

*Urgency for Change:
Creating Spaces for
Women's Equal
Economic and Political
Participation*



*4 key 'Empowering Factors' for
Women: Education, Access to
Information Technology,
Access to Finance, and
Family Support/Role Models*



*Recommendations to
Stakeholders to
Advance Gender Equality*



MYANMAR
INSTITUTE
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Canada

Village Development Committees

(VDCs)

- Support women's groups' initiatives which include vocational trainings, savings, and micro-finance, as well as youth leadership initiatives.
- Women serving on VDCs and other village committees should actively liaise with leaders of separate women's groups, in order to include more young women, widows, economically disadvantaged women, and women with disabilities, in village decision making.

Shan State Government Officials

- Engage in dialogue with women leaders working on village committees at the grassroots level, to understand the situation of gender inequality at the village level.
- Officials should receive basic gender training tailored to the local context.



NGOs and CSOs

Capacity Building Trainings

- Needs Assessment for training should be conducted to assess communities' needs, wants, and expectations for trainings.
- Prioritize the following trainings: gender training, basic business management, general agricultural practices, agribusiness, and vocational skills trainings.
- Adopt a Training of Trainers (TOT) model to ensure that all training models are sustainable. Further, a training plan should be developed so that training objectives are achieved, ensuring that there are consistent refresher/follow-up trainings on a regular basis.
- Monitoring and Evaluation system for all capacity building trainings should be established, using pre and post tests per training in order to document skill development and identify further training needs.
- Local trainers should be selected based upon their expertise and commitment to a TOT model.
- Gender Balance should be maintained for staff and participants in trainings to ensure that training tools are gender sensitive and promote gender responsive programs, led by both men and women.

Mentoring and Networking for community women and men

- Create mentoring programs for women who are serving in either VDC functions or have other outstanding positions as women's rights advocates and could serve as role models to other women including youth.
- Actively support male champions to raise their voices for women's empowerment and be active agents of change against discriminatory socio-cultural practices/norms.
- Establish networking structures, including with the support of information technology, to allow women to liaise, share, learn from each other, and network particularly for sensitive topics such as GBV and women's exclusion from decision making.

Liaising with government officials

- NGO and CSO leaders and project managers should communicate key learnings from gender and livelihood trainings to government officials, specifically women MPs in Shan State.
- Continuously advocate for the inclusion of gender equality principles in local decision-making bodies including religious and political leaders, to increase the infiltration/ mainstreaming of gender equality in all stages of education (both public and monastic) through education, and public awareness campaigns on state, district, and village levels.