present the following topics:

- Needs and interests of refugee and migrant men in gender-based-violence preventive work.
- Best Practices with male migrants and refugees in gender-based-violence preventive work.
- Worst Practises with male migrants and refugees in gender-based-violence preventive work.



## A. Needs and interests of refugee and migrant men

The needs of male migrants and refugees were discussed during the focus group session as well as five individual interviews. The discussion covered the needs regarding the following categories:

- Culture
- Religion
- Education
- Social background
- Family structures
- Policing and legal structures
- Asylum processes (including legal and institutional framework, reception, and integration)
- Masculinity stereotypes

According to the **focus group** the most essential needs of male migrants and refugees are listed as follows:

### Laws & Regulations

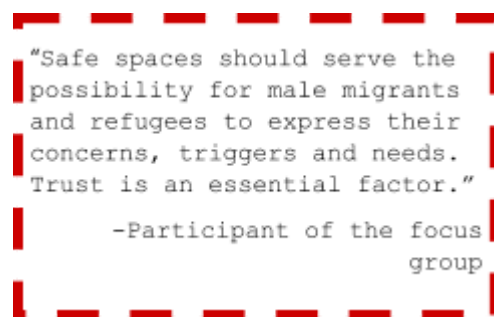
- Male migrants and refugees have the need to be properly educated on laws and regulations of their host countries, as well as comprehending the differences.
- It is important for male migrants to comprehend their rights and the rights of women and children.
- It is essential to convey the legal consequences of gender-based violence and child abuse.

"Most migrants and refugees are overloaded with information on regulations on their arrival. This often results in them rejecting more laws and regulations intake."  
-Participant of the focus group.

## Safe and Brave Spaces

The participants expressed the following viewpoints on safe and brave spaces:

- The recognition of victimised men is essential, which is why they need a platform to express themselves and to talk about conflicts that concern them and find safe spaces that meet their needs.
- Needs of male migrants and refugees need to be discussed, documented, and implemented within focus groups of the target group.
- Participants of violence-preventive workshops need to be assured of their right on consent and confidentiality. This also includes content that is shared within the workshops.
- An environment of mutual trust, between facilitator and target group needs to be established.



"Safe spaces should serve the possibility for male migrants and refugees to express their concerns, triggers and needs. Trust is an essential factor."  
-Participant of the focus group

## Facilitators and Trainers

Based on the focus group discussion outcomes, the following best practice recommendations were listed on facilitators and trainers for intervention and capacity building programs.

- Cultural background and understanding: Facilitators and Trainers should have cultural or ethnical background like the target group.
- Language skills: Facilitators and Trainers should speak at least one of the languages of the target group.
- Intersectionality skills: Facilitators / Trainers need to be trained on an intersectional level.

- Gender: Facilitators / Trainers should have the same gender\* as the target group.
- Intercultural sensitivity: Facilitators/ Trainers should be educated / trained on intercultural diversity, specifically based on the one of the target group.
- Identify and comprehend barriers: Facilitators/ Trainers should be able to comprehend and tackle eventual taboos and stereotypes of the target group.
- Non-hierarchical approach: The workshop should be held on a basis of ownership, which gives the participants the opportunity to be part of the progress. Therefore, facilitators should use a flat organization approach.

"Facilitators need to comprehend cultural codes. Especially when working with male participants on gender-based violence."  
 -Participant of the focus group

## Workshop

According to the focus group discussion it was emphasized that the intervention programs should take place in form of workshops and entail the following requirements:

- **Critical self-reflection**

Workshop should give opportunity for critical self-reflection and open exchange.

- **Safe Spaces**

Target group needs to feel safe within the premises of the workshop. Mutual trust needs to be established through transparency.

- **Goal setting**

Goals and expectations need to be set by trainers and the target group.

- **Evaluation**

Workshop should include an evaluation system to comprehend the perspective, progress, and views of participants.

- **Needs-assessment**

Direct needs-assessment should be conducted with the target group at the beginning of the workshop and incorporated into workshop goals.

- **Boundaries**

Cultural boundaries should be discussed at the beginning of the workshop with the participants.

### **Results of the qualitative interviews**

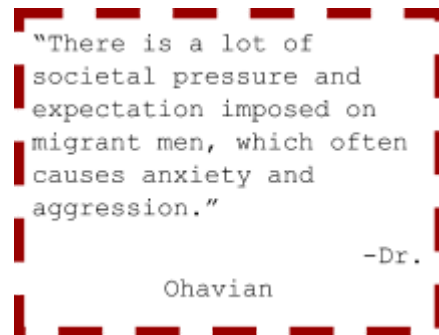
According to the qualitative interviews, the results for the needs of male migrants and refugees can be categorized as follows:

#### **Social, Financial and Asylum status**

- Stress, pressure, fear of losing, and disappointment. Male migrants and refugees are often confronted with societal pressure that comes with the displacement and relocation into a new country. They are often expected to immediately provide for the family and are pressured with life depending and existential expectations, which consequently often leads to stress, pressure, aggression, and fear. As most of them were raised in a dominantly patriarchal culture, it is essential for them to overcome eventual culture shocks and “shifts in gender-based power dynamics” that they are not familiar with. Therefore, their need of consideration based on the vulnerability level of their adaption process is an essential factor.
- Their stress factors need to be considered, as well as common psychiatric symptoms coming from trauma, survival, homelessness, imposed sex-work & human trafficking, and other eventual factors that are connected to their displacement.
- Male refugees and migrants need to be approached in appropriate ways based on their individual history. Therefore, it is crucial to understand the biography, the traumatic events, and the actual stress factors such as

unemployment, shelter living, racism, language barriers, miscommunication, and violence.

- Their social situation needs to be considered and regarded during the workshops. Therefore, topics such as structural, mental, financial, and administrative consultation need to be considered. This can be done via an overview of information access and resources, as well as “open-group-dialogue”, where the men exchange their concerns.



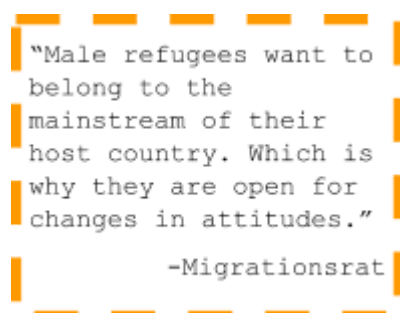
“There is a lot of societal pressure and expectation imposed on migrant men, which often causes anxiety and aggression.”  
-Dr. Ohavian

### **Reach target group through appropriate services and facilities**

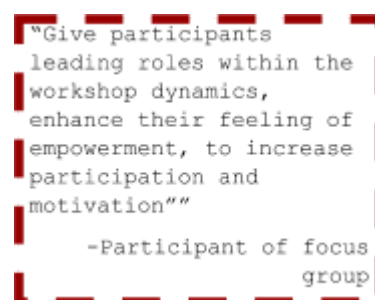
- The target group should be recruited through appropriate services and facilities where there is the most need for violence-preventive-programs. The recruitments can take place in homeless shelters, refugee shelters, psychiatric ambulances / intercultural sections, health care offices, street work at social hotspots of the city, and employment offices.

### **Enhance the motivation of the target group**

- Based on interview results, it states that the target group needs to be motivated to participate in a gender-based-violence prevention program, as this usually does not lie within their set of priorities. One of these methods is to associate the program with their need for effective integration into the German society. This can be based on the importance of structuring life and problems in Germany, to be more effective, to get faster financial aid, housing, and help for their families as well as efficient integration that aids them to a more settled life in their host country.



“Male refugees want to belong to the mainstream of their host country. Which is why they are open for changes in attitudes.”  
-Migrationsrat



“Give participants leading roles within the workshop dynamics, enhance their feeling of empowerment, to increase participation and motivation”  
-Participant of focus group

### **Identification of stress factors**

Contents in different target groups need to be addressed differently. For asylum seekers, asylum processes are relevant stress factors. Appropriate questions could be listed as:

- o What is your status?
- o How did you get treated by government officials so far?
- o What type of sanctions do you face?
- o What is your family situation?

Furthermore, based on migrant men who live in Germany for a longer period, the following stress factors need to be considered such as employment status, accommodation, financial status, and children involved.

### **Barriers and techniques to overcome**

Barriers of refugee and migrant men need to be considered. The following factors can be listed as barriers such as:

- o Language
- o Cultural tradition such as a “culture of shame”
- o Communication problems concerning emotions and mental conditions
- o Reflections on masculinities

The techniques to overcome these barriers can be listed as psychoeducation that includes schooling on psychiatric conditions, anger, impulsiveness and frustration, trauma, depression, and its causes. This can be implemented via focus groups and trust circles.

### **Create safe and brave spaces**

- Male refugees and migrants need to have a comfortable setting with individuals and professionals. This can take place in a neutral environment, that is easily accessible from their homes.

- Male refugees and migrants have the need to conduct activities that address therapeutic skills such as creative activities that aid to express anger, grief, and trauma. This can be implemented through writing, acting, music, drawing and other creative activities.

## **B. Professionals' examples for best and worst practices in violence preventive gender-reflective work**

In this section the results of examples of best and worst practises of violence prevention work with male migrants and refugees are displayed.

The results are based on the following categories:

- Useful strategies and methodologies
- Difficulties and / or obstacles
- Solution-oriented methods
- Lessons learned and quality standards.

### **Best practise example outcomes from the Focus Group**

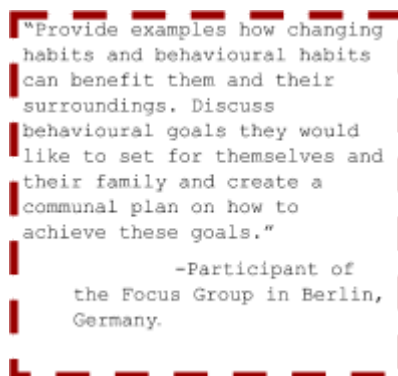
#### **Create male role models within communities**

The role-model and community leader approach are considered as effective methods. The focus group recommends to actively encourage participants to become leaders and role models in their community and deliver the message to their community and create a sustainable chain of violence-prevention and gender equality. Furthermore, the role model approach enhances family structures. An example could be to discuss how the father's behaviour has a role-model function to their children. This can be encouraged by presenting successful case studies and examples to the target group.

An effective example is of the community-led approach is known as the SASA method. An approach to recognise and tackle prevention on gender-based violence, developed in Uganda.

## **Discuss the topic on gender roles by acknowledging their stress factors**

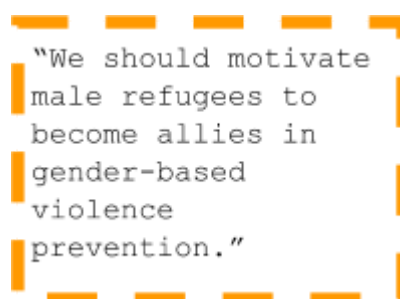
To create room for challenging perspectives on gender roles, it is recommended to connect this subject with the primary concerns of the target group, such as sustainability, family structure and financial situations. By addressing these factors, the participants can reflect on their personal perspective of masculinity and how these are affected by external factors, how this has affected their life so far, and what challenges they face for themselves and their families.



"Provide examples how changing habits and behavioural habits can benefit them and their surroundings. Discuss behavioural goals they would like to set for themselves and their family and create a communal plan on how to achieve these goals."  
-Participant of the Focus Group in Berlin, Germany.

## **Use the asset model instead of the deficit model when addressing the participants**

The asset-based model looks at men more holistically, which gives participants the opportunity to become partners in sexual and gender-based violence prevention. Furthermore, this model gives male participants the opportunity and space to recognise their own needs. By engaging men and boys as part of the solution concerning sexual and gender-based violence prevention, and refrain from portraying them as potential perpetrators, this can give a more effective opportunity for positive results.



"We should motivate male refugees to become allies in gender-based violence prevention."



## **Categorize into culture and age groups in to create effective results**

Age differences may cause culturally based power dynamics, which is why the focus group results suggest separating age groups and therefore approach older participants differently. This method can be used to increase their motivation to participate and cover their needs to ages appropriately.

According to the focus group discussion, the differences in cultures also need to be taken into consideration. It is therefore essential to separate the group session into specific ethnicities, even when the similar languages are spoken. For instance, it is advisable to separate Iranian and Afghan refugees, even though they share a similar language.

## **Worst practises outcome from the focus group discussion**

The focus group presented the following worst practises as the most essential factors to be avoided while working with male migrants and refugees:

- **Laws and regulations as the focus of the intervention program**

The imposition of constant repetition on German rights, laws, and regulations on the target group, as it may lead to anxiety, aggressions, and decreased motivation to participate in the program. Laws are often associated as a threat to male migrants and refugees. To create a safe atmosphere, it is important to limit the display on these topics.

- **Strict Boundaries**

Setting too many boundaries and rules will create power distances, which will give the target group no opportunity to feel comfortable in open discussions.

- **Breaking cultural codes**

To address the topics gender-based violence, and sexual violence without being aware of cultural “taboo” topics. Especially in Middle Eastern cultures,

domestic family-based conflicts are kept private and cannot be discussed in larger groups.

- **Usage of stigmatizing language**

To use stigmatizing language as in “perpetrators” and “victims” and with that framing an atmosphere where the participants are assumed to be potential perpetrators.

- **Disregarding the individual trauma of the participants**

Not considering trauma and prior experiences of the target group can lead to stress reactions, as the participants do not feel seen or heard in their personal problems.

### **Best Practise outcome from qualitative interviews**

- **Comprehend psychosocial background of participants**

To attain an overview of the participants profile and history a careful analysis and information gathering of social and mental status and biography, story of treatments and prior experience with therapies is proposed. Moreover, it is recommended to have an overview of the history of the participants, including status, psychopathological status quo, which includes traumas, depression, suicidal thoughts or actions, violence experience, abuse through others, childhood abuse, sexual abuse, torture experience and drug abuse.

- **Transparency on expectations**

Open dialogue and clear explanations of goals of the prevention program, to create an atmosphere of transparency and mutual trust. Furthermore, provide open dialogue and goal-oriented work. This includes the needs and wishes of individual migrants and refugee men concerning family-based, social, and mental goals that aids them to sustain violence prevention.

- **Translators with quality standards**

Translators and cultural sensitivity need to be carefully assessed prior to the program, to ensure their quality standards. Furthermore, enough capacity for

language translators should be provided to ensure their duty of confidentiality.

- **Empathy work**

Express empathy towards their current political and social status, include this into the program to make them feel seen in their needs. This can enhance to build up a trustful therapeutic communication and relationship with the participants

- **Inclusion of essential persons**

Include family members into the program or other professionals which are already working with the individuals of the target group.

- **Cultural sensitivity**

Treat participants with high levels of cultural sensitivity, this includes knowledge about culture, codes, religion, and shame-ridden topics.

- **Provide pathway for follow-up trauma**

Provide an overview for other professional help and consultation concerning overcoming drug abuse, trauma, prostitution, financial problems, depression, trauma, suicidal thoughts. This includes reachable telephone numbers and contact addresses, which is always available for the target group for addressing issues and making timely appointments outside the violence-prevention program.

- **Goal setting**

Create different tools of activities and provide relationship building processes with other individuals to work together and share experiences. Also, create a working group with the participants and ask them for their own goals, document the goals and create structures for achieving these goals.

- **Privacy**

To enhance the motivation and trust level of the participants, best practise results showed that it should be ensured that participants do not know each other prior to the intervention program. Furthermore, the importance of the duty to maintain privacy of all participants should be considered and appropriately implemented.

- **Motivate the target group through problem solving programs**

To motivate migrant men and refugees to participate it is important to offer a problem-solving program for them. This could cover the topics of current problems and psychological stress relief, including anger, frustration, trauma, and social problems. Furthermore, including social workers for follow up consultations would be helpful to make the outcome and effects of the program clear.

- **Therapeutic activities**

Gathering with individuals and professionals in a relaxed, neutral environment (not a religious or political place), a neutral room, for instance a group therapy room, and preparing activities that address therapeutic skills such as creative activities to express anger, grief and trauma. Examples could be acting, drawing and musical activities.

- **Create ownership and enhance interests**

Violence-preventive programs can be co-created by the target group, to enhance their identification with the program and motivate them for further sustainability of the program. Also, it is proposed to research the interest of the target group to enhance their participation rate.

### **Worst Practise outcome from qualitative interviews**

- **Time pressure**

Cutting consultations during workshops too short and therefore not having enough time to gather information.

- **Lack of connection**

Interruption of connection with the target group can often occur, due to extended deadlines on the follow-up sessions. Furthermore, lack of personal contact and empathetic relationship building can disrupt the connection process between participants and facilitator.

- **Lack of boundaries, intersectionality, and cultural sensitivity**

The ignoring of barriers such as language, cultural tradition such as feelings of shame and communication problems concerning emotions and mental conditions, insult participants in their cultural position as men. Furthermore, generalizations, cliché thinking, or approaches can demotivate the participants to continue with the program, as this creates an atmosphere that underlines double stigmatization.

### **C. Other existing measures and programs**

In Germany there are several existing genders-based violence prevention programs operating with male migrants and refugees. Most of these programs combine gender reflective work with violence prevention through a culturally sensitive, yet critical lens. The most successful programs in Germany are listed as follows:

#### **Heroes**

Heroes is a German initiative that focuses on preventing honour killing and oppression by giving the lead to young men with a migration background who educate other young men and boys on breaking patriarchal structures and preventing gender-based violence in their community. The project is operating

in several German cities and is financed by the World Childhood Foundation (HEROES - gegen Unterdrückung im Namen der Ehre - Home, 2020).

Heroes follow the concept of peer-education, in which young men and boys with a migration background will be trained to become “anti-violence” trainers themselves and train other male youngsters in intervention programs, in which they follow the so-called role-model approach. The project uses the following measures:

- Tackling gendered honour killings and gender equality with youngsters
- Conducting workshops that focus on challenging cultural views, patriarchal structures, gender roles, gender equality, human rights, and intersectionality.
- Collectively overcoming gendered power structures and rigid gender norms through mutual learning.
- Coach trainers who have a similar socio-cultural background like the target group.
- Offer an extensive peer education that has a duration of 1 year and will be then rewarded with a certificate.

Furthermore, through multicultural activities, Heroes creates cross-cultural building-bridges spaces for critical work on gender norms and masculinities reflection.

### **MiMi - “Violence prevention with migrants for migrants”**

Mimi that stands for “migrants for migrants” is a health program that aims to give male and female migrants ownership and accountability to strengthen violence prevention and gendered inequality in their community. Mimi trains male migrants and refugees to become leaders and coaches their communities, by giving them ownership to self-organise events on health provision and violence prevention. To implement their objectives, Mimi is using the following approach (MiMi – Das Gesundheitsprojekt – MiMi – Gewaltprävention, 2020):

- Create violence-prevention initiative that trains male migrants to become mediators
- Using a theoretical framework that covers basic knowledge on violence prevention, sexual gender-based violence and appropriate referral pathways.
- Using a practical framework that covers planning and implementation strategies for information events with male migrants
- Putting high importance on intercultural competencies and active Group Work.

The training program entails topics as migration, displacement, and gender-based violence. During the workshops, the participants discuss the consequences of gender-based-violence, the legal framework and protection possibilities. Furthermore, the curriculum offers reflective discussion and exchange spaces on gender norms, masculinities, and cultural challenges on gender equality.

### **LAG “Jungenarbeit NRW”**

LAG is a project based in Germany’s province North Rhine-Westphalia that works with young male migrants and refugees at primary and high school age level. Their project “Von der Rolle”, translates into “Out of the role” and tackles traditional gender roles through culturally reflective methods (Verteiler et al., 2020).

By working with young male refugees and migrants within the age range of 7-16, LAG aims to enhance their social competencies such as communication, cooperation, and empathy through gender-reflective and violence prevention workshops. Their method of dialogues on masculinity is the so-called “superhero concept”, where the participants can express their vision of role models through art and thereby reflect on what masculinity means to them.

### **Movemen**

Movemen is a project by the 'federal forum for men' association that advocates to give importance to the needs of male refugees and migrants. Their mission is to accompany them by offering space and visibility of their diverse interests through different media tools, workshops, and panels. Their strategy is composed as follows (A project by the Federal Forum For Men - Movemen EN, 2020) :

- Create networks between refugee policy, clients, administration, science, and educational practice.
- Provide a wide range of publications that link flight, masculinity, and integration.
- Implement a training program for volunteers and full-time workers in refugee assistance.
- Offer spaces and forums on biography, gender, and empowerment for refugee boys and men

By offering programs that tackle gender norms and negative stereotypes, Movemen aims to improve the livelihood and integration opportunities for male refugees and migrants.

#### **D. Requirements for facilitators regarding attitude, skills, and knowledge**

##### **Self-reflection on stereotyping**

Facilitators who work with male refugees and migrants need to attain self-reflection skills that enable them to identify their own bias on stereotyping. Specific training helps facilitators to become more aware of their own discriminatory and stereotyping sentiments. According to the qualitative interviews, the professionals suggest that facilitators attain knowledge on concepts of anti-racism, anti-bias, and Critical Whiteness, in order to comprehend their own positions and actions when interacting with vulnerable populations.



## **Intercultural sensitivity and knowledge on cultural codes**

Cultural sensitivity creates space for refugees and facilitators to share their differences and creates room for mutual understanding. In terms of health practises, it is especially essential for facilitators to comprehend the importance of culturally sensitive approaches when working with displaced males who have been subjected to discrimination and trauma.

By attaining cultural sensitivity and comprehending the stress factors of the people of concern, facilitators can establish trusting environments, which enhances the participation of the male attendants. According to the qualitative interview research results, it is recommended for the facilitators to be aware of trauma inducing cultural codes, which can prevent exposure of traumatic triggers or memories that occur from the displacement, bureaucratic obstacles and integration processes. Therefore, when interacting with the target group during intervention programs, qualitative research results indicate that facilitators should address the cultural obstacles in diverse communities and offer pragmatic strategies for bridge-building processes.

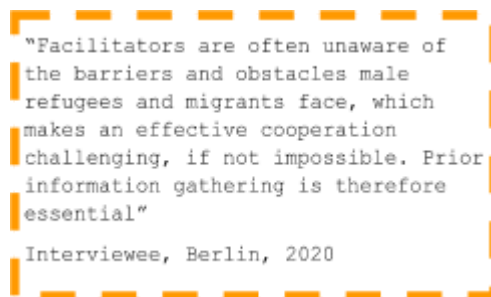
## **Knowledge on barriers, obstacles, and boundaries**

Refugees are often subjected to multifaceted structural barriers that are based on socio-cultural and socio-economic factors (European journal of psychotraumatology, 2020.) The barriers are often based on the following factors:

- Language barriers
- Cultural barriers
- Traditional gender norms
- Cultural codes
- Lack of resources
- Lack of awareness
- Stigmatization and fear of further discrimination
- Fear of non-acknowledgement of primary needs and stress factors

Furthermore, displaced men often feel challenged in their gendered identity caused by the migration process, as they lack financial resources and can therefore often not provide for their families as expected in their social circle. By not being able to fulfil these primary needs male migrants and refugees often experience psychological distress which then leads to violence and aggression. According to UNHCR, this lack of security often results in increased domestic tension and violence (Kinkpe CVA, 2017), which consequently causes refusal of participation in gender-based-violence-preventive intervention programs.

In order to overcome these barriers, facilitators who work with male migrants and refugees need to attain sensitivity skills to work with these barriers as well as enhance their ability to provide innovative techniques to work with these barriers with group sessions, bonding techniques and safe space implementations.



"Facilitators are often unaware of the barriers and obstacles male refugees and migrants face, which makes an effective cooperation challenging, if not impossible. Prior information gathering is therefore essential"

Interviewee, Berlin, 2020

### **Referral pathway and identification of stress factors, traumas, and obstacles**

Male migrants and refugees often face specific and widely ranged mental health needs that occur from the forced displacement and integration process. According to Diversity & Equality in Health and Care post-traumatic stress disorder in refugees reaches up to 86 % and signs of depression up to 31 % (Diversity & Equality in Health and Care, 2015). Forced migration leads to changing psychological triggers which enhances violence and further trauma. Especially migrant men and refugees are affected and often refuse treatment or have no access to services, due to waiting lists, distance, and financial instability. These factors lead to lack of commitment to gender-based-violence- prevention

programs. Therefore, to avoid any more psychological triggers and refusal of participation, the facilitators need to offer supportive relationships with the people of concern and offer them referral possibilities. This can be done by discussing, analysing, and finally identifying the struggles of the individuals by considering the following factors:

- Social status
- Status of residence
- Traumatic events
- Psychiatric status

Furthermore, it is a significant factor for the facilitators to structure the groups of male migrants and refugees with the same topics such as biography, trauma, social problems and give them space to express primary stress factors. The facilitators can then offer referral through their therapeutic network and provide goal-setting techniques and group activities with the male participants to overcome these stress factors.

#### **E. Expectations and needs from a training course for professionals**

The main needs from a training course for professionals who work with male migrants and refugees regarding gender sensitive work and violence prevention according to the research results are listed as follows.

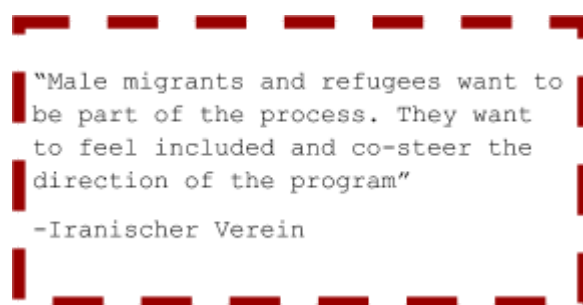
##### Improved data access:

Accessibility on data concerning gender-based-violence amongst male migrants and refugees should be improved, to be accessed by professionals who work with the target group. Therefore, transparency is important to obtain renowned data as well as an easily accessible platform that can be used for overviews, improvement rates and an understanding of locating violence cases on a

demographic basis. This aspect is particularly needed, to give professionals an overview on the number of cases in Germany, for both violence-preventive coordination and implementation purposes.

#### Sustainability, Ownership, and role-model approach.

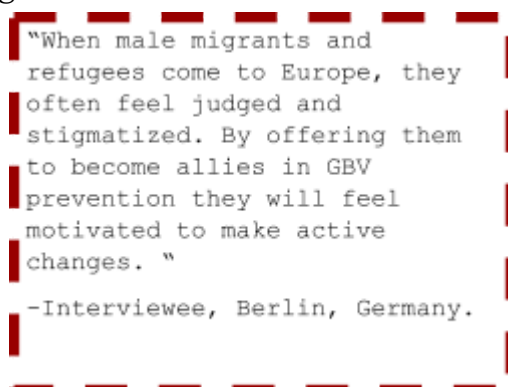
Based on the qualitative research results, professionals who work with migrants and refugees expressed their need to include methods of applying sustainability and ownership into the capacity building program. This includes skills and methods on how to give migrant and refugee participants ownership in the process of the intervention program, which will enhance the identification of the target group with the process and outcome of the program. Furthermore, the training program should include the community-based approach that motivates migrant men and refugees to become role models in their community by sustaining violence prevention work.



"Male migrants and refugees want to be part of the process. They want to feel included and co-steer the direction of the program"  
-Iranischer Verein

#### Asset-based model:

The asset-based model suggests making migrant men and refugees allies in gender-based violence prevention, instead of portraying them as potential perpetrators. Therefore, the training course should entail a programme structure that motivates the participants to find solutions and effective methods in gender-based violence prevention through mutual learning, exchange, open discussions, and reflection assignments. This process will also support the understanding of male refugees and migrants' position in hegemonic masculinities through a reflective and critical lens.



"When male migrants and refugees come to Europe, they often feel judged and stigmatized. By offering them to become allies in GBV prevention they will feel motivated to make active changes. "  
-Interviewee, Berlin, Germany.

### Anti-racism, bias, and discrimination program

Since migrant and refugee men are often confronted with double-stigmatization, qualitative research results indicate that the capacity building program for professionals should entail an anti-racism, bias and discrimination program in their training course. This is especially essential, as migrant and refugee males are often stigmatized as perpetrators, which causes prejudices within many professionals. To reduce the “refugee-male” bias amongst experts and professionals and thereby enhance a more effective approach towards the target group, professionals need guidance which supports an anti-racist implementation tool.

Male migrants and refugees often face challenges in their host country (Welcome to Racial Equity Tools, 2020) including:

- An anti-refugee political and social climate.
- Discrimination due to bias and language barriers.
- Gender-based bias of society due to cultural bias and prejudices.

Therefore, the anti-racism and bias program for professionals can have the following learning objectives:

- Understand the social concept of being a male migrant / refugee and learn how to deal with it appropriately.
- Recognize biased and racist social structures that affect the livelihood of migrants and refugee men.
- Understand the concept of “anti-Muslim-bias” towards male refugees and migrants.
- Challenge the concept of self-reflection and bias on refugee and migrant men.
- Challenge the concept of racially based power dynamics between German facilitators and male migrants and refugee males and their impact.

## Intercultural and cross-cultural competencies

As cultural barriers can lead to miscommunication and misunderstandings between the facilitators and the target group, qualitative research results indicate that intercultural and cross-cultural competencies are an essential need for professionals during capacity building programs. Especially in gender-sensitive violence prevention work, intercultural competencies need to be attained, to comprehend cultural barriers, approaches and effective tools to build cultural bridges. These competencies can be facilitated by cultural mediators or facilitators who have an in-depth knowledge of the cultures of the target group.

The methods for applying these competences can be categorized as followed:

### Critical self-Awareness

- To comprehend and reflect on own cultural frameworks, codes, norms, values and beliefs on gender equality, domestic violence, and masculinity.
- Challenging prejudices on migrant and refugee men

### Ethical values in intercultural work

- Non-evaluative and non-judgmental skills
- Ethical and moral dilemmas in terms of culturally competent practise.

Intercultural Knowledge on gender norms, gender equality, violence, and sexual self-determination.

- Discussing case studies of gender-based-violence work on Syrian, Afghan, Iranian, Central-African refugees in group efforts to comprehend the differences.
- Intercultural communication

- Establish collaboration and cooperation skills with migrant men and refugees through culturally appropriate communication tools.
- Practise cultural sensitivity
- Cognitive flexibility skills
- Comfort and acceptance of ambiguity

#### Boundaries in intercultural practice with migrant and refugee men

- Comprehend gender-based boundaries with migrant and refugee men.
- Comprehend the importance of “taboo topics”, such as domestic violence in Middle Eastern cultures and how to communicate them without breaking cultural code.
- Attain skills on cultural confidentiality and their importance in collective communities, especially when it comes to gender-sensitive violence prevention work.

#### Take successful projects as a guideline and example

To make a program successful, the qualitative research results indicate to follow methods of already effective programs, such as “Heroes”<sup>5</sup>, instead of striving for innovation that has no record of pretrial or success. Therefore, the training course for the professionals should avoid dual structure and be categorized into efficiency.

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<sup>5</sup>Heroes is a project that focuses on gender reflective youth work. These projects are conducted by boys with a migration background with the goal to implement violence-preventive work amongst young males. The topics they are working with are mostly based on gender-based-violence, and more specifically “honour-killing.”

## 5) Results of the quantitative survey

The quantitative Survey provided 23 answers in the German language (marked in “ger”) and two participants answered in English (marked as “eng”) but are living in Germany. In sum, a total of 25 participants that live in Germany filled out the entire survey.

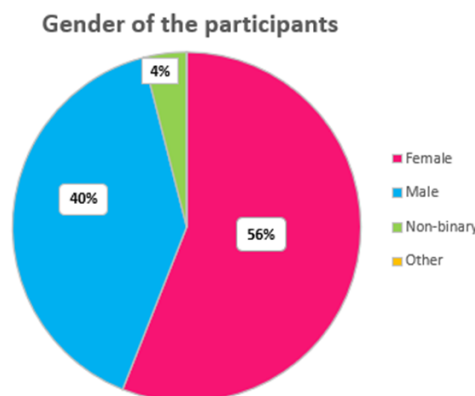
Based on the confidentiality and data protection that states that any information and personal data will be summarized in published articles, reports and presentations, all participants (25/25 or 100 %) gave their consent to answer the questionnaire. Furthermore, all participants (25 / 25 or 100 %) gave their consent for their answers to be quoted in publications, reports, web pages and other research outputs in an anonymized way.

In total more than 400 surveys were sent out and over 50 have been started but not completed. For this evaluation only the fully completed surveys have been taken into consideration.

### Demographics of the participants

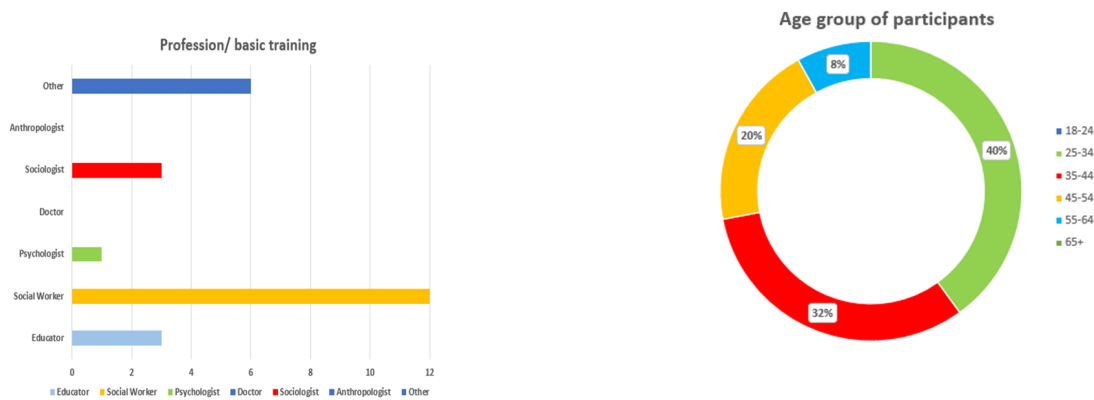
As the topic of the Survey investigates migration, masculinities, and gender-based-violence prevention the demographics of the participants provides an overview in what field the professionals are working with male migrants and refugees.

For including an intersectional and inclusive narrative into the research, gender has been defined as an identification instead of a binary. This also includes participants who identify as transgender. The professionals identified with 56 % as women, 40% as men and 4 % as non-binary.

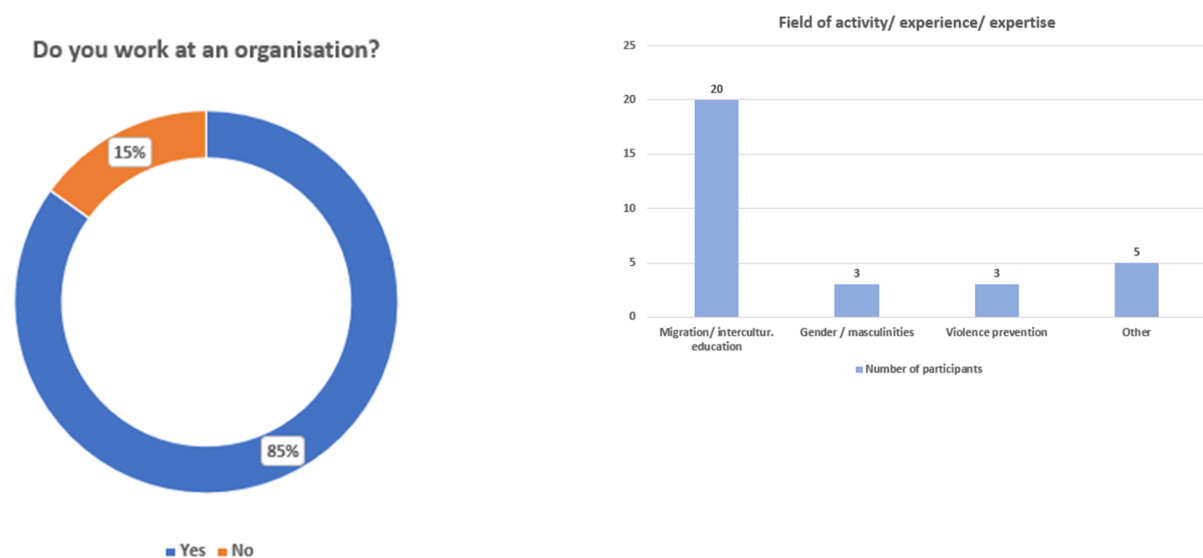




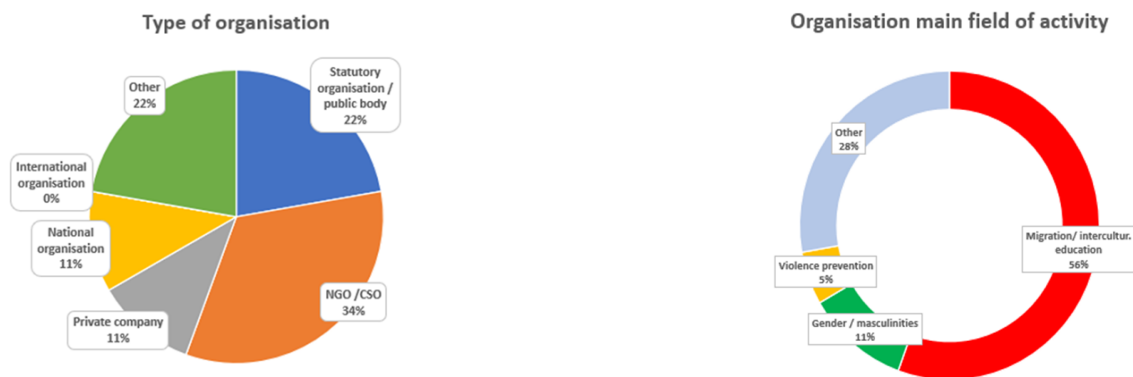
Most of the participants are between 25-34 years old (40%), followed by an age group of 35-44 (32 %) and 45-54 years old (20%.) Only 8% of the questioned professionals are between 18-24 years old.



The profession and basic training of the professionals indicate on what basis they are interacting with male refugees and migrants. Out of 25 respondents, 12 are social workers, 3 are educators, 3 are sociologists, 1 is a psychologist, and 6 marked their profession as “other”. Based on the field of expertise most of the participants (20 out of 25) work in the field of migration and intercultural education, 3 work in gender and masculinities and 3 in violence prevention.



Most of the professionals who participated in the survey work in an organization (85 %.) Furthermore, 22 % work in statutory organisations, 34% in Non-Government organisations, 11 % in private companies and national organisations. 15% of the questioned professionals do not work in an organisation.

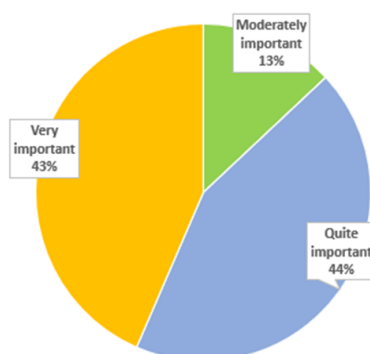


Furthermore, based on the field of activity 56% of professionals are working in the migration and intercultural education sector, 11 % work in gender and masculinities and 5% work in violence prevention.

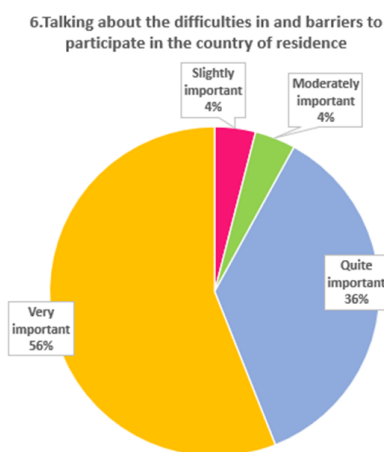
### Needs of migrants and refugee men in relation to gender perspective and violence prevention work

Professionals have been asked whether they find it significant that male refugees and migrants talk about the marginalization and discrimination they are facing in Germany, and whether this aspect can contribute to prevent gender-based violence. The average reply indicates that the experts find this aspect important, with 44 % who rated it as quite important, 43 % as very important and 13 % as moderately important.

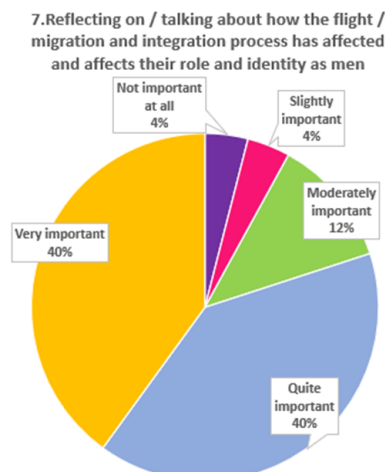
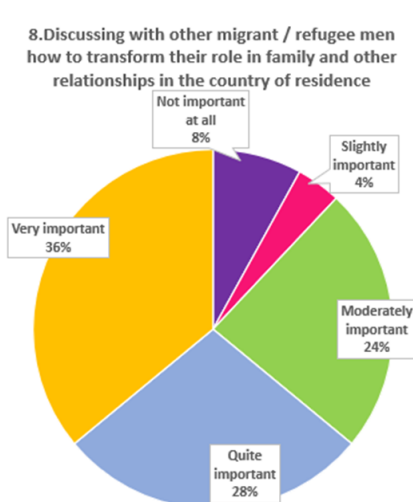
5. Talking about the violence and discrimination they have been and are subjected to and its consequences as a basis for preventing violence



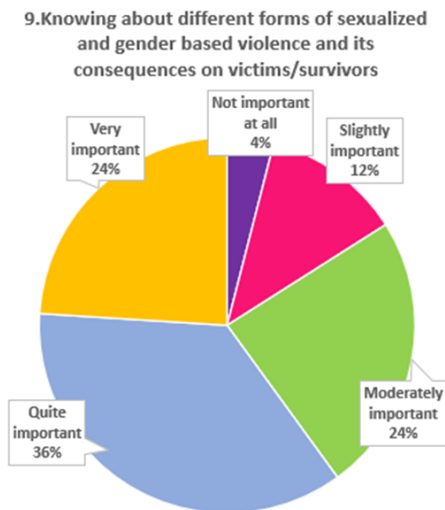
Many refugees face cultural, financial, bureaucratic, and social barriers when coming to Germany. This applies especially to male migrants and refugees, as they are often expected to be the “caretakers” of the family. Which is why, 56 % of the professionals indicate that it is very important for male migrants and refugees to talk about the difficulties and barriers to participate in the country of residence.



Due to the obstacles that refugee men face through the flight and integration process, it can often conflict with their gendered identity and imply a feeling of “emasculatation”. The survey results indicate that 40% of the questioned professionals believe that it is very important to reflect on how these obstacles have affected their role and identity as a man.



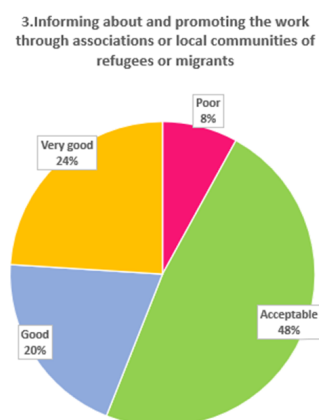
In terms of internal exchange with other migrant and refugee men on how to transform their gender roles, most of the participants, with 36%, 24 % and 28 %, believe it is very important to pursue that exchange.



Educating migrant men and refugees on the levels of gender-based violence and its effect on the victims and survivors can be of significance. Most surveyed professionals indicate that the need of migrant men to learn about the different forms of sexualized and gender-based violence is important, whereas only 4% rated this aspect as not important at all.

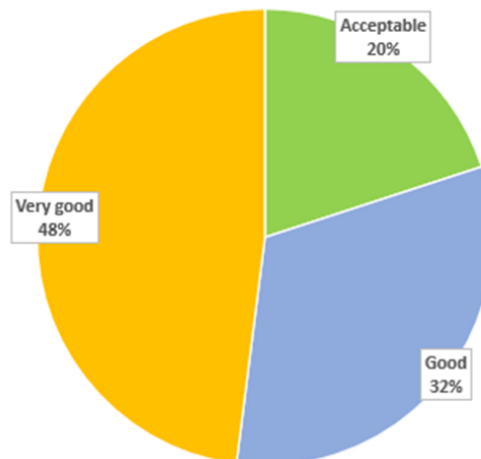
### Reaching and motivating migrant and refugee men in relation to gender perspective work and violence prevention

The professionals have been asked on the strategies and their importance of how to reach male migrants to motivate them to participate in gender-based-violence preventive intervention programs.



48 % of the respondents believe it is acceptable to conduct outreach for promoting the intervention program through associations or local communities of the target group, while 20 % believe this approach is good and 24 % would rate this as a very good method. However, 8 % of the professionals responded that this approach has a rather poor effect.

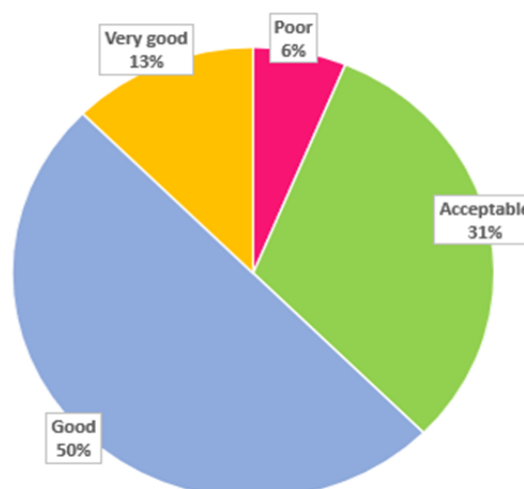
4. Involving respected members or leaders of refugee / migrant communities



When involving well-respected community leaders for the outreach phase of the intervention program, most of the respondents believe that this approach is favourable, while 20 % rated it as rather acceptable

To provide a space for fatherhood in the intervention program, 63% of the respondents believe that offering childcare for the program participants is a favourable approach while 31 % believe it is acceptable.

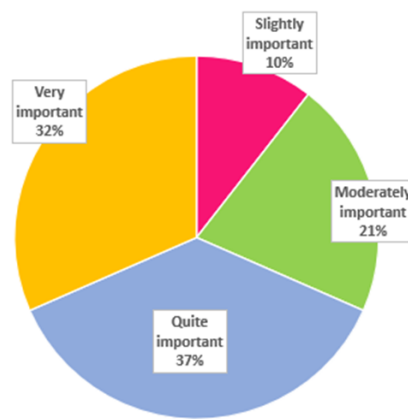
10. Offering child care



## Identification of barriers of male migrants and refugees based on participation

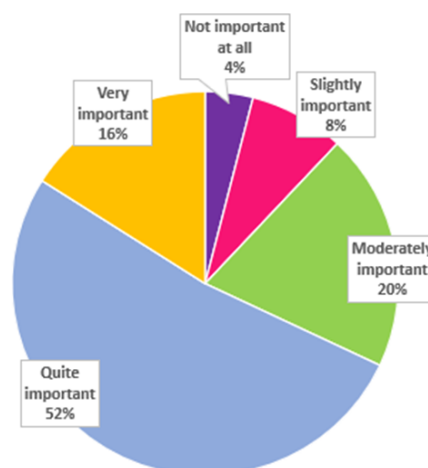
In this part the respondents identified the importance level of the barriers that male refugees and migrants face when participating in a gender sensitive and violence preventive programme. Based on the importance level of eventual stigmatization on being a potential perpetrator, 69 % of the respondents indicate that this would be an important indicator for the target group.

1. Feeling (doubly) stigmatized as migrants and (potential) perpetrators of violence



Furthermore, 52 % of the respondents indicate that travelling to the place of the intervention programs could be a quite important barrier for the people of concern.

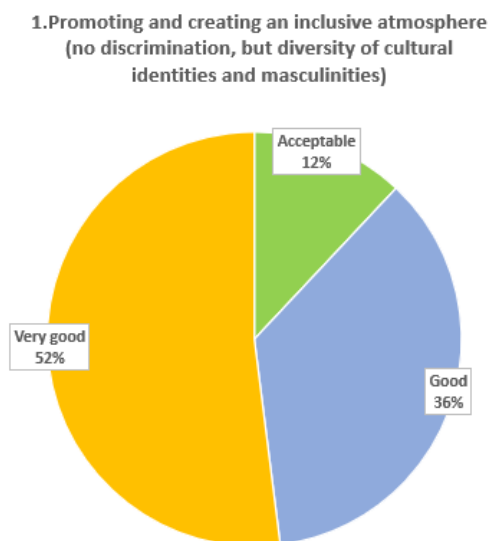
4. Having to travel to take part



## Create a safe space to work on gender perspective and violence prevention with migrant men and refugees

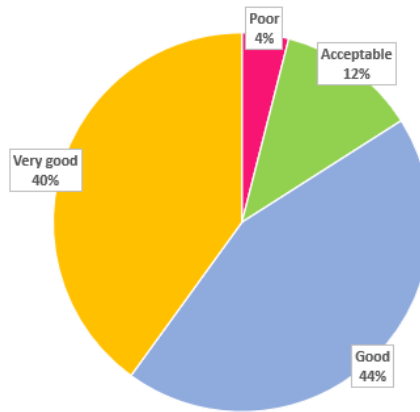
In this section the respondents rated the level of strategies based on creating brave and safe spaces for the target group regarding gender sensitive and violence preventive work.

Out of 25 respondents 52 % indicated that creating a space of inclusivity that promotes cultural identities and diverse masculinity is a very favourable approach. Furthermore, 12 % expressed that this strategy can be viewed as acceptable. All aspects considered; the outcome shows that the implementation of an inclusive space would be beneficial for the people of concern.



40% of the professionals shared their views on creating informal spaces of interaction amongst the male participants and rated this strategy as very good. Moreover, the activities would include excursions, cooking and visits to the museum, of which 44% of the participants rated the implementation of these activities as good, 12 % as acceptable and 4 % as poor.

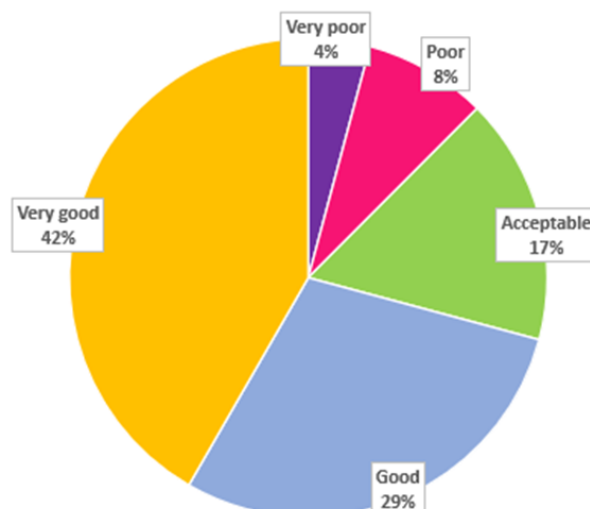
5. Creating informal spaces of interaction and relationship building (e.g.: excursions, cooking, visits to museums)



### Addressing intercultural and linguistic issues in gender perspective and violence prevention work

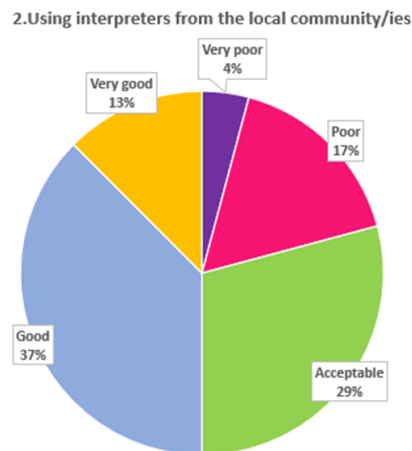
Intercultural and language differences often occur simultaneously, which can lead to more barriers in intervention programs with male migrants and refugees. Especially when a sensitive topic such as gender-based violence is addressed, both cultural codes and language needs to be prepared and conducted appropriately for effective results. Therefore, the professionals were asked to rate the strategies that address intercultural and language differences in gender sensitive and violence prevention work, based on the cultural mediators or interpreters.

1. Using professional interpreters from outside the local community/ies





Using professional interpreters outside the local communities, means that the people of concern have no personal relation with the interpreters and therefore can avoid bias. Out of 25 survey participants, 42% believe that using an interpreter unknown to the community is a very good approach, 29 % rated it as favourable and 17 % as acceptable.

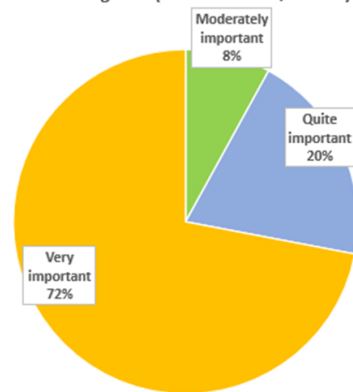


However, using interpreters from local communities was rated as favourable by 37% and 13 % of the professionals while 4 % indicated this approach as unfavourable.

### **Needs of professionals who work on gender perspective and violence prevention with migrant men and refugees.**

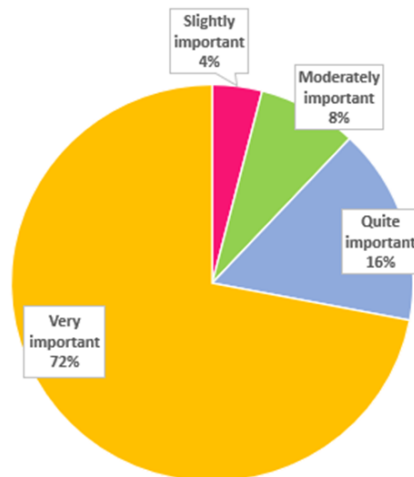
This section investigates the needs of professionals who work in violence prevention and gender sensitivity with migrant men and refugees and evaluates the level of importance of those needs. Self-reflection of professionals who work with male migrants and refugees is an essential aspect, as this challenges their own perspectives on stereotypes, that can be beneficial when working with marginalized populations. 72 % of the experts believe that reflecting on their own beliefs, stereotypes and experiences regarding discrimination and racism against refugees and migrants is very important. Moreover, 20 % believe that self-reflection is quite important and only 8 % would rate this need as rather moderately important.

1. Having reflected on their own beliefs, stereotypes and experiences regarding refugees and migrants (discrimination / racism)



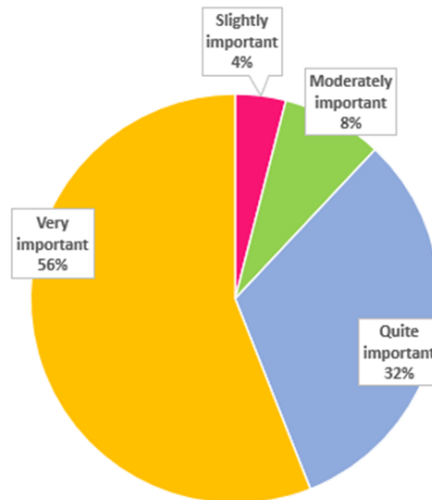
When it comes to self-reflection of their own beliefs, stereotypes, and experiences regarding gender-based violence amongst male refugees and migrants, 72 % indicate high importance, while 4 % believe it is only slightly important.

3. Having reflected on their own beliefs, stereotypes and experiences regarding gender and violence in (male) refugees and migrants



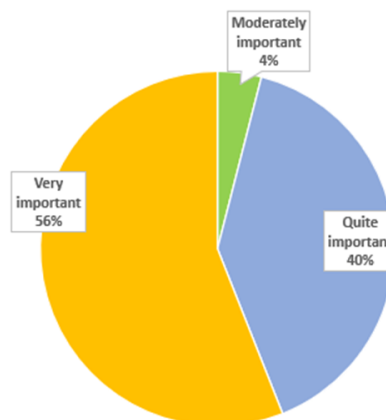
Working with male migrants and refugees requires knowledge on cultural codes, family, and social structures. Based on that, 56 % of the professionals indicated their need to attain knowledge on culturally based gender and family roles as very important and 32% as quite important. 8 % of the participants believe that this aspect is only moderately important and 4 % indicate this need as slightly important.

#### 4. Knowledge on gender and family roles and relations in cultures of origin



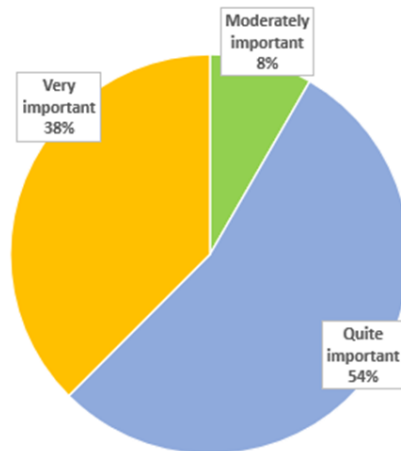
Most migrants and refugees face obstacles and difficulties during the process of displacement and integration in Germany. Being heard in their struggles often creates space for mutual trust between facilitators and people of concern, especially when it comes to comprehending the problems that newcomers are dealing with. 56 % of the professionals believe that it is of high importance to attain knowledge on the problems, difficulties and barriers migrants and refugees face during the integration process into the German culture. 40 % would rate this factor as quite important, which indicates that displaying empathy towards the male migrants' situations is an essential need of the professionals.

#### 5. Knowledge on problems, difficulties and barriers in the process of migrant integration into a new culture



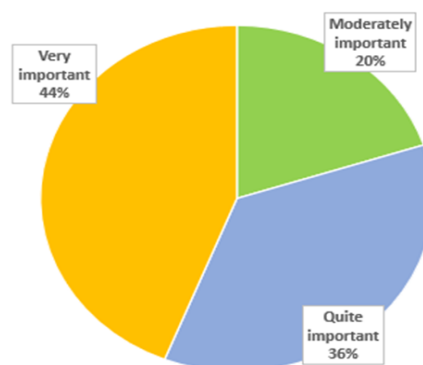
54 % of the participants agree that having knowledge on appropriate referral pathways for addressing gender-based violence is quite important. 38 % indicate that being educated on referral mechanisms is a very essential need and 8 % rated this need as moderately important.

8. Knowledge of relevant protocols and referral mechanisms for addressing gender-based and domestic violence



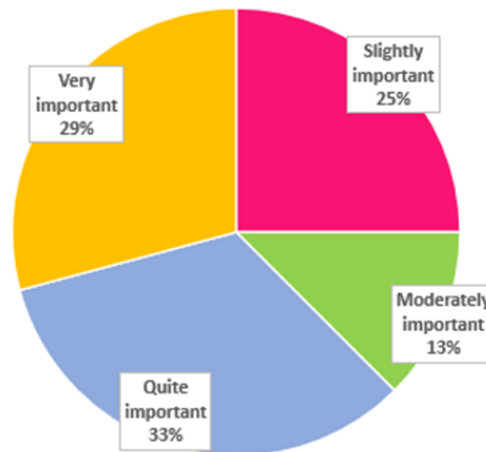
Intercultural skills are important when interacting with migrants and refugees from diverse backgrounds and cultures. 44 % of the respondents highly agree that they need to acquire knowledge and skills when working with clients from diverse cultures, while 20 % partly agree and 36 % indicate it as a quite important factor.

11. Knowledge and skills for group work with clients from diverse cultures



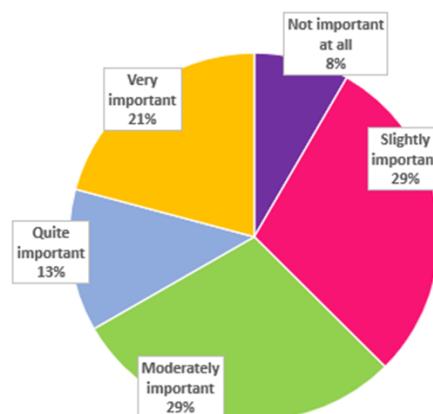
Migrants and refugees are facing a variety of bureaucratic rules and regulations that contribute to their asylum procedure and integration process. Therefore, 33 % of the professionals believe it is quite important to be knowledgeable on the national system of accepting and integrating migrants and refugees, whereas 25 % believe it is only slightly important.

6. Knowledge on the national system of accepting and integrating migrants/refugees



29% professionals indicated that prior skills on masculinity and gender norms are moderately essential when working with men in gender-based-violence prevention, 21 % believe that this is a highly essential need and 8 % rate this factor as rather unimportant.

9. Knowledge and skills for working on gender and masculinities with men



## **Examples of good practices in gender-based violence prevention work with male migrants and refugees**

The participants were asked whether they know any examples of work on gender and masculinities and prevention of gender-based violence amongst male migrants and refugees, of which 64 % shared their experiences. The best practice examples are listed as follows.

### **Information on useful initiatives in Germany**



### **Three main objectives of a successful program on migration and gender-based violence**

- Development of knowledge and acceptance of the German legal system and the supposed social order.
- Violence prevention, reproductive health and gender equality, and LGBTQ+

- The project should contribute to the psychological stabilization of children and adolescents, provide fathers with culturally sensitive aid and support men without a perspective of staying, so that social frictions and aggressions can be eased.

### **Three main strategies to reach out for enhancing participation of male migrants and refugees in intervention programs**

- Make intervention programs obligatory by the federal office of migration and refugees
- Let interactive activities, group discussions and participants work as facilitators in the outside world.
- Enhance outreach by visiting the men directly in their accommodation, promote low-threshold meetings that strengthen self-help possibilities and introduce them to necessary counselling structures.

### **Three main difficulties or obstacles for the project and strategies to overcome**

- Unconvinced/persuasive teachers which lead to bored participants
- Awareness-raising campaigns were insufficient or even ineffective. The problem is often the different insights outside our group of participants. This requires the participants' own initiative and input for the discussions. It was always important to create a safe environment for the participants and to ensure their safety outside the group of participants
- Enduring difficult fates vs. psychological hygiene
- Facilities (school, health care, etc..) with racist attitudes as cooperation partners vs. taking a professional stance.

## **6) Recommendations in summary**

### **A. Capacity building for professionals**

The recommendation for the capacity building program based on the qualitative and quantitative research results are listed as follows:

### **Anti-racism, bias, and discrimination program**

The capacity building programs are recommended to provide anti-racism, anti-bias, and anti-discrimination programs to reduce the so-called “male refugee” bias and aids the participants for critical self-reflection on their own prejudice and biases.

By adding an anti-racist approach into the training program, it can give the participants the opportunity to gain insight into facilitation skills on how to incorporate anti-bias techniques when working with refugee and migrant males in gender-based violence-preventive programs. Furthermore, they can comprehend how mental health and behaviour of the target group can be affected when being socialized into system where they are confronted with bias and discrimination. The professionals can then integrate their anti-racist / bias and discrimination goals into their own curriculum during their violence-preventive programs with migrant and refugee men.

Therefore, it is recommended that the capacity building program entails:

- Case studies on day-to-day racism and discrimination male refugees and migrants face in their host countries.
- Case studies on comprehending biased and racist social structures that affect the livelihood of male migrants and refugees.
- Group work on self-reflection on male anti-Muslim-bias and its effect on the wellbeing of the people of concern.
- Group work on self-reflection on their own bias towards male refugees and migrants.
- Discussion rounds on racial power dynamics between state institutions, facilitators and male refugees and migrants and how to overcome them.

### **Intercultural competencies**



Based on the research outcome, it could be indicated that working with a culturally diverse group can often lead to challenging scenarios, barriers, and miscommunication with the people of concern. This is especially apparent when challenging so-called cultural codes with topics such as gender-based-violence prevention. Therefore, it is recommended to provide intercultural sensitivity and competencies skills into the capacity building program, to prepare the participants for a culturally appropriate facilitation with male migrants and refugees in gender-based-violence prevention. Based on that, it is recommended that the capacity building program entails:

- Focus groups on attaining critical self-awareness skills that aid to comprehend and reflect on their own cultural beliefs based on gender norms, gender-based-violence, cultural boundaries, and values.
- Case studies that work with general perspectives on prejudice on male migrants and refugees based on their cultural norms.
- Focus groups on cultural codes, appropriate nonverbal communication, and cultural barriers.
- Case studies on ethical values and how to train non-judgemental attitudes.
- Case studies on ethical dilemmas due to cultural differences.
- Focus group on cultural differences between the different cultures of the people of concern and how to create a collective, inclusive multicultural environment.
- Examples of best practices on communication tools for intercultural communication.
- Case studies on best practices on referral pathways with culturally sensitive topics, such as sexual gender-based violence.

### **Sustainability, ownership, and role-model-approach**

Both qualitative and quantitative research results recommend giving male migrants and refugees the opportunity of ownership in the intervention

program. Therefore, the Capacity Building Program should entail strategies and techniques on how to involve the target group effectively. The recommendations entail the following aspects:

- Goal setting: Attain strategies on how to motivate the target group to actively engage in goal setting and thereby identify with the process of the report.
- Role Model Approach: Comprehend the importance of role models in the communities of the people of concern and attain strategies on how to involve them in community-based-approaches based on gender-based-violence prevention.
- Sustainability: Learn strategies on how to motivate the target group to lead their own self-organized gender-based-violence prevention programmes to create a self-sufficient chain of sustainability.

## **B. Program for refugee and migrant men**

Based on the qualitative and quantitative research results, the professionals recommended the following approaches for the intervention program with male migrants and refugees:

### **Role Model and Community-based approach**

The research results presented that the role model and community-based approach are effective tools and therefore recommended methods to be implemented when working with male migrants and refugees in gender-based-violence preventive work. By engaging men in gender-based-violence prevention as role models or community leader functions, the participants can attain methods on how to sustain gender-based violence prevention in their own communities. The following topics are recommended:

- Engage men in case studies of how they can become active supporters for female family members, community members, children, and partners. This can also be implemented via role and scenario displays.
- Propose “change agent” techniques that teach men to become active change makers on a societal level.
- Examine the beliefs, actions and ideologies of the participants and create a space for critical reflection.
- Prepare methods on awareness raising techniques, that aids the participants to get actively involved in raising awareness on gender-based violence via different tools. This can be conducted on a creative level.
- Prepare examples on how the men can become active supporters in case of gender-based-violence in their community and offer referral pathways where they can attain support.
- Present the positive impact and influence these men can have on their community and on other men and boys.
- Provide material for attaining skills on becoming mentors and advocates on violence prevention.

This approach can offer a critical yet impactful method to challenge gendered power relations and provide opportunities to challenge gender-based violence in the lives of the target group on a societal level.

### **Critical views on Gender Roles**

Traditional views on masculinities can include aspects such as men being the main providers, the head of the family and biological “aggressors”, which often results in justification for domestic violence. Therefore, it is recommended to establish a supportive peer group with the target group and challenge the following topics:

- Cultural gender norms and how it affects them in their daily lives and childhood

- Discuss how the migration and displacement process has changed their gendered identity and how it affects them.
- Conduct empathy work where the male participants can learn the perspectives of their wives, sisters, or daughters. This can be done with the “letter to my wife” approach or case studies that can be analysed in discussion rounds.
- Conduct case studies and role plays where the participants comprehend the structures of gender inequality.
- Offer learning processes on how to adapt to the German mainstream by challenging gender norms.

By implementing these factors, it can encourage the target group to maintain lower levels of views and ideologies on gender-based violence.

### **Asset-Based-Model**

Instead of portraying male refugees and migrants as perpetrators, it is recommended according to the research results to implement the asset-based model with the target group. This holistic approach suggests recognizing the people of concern as allies in gender-based-violence prevention and encouraging them to find solutions on how to improve and encourage gender equality in their community. Furthermore, this approach also recognizes the needs of the target group and encourages support opportunities to meet their needs. The Asset-Based-Approach can include the following topics:

- Identification and discussion on accountability barriers
- Case studies on privileges and their differences in gender
- Identification on fears, obstacles and social constructs that impose masculinities and gender roles
- Reflection on toxic masculinities and its effect
- Case studies on identifying barriers and opportunities in the integration process based on gender equality
- Discuss stress factors and needs of the participants and create a space for their own struggle and obstacles to be discussed and solved.

This innovative approach can offer men and boys the opportunity to become leaders in influencing, changing, and challenging culturally imposed masculinities through so-called gender transformative perspectives and programming.

### **Goal setting & Ownership**

Male migrants and refugees need to be able to identify with the process of the program, to be motivated to participate. Therefore, it is recommended to give them a sense of ownership. This can be conducted by setting goals that are aimed to be achieved at the end of the program. Examples of ownership establishment can be presenting the following questions:

- What insights would you like to attain from this workshop?
- What are your goals you would like to achieve at the end of this workshop?
- What changes would you like to make for yourself and for your family and how do you want to achieve those changes?
- What is important to you when it comes to partnership, fatherhood, family structures?
- How would you like to integrate into the German society? Which steps would you like to take?

### **Fatherhood activities**

The qualitative and quantitative research results recommend creating an intervention program that supports and challenges gender norms in fatherhood. These programs are suggested to be implemented in participation with the children and based on out-door activity and empathy work. The following recommendations are listed as follows.

- Cross cultural father-children activities with local Germans for exchange on methods, child education and integration.

- Inner-child healing empathy strategies that give the participants the opportunity to reflect on their own challenges as children and reflect these insights on their child education.
- Information sessions on child protection, laws, and regulations.

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