

National Plan of Action for the Advancement of Women 2011-2015

Introduction

1. The Ministry of Social Welfare, Relief and Resettlement of the Government of the Union of Myanmar (GoUM), through its Department of Social Welfare (DSW), carries out social welfare services through preventive, protective and rehabilitative measures, with special attention to children, youth, women, people with disabilities, and elderly people. The Department of Social Welfare provides welfare services to vulnerable groups on the basis of social integration strategies.

2. Myanmar is a signatory to the Convention on the Elimination of Discrimination against Women (CEDAW) (1997), and is committed to international policy initiatives to improve the situation of women, including the Millennium Development Goals, the Beijing Declaration and Platform for Action (BPFA), and the International Conference on Population and Development (ICPD). In a very recent development, the Association of South East Asian Nations (ASEAN) has established the ASEAN Committee on Women and Children (ACWC), with Myanmar anticipating being an active member.

3. After participation at the Fourth World Conference on Women (Beijing, 1995), the Ministry of Social Welfare, Relief and Resettlement established the Myanmar National Committee for Women Affairs (MNCWA), in 1996 to enhance the advancement of women. The Myanmar National Working Committee for Women's Affairs (MNWCWA) was subsequently formed, and was followed by the formation of State/Division, District and Township level Working Committees for Women's Affairs.

4. The Myanmar Women's Affairs Federation (MWAF) was established in 2003 to assist the MNCWA to carry out its functions for the development and security of women, and to enhance cooperation with national and international non-governmental organizations.

5. Article 22 of the Constitution of the Union of Myanmar (2008) states that *all citizens shall be equal before the law, regardless of race, religion, status, or sex, enjoy equal opportunities, enjoy the benefits derived from his labor in proportion to his contribution in manual or mental labor and , have the right to inherit according to law.* In addition, Article 32A of the new Constitution states that *the Union shall care for mothers and children.*

6. Humanitarian response to women's protection and advancement throughout Myanmar is enhanced through the National Protection Working Group (comprised of three technical working groups: Child Protection, Women's Protection, and Displacement, Land and Relocation). The Women's Protection Technical Working Group (WP TWG) is a multi-agency network comprised of INGO, NGO, and UN Agencies. Also contributing to these efforts is the UN Gender Theme Group (GTG), comprised of UN gender focal points.

Background

At the request of the Department of Social Welfare (DSW), the Women's Protection Technical Working Group was asked to assist in the development of a three-year National Plan of Action for the Advancement of Women. A Steering Committee to support this process was formed comprising members of the WP TWG and the UN GTG. This overarching framework outlines interventions and anticipated results for the twelve priority areas delineated in the Beijing Platform for Action, and builds upon CEDAW principles, each requiring specific consideration.

Vision for Myanmar Women

Myanmar will be an equitable, inclusive and sustainable society where all women can achieve their rights and aspirations while building a stronger society.

Achievement of this Vision requires:

- Equitable access to resources, opportunities and social services
- Full and active participation in society
- Adequate resourcing and support for women's needs and initiatives
- Commitment to the inclusion of all members of society in all spheres of life
- Valuing women's contribution to society
- Safeguarding and promoting the human rights of women

The National Plan of Action for the Advancement of Women has been developed as a step towards achieving the above vision statement and its underlying requirements. The implementation of the National Plan will result in measurable progress towards fulfilling this vision for Myanmar.

Overview

The National Plan of Action for the Advancement of Women is an expression of the Government of the Union of Myanmar's commitment to the protection, promotion, and realization of the rights of women and girls. This is an integrated Government approach to improving the circumstances of all women and girls in Myanmar. Actions combine to improve outcomes for women and their families in the public sphere, the workplace, the home, and the community.

Goal

All women of Myanmar are empowered and able to fully enjoy their rights with the support of the Government of the Union of Myanmar.

Objectives

For the twelve key areas delineated in this National Plan of Action for the Advancement of Women, the following key objectives are offered:

1. **Women and Livelihoods:** To strengthen mechanisms for gender mainstreaming in interventions that improve livelihoods and reduce poverty for women and their families
2. **Women and Education and Training:** To strengthen mechanisms for ensuring equal access to quality, practical formal and non-formal education for women and girls

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3. **Women and Health:** To strengthen mechanisms for providing women and girls access to quality and affordable health care including sexual and reproductive health services
4. **Violence Against Women:** To promote the elimination of violence against women while strengthening mechanisms for responding to the needs of survivors and vulnerable women
5. **Women and Emergencies:** To strengthen mechanisms to ensure women's protection and participation in emergency preparedness and response in conjunction with the Myanmar Action Plan on Disaster Risk Reduction
6. **Women and the Economy:** To strengthen mechanisms for ensuring women's equal access to fair employment practices, credit, assets, and economic benefits
7. **Women and Decision Making:** To strengthen women's capacity and institute measures to ensure women's equal access to and full participation in decision making and leadership
8. **Institutional Mechanisms for the Advancement of Women:** To ensure the participation of women as equal partners in national development and decision-making processes in the community and society
9. **Women and Human Rights:** To ensure the protection, promotion and realization of women's and girl's economic, social, cultural, civil, and political rights
10. **Women and the Media:** To strengthen mechanisms for ensuring the advancement of women through public awareness of women's rights and contribution to society
11. **Women and the Environment:** To strengthen mechanisms for ensuring women's role in the management and safeguarding of natural resources and the environment
12. **The Girl-child:** To strengthen mechanisms for promoting and protecting the rights of the Girl-child.

Strategy

The Ministry of Social Welfare, Relief and Resettlement will have increased capacity in recognizing, responding to, and reporting on the needs and rights of women. To strengthen capacity and systems for women's protection, in accordance with Myanmar's expressed commitment to international standards, treaties, and agreements, the DSW and its partners will establish multi-agency mechanisms to address key challenges Myanmar women face, as delineated in the Beijing Platform for Action. These include livelihoods, education and training, health, violence against women, emergencies, the economy, decision making, institutional mechanisms for the advancement of women, human rights, media, the environment, and the rights of the Girl-child.

Key focus will be on strengthening the capacity of male and female staff of the Department of Social Welfare and other respective ministries in ensuring understanding of gender concepts and the ability to mainstream gender within their own mandate. This will also include the provision of technical backstopping for relevant focal ministries so as to identify and manage resources to promote the advancement of all women in Myanmar. Integral to this strategy is cooperation, under the guidance of the State, with UN agencies, NGOS, INGOs, and other civil society organizations working in the field of gender and women's empowerment.

By enlisting the commitment of all relevant ministries and its development partners, the Ministry of Social Welfare, Relief and Resettlement intends to promote a unifying set of standards and common references for setting objectives that advance women in all aspects of society to achieve the rights stipulated in the Constitution of the Union of Myanmar, CEDAW, the Beijing Platform for Action, the ICPD Programme of Action, and the Millennium Development Goals.

Proposed Roles and Responsibilities for Implementation of the National Plan of Action for the Advancement of Women

The proposed institutional arrangement for the operationalisation of the National Plan of Action for the Advancement of Women, under the MNCWA, is a management committee as described in the table below.

The Management Committee for the National Plan of Action for the Advancement of Women	
Chairperson: Deputy Director General, Department of Social Welfare	
Members: Sub Committee Chairpersons/Focal Persons	
Sub-Committee:	Government Chairperson/ Focal Person
1. Women and Livelihoods	<i>Chairperson/Focal person</i>
2. Women and Education and Training	<i>Chairperson/Focal person</i>
3. Women and Health	<i>Chairperson/Focal person</i>
4. Violence Against Women	<i>Chairperson/Focal person</i>
5. Women and Emergencies	<i>Chairperson/Focal person</i>
6. Women and the Economy	<i>Chairperson/Focal person</i>
7. Women and Decision Making	<i>Chairperson/Focal person</i>
8. Institutional Mechanisms for the Advancement of Women	<i>Chairperson/Focal person</i>
9. Women and Human Rights	<i>Chairperson/Focal person</i>
10. Women and the Media	<i>Chairperson/Focal person</i>
11. Women and the Environment	<i>Chairperson/Focal person</i>
12. The Girl -child	<i>Chairperson/Focal person</i>

Methodology

The methodology for the National Plan of Action for the Advancement of Women is described in a broad framework (*see below*). Each of the twelve sub-committees above is responsible for developing and implementing the relevant components of the National Plan of Action for the Advancement of Women, and for systematically monitoring progress using a set of agreed indicators.

Cooperation and Coordination

- a. Timeframe: The three-year National Plan of Action for the Advancement of Women is for the period mid 2010-2013. Plans for each component of the overall National Plan will be developed and implemented accordingly.
- b. Resources for the National Plan of Action for the Advancement of Women will be borne by the budget allocated by the Government. Bi-lateral donors, international and national non-government organizations, UN Agencies, and other civil society organizations will contribute by providing financial, material, and technical assistance for the implementation of the National Plan of Action for the Advancement of Women.

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- c. Supervision and communication will be as follows:
 - i. The Management Committee for the National Plan of Action for the Advancement of Women (see table above) will develop guidelines and policies for the implementation of the National Plan of Action for the Advancement of Women.
 - ii. The Management Committee for the National Plan of Action for the Advancement of Women will take responsibility for timely implementation, quality assurance, monitoring, and reporting on the National Plan of Action for the Advancement of Women.

Monitoring, Evaluation and Reporting

The core indicators used for the National Plan of Action for the Advancement of Women are part of the monitoring framework that will be adopted by the Management Committee to review progress towards the objectives, and the extent to which efforts are leading towards meeting anticipated outcomes. The Monitoring Framework, including data collection mechanisms, will continue to be developed and refined. Reporting guidelines and timelines will be developed by the Management Committee of the Ministry of Social Welfare, Relief and Resettlement.

Establishment of Communication Network

A variety of communication channels will be utilized to promote participation and collaboration on the part of all stakeholders working for the advancement of Myanmar women. The focal persons can be contacted as follows:

(List of Sub-Committee Chairperson/Focal Person from the table above, for each key area, to be inserted when confirmed)

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National Plan of Action for the Advancement of Women 2010-2013 Framework

Priority Area	Key Objective	Key Indicators	Desired Outcomes
1. Women and Livelihoods	To strengthen mechanisms for gender mainstreaming in interventions that improve livelihoods and reduce poverty for women and their families.	<ul style="list-style-type: none"> • Percentage of the national budget allocated for gender mainstreaming training (i.e. gender budgeting, gender impact assessments, gender analysis), activities, and data collection and analysis for Focal Ministries: the Ministry of Fisheries and Livestock and Ministry of Agriculture and Irrigation, Ministry of Cooperatives, Ministry of Commerce, and the Ministry of Industry. • Number of male and female focal ministry personnel at national and local levels with increased understanding of gender concepts and mainstreaming, and expressing ways of integrating CEDAW recommendations, the Beijing Platform for Action (BPFA), and the Millennium Development Goals (MDGs) into their work. • Percentage of female-headed institutions/departments. • Percentage of documents (i.e. research reports, strategic plans) published by the above-cited Ministries related to livelihoods, income and employment that reflect gender sensitive¹ data disaggregated by sex, age, ethnicity and locality. • Number of focal ministries implementing the livelihood component of the national plan of action for advancement of women with new or amended policies/procedures that reflect gender mainstreaming. • Number of instances of practical application of training and technical support provided (i.e. change in policy, procedures gender impact assessment undertaken, new livelihoods initiatives targeting women, efforts to protect basic rights of migrants, facilitation of remittances, efforts to improve conditions for returning women migrants) on the part of focal ministry personnel. 	<ul style="list-style-type: none"> a) Enhanced collaboration between the MSWRR and focal ministries (Agriculture and Irrigation, Fisheries and Livestock, Cooperatives, Commerce, and Industry to improve women’s livelihoods); b) Women’s livelihoods improved; c) Focal ministry staff able to better understand gender concepts and mainstreaming and to collect, analyze, use and disseminate sex disaggregated and gender-sensitive data related to livelihoods; and d) Policies/ procedures/guidelines for improving women’s livelihoods developed in line with CEDAW and the BPFA, and operationalised.

¹ Gender sensitive data takes into account the different needs of men and women at all stages of data definition, collection, dissemination and analysis processes. As well as being sex-disaggregated, gender sensitive data includes data that highlights the differences in gender roles, resources, norms and values.

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
<p>2. Women and Education and Training</p>	<p>To strengthen mechanisms for ensuring equal access to quality, practical formal and non-formal education for women and girls.</p>	<ul style="list-style-type: none"> • Percentage of national budget allocated for gender mainstreaming training (i.e. gender budgeting, gender impact assessments, gender analysis), activities, and data collection and analysis for the Ministry of Education and Ministry of Labour. • Number of women and girls benefiting from non-formal and formal education opportunities. • Number of male and female focal ministry personnel at national and local levels, including local traditional teachers², with increased understanding of gender concepts and mainstreaming, and expressing ways of integrating CEDAW recommendations, the Beijing Platform for Action, and the Millennium Development Goals into their work. • Percentage of documents (i.e. strategic plans, research projects) published by the above-cited Ministries that reflect gender sensitive data disaggregated by sex, age, ethnicity and locality related to women's formal and non-formal education, and vocational training including information on literacy, enrolment, and retention rates. • Percentage of women completing formal and non-formal education in male dominated spheres (i.e. technology and science). • Percentage of female-headed institutions/departments (i.e. universities, colleges, ministerial departments). • Number of instances of practical application of training and technical support provided (i.e. inclusion of human rights education in curricula, inclusion of sex education in curricula, introduction of gender studies courses, educational reform, ensuring gender equality in curriculum) on the part of focal ministry personnel. 	<ul style="list-style-type: none"> a) Enhanced collaboration between the MSWRR, and focal ministries (Education, Labour) in improving women's education and training; b) Women and girls have increased accessibility to formal and non-formal education; c) Focal ministry staff able to better understand gender concepts and mainstreaming and who can collect, analyze, use and disseminate sex disaggregated and gender sensitive data related to education; and d) Policies/ procedures/guidelines for improving women's and girls' education operationalised.
<p>3. Women and Health</p>	<p>To strengthen mechanisms for providing women and girls access to quality and affordable health</p>	<ul style="list-style-type: none"> • Percentage of the national budget allocated for gender mainstreaming training for focal ministries (Ministry of Health) i.e. gender budgeting, gender impact assessments, gender analysis, activities, data collection and analysis, and sexual and reproductive health including HIV/AIDS prevention, treatment, care and support. 	<ul style="list-style-type: none"> a) Enhanced collaboration with the MSWRR, the Ministry of Health for the promotion of women's health; b) Women and girls have increased accessibility to

² Includes all non-formal teachers including those teaching in monasteries as well as in non-formal community schools.

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
	care including sexual and reproductive health services.	<ul style="list-style-type: none"> • Number of male and female focal ministry personnel at national and local levels with increased understanding of gender concepts and mainstreaming, and expressing ways of integrating CEDAW recommendations, the Beijing Platform for Action, and the Millennium Development Goals into their work. • Percentage of female-headed institutions/departments. • Percentage of health surveys and health management information systems using gender sensitive data disaggregated by sex, age, ethnicity and locality. • Number of instances of practical application of training and technical support provided (change in policy, procedures, effective coordination, community participation, cultural sensitivity etc) on the part of focal ministry personnel. 	<p>health care including sexual and reproductive health services;</p> <p>c) Ministry of Health staff able to better understand gender concepts and mainstreaming and who can collect, analyze, use and disseminate sex disaggregated and gender sensitive data related to health; and</p> <p>d) Policies/ procedures/guidelines/resources in place for improving women's health developed and operationalised.</p>
4. Violence Against Women³	To promote the elimination of violence against women while strengthening mechanisms for responding to the needs of survivors and vulnerable women.	<ul style="list-style-type: none"> • Percentage of national budget allocated for training police (Ministry of Home Affairs), members of the judiciary, and local authorities for the prevention and elimination of violence against women as well as counselling, treating and protecting survivors of violence. • Number of police, law enforcement and local authorities, officers, health personnel and social workers trained and implementing measures to prevent and respond to domestic violence, rape, and other forms of violence against women. This includes measures to counsel, refer, treat and protect female survivors of violence in a way that safeguards the human rights of women. • Percentage of women and girls and their parents who know where to go for services and how to seek legal redress. • Percentage of community level committees comprised of active male and female members committed to responding to violence against women and providing services to women survivors. • Percentage of men and women in the general public with increased awareness of the impact of violence against women. 	<p>a) Enhanced collaboration between the MSWRR and focal ministries (Home Affairs-Police, Information, Health), the offices of Chief Justice, Attorney General, and other responsible actors (police, health personnel, local authorities, social workers) to prevent and alleviate violence against women;</p> <p>b) Duty bearers⁴ better able to prevent and respond to violence against women and trafficking and counsel, treat and protect survivors of violence;</p> <p>c) Duty bearers better understand gender concepts and mainstreaming and who can collect, analyze, use and disseminate sex disaggregated and gender-sensitive data related to violence against women;</p> <p>d) Anti-Trafficking Law and 5-year Plan of Action operationalised, with continued reduction in the trafficking of women and girls and improved</p>

³The UN defines "violence against women" to mean any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Any act of commission or omission by individuals or the state, in private or public life, which brings harm, suffering or threat to girls and women, and reflects systematic discrimination- including harmful traditional practices and denial of human rights because of gender" (Hayward R F 2000. Breaking the Earthenware Jar: Lessons from South Asia to end VAW and girls. UNICEF.

⁴ Duty bearers refers to those listed in the second key indicator

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
		<ul style="list-style-type: none"> Number of instances of practical application of training and technical support provided (i.e. number of instances of enforcement of the Anti-Trafficking Law, cases of violence against women handled and recorded by police disaggregated by sex, age, ethnicity and locality, studies of causes and consequences of violence against women, number of instances of international/ regional/ national collaboration in eliminating trafficking and the forced/coerced sale of sex/sexual services, policies, guidelines, laws drafted to respond to violence against women, recognition of marital rape as a legal offence, abuse cases publicized in the media) on the part of focal ministry personnel. 	<p>reintegration services for trafficked women; and</p> <p>e) Policies/laws/ procedures/guidelines in place for preventing, responding, and promoting awareness of violence against women.</p>
<p>5. Women and Emergencies</p>	<p>To strengthen mechanisms to ensure women’s protection and participation in emergency preparedness and response in accordance with Myanmar Action Plan on Disaster Risk Reduction (MAPDRR).</p>	<ul style="list-style-type: none"> Percentage of national and local budgets of focal ministries/departments allocated specifically for protecting and ensuring women’s rights in emergencies and the establishment of mechanisms for referrals and services for women in emergencies. Percentage of women who report knowing where to go to access general emergency information and services. Percentage of relief and resettlement policy formation committees and response and preparedness committees that have equitable representation of women and men as members. Number of relief and humanitarian actors with increased understanding of and capacity to respond to gender concerns. Number of policies/procedures/guidelines/gender sensitive applications of MAPDRR in place that respond to the needs of women in emergencies. Percentage of surveys and information management systems using gender sensitive data disaggregated by sex, age, ethnicity and locality. Number of instances of practical application of training and technical support provided (i.e. improved recording and handling of cases of violence against women by police, local authorities, or community based organizations, DRR legislation, policies, and programmes with gender perspectives). 	<p>a) Enhanced collaboration between the MSWRR and concerned ministries and authorities, NGOs, INGOs, UN Agencies, other civil society organizations and private sector to DRR and emergency response actors better plan for and respond to the needs of women in emergencies;</p> <p>b) Guidelines for giving women key roles in emergency response and risk reduction operationalised;</p> <p>c) DRR and emergency response actors able to better understand gender concepts and mainstreaming and collect, analyze, use and disseminate sex disaggregated and gender data related to emergencies;</p> <p>d) Women and girls have equal access to resources, benefits, and services in emergency situations according to Myanmar Plan of Action on Disaster Risk Reduction; and</p> <p>e) Policies/ procedures/guidelines for Disaster Risk</p>

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
			Reduction and responding to the needs of women in emergencies operationalised.
6. Women and the Economy	To strengthen mechanisms for ensuring women's equal access to fair employment practices, credit, assets, and economic benefits.	<ul style="list-style-type: none"> • Percentage allocated in the national budget of concerned ministries (Ministry of Labour and MSWRR) for promoting equal compensation and equal employment opportunities, fair employment and remuneration practices (equal pay for equal work) and , equal access to resources credit and information for women and men. • Percentage of women’s participation in wage labour outside the agriculture sector. • Number of male and female focal ministry personnel at national and local levels with increased understanding of gender concepts and mainstreaming, and expressing ways of integrating CEDAW recommendations, the Beijing Platform for Action, and the Millennium Development Goals into their work. • Percentage of female-headed institutions/departments. • Percentage of labour force surveys, migrant worker surveys, and other pertinent data collection activities using gender sensitive data disaggregated by sex, age, ethnicity and locality (e.g. number or percentage of sectors able to report on sex disparities in wages). • Percentage of women technical and professional workers. • Number of instances of practical application of training and technical support provided (i.e. change in policy, procedures, mechanisms to address discrimination, increase in number of women accessing resources/support for gainful and meaningful employment, efforts to promote balance between reproductive work and income generation, quota system for women in management, implementation of workplace policies that include provisions of non-harassment and equal pay for equal work, improved hiring processes) on the part of focal ministry personnel. 	<ul style="list-style-type: none"> a) Enhanced collaboration between the MSWRR and the Ministry of Labour for ensuring equal economic rights for women; b) Women’s equal rights, safety, and advancement are increasingly valued in the work place; c) Focal ministry staff able to better understand gender concepts and mainstreaming and who can collect, analyze, use and disseminate sex disaggregated and gender sensitive data related to the economy; d) Policies/ procedures/guidelines in place for promoting economic equality for all people operationalised; and e) Public and private sector awareness of the importance of equal opportunities and compensation for men and women in the workforce is promoted.
7. Women and Decision Making	To strengthen women’s capacity and institute measures to ensure women’s equal access	<ul style="list-style-type: none"> • Percentage of ministries and departments using affirmative action/government quota systems to ensure equitable representation of women in decision making positions. 	<ul style="list-style-type: none"> a) Enhanced collaboration with the MSWRR, relevant ministries, particularly men and women leaders, to promote women in decision making;

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
	to and full participation in decision making and leadership.	<ul style="list-style-type: none"> • Percentage of senior government positions held by women (i.e. in the anticipated Myanmar parliament, in administration, legal profession, law enforcement, and judiciary at all levels (village, village tract, township, state and national)). • Number of instances that reflect increased skills of women in leadership roles within MNCWA. • Percentage of women managers, senior officials and legislators, and parliamentarians. • Number of mentoring programmes in place for women elected to public office. • Number of women decision makers visible in the media. 	<p>b) Policies, legislation and mechanisms for promotion of women’s participation in governance, senior management and decision making positions developed;</p> <p>c) Women are consulted in matters that affect their lives and enjoy increased opportunities for taking positions of leadership at the national and local level; and</p> <p>d) Visibility of women leaders increased.</p>
8. Institutional Mechanisms for the Advancement of Women	To ensure the participation of women as equal partners in national development and decision-making processes in the community and society.	<ul style="list-style-type: none"> • Percentage of national budget allocated for capacity enhancement of MNCWA and National Plan of Action for the Advancement of Women Subcommittee chairpersons and members, to promote CEDAW principles, BPFA and the MDGs, implement the National Plan of Action for Advancement of Women and increase gender programming. • Number of major government policy discussions and/or parliamentary debates where gender perspectives and concerns of women are systematically considered. • Number of ministries with gender focal points with clear terms of reference. • Number of new policies (i.e. a National Policy on Gender Equality and the Empowerment of Women) and practices of relevant government departments and private sector regulations reflecting commitment to improving quality of life for women through the elimination of exploitation, abuse, harassment and violence against women. • Percentage of national development and sectoral plans (health, education, nutrition, agriculture, etc.) using gender sensitive data disaggregated by sex, age, ethnicity and locality. • Number of national/division/state/local institutions (i.e. Ministry of Women’s Affairs, Parliamentary Commissions etc) established for promoting and ensuring women’s participation, advancement, and representation in 	<p>a) Enhanced collaboration with the MSWRR, policy makers to strengthen mechanisms for the advancement of all women.</p> <p>b) Commitment to gender mainstreaming through assessing the implications for all women and men of legislation and policies expressed at all levels of society;</p> <p>c) New policies in all focal ministries that promote the advancement of women operationalised;</p> <p>d) All focal ministries and civil society organizations have a comprehensive understanding of the situation of Myanmar women and the capacity to implement CEDAW and other international instruments related to the advancement of women; and</p> <p>e) The general public are aware of the responsibilities and rights enshrined in CEDAW principles, the BPFA and the MDGs.</p>

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
		<p>leadership.</p> <ul style="list-style-type: none"> • Ratio of women to men in civil society organizations, particularly women’s organizations • Number of public expressions of commitment to ensuring advancement of women and women’s rights by adopting gender sensitive principles, values and policies by all ministries. • Percentage of public aware of basic women’s rights as reflected in CEDAW and BPFA. 	
<p>9. Women and Human Rights</p>	<p>To ensure the protection, promotion and realisation of women’s and girl’s economic, social, cultural, civil, and political rights.</p>	<ul style="list-style-type: none"> • Percentage of national budget allocated for the operationalisation of this National Plan of Action for the Advancement of Women, the anti-trafficking law as well as interventions to promote women’s legal literacy. • Percentage of duty bearers/policy makers (i.e. police and judiciary) with increased understanding of gender roles and responsibilities and human rights pertaining to women, and technicalities of law and gender equality. • Percentage of women, disaggregated by ethnicity, aware of their legal rights including redress mechanisms. • Percentage of surveys and information management systems using gender sensitive data disaggregated by sex, age, ethnicity and locality. • Number of government policies which specifically reflect the rights of women. 	<ul style="list-style-type: none"> a) Enhanced collaboration with MSWRR and duty bearers/policy makers to safeguard, promote and realise the human rights of women; b) Status and advancement of women, as well as their legal literacy, understood and improved; c) Human rights instruments to ensure equality and non-discrimination implemented; and d) Government policies specifically reflect the rights of women
<p>10. Women and the Media</p>	<p>To strengthen mechanisms for ensuring the advancement of women through public awareness of women’s rights and contribution to society.</p>	<ul style="list-style-type: none"> • Percentage budgeted for promoting women as empowered members of society and showcasing efforts to promote the advancement of women in Myanmar society. • Number of male and female focal ministry personnel at national and local levels, and media related staff in the private sector, with increased understanding of gender concepts and mainstreaming, and expressing ways of integrating CEDAW recommendations, the Beijing Platform for Action, and the Millennium Development Goals into their work. • Percentage of female-headed institutions/departments. • Percentage of media professionals aware of gender stereotyping. 	<ul style="list-style-type: none"> a) Enhanced collaboration with the MSWRR, the Ministry of Information and the media-related private sector; b) Promotion of women as empowered members of society with non-stereotypical role models emerging; and c) Efforts to promote the advancement of women showcased in the media.

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
		<ul style="list-style-type: none"> • Number of references made to the advancement of women in speeches made by government officials. • Ratio of women to men in national broadcasts and advertisements. • Number of cases/stories related to women's rights/issues published in the media. 	
<p>11. Women and the Environment</p>	<p>To strengthen mechanisms for ensuring women's role in the management and safeguarding of natural resources and the environment.</p>	<ul style="list-style-type: none"> • Percentage budgeted for networking and training of focal ministries (Ministry of Forestry, Ministry of Agriculture and Irrigation, and Ministry of Industry, Health, and City Development Committees), to promote equal gender management of natural resources and safeguarding the environment, and responding to climate change. • Number of male and female focal ministry personnel at national and local levels with increased understanding of gender concepts and mainstreaming, and expressing ways of integrating CEDAW recommendations, the Beijing Platform for Action, and the Millennium Development Goals into their work. • Percentage of female-headed institutions/departments. • Percentage of duty bearers and members of the general public aware of the gender impact of development and environmental policies and climate change. • Number of instances of practical application of training and technical support provided (i.e. gender impact assessment of development and environmental policies, change in policy, strengthening or establishing mechanisms and procedures to measure environmental impact on women) on the part of focal ministry personnel. • Number of women with improved access to clean water and sanitation 	<ul style="list-style-type: none"> a) Enhanced collaboration with the MSWRR, focal ministries to promote women and the environment. b) Women have increased involvement in managing and safeguarding natural resources, environmental protection and the addressing of climate change; c) Focal ministry staff better able to understand gender concepts and mainstreaming and who can collect, analyze and use and disseminate sex disaggregated data related to the environment; and d) Integration of gender concerns and perspectives into policies and programmes for sustainable development promoted.
<p>12. The Girl-child</p>	<p>To strengthen mechanisms for promoting and protecting the rights of the Girl-child.</p>	<ul style="list-style-type: none"> • Percentage budgeted for networking and training (i.e. gender budgeting, gender impact assessments, gender analysis) of focal ministries (Ministry Health, Education, and Home Affairs) to promote integrated approaches to insuring survival, protection, participation, development, and advancement of the Girl-child. • Number of male and female focal ministry personnel at national and local levels (Health, Education, Home Affairs) with increased understanding of 	<ul style="list-style-type: none"> a) Enhanced collaboration with the MSWRR, and focal ministries (Education, Health, Home Affairs); b) Comprehensive policies, plans of action and programmes for the survival, protection, development and advancement of the Girl-child to promote and protect the full enjoyment of her

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Priority Area	Key Objective	Key Indicators	Desired Outcomes
		<p>gender concepts and mainstreaming, and expressing ways of integrating the National Plan of Action for Children, the Convention on the Rights of the Child, CEDAW, the Beijing Platform for Action, and the Millennium Development Goals into their work.</p> <ul style="list-style-type: none"> • Female-male ratio of focal ministry personnel (Health, Education, Home Affairs) at national and local levels having participated in training that resulted in increased understanding of the National Plan of Action for Children, CEDAW, the BPFA, the MDGs and the Convention on the Rights of the Child. • Number of integrated approaches to the particular health, education and social needs of girls and young women. • Number of Girl-child rights violation issues brought to the attention of Committees on the Rights of the Child at all levels (National, State and Divisional, District and Township Committees) in accordance with to Myanmar law. • Percentage of child-related publications (i.e. adolescent health, child trafficking, and child prostitution) that are gender sensitive and where relevant data has been collected and presented disaggregated by sex, age, ethnicity and locality. • Number of instances of practical application (i.e. efforts made to increase awareness of needs and priorities of the Girl-child, efforts to promote girls' rights to education, skills development, health, nutrition, and self-esteem, efforts to eliminate discrimination and change society's attitude towards marriage of children, child labour, child prostitution, and trafficking of girls, interventions related to changing boys' attitudes towards their own masculinity and towards the rights of girls, strengthen the role of the family in improving the status of the Girl-child) on the part of focal ministry personnel. 	<p>human rights and to ensure equal opportunities for girls developed and implemented; and</p> <p>c) Disaggregation by sex and age of all data related to children in the health, education and other sectors in order to include a gender perspective in planning, implementation and monitoring of such programmes.</p>