



FOMEN Needs Assessment Austria

Institute for Masculinity Research and Gender
Studies (VMG)

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WP2 Needs and Resources Analysis

FOMEN: Focus on MEN: Gender Based Violence Prevention Work with Male Refugees and Migrants

REC-RDAP-GBV-AG-2018 Call for proposals to prevent and combat gender-based violence and violence against children

(REC-RDAP-GBV-AG-2018 – 856614)

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1. Introduction

This report presents the results of the Austrian needs assessment for the FOMEN project. Each country team carried out an inquiry into needs and resources regarding gender based violence prevention work by conducting research with professionals working with migrants and refugees. There was a qualitative part (focus groups and expert workshops) as well as a quantitative part (survey by questionnaire). The results are the basis on which the FOMEN violence prevention program and the training program for professionals will be developed.

The report begins with setting the context by describing the political and social conditions for migrant and refugee men living in Austria. Next, the methods and sample for the needs and resource analysis are presented. Then the results of the qualitative research phase are presented: On the basis of information provided in interviews and focus groups, needs of the target group who will participate in violence preventive work are outlined. A best practice review then outlines characteristics of successful existing approaches. Following this, the focus is on professionals' capacity building. Requirements for facilitators regarding attitude, skills and knowledge as well as expectations and needs from a training course for professionals are described. The survey results are presented in the next chapter. The final part of this report contains a summary of the most important results and recommendations to be taken into account in the subsequent phases of the project.

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

A country with 8.858.775 inhabitants, Austria has experienced two significant periods of refugee emergency inflows in the last 40 years: Net immigration only surpassed 50,000 per year in 1989-91 and 2015-2016.¹ 88,098 individuals applied for asylum in 2015 – this corresponded to about 1% of the Austrian population and almost 7% of all asylum applicants in the EU.² Since then, the number of asylum applications has fallen heavily (2017: 24,735 asylum applications, i.e. 41.5% fewer than in the previous year).³

Most persons applying for international protection in 2015 and 2016 came from Syria and Afghanistan followed by Iraq, Iran and Pakistan. Later on, there was a shift in countries of origin: Main countries of origin of asylum seekers in 2018 were Syria, Afghanistan, Iran, Russian Federation, Iraq, Nigeria, Somalia and Georgia with significant differences in the quota of recognition (e.g. persons from Georgia and Nigeria have very limited chances to be accepted for international protection, whilst Syrian and Iran nationals have a much higher recognition rate).⁴ A significant rise in the number of female asylum applicants in Austria can be identified in 2017, which reflects family reunification with persons entitled to asylum already resident in Austria. In this year, women were in the majority among asylum seekers from Syria with 57% (absolute: 4,210 Syrian women). In the case of applications from Afghanistan, women made up

¹ Statistik Austria (2019): International migration, Online:

https://www.statistik.at/web_en/statistics/PeopleSociety/population/migration/international_migration/index.html (Abruf 22.7.2019)

² Buber-Ennsner, Isabella; Kohlenberger, Judith; Rengs, Bernhard; Al Zalak, Zakarya; Goujon, Anne; Striessnig, Erich et al. (2016): Human Capital, Values, and Attitudes of Persons Seeking Refuge in Austria in 2015. In: PLoS one 11 (9), S. e0163481. DOI:

10.1371/journal.pone.0163481, online: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0163481> (Abruf 22.7.2019).

³ The Expert Council for Integration (2019): INTEGRATION REPORT 2018, Figures, trends and analyses – A focus on the integration of women, online:

https://www.bmeia.gv.at/fileadmin/user_upload/Zentrale/Integration/Integrationsbericht_2018/Integration_Report_2018.pdf, p. 6

⁴ Caritas Austria (2019): COMMON Home. Migration and Development in Austria, online:

https://www.caritas.at/fileadmin/storage/global/image/Kampagnen-nach-Jahren/MIND/CommonHome_Webversion.pdf, S. 15

only a minority (33%, 1,229 Afghan women); among asylum seekers from Pakistan, there were almost no women (2%, 39 Pakistani women).⁵ Asylum seekers coming to Austria are as a group younger than the average for the population as a whole.

The events of 2015 and onwards were accompanied by often discriminatory attitudes toward Muslims in Austrian media and everyday discourse, like in many other EU countries.⁶ The religious identity of persons seeking asylum was widely discussed. The integration of refugees also became a very dominant topic in Austrian politics with a focus on labor market measures, language, and cultural orientation. New policies were developed and re-developed and a number of political parties made migration their main issue, which is still influencing Austrian politics now in 2020.

In 2016, “temporary asylum” was introduced. Since then, beneficiaries of refugee status are no longer granted an unlimited right of residence but only one that is limited to a period of three years. After three years, it is extended to an unlimited period if the status is not withdrawn. Legal insecurities are prevailing for beneficiaries of subsidiary protection. Since 2014, their protection status and hence residence permit is issued for one year and has to be renewed thereafter every second year (Asylum Act §8).⁷

The Integration Act (IntG) was introduced in June 2017 and came in effect at the start of 2019. The Integration Act (IntG) binds legal claims for integration measures (e.g. language courses) to duties and sanction mechanisms. Recognized refugees and persons granted subsidiary protection (15 years and older) must sign the “Integration Declaration”, immediately after the recognition of their protection status. The declaration demands a German language level of A2 among others, and includes sanctions in case of non-compliance. This results in cutting social assistance, representing the last social support for persons who have not been sufficiently entitled into the social security system in Austria. For refugees and persons granted subsidiary protection it is hardly possible to reach the minimum social security entitlements which allow access to the benefits of the unemployment security.⁸

Although formal health access is granted in Austria, research suggests that marginalized groups, in particular asylum seekers and undocumented migrants, encounter manifold barriers to health services, which are partly addressed by NGOs and civil society organizations.⁹ In comparison to Austrians it would appear that displaced persons’ health status is polarized by gender, with males reporting better health (89% compared with 81% of Austrian males) and women reporting worse health (69% compared with 77% of Austrian females) than in the host

⁵ Expertenrat für Integration (2019): INTEGRATIONSBERICHT 2018. Zahlen, Trends und Analysen – Integration von Frauen im Fokus, online: https://www.bmeia.gv.at/fileadmin/user_upload/Zentrale/Integration/Integrationsbericht_2018/Integrationsbericht_2018_Zahlen__Trends_und_Analysen_-_Integration_von_Frauen_im_Fokus_stand_14_11.pdf (Abruf 22.7.2019), hier S. 29

⁶ Buber-Ennser, Isabella; Kohlenberger, Judith; Rengs, Bernhard; Al Zalak, Zakarya; Goujon, Anne; Striessnig, Erich et al. (2016): Human Capital, Values, and Attitudes of Persons Seeking Refuge in Austria in 2015. In: PLoS one 11 (9), S. e0163481. DOI: 10.1371/journal.pone.0163481, online: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0163481> (Abruf 22.7.2019).

⁷ Caritas Austria (2019): COMMON Home. Migration and Development in Austria, online: https://www.caritas.at/fileadmin/storage/global/image/Kampagnen-nach-Jahren/MIND/CommonHome_Webversion.pdf, p. 37.

⁸ Caritas Austria (2019): COMMON Home. Migration and Development in Austria, online: https://www.caritas.at/fileadmin/storage/global/image/Kampagnen-nach-Jahren/MIND/CommonHome_Webversion.pdf, p. 34.

⁹ Kohlenberger, Judith; Buber-Ennser, Isabella; Rengs, Bernhard; Leitner, Sebastian; Landesmann, Michael (2019): Barriers to health care access and service utilization of refugees in Austria: Evidence from a cross-sectional survey. In: Health policy (Amsterdam, Netherlands). DOI: 10.1016/j.healthpol.2019.01.014.

country's population.¹⁰ According to another study¹¹, female refugees more often reported consultation of psychologists, psychotherapists or psychiatrists than male (13% of female versus 5% of male refugees).¹² The authors of the survey also state that "two in ten male and four in ten female refugees report unmet health needs. Most frequently cited barriers include scheduling conflicts, long waiting lists, lack of knowledge about doctors, and language" (quoted from abstract of the paper). The authors recommend improving refugees' access to health care in Austria by a) improving the information flow about available treatment, in particular specialists, b) fostering dental health care for refugees, and c) addressing language barriers by providing (web-based) interpretation services."¹³

With regards to protection from violence, there are some gender-specific barriers and dangers for refugees. According to the Austrian Report for the Council of Europe's Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) from 2016, "*in several of the nine provinces of Austria, some groups of migrant or refugee women, especially undocumented and asylum-seeking women and women with limited social rights and benefits, face barriers to accessing women's shelters [...] because funding for the women's shelter depends on the individual women's entitlement to social benefits.*"¹⁴ Due to their vulnerable financial situation, refugees of all genders can become victims of abusive, exploitative relationships with Austrian citizens, who offer financial help, help with housing and so on in exchange for intimate relationships. This holds true also for men. There has been journalistic research into this topic, with special focus on so-called "sugar mamas" who exploit young men¹⁵ as well as reports from NGOs, which state that male immigrants already living in Austria can become victims of human trafficking¹⁶.

3. Methods and sample of the needs assessment

The needs and resource analysis aimed to provide an overview and analysis of needs and skills in violence prevention with male migrants and refugees in Austria, and to identify best practice examples of violence prevention interventions. The methodology used was qualitative as well as quantitative. It is outlined below.

¹⁰ Buber-Ennsner, Isabella; Kohlenberger, Judith; Rengs, Bernhard; Al Zalak, Zakarya; Goujon, Anne; Striessnig, Erich et al. (2016): Human Capital, Values, and Attitudes of Persons Seeking Refuge in Austria in 2015. In: PLoS one 11 (9), S. e0163481. DOI: 10.1371/journal.pone.0163481, online: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0163481> (Abruf 22.7.2019).

¹¹ Kohlenberger, Judith; Buber-Ennsner, Isabella; Rengs, Bernhard; Leitner, Sebastian; Landesmann, Michael (2019): Barriers to health care access and service utilization of refugees in Austria: Evidence from a cross-sectional survey. In: Health policy (Amsterdam, Netherlands). DOI: 10.1016/j.healthpol.2019.01.014.

¹² Kohlenberger, Judith; Buber-Ennsner, Isabella; Rengs, Bernhard; Leitner, Sebastian; Landesmann, Michael (2019): Barriers to health care access and service utilization of refugees in Austria: Evidence from a cross-sectional survey. In: Health policy (Amsterdam, Netherlands). DOI: 10.1016/j.healthpol.2019.01.014.

¹³ Kohlenberger, Judith; Buber-Ennsner, Isabella; Rengs, Bernhard; Leitner, Sebastian; Landesmann, Michael (2019): Barriers to health care access and service utilization of refugees in Austria: Evidence from a cross-sectional survey. In: Health policy (Amsterdam, Netherlands). DOI: 10.1016/j.healthpol.2019.01.014.

¹⁴ Association of Austrian Autonomous Women's Shelters, AÖF & Domestic Abuse Intervention Centre Vienna, IST (2017): Austrian GREVIO NGO-Shadow Report, online: <https://www.interventionsstelle-wien.at/download/?id=490> (Accessed 16.7.2019)S. 7

¹⁵ Melisa Erkurt/ Bilal Albeirouti (13.7.2017): Sugar Mamas und ihre Flüchtlinge, Bericht in das biber, online: <https://www.dasbiber.at/content/sugar-mamas-und-ihre-fluechtlinge> (Accessed 22.7.2019)

¹⁶ Männergesundheitszentrum im SMZ Süd (2015): Männer als Betroffene von Menschenhandel in Österreich, Eine Untersuchung im Auftrag des Bundesministeriums für Arbeit, Soziales und Konsumentenschutz im Rahmen des dritten Nationalen Aktionsplans zur Bekämpfung des Menschenhandels 2012-2014, online: http://www.men-center.at/files/men_center/grafik/MEN_VIA/Bericht_Maennliche_Betroffene_von_Menschenhandel.pdf

a. Qualitative focus groups and interviews

The Austrian team carried out a qualitative inquiry consisting of two focus group interviews (one with experts in Graz and one with participants of a “men’s café” in a rural part of Styria) and one expert interview. Two of the three planned interviews could not be carried out due to the Corona situation:

- 1. Expert focus group with 6 professionals in the psychosocial field at VMG Styria in Graz, 6 participants (4 female 2 male), 2 FOMEN researchers**
- 2. Focus group with 11 refugee men in Mürzzuschlag (Styria), 2 male NGO-staff members, 1 female interpreter, 2 FOMEN researchers**
- 3. Expert interview with a director of a Men’s Health Center in Vienna**

The expert group in Graz started with an introductory round followed by a short presentation on the FOMEN project. Then professionals were asked about their view on the needs and interests of men who might participate in a program. The next points of discussion were needs and interests of professionals, as well as expectations and needs in regard to a training course for professionals. Finally, best and worst practices in violence preventive gender-reflective work with male migrants and refugees were discussed before closing with an additional comments round. The participants represented a mix of persons with a long professional experience and persons fresh out of training. The group consisted of a social worker who is employed as a case manager in work with perpetrators, a social worker who is employed with an NGO with the target group of migrant and refugee youth, a social pedagogue employed by an NGO aimed at societal equality (for migrants and others), currently responsible for an education measure targeted at persons entitled to asylum, beneficiaries of subsidiary protection and young adults with only the compulsory education, aged 18 to 25 (mainly male), an NGO employee working in a project which supports cooperation and community between asylum seekers who live in asylum housing and the local (rural) as well as an interpreter (German, Dari/Farsi, Turkish) employed by a violence prevention center, men’s counselling center, as well as an NGO specifically working with migrants/refugees, a social worker, supervisor and trainer with a specialty in violence prevention and work with perpetrators.

The group with refugee men started with a welcome by the host of the monthly men’s café, explanations and introductions of the FOMEN team and interpreters, as well as the participants, and a presentation of the FOMEN project and leaflet. The first question discussed was needs and interests regarding information and topics. Next, preferences regarding methods and the structure of a program or group were discussed. Participants were also asked about positive past experiences with projects and measures. To close, they were asked about their preferences regarding organizing a group in their location in which they could participate. The participants were men with international family history currently living in Mürzzuschlag, a small town with an industrial past in rural Styria. Also present were two staff members of an NGO working with migrants which hosts events in rural parts of Styria to make migrants/refugees and the local society feel more connected with each other. One is an interpreter (Arabic) and one is the facilitator of the monthly men’s café. Among those events is the monthly Männercafé, which the FOMEN team was invited to in order to talk to the men about their expectations regarding FOMEN groups which are planned to take place there in 2020. The men present have mostly been living in the area for about 3-4 years, some have more recently

moved there from other smaller towns in the area. Their first languages are Farsi, Pashtu, and Arabic, the countries of origin they mentioned were Iran, Iraq, Afghanistan. Only one of them currently is employed (seasonal work in the leisure industry), the others take part in educational measures currently or are looking for work.

The expert interview used a structured interview guideline which ensured that each separate interviewee was presented with the same questions, adapted to the respective professional backgrounds. This makes the results comparable. However, the interviewer responded flexibly to topics which came up during the interview and adapted questions accordingly. The individually interviewed expert was asked the same questions as the experts in the focus group described above. The Interviewee was a director of a men's health center in Vienna, and a clinical and health psychologist & psychotherapist. The Vienna Men's Health Center offers personal advice/consultations, training, youth workshops, group offers and health-promoting projects in several languages, especially for socially disadvantaged men. Due to the Corona situation, two other planned interviews could not be carried out (both experts did not want to do an online interview).

b. Quantitative survey

A questionnaire was elaborated and distributed to professionals in Austria. The sample was built upon existing networks. 27 questionnaires were returned, and 24 questionnaires were answered sufficiently to be evaluated. As the response number is small, statistically only frequencies are possible. It cannot be determined if the survey is representative, because there are no statistics about the total number, gender and qualification of professionals working in this field. Therefore, the quantitative survey has an exploratory character. 50% of the sample were female, 50% male. The age of the respondents was 18-24 years (8%), 25-34 years (29%), 35-44 years (21%), 45-54 years (25%), 55-64 years (17%). Their profession/ basic training was social worker (25%), educator (17%), psychologist (13%), sociologist (13%), anthropologist (8%), lawyer (8%), psychotherapeut (8%), language service provider (4%), translator (4%).

23 of 24 (that is 96%) live in the country they were born in (namely Austria), only one respondent not. 21% consider himself/herself as a person with international family history, 79% not. None of the experts interviewed has been a refugee at any time in his/ her life. All of the respondents work in Austria, and two of them also work in Germany. The respondents have the following fields of activity/ experience/ expertise (multiple answers were possible): migration/ intercultural education (50%), gender/ masculinities (58%) and violence prevention (50%). Other mentioned fields were (absolute frequencies): integration (1), interpreting in all the above areas (1), translation (1), intercultural psychotherapy (1), psychotherapy (1), social science (1), youth and adult social work (1). Most of the respondents have many years of experience in their fields of activity: 1-3 years (22%), 4-10 years (26%), more than 10 years (52%).

The target group with which the interviewed experts work are (multiple answers were possible): women (46%), men (83%), LGBTQI* (50%), adults (96%), minors (54%), locals (63%), refugees (75%), asylum seekers (75%), migrants (83%). One can see that most experts work with several target groups.

8% are freelancers, 92% work in an organisation. 86% of the organisations in which the interviewed experts work are NGOs/ CSOs, 14% statutory organisations/ public bodies – and no one in private companies, national organisations or international organisations. 9% of their organisations have a staff up to 10 persons, 59% have a staff between 11-50 persons, 18% between 51 and 100, 14% work in organisations with over 100 persons. The main field of activity of the organisation of the interviewed professionals is gender/masculinities (45%), migration/ intercultural education (27%) and violence prevention (18%). Other mentioned main fields of activity were (one entry each): compulsory school leaving certificate / basic education (1), social work for adults (1).

The questionnaire is intended to complement the qualitative information on needs, challenges and gaps of violence preventive work with male refugees and migrants. It provides information

- on the needs of migrant and refugee men regarding gender sensitivity and violence prevention work,
- on reaching out and motivating migrant and refugee men for gender sensitive and violence prevention work,
- on creating a safe space for migrant and refugee men in gender sensitive and violence prevention work,
- on addressing cultural and language issues in gender sensitive and violence prevention work,
- on the needs of professionals to work with male migrants and refugees on gender and violence prevention and
- and on good practice examples of gender sensitive and violence prevention work with male migrants or refugees.

4. Results of the qualitative research

In this chapter, we summarize the results of the Austrian focus groups and interviews. Firstly, the focus lies on needs and interests of men, secondly, we explore which programs and measures are working very well, and thirdly, professionals' required knowledge, skills and attitudes are explored with a perspective on expectations towards a training course.

a. Needs and interests of refugee and migrant men

This section describes, on the basis of information provided in our interviews and focus groups, which issues refugee and migrant men face in their everyday lives and what they would need from a violence prevention program in order to benefit from it.

Living conditions and quality of life

There were, from experts but also from men themselves, a number of responses critiquing the conditions in which refugee and migrant men conduct their lives in Austria. For migrant and refugee men, the political and societal conditions lead to **insecurity and precarity**. The way the asylum processes are managed by the state, the missing access to employment, a lack of opportunities for participation, and experiences of racism diminish their opportunities to actively create their life and have a sense of ownership about it. The men interviewed expressed a strong desire to learn about ways to gain back some quality of life after their circumstances have drastically changed and are often their beyond their control. They want to

learn about how to deal with the mental health effects of being forced to wait for a decision during the asylum process and how to find strength and agency in these circumstances. They are also concerned about their children who have graduated the compulsory education or exhausted all educational offers available to them and need employment.

“we feel like animals in cages since we got here”

“we are not free”

“we have integrated ourselves here but are extremely restricted nonetheless”

(Responses by men participating in the men’s’ focus group in Mürzzuschlag)

Language learning was also a desire expressed by the men, with too few opportunities so far. They would like to be able to regularly participate in the labor market, in sports, leisure activities, volunteering/community work, social relationships, and education to get back to a “normal” life. The experts made clear the consequences of this precarious position with regards to violence: It makes it more likely that they become victims of violence or turn themselves to violence as a result. “Protest masculinities” can be a way of dealing with the adverse conditions – hegemonic masculinity can be a tool in the fight for resources which makes men who cannot perform in this way more at risk. The experts expressed that societal/political structures have to be established which safeguard men against structural violence.

Needs regarding information and knowledge which might be met by a violence prevention group

Information about the asylum process, personal rights & responsibilities was the most prominent subject mentioned by men themselves. Especially information which is reliable and trustworthy, since they often have already experienced confusing rules and regulations.

“It would be good to know not only what we cannot do but also what we are allowed to do”

“why is the EU law which requires refugees to work after being in the country nine months not in use in Austria?”

(Responses by men participating in the men’s’ focus group in Mürzzuschlag)

Knowledge surrounding working in Austria (also for family members) is needed. There is a need to know the laws in relation to participating in the labor market, information about skills currently in demand on the Austrian labor market and information on how to help children who have completed their compulsory education in Austria but cannot go further, have no access to work.

Knowledge on legal issues, personal rights, responsibilities: Migrant and refugee men could benefit from being supported in adhering to laws, and knowing their own rights, also regarding non-violence behavior, personal safety. This means consciousness-building and information in communities, in all generations of a family (e.g. regarding forced marriage, domestic violence). It also signifies getting security through detailed knowledge on what violence means (e.g. what does “rape during marriage” mean, what behavior constituted a forced marriage, what constitute a “dangerous threat” legally). It denotes learning how to maintain personal security (e.g. what does it mean for someone stereotyped as “refugee” to find an empty purse and bring

it to the police). This means that access to experts who give reliable information and can really answer questions are very important.

Fatherhood and family life was also an area in which men are interested. This could mean learning about what they are expected to be and do as a father in Austria, where to find (financial) support for newborns, how does a community support parents and how are children's rights handled locally.

In summary, what is needed is **low-threshold access to information and knowledge, spaces for discussing this knowledge, and having access to competent experts**. Knowledge access for family and wider community members is also important – so the men can be good multipliers. Knowledge about social systems can aid the prevention of conflicts and be empowering for successful participation in the social system. Learning which organization and institution needs which approach (e.g. where can I demand something, where do I need to nicely ask, which cultures of client work do the institutions have, who gives me the correct and competent knowledge) would be very beneficial for refugee and migrant men.

Becoming part of a community and being able to participate is also a need identified by experts and men alike. Finding support in order to get back quality of life, learning how to find opportunities to volunteer, to do community work, how to gain access to information about groups and social activities locally (some participants feel cut off from this information).

Self-knowledge and -awareness, e.g. regarding body language and communication knowledge was also identified as beneficial by experts interviewed. This could include reflecting on “how do I react if I do not know the norms and how can I handle this”, having a space to discuss and compare different norms regarding communication between people, genders, age groups and exchange ideas about topics such as humor, political discourse, or politeness-norms.

Expressing oneself (get counselling or training) in one's first language. All experts interviewed mentioned that there is a lack of offers in this area. Working in a common language does not necessarily mean that facilitators need to share the cultural background (e.g. they might come from another generation of migrants). As one expert put it: Being able to express oneself and be understood through a competent interpreter is a unique and wonderful experience for newcomers.

b. Requirements for measures directed at refugee and migrant men

This section describes the views expressed by the interviewees about what characteristics a violence preventative offer for men with international family background should have.

Violence prevention should take into account all kinds of violent constellations in which a man can be involved. Men can be affected by violence as victims and as perpetrators, and also both at the same time. An example mentioned by an interviewee is a refugee who was a soldier in an Arabic country and was involved in killings but also a victim of sexualized violence perpetrated by a fellow soldier. Especially young men/boys need to be considered in the multitude of constellations with regards to violence.

Violence preventive work should be carried out in close connection to gender equality work. Violence as a lived experience and societal phenomenon can only be understood with a view on gender equality one expert expressed. Men are affected by structural conditions which

encourage violence (against them or by them). For many men, performing masculinity means acting violently. Men's counselling centers should be the ones offering violence prevention, because they can serve as a holistic point of contact for all needs of the individual man. The measures should be based on cross-work and close cooperation with women's work. Measures should not be essentialist and binary. Based on a constructivist view on masculinity, men's work focused on violence needs the "outside perspective" by those working with women. Work with perpetrators needs the perspective of victims' support practice.

The foundation of measures should be a **respectful and appreciative approach towards the participants**. Participants should be free from being stereotyped (e.g. as "violence-prone" due to migration experience). The facilitators should respect anxieties or insecurities of the target groups even if they are outside of their own experience (e.g. respect attitudes such as "I lose my status as a man if my wife now has all these rights" should they be expressed).

Space for reflection and voluntary participation are ground rules. The workshop format is valuable, according to the men interviewed during the focus group. A men's talking group is a good way to work which provides space to learn from each other and exchange opinions. The experts interviewed also stressed that talking with no hierarchies within a group, supported by a facilitator who is well versed in using creative door-opening and intro methods is a good way to work. Facilitators should be skilled in methods, for example providing interesting introduction rounds targeted to the specific group (e.g. old men might not like to dance as a warm-up, but younger men might enjoy it), referring to participants' life-worlds (e.g. referring to preferred music). Content and exercises which might re-traumatize participants should be avoided. The ground rule should be voluntary participation.

"every opinion is different and every opinion counts"

(Response by a participant in the men's focus group in Mürzzuschlag)

Professional interpreting should be provided.

Facilitators should be mixed and multi-professional teams (e.g. with regards to gender, with regards to language ability). According to the experts interviewed, mixed teamwork can help to reduce social "distance" to clients. Diverse team members offer different opportunities for the participants to identify with the facilitators who might have other life-experiences and backgrounds, or language abilities. The access to a multi-professional and diverse team can include area experts (law, sexuality, gender equality, etc.) and persons which bring different skills in terms of methods (sharing methods, intervision, etc.).

Facilitators should transmit a clear sense of what the aim of the measure/group is and how participants benefit. In the words of a participant in the men's focus group: *"If the group takes much time, there has to be a real benefit from it, not 'just talk'"*.

Measures should be low-threshold, based on outreach work, easy access. Comments regarding rooms, atmosphere, reaching and motivating the participants were:

- Food should be provided, access to a kitchen and ideally workshop or other open spaces
- No other clients/groups should be present at the same time, safe space also during the breaks
- Easily accessible, central location

- Certifications are useful for the participants and motivate them
- Reimbursement of travel tickets would be useful
- Regular text message reminders are good
- Access to participants is also easier or harder with respect to whether they live in shared asylum housing or in their own flats (experiences of the experts differ here)
- Access can be via key persons who can be involved and invited as experts
- Access should be personal, approaching participants personally, building relationships

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

The participants in the research mentioned a number of best practices (and also worst practices). These are presented here with an explanation of the benefits and drawbacks.

The most prominent project which was mentioned by a number of interviewees is **Men Talk**. What makes it a best practice is that it is based on Messner's Triangle, it uses teams of facilitators, and it offers space for exchange between men. Representatives of VMG, together with member organizations of the Federation of Men's Work Austria (DMÖ), have carried out Men Talk in 2017. It was funded by the Austrian Ministry of Interior Affairs, and it is a dialogue-oriented intervention/education program with male refugees targeted towards violence prevention. It is a modular dialogue series based on an 'alternative to violence' concept (by ATV Norway).¹⁷ It is currently ongoing since 2019 in Graz/Styria, funded by the Integrationsfonds.

MEN VIA by Men Männergesundheitszentrum in Vienna. What makes it a best practice is that it is a unique offering for men who are victims of human trafficking. The project of the Men's Health Center supports men as victims of trafficking. It is funded by the Austrian ministry of the Interior and by the Ministry for Labor. The assistance provided by MEN VIA includes advice, safe housing, support in legal, medical, psychological and social matters and support in planning the future.¹⁸

Intact_MEN¹⁹ (project against Female Genital Mutilation, FGM). What makes it a best practice is that it offers the opportunity for men to experience themselves as role models and multipliers for ending violence against women; because there is a close connection to women's counselling and work with women on this topic (through intACT carried out by FemSüd, the women's health center). Key persons from relevant communities such as Egypt, Djibouti or Guinea are trained to become FGM peers. They have relevant language and cultural skills and hold men-specific workshops. The aim is to raise awareness among men who come from countries where FGM is practiced.

IKEMBA's Outreach Work²⁰. What makes it a best practice is that it is a way of reaching and involving vulnerable migrant communities. Outreach work is a low-threshold, resource-oriented, community-based form of reaching persons in their living environment. The IKEMBA

¹⁷ https://vmg-steiermark.at/de/men_talk

¹⁸ <http://www.men-center.at/via.html>

¹⁹ <http://www.men-center.at/projekte.html>

²⁰ <http://www.ikemba.at>

association has developed and practiced the concept through its many years of practical work and combines the four forms of outreach work depending on the local circumstances.

EU-DAPHNE-project **“Men Speak Out”**²¹. What makes it a best practice is that it uses a peer-approach. The aim of this project was to engage men in the process of ending FGM and, on a larger scale, to end violence against women and promote gender equality through a human rights’ approach. Peer educators have been trained in the 3 countries and specific tools (posters, booklet, video, TV and radio programmers) addressing FGM with a human rights and gender approach have been developed for men. Education tools have been disseminated in schools and migrant associations and outreach activities were organized by the male peer educators. National events have been held in the 3 countries with men AND women from the community to invite them to speak out and to engage in dialogue with women about FGM.

The **White Ribbon** campaign in Austria²². What makes it a best practice is that there was close cooperation with migrants’ self-organizing and it offered the opportunity for self-representation while speaking out against violence.

Mentioned by men were also a number of **“encounter groups”** organized in the rural environment, with weekly or monthly meetings, and the opportunity to exchange services with each other without money.

Victim oriented perpetrator work. What makes it a best practice is that men’s work and perpetrator work are carried out with a connection to those affected by violence.

Process support (Prozessbegleitung) initiatives, e.g. for young boys affected by violence, for men as victims of human trafficking. What makes it a best practice is that this sends the signal to communities that there is support after disclosing violence, because the teams are multi-language.

Offene Jugendarbeit – open, low threshold youth work. What makes it a best practice is that it is based on the relationship between social worker and the young men.

In general, projects which access people via their own environment, are participatory, use a dialogic approach and maintain gender-equal participation and a mix of generations and which provide a pool of subject-matter-experts are described as best practices.

Bad practices mentioned were state-organized “integration courses”, efforts by the military forces in educating refugees and courses on radicalization and anti-semitism. What makes them worst practices is that they are stereotypical and uncritical, not respectful towards men/migrants, have a very narrow focus, often lead to resentment among participants, the participants have no actual benefit and they are not voluntary.

d. Additional existing measures and programs

Apart from the programs and measures mentioned by interviewees, there are a number of other current preventative measures with a gender-specific approach which are offered towards male refugees and migrants:

²¹ <http://menspeakout.eu/>

²² <https://whiteribbon.at/>

Vienna Institute for International Dialogue and Cooperation (VIDC) currently implements a project called **WANNE (We All Need New Engagement)**. It is a transnational EU-funded project aimed at promoting the involvement of third-country nationals in host societies. Activities in the areas of education, culture and social commitment are the focus. Part of it is the so-called Gender Tandem - workshops with young Afghan men in cooperation with five different Afghan diaspora associations. Members of these clubs are trained as coaches, who organize the workshops together with one Austrian trainer each.²³

"Healthy working with men" (Gesund Arbeiten mit Männern GAM) offers workplace health promotion to socially disadvantaged men and especially those with a migrant background. It is a project of the Men's Health Center MEN. The project is offered to the target group of male workers in the domestic sector and related professional groups in low-wage sectors who are employed in hospitals and nursing homes of the Vienna Hospital Association. The project is being implemented in the context of gender- and culturally-sensitive men's health promotion via the behavioral as well as the comparative level. Since 2011, more than 500 men have been reached with the project.²⁴ It uses outreach work to target men who do not yet make sufficient use of existing health services. One method are health circles, which are discussion groups in which employees have the opportunity to personally and in-depth develop health-preserving competences. There are also relationship and behavioral components which put activation and action in the foreground, not primarily knowledge acquisition.

Männerberatung Wien (Men's Counselling Centre Vienna) offers counselling for boys and men and training about male children, youth and adult work for schools, universities of applied sciences, employees of youth welfare institutions and others. Main topics are work with perpetrators, victim protection and critical reflection of gender roles. Addressing male children and youth as well as their parents and caregivers, the institution offers general counselling, psycho-social and legal court assistance, anti-violence therapy in forensic context for male children and youth affected by (sexualised) violence, psycho-therapeutic group therapy with outdoor-pedagogical elements for adolescent boys who display behavioral problems.²⁵

The Verein für Männer- und Geschlechterthemen Steiermark offers counselling for boys and men and also training for men and boys but also for multipliers (e.g. teacher, universities of applied sciences, employees of youth welfare institutions and others). Main topics are work with perpetrators, victim protection and critical reflections of gender roles. Since January 2017 the Boys Work Department of VMG carries out **Heroes © gegen Unterdrückung im Namen der Ehre (Heroes © against oppression in the name of honour)** in cooperation with the Caritas counselling centre DIVAN in the Province of Styria. HEROES © focusses on violence prevention work with young men of so-called Ehrkulturen (Cultures of Honour). HEROES © supports these young men in taking their first steps towards gender equality between men and women. It aims at a partnership-based and violence-free living on the basis of human rights.²⁶

²³ <http://www.vidc.org/themen/gender/maenner-gleichstellung/gender-tandem-workshops/> (last accessed 25.9.2019).

²⁴ <http://www.men-center.at/projekte/gesund-arbeiten-mit-maennern.html> (last accessed 25.9.2019).

²⁵ <http://www.maenner.at/beratung/jugendarbeit/>

²⁶ <https://vmg-steiermark.at/de/heroes>

e. Requirements for facilitators regarding attitude, skills and knowledge

This section describes, on the basis of information provided in our interviews and focus groups, which knowledge and skills professionals working with male refugees in Austria should strengthen in order to be able to work with men with international family backgrounds, and what kinds of attitudes they should foster in themselves.

Professionals working with migrant men need/should have **knowledge & empathy about the lifeworld of the men and practice self-reflection**. This includes being able to empathize with the situations of the men, maybe by having made the experience to be a stranger somewhere themselves, learning cultural codes, first-hand knowledge about other societies. The interviewees mentioned that it is a challenge to speak about something from very much an outsider position (no migration experience, no cultural connection to FGM, completely different social position). Facilitators therefore need to reflect on what they represent with regards to their social position and how they can build trust and relationships with migrant men despite differences. Ways of overcoming difference and reduce distance could be finding similarities such as dealing with masculinities, working for gender equality, striving for positive family relationships. Critical reflection of local norms, societal power relations, the association between migrant status and violence is necessary, since the society in Austria is also patriarchal, and women's rights, children's rights are a work in progress.

Professionals working with migrant men should have **skills in detecting violence and having language to talk about it**. This might mean reading signals, using appropriate language, facilitating a process in which clients/participants can define something as "violence" which either happened to them or was perpetrated by them. Professionals should become competent in dealing with conflicting perceptions with regards to defining violence. This also extends to skills in creating conditions for participants/clients to disclose violence (either as perpetrators or as affected by it).

Professionals should have critical **self-reflection and role-awareness skills**. This can include: Reflecting one's own reactions in an intercultural setting, maintaining ones' own role, expressing responsibilities and boundaries in the work with men, taking opportunities for supervision, having experience in being in therapy or counselling themselves.

Being used to **working with interpreters and many different languages**. This can include: Awareness of group dynamics regarding language (some participants might have more German knowledge and suddenly become group leaders because of it etc.). Practice on "communicating around a corner" with an interpreter as intermediary, practice in establishing relationships with the participants and a good working relationship with the interpreter. Knowledge on what needs to be prepared together with the interpreter beforehand (e.g. which words cannot be translated, how detailed is the interpretation, etc.) is also necessary.

Professionals working with migrant men need **skills in presentation, group work, and moderating, encouraging participation**. This can include: Routine in using simple, clear language, making sure the messages are received, opening space for questions, being able to get men to participate in discussion/groups.

f. Expectations and needs from a training course for professionals

Here we summarize expectations expressed by professionals regarding the content and design of a training course. The experts mentioned:

- It should have a **critical and broad approach towards issues such as migration and masculinities**. Graduates of a training course for professionals should be able to navigate “Messner Triangle” (this is a model which recognizes the privileges and the risks associated with living as a man in society).
- Graduates should have acquired **knowledge on forms and situations of violence in which men can be involved**, understand the contexts in which violence occurs, where and why violence is a strategy and/or a risk.
- The course should include **information about legal frameworks** surrounding violence prevention in Austria.
- Participants should learn **techniques for self-care, psycho-hygiene**, skills for being involved in long and maybe complicated processes concerning violence.
- They should learn about **strategies of perpetrators**, also strategies of denial.
- Participants should strengthen their skills in **facilitating dialogues** (how to talk about violence one on one), and also in facilitating disclosure. There should be space to experience oneself in taking part in exercises which then can be used with clients and time should be devoted to exchange on methods between all participants.
- They should be strengthened in **dealing with trauma**.
- They should learn about the **victim oriented perpetrator work** approach.
- The training course should include spaces for **exchange between practitioners in violence work**, i.e. the space to reflect quality standards with each other or reflect on masculinities and violence.
- The training course should provide **access to resources**, i.e. publications, research on gender-reflective violence prevention should be funded and accessible for professionals.
- The training course should offer **a certificate** for professionals.

Other criteria which would make the training course attractive to professionals are:

- It is targeted towards the specific profession or there is space to talk about one’s own needs in this profession
- The knowledge is new and state of the art
- The contents are neither too high-threshold nor too basic
- There is a mix of theoretical input and exchange of praxis experience, learning for praxis

5. Results of the quantitative survey

In this chapter, the results of the Austrian survey are summarized. Firstly, the focus lies on needs and interests of men, secondly, opinions to requirements for measures for refugees and migrant men and about existing methods are shown. Thirdly, professionals’ required

knowledge, skills and attitudes are explored with a view towards expectations from a training course.

a. Needs and interests of refugee and migrant men

This section describes - from the perspective of the experts surveyed with the quantitative instrument - the importance of needs for male migrants and refugees regarding gender sensitive and violence prevention work: the vast majority of the respondents said that all mentioned needs are quite or very important. The most important need is talking about the difficulties in and barriers to participate in the country of residence (96% of the experts said this topic is quite or very important). Other topics mentioned as very important were: Learning about views, values and laws on family and gender roles and equality in the country of residence (in comparison to the country of origin) (88%), Knowing about different forms of sexualized and gender based violence and its consequences on victims/survivors (88%), Learning about flirting, dating, sexual and intimate relationships in the country of residence (in comparison to the country of origin) (88%) (see **Table 1**).

Table 1 Important needs for male migrants and refugees regarding gender sensitive and violent prevention work

How important are the following needs for male migrants and refugees regarding gender sensitive and violence prevention work? (%)

| % | not important at all/ slightly important | moderately important | quite/very important | Total (%) | Total (n) |
|--|--|-------------------------|-------------------------|--------------|--------------|
| 1.Learning about views, values and laws on family and gender roles and equality in the country of residence (in comparison to the country of origin) | 4 | 8 | 88 | 100 | 24 |
| 2.Learning about views, values and laws on violence against women and children in the country of residence (in comparison to the country of origin) | 8 | 13 | 79 | 100 | 24 |
| 3.Learning about views, values and laws on LGBTIQ* in the country of residence (in comparison to the country of origin) | 21 | 13 | 67 | 100 | 24 |
| 4.Talking about their experience of flight / migration and related trauma with other refugee and migrant men | 4 | 35 | 61 | 100 | 23 |
| 5.Talking about the violence and discrimination they have been and are subjected to and its consequences as a basis for preventing violence | 0 | 17 | 83 | 100 | 24 |

| | | | | | |
|--|----|----|----|-----|----|
| 6.Talking about the difficulties in and barriers to participate in the country of residence | 0 | 4 | 96 | 100 | 24 |
| 7.Reflecting on / talking about how the flight / migration and integration process has affected and affects their role and identity as men | 4 | 25 | 71 | 100 | 24 |
| 8.Discussing with other migrant / refugee men how to transform their role in family and other relationships in the country of residence | 13 | 21 | 67 | 100 | 24 |
| 9.Knowing about different forms of sexualized and gender based violence and its consequences on victims/survivors | 13 | 0 | 88 | 100 | 24 |
| 10.Learning about flirting, dating, sexual and intimate relationships in the country of residence (in comparison to the country of origin) | 13 | 0 | 88 | 100 | 24 |

Source: Question 3.1. of FOMEN online survey

b. Requirements for measures directed at refugee and migrant men

This section describes the views expressed in the survey about what characteristics a violence preventative offer for men with international family background should have. In the professionals' view the most important strategy is holding the sessions at or near to their communities / places they live (95% said this is a good or a very good strategy), involving respected members or leaders of refugee/ migrant communities (88% said: good or very good strategy), offering a certification for taking part (79% said: good or very good strategy). **Table 2** shows how well the interviewed experts assess individual strategies.

Table 2 Strategies to reach male migrants and refugees

How good are the following strategies to reach (out to) male migrants and refugees and / or motivate them to take part in a gender sensitive and violence preventive work program?

1=very poor, 2=poor, 3=acceptable, 4=good, 5=very good, missing to n: no answer

| % | 1 | 2 | 3 | 4 | 5 | Total (%) | Total (n) |
|--|---|----|----|----|----|-----------|-----------|
| 1.Informing about and promoting the work through statutory / public institutions working with refugees or migrants | 0 | 13 | 38 | 33 | 17 | 100 | 24 |
| 2.Informing about and promoting the work through NGO / civil society organisations working with refugees or migrants | 0 | 4 | 42 | 38 | 17 | 100 | 24 |

| | | | | | | | |
|---|---|----|----|----|----|-----|----|
| 3. Informing about and promoting the work through associations or local communities of refugees or migrants | 0 | 8 | 21 | 42 | 29 | 100 | 24 |
| 4. Involving respected members or leaders of refugee / migrant communities | 0 | 0 | 13 | 38 | 50 | 100 | 24 |
| 5. Through flyer or leaflet | 8 | 33 | 54 | 4 | 0 | 100 | 24 |
| 6. Through website or social media | 4 | 13 | 67 | 13 | 4 | 100 | 24 |
| 7. Not mentioning "violence" in the name of the programme or dissemination efforts | 0 | 4 | 50 | 38 | 8 | 100 | 24 |
| 8. Holding the sessions at or near to their communities / places they live | 0 | 0 | 5 | 53 | 42 | 100 | 19 |
| 9. Offering financial compensation for taking part | 5 | 16 | 26 | 26 | 26 | 100 | 19 |
| 10. Offering child care | 4 | 8 | 25 | 38 | 25 | 100 | 24 |
| 11. Offering a certification for taking part | 0 | 4 | 17 | 38 | 42 | 100 | 24 |

Source: Question 4.1. of FOMEN online survey

The professionals were asked about barriers for migrants and refugees to participate in a gender sensitive and violence preventive work program. Feeling (doubly) stigmatized as migrants and (potential) perpetrators of violence was most frequently regarded as quite or very important barrier (79%). Also other barriers were regarded to be quite or very important by 70 or more % of all respondents: having to travel to take part (71% > see question before: necessity of hold sessions near the community/ the place they live), fear of legal consequences if violence is disclosed (71%) and the fact that the issue is not a priority in their current situation (70%). See Table 3.

Table 3 Barriers for male migrants and refugees to participate

How important are the following barriers for male migrants and refugees to participate in a gender sensitive and violence preventive work program?

| % | not important at all/ slightly important | moderately important | quite/very important | Total (%) | Total (n) |
|--|--|----------------------|----------------------|-----------|-----------|
| 1. Feeling (doubly) stigmatized as migrants and (potential) perpetrators of violence | 0 | 21 | 79 | 100 | 24 |

| | | | | | |
|---|----|----|----|-----|----|
| 2.The issue is not a priority in their current situation | 4 | 26 | 70 | 100 | 23 |
| 3.Lack of resources to attend (time, money for transport) | 13 | 21 | 67 | 100 | 24 |
| 4.Having to travel to take part | 21 | 8 | 71 | 100 | 24 |
| 5.Fear of legal consequences if violence is disclosed | 8 | 21 | 71 | 100 | 24 |
| 6.Having to commit to attend a certain number of sessions | 13 | 38 | 50 | 100 | 24 |

Source: Question 4.2. of FOMEN online survey

c. Professionals' evaluation of strategies in gender sensitive and violence prevention work

The participants of the survey evaluated strategies to create, as much as possible, a safe space in the group for gender sensitive and violence preventive work. 96% of the respondents regarded promoting and creating an inclusive atmosphere (no discrimination, but diversity of cultural identities and masculinities) as a good or very good strategy. 95% said that to encourage participation of and conversation among all participants is a good or very good strategy. But all other suggested strategies mentioned in the questionnaire battery were also predominantly evaluated as good or very good strategies (see **Table 4**). One respondent added, that according to his/ her experience having male first language-accompaniment (no professional interpreters outside the local communities) is important. Another participant commented, that all strategies are very important, but it is not at all easy to acquire all these skills and to be always up to date. When organizing a group you must also specialize in certain countries of origin, because a mix in the work with different countries of origin might be difficult, not only from an interpreting point of view.

Table 4 Strategies to create a safe space in the group for gender sensitive and violence preventive work

| % | very poor/ poor | acceptable | good/ very good | Total (%) | Total (n) |
|---|--------------------|------------|--------------------|--------------|--------------|
| 1.Promoting and creating an inclusive atmosphere (no discrimination, but diversity of cultural identities and masculinities) | 0 | 4 | 96 | 100 | 24 |
| 2. Adapting the structural frame and contents to the individual needs of the participants (rhythm, limits, personal background/experiences) | 0 | 8 | 92 | 100 | 24 |

| | | | | | |
|--|---|----|-----|-----|----|
| 3. Clarifying rules of confidentiality (especially in which cases confidentiality will have to be broken – informed consent) | 0 | 13 | 88 | 100 | 24 |
| 4. Encourage participation of and conversation among all participants | 0 | 5 | 95 | 100 | 20 |
| 5. Creating informal spaces of interaction and relationship building (e.g.: excursions, cooking, visits to museums) | 5 | 16 | 79 | 100 | 19 |
| 6. Having cultural mediators or members from the communities as co-facilitators of the group | 8 | 8 | 83 | 100 | 24 |
| 7. Having translators for all involved languages in the group | 0 | 0 | 100 | 100 | 24 |

Source: Question 5.1. of FOMEN online survey

Concerning strategies to address intercultural and language differences in gender sensitive and violence prevention work using professional interpreters from outside the local community/ies was highly (96%) regarded as good or very good strategy. Also having country-of-origin nationals as co-facilitators was regarded as (very) good strategy (87% approval). One professional commented that nationals of the country of origin can be useful but can also be very problematic (conflicts between population groups of the country of origin and prejudices can even more hinder the building of a basis of trust). On the other hand, 50% consider using translation by group members as a very poor or poor strategy (see **Table 5**).

Table 5 Strategies to address intercultural and language differences

How good are the following strategies to address intercultural and language differences in gender sensitive and violence prevention work?

| % | very poor/ poor | acceptable | good/ very good | Total (%) | Total (n) |
|---|--------------------|------------|--------------------|-----------|-----------|
| 1. Using professional interpreters from outside the local community/ies | 0 | 4 | 96 | 100 | 24 |
| 2. Using interpreters from the local community/ies | 29 | 25 | 46 | 100 | 24 |
| 3. Using translation by group members | 50 | 42 | 8 | 100 | 24 |

| | | | | | |
|---|---|----|----|-----|----|
| 4.Having intercultural mediators | 8 | 33 | 58 | 100 | 24 |
| 5.Having country-of-origin nationals as co-facilitators | 4 | 9 | 87 | 100 | 23 |
| 6.Using less or non-language based methods (such as theatre, art, etc.) | 8 | 25 | 67 | 100 | 24 |
| 7.Using audiovisual / multimedia resources | 0 | 25 | 75 | 100 | 24 |

Source: Question 6.1. of FOMEN online survey

d. Examples of work on gender/ masculinities or prevention of gender based violence with male migrants or refugees

Respondents mentioned the following examples: men talk (mentioned by 4 participants of the survey), Aspis Kärnten (1), Heroes/ Tandem (1), <https://www.aufbruch-neukoelln.de/> (1), https://www.bremer-jungenbuero.de/download/broschueren/respect_dokumentation.pdf (1), men via (1), POIKA / PROSA (Vertrauensraum) – both Vienna (1), Projekt Mentor, Graz (1). 41% of the respondents have taken part in any of these examples of work on gender/ masculinities or prevention of gender based violence with male migrants or refugees themselves. One of the respondents would also be willing to share his/ her experience about this project (men talk) via Skype.

e. Requirements for facilitators regarding attitude, skills and knowledge

This section describes, on the basis of the survey, what knowledge and skills and what kind of attitudes professionals working with male refugees in Austria consider important. All Austrian professionals (100%) who took part in the survey said that knowledge and skills to identify and address gender-based and domestic violence in perpetrators and victims are quite or very important for them to work with male migrants and refugees on gender sensitivity and violence prevention. All other statements/ items of this questionnaire battery were regarded to be quite or very important as well (see the professionals). One participant added another knowledge which he/ she regards to be very important: knowledge on child rising styles.

Table 6 Requirements for professionals to work with male migrants and refugees on gender sensitivity and violence prevention

Regarding the following needs of professionals to work with male migrants and refugees on gender sensitivity and violence prevention: how important do you think they are? 1=not important at all, 2=slightly important, 3=moderately important, 4= quite important, 5=very important

| % | not/ slightly/ moderately important | quite/ very important | Total (%) | Total (n) |
|---|---|-----------------------------|--------------|-----------|
| 1. Having reflected on their own beliefs, stereotypes and experiences regarding refugees and migrants (discrimination / racism) | 4 | 96 | 100 | 24 |
| 2. Having reflected on their own beliefs, stereotypes and experiences regarding gender and violence (discrimination / sexism) | 8 | 92 | 100 | 24 |
| 3. Having reflected on their own beliefs, stereotypes and experiences regarding gender and violence in (male) refugees and migrants | 4 | 96 | 100 | 24 |
| 4. Knowledge on gender and family roles and relations in cultures of origin | 4 | 96 | 100 | 24 |
| 5. Knowledge on problems, difficulties and barriers in the process of migrant integration into a new culture | 4 | 96 | 100 | 24 |
| 6. Knowledge on the national system of accepting and integrating migrants/refugees | 13 | 88 | 100 | 24 |
| 7. Knowledge of the national legal framework on gender-based and domestic violence | 8 | 92 | 100 | 24 |
| 8. Knowledge of relevant protocols and referral mechanisms for addressing gender-based and domestic violence | 17 | 83 | 100 | 24 |
| 9. Knowledge and skills for working on gender and masculinities with men | 8 | 92 | 100 | 24 |
| 10. Knowledge and skills to identify and address gender-based and domestic violence in perpetrators and victims | 0 | 100 | 100 | 24 |
| 11. Knowledge and skills for group work with clients from diverse cultures | 17 | 83 | 100 | 23 |
| 12. Knowledge and skills for group work and managing group processes in preventive work with men | 17 | 83 | 100 | 24 |

Source: Question 7.1.a of FOMEN online survey

f. Expectations and needs from a training course for professionals

Here we summarize expectations expressed by professionals regarding the content and design of a training course.

As described before experts were asked to evaluate the importance of specific knowledge, skills and attitudes to work with male migrants and refugees on gender sensitivity and violence prevention. Experts were asked to assess their current skills and competences in this respect as well. Comparing these two questions requirements for further training for experts can be derived. Where should professionals strengthen in order to be able to work with men with international family backgrounds, and what kinds of attitudes should they foster in themselves? In the following **Table 7** these requirements (columns a) and actual competence (columns b) are compared.

Columns b) show to which extent these aspects of knowledge/ expertise the professionals cover. There are some gaps between the knowledge considered important and the level that the experts currently have. Strictly speaking, the frequencies of these two questions (a/importance of knowledge and b/actual coverage) cannot be calculated because data levels are not metric. However, the last column (a2-b2) in **Table 7** can be regarded as a first indication for useful continuing trainings on these topics:

- Knowledge and skills to identify and address gender-based and domestic violence in perpetrators and victims
- Knowledge on gender and family roles and relations in cultures of origin
- Knowledge and skills for group work and managing group processes in preventive work with men

Table 7 Requirements and needs for professionals

Regarding the following needs of professionals to work with male migrants and refugees on gender sensitivity and violence prevention: a) how important do you think they are? 1=1 not important at all, 2=2 slightly important, 3=3 moderately important, 4=4 quite important, 5=5 very important, b) to which extent are they covered for yourself? 1=very poor, 2=poor, 3=acceptable, 4=good, 5=very good

| % | not/ slightly/ moderately important | very poor/ poor/ acceptably covered | quite/ very important | good/ very good covered | Difference a2)-b2) |
|---|--|--|-----------------------------|----------------------------------|-----------------------|
| | a1) | b1) | a2) | b2) | a2-b2) |
| 1. Having reflected on their own beliefs, stereotypes and experiences regarding refugees and migrants (discrimination / racism) | 4 | 38 | 96 | 62 | 34 |

| | | | | | |
|---|----|----|-----|----|----|
| 2. Having reflected on their own beliefs, stereotypes and experiences regarding gender and violence (discrimination / sexism) | 8 | 35 | 92 | 65 | 26 |
| 3. Having reflected on their own beliefs, stereotypes and experiences regarding gender and violence in (male) refugees and migrants | 4 | 26 | 96 | 74 | 22 |
| 4. Knowledge on gender and family roles and relations in cultures of origin | 4 | 57 | 96 | 43 | 52 |
| 5. Knowledge on problems, difficulties and barriers in the process of migrant integration into a new culture | 4 | 39 | 96 | 61 | 35 |
| 6. Knowledge on the national system of accepting and integrating migrants/refugees | 13 | 48 | 88 | 52 | 35 |
| 7. Knowledge of the national legal framework on gender-based and domestic violence | 8 | 43 | 92 | 57 | 35 |
| 8. Knowledge of relevant protocols and referral mechanisms for addressing gender-based and domestic violence | 17 | 39 | 83 | 61 | 22 |
| 9. Knowledge and skills for working on gender and masculinities with men | 8 | 43 | 92 | 57 | 35 |
| 10. Knowledge and skills to identify and address gender-based and domestic violence in perpetrators and victims | 0 | 61 | 100 | 39 | 61 |
| 11. Knowledge and skills for group work with clients from diverse cultures | 17 | 57 | 83 | 43 | 39 |
| 12. Knowledge and skills for group work and managing group processes in preventive work with men | 17 | 65 | 83 | 35 | 49 |

Source: Question 7.1.a and 7.1.b of FOMEN online survey, Total (n) per row: 7.1.a between 23 and 24, 7.1.b between 21 and 23.

6. Recommendations in summary

Based on the results of the qualitative and quantitative parts of the Austrian needs assessment, the following recommendations can be summarized for the development of the

FOMEN violence prevention program for refugee and migrant men and the training program for professionals.

a. Capacity building for professionals

The experts expect the following content and design of a training course:

It should have a **critical and broad approach towards issues such as migration and masculinities**. Graduates of a training course for professionals should be able to navigate the “Messner Triangle” (a model which recognizes the privileges and the risks associated with living as a man in society, Messner 2000). A high demand for further training of professionals on this topic was mentioned in both the qualitative and the quantitative parts of the needs assessment. 96% of the respondents of the quantitative survey said that knowledge on gender and family roles and relations in cultures of origin is quite or very important to work with male migrants and refugees on gender sensitivity and violence prevention – but only 43% said that this is currently quite a bit or very much covered.

Graduates should have acquired **knowledge on forms and situations of violence in which men can be involved**, understand the contexts in which violence occurs, where and why violence is a strategy and/or a risk. The results of the quantitative survey indicate that special attention should be paid to identify and address gender-based and domestic violence in perpetrators and in people affected by these forms of violence: all respondents said that this knowledge and skills are quite or very important for their work with male migrants and refugees – but only 39% said that this is quite a bit or very much covered for themselves.

The course should include **information about legal frameworks** surrounding violence prevention in Austria. 92% of the professionals who answered the quantitative survey said that this knowledge is quite or very important for their work – and approximately one third said that this actually is not covered for themselves.

Participants should learn **techniques for self-care, psycho-hygiene**, skills for being involved in long and maybe complicated processes concerning violence. One result of the quantitative survey was that a very extensive spectrum of knowledge is considered necessary (all mentioned 12 areas of knowledge and skills mentioned were rated as quite or very important for their work). At least one third of the respondents actually cannot cover these aspects. This gap could be improved by further training offered by the FOMEN capacity building program in different ways: Increasing competences of individual professionals is a means, other ways reduce this gap maybe working in **multi-professional teams** e.g. in workshops with men. According to the experts interviewed mixed team work can help to reduce social “distance” to clients. Diverse team members offer different opportunities for the participants to identify with the facilitators who might have other life-experiences and backgrounds, or language abilities. The access to a multi-professional and diverse team can include area experts (law, sexuality, gender equality...) and persons which bring different skills in terms of methods (sharing methods, intervention, etc). Thus, mixed teams can reduce this discrepancy between the knowledge recognized as important for the work with men and the possibility of covering these aspects themselves. Perhaps one module of the capacity building program should consciously address these discrepancies and the participants should work together in finding personal, structural or other

ways to fill these gaps or to find ways to deal with these gaps, which do not overburden themselves, but pay attention to self-care.

They should learn about **strategies of perpetrators**, also strategies of denial.

Participants should strengthen their skills in **facilitating dialogues** (how to talk about violence one on one), and also in facilitating disclosure. There should be space to experience oneself in taking part in exercises which then can be used with clients and time should be devoted to exchange on methods between all participants. In the quantitative survey this need was seen as well: 83% of the respondents of the quantitative survey said that knowledge and skills for group work with clients from diverse cultures is quite or very important and 57% said that this need is not at all/ little moderately covered. Professionals also mentioned a need to improve knowledge and skills for group work and managing group processes in preventive work with men.

They should be strengthened in **dealing with trauma**.

They should learn about the **victim oriented perpetrator work** approach.

The training course should include spaces for **exchange between practitioners in violence work**, i.e. the space to reflect quality standards with each other or reflect on masculinities and violence.

The training course should provide **access to resources**, i.e. publications, research on gender-reflective violence prevention should be funded and accessible for professionals

The training course should offer **a certificate** for professionals.

Other criteria which would make the training course attractive to professionals are:

- It is targeted towards the specific profession or there is space to talk about one's own needs in this profession
- The knowledge is new and state of the art
- The contents are neither too high-threshold nor too basic
- There is a mix of theoretical input and exchange of praxis experience, learning for praxis. Good practices mentioned in the needs assessment could be presented by the facilitators or, if possible, by participants.

b. Program for refugee and migrant men

Professionals interviewed expressed what characteristics a violence preventative offer for men with international family background should have:

Interesting topics for refugees and migrant men: From the perspective of the experts mentioned in the quantitative survey the most important need is talking about the difficulties in and barriers to participate in the country of residence (96% of the experts said this topic is quite or very important). Other topics very often mentioned as very important are: Learning about views, values and laws on family and gender roles and equality in the country of residence (in comparison to the country of origin) (88%), knowing about different forms of sexualized and gender based violence and its consequences on victims/survivors (88%), learning about flirting,

dating, sexual and intimate relationships in the country of residence (in comparison to the country of origin) (88%).

How can you motivate male migrants and refugees to take part? Professionals evaluated different strategies to reach them. In the professionals' view the most important strategy is holding the sessions at or near to their communities / places they live (95% of the professionals asked in the quantitative survey said this is a good or a very good strategy), involving respected members or leaders of refugee/ migrant communities (88% said: good or very good strategy), offering a certification for taking part (79% said: good or very good strategy). Motivation through flyers or leaflets was identified as less effective strategy to motivate this target group to participate in training tools.

Barriers: The professionals were asked about barriers for migrants and refugees to participate in a gender sensitive and violence preventive work program. Feeling (doubly) stigmatized as migrants and (potential) perpetrators of violence is most frequently regarded as quite or very important barrier. In the view of professionals other important barriers for migrants and refugees to participate in this program are need to travel, fear of legal consequences if violence is disclosed and the fact that the issue is not a priority in their current situation.

Concerning **strategies to address intercultural and language differences** in gender sensitive and violence prevention work using professional interpreters from outside the local community/ies was highly (96%) regarded as good or very good strategy. Also having country-of-origin nationals as co-facilitators was regarded as (very) good strategy.

Violence prevention should take into account all kinds of violent constellations in which a man can be involved (as victims and perpetrators, special needs of young men/ boys, multitude constellations).

Violence preventive work should be carried out in close connection to gender equality work. For many men, performing masculinity means acting violently. Men's counselling centers should be the ones offering violence prevention, because they can serve as a holistic point of contact for all needs of the individual man. The measures should be based on cross-work and close cooperation with women's work. Measures should not be essentialist and binary. Based on a constructivist view on masculinity, men's work focused on violence needs the "outside perspective" by those working with women. Work with perpetrators needs the perspective of victims' support practice.

The foundation of measures should be a **respectful and appreciative approach towards the participants** without being stereotyped. Anxieties or insecurities of the target groups should be respected. This was regarded as the most important aspect of professionals' strategy in gender sensitive and violence prevention work in the quantitative survey as well. The participants of the survey evaluated strategies to create, as much as possible, a safe space in the group for gender sensitive and violence preventive work. 96% of the respondents regarded promoting and creating an inclusive atmosphere (no discrimination, but diversity of cultural identities and masculinities) as a good or very good strategy.

Space for reflection and voluntary participation are ground rules. A men's talking group is a good way to work which provides space to learn from each other and exchange opinions. Talking with no hierarchies within a group, supported by a facilitator who is well versed in using creative

door-opening and intro methods is a good way to work. Facilitators should be skilled in methods, for example providing interesting introduction rounds targeted to the specific group, referring to participants' life-worlds. Content and exercises which might re-traumatize participants should be avoided. The ground rule should be voluntary participation.

Professional interpreting should be provided.

Facilitators should be mixed and multi-professional teams (e.g. with regards to gender, with regards to language ability). According to the experts interviewed, mixed team work can help to reduce social "distance" to clients.

Measures should be low-threshold, based on outreach work, easy access. Comments regarding rooms, atmosphere, reaching and motivating the participants were:

- Food should be provided, access to a kitchen and ideally workshop or other open spaces
- No other clients/groups should be present at the same time, safe space also during the breaks
- Easily accessible, central location
- Certifications are useful for the participants and motivate them
- Reimbursement of travel tickets would be useful
- Regular text message reminders are good
- Access to participants is also easier or harder with respect to whether they live in shared asylum housing or in their own flats (experiences of the experts differ here)
- Access can be via key persons who can be involved and invited as experts
- Access should be personal, approaching participants personally, building relationships

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