

Promoting Gender Equality and Women's Empowerment across the Peace-Humanitarian-Development Nexus in Kachin State, Myanmar

Consultation Summary Report

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Consultation Participants

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Acronyms

CEDAW Convention on the Elimination of All Forms of Discrimination Against Women

CSOs Civil Society Organisations

EAO Ethnic Armed Organisations

GBV Gender-Based Violence

GENCAP Gender Capacity Adviser

GEEWG Gender Equality and the Empowerment of Women and Girls

ICT Information and Communications Technology

IDP Internally Displaced Person

(I)NGOs (International) Non-Governmental Organisations

KSWN Kachin State Women's Network

NSPAW National Strategic Plan for the Advancement of Women

UN United Nations

UN Women United Nations Entity for Gender Equality and the Empowerment of Women

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Executive Summary

Crisis impacts do not fall equally in society and certain social groups, such as women, girls, the poorest, vulnerable and marginalized groups are hit harder and have lower resilience in adapting to and recovering from crises. Women and girls in Myanmar have been found to be disproportionately impacted before, during and after crisis and conflict due to persistent gender inequalities, gender-based discrimination and violence, which are often reinforced, perpetuated and exacerbated – and Kachin is no exception.

In Kachin, since 2011, renewed armed conflict and ongoing heightened tensions have led to extensive loss of life, damage to infrastructures, destruction of livelihoods, protracted and continuous displacement of hundreds of thousands of people, and increased gender-based violence. Prolonged displacement and further restricted humanitarian access since 2016 has affected the displaced communities' coping resilience, compounding vulnerabilities and marginalisation, and exposing communities to negative coping mechanisms, protection risks and threats including trafficking, especially of women and girls.

Persistent gender inequalities combined with ongoing violence impede women's participation in decision making, as well as their inclusion in recovery, transition, and peace processes – yet women are willing and ready to step up, if given support and opportunities. The Kachin State Women's Network (KSWN), women, women's groups and key stakeholders in Kachin have identified the lack of capacities and opportunities for women and local women's groups, networks and CSOs to engage in humanitarian, peace and development planning, implementation and decision-making in Kachin as a key gap and need. Despite being disproportionately impacted, women's actual and potential contributions to crisis response, conflict resolution, peace building and longer-term recovery and development are often overlooked and women's leadership in building community resilience disregarded. If women and their advocates are absent in humanitarian, peace building and development planning and decision-making processes, there will never be a complete understanding of the gendered vulnerabilities and impact of crises and conflict to design and inform policy, planning and programmes that are effective, accountable and based on sound evidence.

Local women's movements, CSOs and groups are the stakeholders the most knowledgeable on the specific needs and issues for women in crisis and conflict affected areas and can come up with local solutions to the problems in consultation with women in local populations to promote their leadership, voice and influence on decision-making, if given opportunities and resources. Hence, women's and women's groups increased leadership and participation in humanitarian action, peace building and development efforts is a precursor for effective, accountable and sustainable strategies.

For gender equality and women's empowerment, Kachin State has a vast networks of women's CSOs, including the KSWN which includes over 30-member organisations from across the State representing women of different ages, ethnic and religious background and other diversities, who are already engaging in advocacy efforts. The KSWN expressed request for UN Women's technical and coordination support to strengthen their ongoing and planned capacity development of women's CSOs as well as supporting joint advocacy for the implementation of the Kachin State Government and the Area Humanitarian Country

Team's commitments to gender equality and women's empowerment. Supporting advocacy and lobbying efforts of the women's movements in Kachin to guide and influence state level policy and programming decisions for increased commitment to gender responsive policies, plan, programmes and budgets is critical. So too is supporting capacity strengthening of women's groups, CSOs and networks to enable them to effectively engage in these processes. An effort is needed to build as broad a coalition of women's organizations as possible, to build their capacities to articulate priorities and to influence decision making and planning processes, to ensure meaningful participation and leadership of women and women's groups and that gender issues are addressed.

The importance of gender equality and women's empowerment and leadership as a central element of humanitarian action, and across the humanitarian-peace-development nexus, has been recognized in international normative frameworks to which the Government of Myanmar is a signatory. These include the World Humanitarian Summit Agenda for Humanity and the Grand Bargain, the Sustainable Development Goals, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action and the UN Security Council Resolutions 1325 and 1820. The National Strategic Plan for the Advancement of Women (2013-2022) of the Government of Myanmar has "Women in Emergencies", "Women in the Economy", "Women in Decision-Making" and "Women and Livelihoods" as four of its twelve priority areas. The Grand Bargain commits donors and aid organizations to providing 25 per cent of global humanitarian funding to local and national responders by 2020. For this commitment to be effective and gender-responsive, it must prioritise engagement, funding and capacity development support to local women's groups and other local networks and civil society groups working with women as first responders, peace brokers and community resilience builders.

Therefore, by encouraging, supporting, and facilitating women's organisations and movements as well as gender equality advocates to lead policy, planning and programme efforts at the local and state levels in Kachin, this consultation co-organised by UN Women and the KSWN was an initiative to ensure that women's voices are adequately heard and acted upon in humanitarian, peace building and development policies and programmes.

Objective:

The overall objective of the Consultation was to:

1. Firstly, on day 1 bring together key members of the Kachin State Women's Network from women's CSOs, organisations and networks to identify common priorities and strategies based on good practices and lessons learned and develop policy recommendations on "Promoting Gender Equality and Women's Empowerment across the humanitarian-peace-development nexus in Kachin, Myanmar" in the form of a Common Charter of Demands.
2. Secondly, on day 2 promote dialogue and exchange between the members of the Kachin State Women's Network with the State Government, UN, INGOs and NGOs to share the Kachin Women's Common Charter of Demands and identify key strategies and approaches for its operationalization.

Outcome:

The outcome of the consultation will be a report, containing a summary of the discussion and recommendations. Further a Kachin Women's Common Charter of Demands will be developed. The report and charter will be circulated widely with Kachin State Government, the Kachin Humanitarian Coordination System and other key actors at state and national level. It will further be made available on the website of UN Women. Participants

Participants: approx. 70 people.

- Members of the Kachin State Women's Network including women's organisations, civil society groups, community-based networks and local women's leaders from IDP camps and villages from Myitkyina, Waingmaw, Hpakant, Bhamaw, Momauk, Mansi, Hopin, Mohnyin, Mogaung, Shwegu, and Laiza.
- Key Kachin State Government representatives including the State Director of the Department of Social Welfare.
- Key representatives of the Kachin Area Humanitarian Country Team from the UN, INGOs, NGOs, CSOs.

Day 1 participants: Kachin State Women's Network members, conflict affected women from Kachin, UN Women

Day 2 participants: Kachin State Women's Network members, UN Women, representatives from the AHCT (UN, INGOs, NGOs, CSOs, faith-based organisations), representatives from the Kachin State Government, conflict affected women from Kachin

This report summarises the presentations and discussions at the consultation, and highlights recommendations from the group work sessions, the Common Charter of Demands by KSWN members and the plans for its operationalisation by key stakeholders.

Introduction

Marie Sophie Sandberg Pettersson, Programme Specialist from UN Women, made the opening remarks of the first day by welcoming all the participants from the Kachin State Women Network (KSWN) highlighting the topic and background of the consultation which originated from various consultations between UN Women and KSWN coordination team members and other CSOs and women in Kachin over the past year since 2017 during which the KSWN had requested for UN Women's support to strengthen their ongoing work with women and women's CSOs in Kachin State, including supporting capacity development and joint advocacy for the implementation of the Kachin State Government and the international community's commitments to gender equality and women's empowerment. Marie emphasised UN Women's strong commitment to partnering with the KSWN to promote gender equality and women's empowerment across the peace-humanitarian-development in Kachin State in collaboration also with the Kachin State Government and other key stakeholders in Kachin, noting that this consultation is only one first step in this process. UN Women's body of knowledge, expertise and experience, as well as its strong network with human and women's rights groups and institutions in Myanmar makes it uniquely positioned to bring about transformative change by leveraging its triple mandate to promote Gender Equality and the Empowerment of Women and Girls (GEEWG) as central to the peace building, crisis response and recovery, democratic governance, and development processes. She finished off by stating that UN Women looks forward to an exciting consultation with active discussions and contributions from the many women leaders, women's CSOs, organisations and members of the Kachin State Women's Network.



Marie Sophie Pettersson, Programme Specialist and Nan Son Hom, Programme Officer, UN Women Myanmar



Nang Pu who is the Director of Htoi Gender and Development Foundation, and the founder of Kachin State Women Network (KSWN) highlighted the importance of all women IDPs, women's leaders, women's CSOs, women faith-based leaders, and members of the KSWN coming together to strengthen our collective voices and make them heard to demand change. She thanked UN Women for the initiative and technical and financial support and highlighted the history of KSWN and UN Women discussions on this over the past year. She stressed that she believed that this

Nang Pu, Director of Htoi Gender and Development Foundation, and the founder of Kachin State Women's Network

consultation workshop will open up new doors for the all participants to contribute their inputs, suggestions, ideas and opinions on promoting gender equality and women’s empowerment in peace, humanitarian action and development.

Nan Son Hom, UN Women Programme Officer, introduced the objective of the consultation and briefly explained the key topics to be covered and the overall agenda.

Session 1: Overview of Gender Equality and Women’s Empowerment in Humanitarian Action

Marie Sophie Pettersson, UN Women Humanitarian Action and Resilience Building Programme Specialist, and April Pham, Senior Inter-Agency GENCAP Adviser, facilitated a session on Promoting Gender Equality and the Empowerment of Women and Girls in Humanitarian Action in the global and regional context in line with normative frameworks and international commitments focusing on highlighting why gender equality is relevant to humanitarian action and sharing about key gender gaps, opportunities and the way forward.

April and Marie presented on the IASC GEEWG Policy outlining the global humanitarian communities commitments to promoting gender equality and women’s empowerment in humanitarian action and stressed our collective responsibility to translate policies and practical tools and guidance into action.

Marie and April further demonstrated the increasing evidence from the region on disaggregation of mortality rates showing one aspect of how women and girls bear the brunt of impact from disasters and crises, pointing also to unequal levels of preparedness due to gender barriers. Women are more likely to be working inside their homes, go back to save children and assets, as well as being less likely to receive early warning information in time and to learn to swim or climb trees, which reduce their ability to survive in disasters. They explained that women and girls are disproportionately affected by crises because of gender inequalities and discrimination which exist in society before disaster strikes and conflict breaks out.

Nonetheless, April and Marie also emphasised that women are not just victims of disasters and crises, but also powerful agents of change as first

crisis responders, resilience builders, and peace makers. Further they stressed that local women’s leaders and groups are often the most knowledgeable about the specific needs and issues for women and girls in crisis prone or crisis affected regions. If given the opportunity and resources, this allows them to come up with local solutions to the problems, in consultation with local populations. Finally, evidence worldwide

Year	Disasters and Country	Female Mortality	Male mortality
1991	Cyclone OB2 Bangladesh	90%	10%
2004	Tsunami – Aceh, Indonesia	77%	23%
2004	Tsunami- Tamil Nadu, India	73%	27%
2008	Cyclone Nargis- Myanmar	61%	39%
2009	Tsunami – Tonga and Samoa	70%	30%
2015	Nepal Earthquake	55%	45%
2015	Myanmar Floods	42%	58%

shows that when women are meaningfully engaged, and their needs are addressed, the process to stability and resilience is accelerated, efficient, and more effective.

Yet Marie and April stressed that, unfortunately, as it currently stands, both disaster risk reduction, conflict prevention, crisis response and recovery are fields that remain filled with gender-blind practices. Key major gaps include: 1) DATA: severe lack of SADD and gender analysis in both DRR and crisis response, 2) REPRESENTATION: lack of substantive leadership and participation of women at all levels of humanitarian response, 3) FINANCING: insufficient investment in gender in humanitarian response, from post-disaster needs assessments to funding to use of the IASC gender marker.

Participants from the KSWN asked how the KSWN can promote more representation of women and women's groups in the humanitarian decision making and architecture and whether there is a need to establish more women's groups and train more women leaders in order to strengthen and mobilise collective activism and advocacy. April answered that yes, we need more women in leadership positions and we need many strong women's networks, but having more women represented in numbers is not enough, we need more women to be meaningfully engaged in decision making and we need to focus on strengthening the lobby efforts of existing women's leaders and networks to actively and persistently make demands of the national authorities and international community to deliver on their commitments and hold them accountable. April encouraged the KSWN to make persistent requests to UN senior management to meet with them to hear their demands, to engage them in discussions and to prioritise supporting CSOs' efforts working with local populations.

April emphasised that we need everyone to work for and with women in conflict settings, not just women for women, and gender equality advocates and institutions. All humanitarian, development and peace organisations and actors need to work for gender equality.

"Often women in communities do not realise the power they have in them – "you can be more demanding of the Government and international community demanding them to work on gender issues. Be forceful with your demands and take them beyond this workshop and to all key stakeholders to hold them accountable" – April Pham



April Pham, Inter-Agency Gender Capacity Adviser

An additional question was asked by a KSWN member among participants, how UN Women can support women's CSOs and women leaders to strengthen their capacities and space to promote gender equality and women's empowerment in crisis settings. The participant further highlighted that sometimes women's CSOs feel discouraged to try engage in humanitarian coordination structures as they feel their voices are not heard as well as to apply for humanitarian funding as they are often not priorities for this by donors, UN agencies and other funding mechanisms. Marie highlighted that it is UN Women's core mandate to work with and support national and local gender equality institutions and advocates, including

women's CSOs, networks and groups to technically and financially support, promote and further accelerate their ongoing work on gender equality and women's empowerment. This can take place in various forms including by 1) partnering with and providing funding to women's CSOs/groups/networks to implement gender equality and women's empowerment programmes; 2) facilitating the convening and mobilising of women's groups/csos/networks to accelerate and support their joint advocacy efforts including with government and other key stakeholders; 3) functioning as the bridge and liaison between women's groups/csos/networks and government counterparts and other key stakeholders (UN, donors, INGOs, etc) including to promote accountability for implementation of gender equality and women's empowerment commitments and representation of women's csos/groups/networks in decision making platforms e.g. through CEDAW shadow reporting, engaging women's csos/groups/networks in multi-stakeholder gender coordination structures and efforts led by UN Women; disseminating advocacy messages by women's csos/networks/groups to key stakeholders, etc and 4) providing capacity development opportunities to women's csos/networks/groups through training, consultations, workshops; among others.

Session 2: Context for Gender Equality and Women's Empowerment in the ongoing conflict and crisis context in Kachin State

Panel Discussion

The Kachin State Women's Network Coordination Team Member, Ester, moderated a panel discussion with key experts who gave remarks and were asked questions within four key identified priority areas for gender equality and women's empowerment in Kachin State, Myanmar as below.

Panel Discussion with members of the Kachin State Women's Network. From the left: Ester, Seng Nan, Nang Pu, Nan Hka, Aung Ja.



1) Women, Peace and Emergencies by Aung Ja, KSWN Coordination Team Member

Aung Ja stressed that due the ongoing conflict since 2011, more than 100,000 people remain displaced in IDP camps in Kachin State and have experienced significant loss of family and community members, violence, human rights violations, loss of livelihoods with disproportionate impacts on women, girls, the elderly and people with disabilities. Humanitarian access to provide lifesaving assistance to IDPs remains very limited and the support from faith-based organisations and INGOs/NGOs is decreasing over the years leaving conflict affected people in dire situations. IDPs lack land, skills and opportunities for their self-

reliance and resilience. She emphasised that unless the government can provide full support to IDPs then they should allow full access for other actors to provide this assistance. She highlighted that women in Kachin State have a strong and growing interest and conviction that they have much to offer, and much to gain, from engaging in conflict prevention and peacebuilding. However, patriarchal socio-cultural norms, policy and legislation, continue to marginalize women from participating in the peace process. Women themselves are not aware of their rights to engage and women's actual and potential contributions to crisis response, conflict resolution, recovery and peace building are often overlooked and women's leadership in building community resilience and cohesion disregarded. There is a need to strengthen the fulfilment of commitments to gender equality and women's empowerment among humanitarian actors and decision makers from government, INGOs, NGOs, UN etc and to strengthen and to provide women and women's CSOs/networks with the space, platform, recognition and opportunities to participate in peace and humanitarian dialogues, planning, decision making, programme design and implementation and assessments.

"We need more channels and platforms for women's and women's CSOs' voices to be heard and shape decision-making for humanitarian action and peace. Together we women need to coordinate, mobilise and make demands to hold the senior officials accountable. We need male leaders to recognize women's agency and capacity to take on leadership and decision-making roles and not only stay at home. Women are not only victims of this conflict, but also first responders, peace-makers and agents of change" – Aung Ja, Coordination Team Member of Kachin State Women's Network.



Aung Ja, Coordination Team Member of Kachin State Women's Network

2) Women and Decision Making by Nan Hka, KSWN member

Nan Kha, highlighted that after the 2015 election, there has been a slight increase in women's participation across all sectors of politics, education, the economy and health. However, women's role in decision making at all levels from families, communities, local and national levels remains very limited and efforts to accelerate women's opportunities as decision-makers are lagging far behind. There are a very low number of women represented in Kachin State parliament and as a result gender and women's issues are rarely every raised nor discussed. Church and other faith-based leaders have a significant role in society in Kachin State, however, women are not represented amongst their leadership. The Nationwide Ceasefire Agreement has a provision for 30 % women's representation in policy dialogues, however this remains to be fulfilled in practice in Kachin State. Women are engaged in humanitarian action as first responders but they are rarely involved in humanitarian decision making and planning. The majority of decision making within Kachin State is made by male leaders at all levels and sectors - within families, communities, state level authorities and the army and armed groups – women's decision-making role remains absent in these spaces. Men and male leaders need to recognise women's capacities and equal roles in decision-making and provide them with the space to engage. We need to change the attitudes of mindsets of both men and women to transform socio-cultural gender norms so enable women to take on new leadership roles. We further need to strengthen governance institutions to make them more gender-responsive – including through gender-responsive budgeting and gender auditing - and to make stronger

provisions for women's leadership and to ensure commitments are adequately implemented by duty bearers.

"Men and male leaders need to recognise women's capacities and equal roles in decision-making and provide them with the space to engage." - Nan Hka, KSWN member

Nan Hka, Kachin State Women's Network member



3) Women and Livelihood and the Economy by Seng Nan, KSWN member

Seng Nan started by highlighted women's gendered roles as housewives and caretakers, on top of their other responsibilities for income generation – they are the prime responsible for all domestic household duties and responsibilities including cleaning, taking care children, elderly, sick family members; selling and buying vegetables and other products in the market; farming; cooking; etc. This leaves women with a gendered double burden which means they often have no time for income generation outside the household and when they do they often have little time for rest with significant health implications. Women also often lack the education and skills required to enter the formal labour market, and if they do they continue to face gendered discrimination in terms of unequal wages, lack of gender provisions such a parental leave and work related sexual harassment and other types of violence against women. She further stressed that lack of economic opportunities for both women and men, as well as adolescent girls and boys, is leaving them extremely vulnerable and at risk of seeking negative coping mechanisms to provide an income for their family including unsafe migration, human trafficking, including sex trafficking, and forced and exploitative labour. Further out of desperation, despair for lack of future prospects and psychosocial distress young people are prone to engagement in drug and other substance abuse as well as criminal activities. Allegedly, due to lack of opportunities for adult male family members to live out their gender roles as breadwinners and providers for their families, and overall distress, rates of domestic violence including intimate partner violence against women and girls have increased. Adolescent girls are especially at risk of being trafficked or forced into cross-border marriage or other child and early forced marriages within Kachin State. Seng Nan stressed that there is a need for strengthened awareness raising and civic education for communities, especially youth, around the risks of substance abuse, gender discrimination and gender-based violence, human trafficking, drugs trade, as well as to promote the role of young people as champions and change agents for gender-equal peaceful communities and as central actors in conflict resolution and recovery. Some INGO/NGO interventions have provided IDP women and men with small scale skills training and provided them with livestock and other productive assets, as well as loans to start-up businesses, however without more longer-term strategies including their linking to the formal job sector, including within the private sector, and promoting market development, financial inclusion and more advanced skill training for higher employability e.g. ICT skills, people often remain economically vulnerable and trapped in cycles of debt. Conflict affected women, men and youth, especially those in IDP camps, need better and sustainable opportunities for education, skill training and job opportunities, including safe and fair migration, to promote their potential as equal economic contributors, resilience builders and change makers in their communities and the state.

“Women and adolescent girls can do more than work as housewives, caretaker and in tailoring and beauty parlours – they can work in all sectors and industries if given the opportunities! ” - Seng Nan, KSWN member

Seng Nan, Kachin State Women’s Network member



4) Violence Against women and Trafficking by Nang Pu, KSWN Founder and Director of Htoi Gender and Development Foundation

Nang Pu highlighted that since the escalation of conflict in 2011, prevalence of violence against women has increased in society and a socio-cultural and political environment that favours violence, exploitation, abuse and trafficking of women has been further exacerbated and institutionalised. Women and girls’ confinement in IDP camps with limited freedom of movement and mobility make them especially easy targets and at risk of trafficking, in particular for those residing along the border with China. She explained that due to the conflict, women and girls especially are trafficking across the border to China either forced into marriages or different forms of labour exploitation in the sex industry, domestic work, factory work etc. They are usually unpaid and have no means of contacting their family back home. The majority of trafficking victims/survivors are from IDP camps. She stressed that the lack of livelihoods and economic opportunities for women, as well as their male family members, make them resort to negative coping mechanisms out of desperation for survival and as a result are more prone to exploitation. The lack of job opportunities for men also challenges traditional notions of masculinity and men’s roles as breadwinners which has also lead to an increase in domestic and intimate partner violence against women. Further Nang Pu highlighted the cases of conflict related sexual violence against women perpetrated by armed actors. She stressed the overall impunity of perpetrators and the lack of access to justice for survivors of violence and trafficking as a major gap and emphasised how CSOs like Htoi Gender and Development Foundation provide legal support to survivors including by representing them in court. She shared that overall all conflict affected women in Kachin State live in constant fear of violence and abuse from all authorities, armed actors, the police, including fear of having themselves or their family members arrested due to being accused of unlawful association with Ethnic Armed Organisations with the Kachin Independent Army (KIA). She stressed that this fear is the main barrier causing women survivors of violence to stay silent, and preventing women’s overall engagement in decision making and leadership roles.

“A culture of acceptance of violence against women, lack of job opportunities for women and the continued conflict and displacement, makes young women living along the border with China especially vulnerable to trafficking and exploitation including forced marriage. Women in Kachin live in constant fear of violence and exploitation – from the police, armed actors, community and even family members. We need 4 Ps - protection, prevention, prosecution and policy changes! We also need more sustainable economic opportunities for women in Kachin as well as opportunities for safe migration” – Nang Pu, Founder of Kachin State Women’s Network and Director of Htoi Gender and Development Foundation



Nang Pu, Founder of Kachin State Women’s Network and Director of Htoi Gender and Development Foundation

Session 3: Identifying Key Issues and Actions for Gender Equality and Women’s Empowerment in the ongoing conflict and crisis context in Kachin State

Sau Win Lagwi, KSWN Coordination Team Member, and Nan Son Hom, UN Women Programme Officer, introduced and facilitated a group exercise for all participants to identify key Issues and actions needed to promote gender equality and women’s empowerment within the key priority areas: 1) Women, Peace and Emergencies, 2) Women and Decision-Making, 3) Women and Livelihoods and the Economy, and 4) Violence Against Women and Trafficking, building on the discussions during the two previous sessions.

Below are the key summary points as an outcome of the group discussions.



1) Women, Peace and Emergencies

Key Issues:

- Patriarchal socio-cultural norms, policy and legislation, continue to marginalize women from participating in the peace process.

- Women themselves are not aware of their rights to participate in the peace process and have lost confidence
- Women's role and contributions are often overlooked
- Women and girls in Kachin State are among the worst impacted by the ongoing crisis and conflict situation
- Women are often the first crisis responders acting to ease the hardship of their community.
- Women and girls are among the most vulnerable and are targeted for sexual exploitation, abuse, violence and other human rights violations.
- High rates of maternal and infant mortality.
- Women have no platform or space to raise and report these violations to local authorities and to seek justice.
- Men, women, boys and girls in IDP camps have lost their family and community member, farms, land, houses, livestock and livelihoods due to the conflict.
- Many civilians have been trapped in IDP camps unable to move to a secure place and live in continued hardship with basic survival needs unmet.
- IDPs live in constant fear for their safety and with little hope for the future.
- There is no space for women to report human right violations they face.

Key Actions Needed:

- Strengthen the capacities of women as leaders and decision makers
- Provide women with the space, recognition and opportunities to participate in peace dialogues
- The Government of Myanmar must ensure full access for provision of humanitarian assistance to crisis affected populations in Kachin State.
- Military outposts must be withdrawn from villages in order to safeguard civilians.
- Set up hotline service and complaint mechanisms for women to report human rights violations
- Ensure access to psychosocial support to conflict affected populations
- Increase women's representation and meaningful participation in relief, resettlement and security planning and policy, and in IDP camp coordination and management.
- The Government must develop a plan and programme to provide compensation, justice and remedial action to conflict affected populations
- Conduct consultation with conflict affected populations on their needs and issues

2) Women and Decision-Making

Key Issues:

- Women have the status as secondary citizens in patriarchal society in Myanmar and are discriminated against in both the private and public sphere, in families, communities and the state.
- Restrictive socio-cultural gender norms and practices often confine women to the domestic sphere and current laws and policies do not include adequate measures and provisions to ensure women's equal rights and representation in all aspects of life from the education sector, the labour market, to politics and governance.
- Legal and policy frameworks are discriminating against women preventing their equal rights and opportunities for their overall empowerment, e.g. land and property ownership, citizenship acquirement, inheritance, quota-systems for representation etc.
- Women in the work force suffer from unequal wages and limited opportunities to move up the career ladder and take on leadership and senior management positions.
- Women lack the confidence to speak up and take on leadership positions
- Women have lower leadership, advocacy, education and language skills to enable their roles in decision-making.



Key Actions:

- Enhance women's participation in elections as voters and electoral candidates and gender balanced representation in political parties.
- Increase women's meaningful participation and equal representation in governance including in developing policies, laws, strategies and programmes.
- Assign more women in leader positions in the job market across all sectors including through quota systems and other gender-responsive measures.
- Promote and advocate for gender equality and women's empowerment in the media (TV, newspapers, radio, social media).
- Conduct awareness raising sessions, advocacy campaigns and consultations on gender equality and women's empowerment in Kachin State at the community, village/camp, township, district and state levels.
- Create more opportunities, channels and platforms for women, women's groups and networks to speak out and make their voices and demands heard through engagement with the government, UN, INGOs, NGOs, CSOs and EAOs.
- Create forums, training opportunities and peer-mentoring schemes for women to strengthen their leadership and advocacy skills and confidence.

3) Women and Livelihood and the Economy

Key Issues:

- Restrictive socio-cultural gender norms often confine women to the domestic sphere and in lower positions
- Gender based violence at home, at work and in public spaces create perceived and actual threats to women's safety.
- Gender discriminatory land, property and business ownership laws.
- Gender- unequal wages
- Lack of gender-responsive measures to promote women's rights and empowerment in the work places including parental leave, child care facilities, zero tolerance for sexual harassment and abuse etc;
- Women's limited access to education, vocational, business and financial management skills, among others.



Key Actions Needed:

- Provide and ensure that women have equal access to job opportunities and equal pay for work of equal value.
- Provide women with more training opportunities on advanced vocational skills, entrepreneurship, business management, marketing and financial management.
- Put in place and strengthen existing measures and revise laws to ensure women's equal access to finance and banking.
- Revise and reform laws to ensure women's equal and co-ownership rights for land, property and businesses.
- Establish women's economic empowerment 'watchdog mechanism' representing all women in Kachin to ensure their voices, issues and challenges are channelled to the Government and other authorities to enable prompt and appropriate responsive action to inform labour law drafting, revisions, implementation and monitoring
- Hold awareness sessions on gender-equal labour laws and strengthen measures to ensure compliance with the laws at all levels.
- Conduct awareness sessions and advocacy campaign at the state, district, township and local level to promote gender-equal division of household work.
- Promote system of local cultural leaders to promote women's economic empowerment through advocacy campaigns and awareness raising using the media and peer-mentoring system.

4) Violence Against Women and Trafficking

Key Issues:

- Gender based violence especially against women, girls and boys is prevalent and widespread in Kachin State, with domestic violence as some of the highest forms reported.
- Impacts from the conflict as key risk factors for increased levels of violence.
- Sexual violence, including conflict related sexual violence by armed actors, and rape have also been reported as widespread in Kachin State leading to women feeling unsafe and restricting their freedom of movement, mobility and access to services.
- Prolonged displacement has resulted in high exposure to negative coping mechanisms, exploitation and protection risks and threats including human trafficking into China, especially of women and girls.
- Search for employment, attempts to escape overcrowded and unsafe living conditions in camps, and cross-border marriage arrangements are among key ways women are lured into human trafficking.
- Inadequate systems and measures in place for survivors to seek protection, services and justice.
- Survivors are often further stigmatized and marginalised.



Key Actions Needed:

- Government, in collaboration with the UN, INGOs, NGOs, CSOs, law enforcement and the media, to conduct awareness raising and advocacy campaign at state, township, district and community levels on human trafficking and safe migration, and gender-based violence with a focus on gender aspects particularly impacting women and girls.
- Government to develop and effectively implement a strategy for the promotion of protection, prevention, prosecution and policy to eliminate and address gender-based violence and human trafficking especially of women and girls.
- Establish one-stop-service centres and safe shelters for survivors of gender-based violence and human trafficking.
- Increase representation of women in the police force and overall law enforcement and conduct gender sensitization training with law enforcement including focus on gender-based violence and human trafficking.

Session 4: Developing Common Charter of Demands

Aung Ja, Sau Win Lagwi, and Ester, KSWN Coordination Team Members facilitated final discussion in plenary with all participants to agree on the key agreed overall call for recommended actions within the 4 priority areas to shape into a Common Charter of Demands by Women's Groups in Kachin State, Myanmar.



Ester, KSWN Coordination Team Member

Day 2

Introduction

Marie Sophie Sandberg Pettersson, Programme Specialist from UN Women, gave the introductory remarks of the second day of the consultation by welcoming all the participants and highlighting the purpose and background of the consultation and welcomed the Director of the Kachin State Government Department of Social Welfare to give her opening remarks.

Daw Mya Malar Soe, Director of Kachin State Government Department of Social Welfare, gave her opening remarks, expressing the full support of the Kachin State Government for the purpose of this consultation and highlighting that this is fully in line with the Government of Myanmar's commitments to gender equality and women's empowerment as a central element of peace building and sustainable development across of all Myanmar and also in Kachin State. She emphasised that this is in line with the Government's commitments to



Daw Mya Malar Soe, Director of Kachin State Government Department of Social Welfare

key international normative frameworks including the Sustainable Development Goals, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action and the UN Security Council Resolutions 1325 and 1820. She shared that the National Strategic Plan for the Advancement of Women (2013-2022) of the Government of Myanmar commits to promoting and protecting the human rights of women throughout our country, and to creating an equal and inclusive society - one in which both women, girls, boys and men play equal and meaningful roles and where they can all reach their full potential. This includes women's equal access to information, resources, education, skills, opportunities and services, their freedom from violence and their representation and participation in decision and policy-making at all levels and in all spheres of society. She stressed that the effective implementation of this Plan in Kachin State will require the political will and commitment of all Ministries, national non-government organisations and international development and humanitarian partners, to resource and implement the Plan. She finally highlighted that this is why it is an important and opportune moment for us all to be gathered here today at this multi-stakeholder consultation to have an important discussion on the key priorities and way forward for promoting gender equality and women's empowerment across the humanitarian-peace-development nexus in Kachin State, in line with the key areas of the National Strategic Plan for the Advancement of Women, from the perspective of women in Kachin and their advocates, women's CSOs and members of the Kachin State Women's Network, with the support from UN Women.

Session 1: Presentation on Common Charter of Demands

Aung Ja, KSWN Coordination Team Member, presented the Common Charter of Demands on Gender Equality and Women's Empowerment Across Humanitarian-Development-Peace Nexus by Women's Groups in Kachin State, Myanmar (see Annex 1), developed during day 1 of the consultation, to all participants from State Government, UN, INGOs, NGOs, CSOs and faith-based organisations, in addition to the KSWN members.



Aung Ja, KSWN Coordination Team Member

The Common Charter was well received by all participants with various expressions of support and endorsement from the audience and it was stressed that the Common Charter needs to be shared more widely across all ministries of the Kachin State Government and all relevant stakeholders from the UN, INGOs, NGOs, CSO, faith-based organisations etc in Kachin State.

Session 2: Voices of Conflict Affected Women in Kachin

Sau Win Lagwi, KSWN Coordination Team Member, introduced two women leaders from IDP camps in Kachin State, Bawm Myaw (Women IDP camp Leader) from Jawmaset IDP camp, Myitkyina and Lu San (Secretary) from Zee Lum IDP camps, Myitkyina, to make speeches on their situation and key demands in plenary.

Lu San spoke out about her experiences being displaced since June 2011, sharing about her more than 7 years of staying in a 10 feet wide shelter in Zee Lum IDP camp, Myitkyina. The IDP population in Zee Lum has encountered significant hardship due to not receiving any humanitarian assistance except for cash for food from WFP on a monthly basis - each IDP family receives 11,000 kyats to buy food, however as food prices are constantly increasing, this is not sufficient to cover their basic needs. She further stressed the challenges they face in paying for their children's education beyond grade 9. Lu San shared that her husband passed away a month ago, suddenly without any prior health issues – she believes that emotional stress, depression and trauma caused his death. The night before he passed away, he had told her how devastated he was that they are unable to afford sending their 2 children in grade 11 to boarding school for their continued education. She further shared that IDP children face discrimination in schools because their parents cannot afford contributing to school events and social activities. This type of discrimination makes IDP children feel shameful and leads many to drop out of school to instead enter the job market. She emphasised the issue of lack of privacy in the camps, which especially is an issue for adolescent girls who have no privacy for changing their clothes and no separate bedrooms which put them at risk of harassment and gender-based violence. Children and older person suffer from malnutrition. Lack of jobs and livelihoods is the biggest issue for both men and women IDPs.

“Since the conflict escalation this year we have received no support as humanitarian assistance is not allowed to access our IDP camp. We have no education for our kids and no job opportunities for men and women. There is no hope for the future of our children and youth. Women like myself who have become widows due to the conflict especially struggle to get by. My husband died suddenly with no health issues and I believe he died from trauma and depression from the hardship we face as IDPs. We are all traumatized and worry about our survival. Thank you for



giving me the space to speak today and thank you all for listening to our demands. I would like to raise my voice to call on all CSOs, INGOs, NGOs, UN and the Government to look into our problems, needs and challenges to find alternative means and solutions for us to recover” - Lu San (Secretary) from Zee Lum IDP camp, Myitkyina.

Bawm Myaw (Women Camp Leader) from Jawmasat IDP camp, Myitkyina shared that there are more than 500 IDPs in Jawmasat camp, who fled from Awng Lawt village, Tanai Township, on 11 April 2018. On 11 April 2018 Tatmadaw launched a violent attack against the KIA, however the artillery attack hit civilian houses and led to her whole village fleeing the area and being stuck in the forest for 28 days. While the village members were stuck in the forest, one pregnant woman died after delivering her baby, and one elderly person died in the forest due to the severe health condition. One woman had to carry her infant child while fleeing from the village. She further shared that after they arrived in Jawmasat camp, temporary shelters were built by KMSS, the State Government donated 300 rice bags, and others CSOs and NGOs also provided food items. She shared that currently all IDPs in Jawmasat camp are waiting to relocate to another area where new shelters are being constructed by KMSS and ICRC. She stressed that currently, IDPs in Jawmasat camp have enough food for another two months, but families are struggling to earn money including to support their children's education. She stressed that another challenge is that severely and chronically ill people in the camp cannot afford being medicine.

“Violent conflict broke out again this year in April as we were in the middle of our annual festival celebrating the 50-year anniversary of the local Church. As the elderly, pregnant women and children had stayed back home, while the rest of the community were attending the festival, these most vulnerable people became among the key targets of the violence. Our camp is surrounded by hills and forest so when violence broke out we had nowhere to run or hide except stay in the forest for 28 days. We lost many loved ones and today we suffer to meet our basic needs. We now have enough food and other supplies to get by for another two months, but after that I am not sure. We are waiting to relocate to a new area but so far we have only received temporary shelter for less than half of all the families in our camp. One health clinic has opened in our camp but there are not enough supplies for everyone and we cannot afford basic healthcare. We need educational supplies for our children and youth. Women and men in our camp want to work. We all want to leave the camp and continue our lives as normal. These are the challenge and the current situation of IDPs. We need the continued and strengthened support of all CSOs, Government, INGOs, NGOs and the UN.” - Bawm Myaw (Women Camp leader) from Jawmasat IDP camp, Myitkyina Township.



Bawm Myaw (Women Camp leader) from Jawmasat IDP camp, Myitkyina Township.

Session 3: Operationalising the Common Charter of Demands

Sau Win Lagwi, KSWN Coordination Team Member, and Nan Son Hom, UN Women Programme Officer, introduced and facilitated a group exercise for all participants to identify the key next steps (the 'how' and the 'who') on how to operationalise the Common Charter of Demands by Women's Groups in Kachin State, Myanmar to promote gender equality and women's empowerment within the key priority areas: 1) Women, Peace and Emergencies, 2) Women and Decision-Making, 3) Women and Livelihoods and the Economy, and 4) Violence Against Women and Trafficking.

1) Women, Peace and Emergencies

Key Action	How implement?	Who?
<ul style="list-style-type: none">• Many civilians have been trapped in IDP camps and are unable to move to a secure place and live in continued hardship with basic survival needs unmet.• Women and girls in Kachin State are among the worst impacted by the ongoing crisis and conflict situation• Patriarchal socio-cultural norms, policy and legislation, continue to marginalize women from participating in the peace process.• Women themselves are not aware of their rights to participate in the peace process and have lost confidence	<ul style="list-style-type: none">• The Government of Myanmar must ensure full access for provision of humanitarian assistance to crisis affected populations in Kachin State.• The Government must allow full freedom of movement and displacement for conflict affect populations.• The Government must increase women's representation and meaningful participation in relief, resettlement and security planning and policy, and in IDP camp coordination and management.• The Government must provide women with the space, recognition and opportunities to participate in peace	<ul style="list-style-type: none">• Government• CSOs, INGOs, NGOs• UN agencies, especially UN Women

	dialogues and overall peace process	
<ul style="list-style-type: none"> The Kachin State Government does not have the full authority to respond in emergencies. 	<ul style="list-style-type: none"> The Union Government must delegate authority to the Kachin State Government to be able to lead emergency response and to allow full humanitarian access to the UN, NGOs, INGOs and CSOs. 	<ul style="list-style-type: none"> Government
<ul style="list-style-type: none"> There is restriction on freedom of movement due to military checkpoints and outposts which create fear and insecurity among civilians. There is no complaint mechanism to report human right violations. Men, women, boys and girls in IDP camps have lost their farms, land, houses, livestock and livelihoods due to the conflict. 	<ul style="list-style-type: none"> Military outposts must be withdrawn from villages in order to safeguard civilians. Set up hotline service and complaint mechanisms for women to report human rights violations The Government must develop a plan and programme to provide compensation, justice and remedial action to conflict affected populations 	<ul style="list-style-type: none"> Government Military INGOs, NGOs, UN, CSOs



2) Women and Decision-Making

Key Action	How implement?	Who?
<ul style="list-style-type: none"> • Women have the status as secondary citizens in patriarchal society in Myanmar and are discriminated against in both the private and public sphere, in families, communities and the state. • Restrictive socio-cultural gender norms and practices often confine women to the domestic sphere and current laws and policies do not include adequate measures and provisions to ensure women's equal rights and representation in all aspects of life from the education sector, the labour market, to politics and governance. 	<ul style="list-style-type: none"> • Promote and advocate for gender equality and women's empowerment in the media (TV, newspapers, radio, social media). • Conduct awareness raising sessions, advocacy campaigns and consultations on gender equality and women's empowerment in Kachin State at the community, village/camp, township, district and state levels. 	<ul style="list-style-type: none"> • Religious leaders • Media • Government • INGOs, NGOs, CSOs, UN
<ul style="list-style-type: none"> • Women lack the confidence to speak up and take on leadership positions • Women have lower leadership, advocacy, education and language skills to enable their roles in decision-making. 	<ul style="list-style-type: none"> • Enhance women's participation in elections as voters and electoral candidates and gender balanced representation in political parties. • Increase women's meaningful participation and equal representation in governance including in developing policies, laws, strategies and programmes. • Assign more women in leader positions in the job market across all sectors 	<ul style="list-style-type: none"> • Government • CSOs, NGOs, INGOs, UN • Community leaders and male community/family members • Women's groups • Religious leaders

	<p>including through quota systems and other gender-responsive measures.</p> <ul style="list-style-type: none"> • Create more opportunities, channels and platforms for women, women's groups and networks to speak out and make their voices and demands heard through engagement with the government, UN, INGOs, NGOs, CSOs and EAOs. • Create forums, training opportunities and peer-mentoring schemes for women to strengthen their leadership and advocacy skills and confidence. 	
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Win Thu, Humanitarian Affairs Specialist (Liaison), OCHA



Zaw Lawt, Project Officer, UNDP Myitkyina

3) Women and Livelihoods and the Economy

Key Action	How implement?	Who?
<ul style="list-style-type: none"> Gender discriminatory land, property and business ownership laws. 	<ul style="list-style-type: none"> Revise and reform laws to ensure women's equal and co-ownership rights for land, property and businesses. Put in place and strengthen existing measures and revise laws to ensure women's equal access to finance and banking. Provide and ensure that women have equal access to job opportunities and equal pay for work of equal value. Establish women's economic empowerment 'watchdog mechanism' representing all women in Kachin to ensure their voices, issues and challenges are channelled to the Government and other authorities to enable prompt and appropriate responsive action to inform labour law drafting, revisions, implementation and monitoring Hold awareness sessions on gender-equal labour laws and strengthen measures to ensure compliance with the laws at all levels. 	<ul style="list-style-type: none"> Parliament Government CSOs, NGOs, INGOs, UN
<ul style="list-style-type: none"> Restrictive socio-cultural gender norms often confine women to the domestic sphere and in lower positions 	<ul style="list-style-type: none"> Conduct awareness sessions and advocacy campaign at the state, district, township and local level to promote 	<ul style="list-style-type: none"> Religious leaders Government CSOs, INGOs, NGOs, UN

	<p>gender-equal division of household work.</p> <ul style="list-style-type: none"> • Promote system of local cultural leaders to promote women's economic empowerment through advocacy campaigns and awareness raising using the media and peer-mentoring system. • Provide women with more training opportunities on advanced vocational skills, entrepreneurship, business management, marketing and financial management. 	
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4) Violence Against Women and Trafficking

Key Action	How implement?	Who?
<ul style="list-style-type: none"> • Search for employment, attempts to escape overcrowded an unsafe living conditions in camps, and cross-border marriage arrangements are among key ways women are lured into human trafficking. • Prolonged displacement has resulted in high exposure to negative coping mechanisms, exploitation and protection risks and threats including human trafficking into China, especially of women and girls. 	<ul style="list-style-type: none"> • Government, in collaboration with the UN, INGOs, NGOs, CSOs, law enforcement and the media, to conduct awareness raising and advocacy campaign at state, township, district and community levels on human trafficking and safe migration, and gender-based violence with a focus on gender aspects particularly impacting women and girls. • Government to develop and effectively implement a strategy for the promotion of protection, prevention, prosecution and policy to eliminate and address gender-based violence and human trafficking especially of women and girls. 	<ul style="list-style-type: none"> • Government • CSOs, INGO, NGOs, UN
<ul style="list-style-type: none"> • Inadequate systems and measures in place for survivors to seek protection, services and justice. • Survivors are often further stigmatized and marginalised. 	<ul style="list-style-type: none"> • Establish one-stop-service centres and safe shelters for survivors of gender-based violence and human trafficking. • Increase representation of women in the police force and overall law enforcement and conduct gender sensitization training with law enforcement including focus on gender-based 	<ul style="list-style-type: none"> • Government • CSOs, NGOs, INGOs, UN

	violence and human trafficking. • Reinforce rule of law.	
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Ei Khaine Zin, GBV Programme Analyst, UNFPA Myitkyina and Awet Hailu, Head of UNFPA Myitkyina

Way Forward

Aung Ja, KSWN Coordination Team Member, and Marie Sophie Pettersson, UN Women Programme Specialist, gave the final thanks to all participants, provided a wrap up summary of the key agreements of the day and shared that as a next step follow-up the outcomes of the consultation - the Common Charter of Demands by Women's Groups in Kachin State, the Road Map for Operationalisation of the Common Charter and the Workshop Summary Report – will be circulated to all consultation participants. Further follow-up circulation will be done with key stakeholder from Kachin State Government, the Kachin Area Humanitarian Country Team, the Yangon Humanitarian Country Team, among others.



Marie Sophie Pettersson, Programme Specialist, UN Women and Ester, Kachin State Women's Network Coordination Team Member

Annex 1: Common Charter of Demands by Women's Groups in Kachin in English

Common Charter of Demands by Women's Groups for Gender Equality and Women's Empowerment across the Peace-Humanitarian-Development Nexus in Kachin State, Myanmar

Women and girls in Kachin State are born to experience the nature of earth's beauty, and to contribute peace, harmony and well-being in their families, communities, overall society and the nation to shape the process for sustainable development for all. On June 9, 2011, human-made armed conflict emerged in Kachin State, and has since then resulted in extensive loss of life, damage to infrastructures, destruction of livelihoods and protracted and continuous displacement of more than 100,000 civilians. Prolonged displacement and further restricted humanitarian access since 2016 has affected the displaced communities' coping resilience, compounding vulnerabilities and marginalisation, and exposing communities to negative coping mechanisms, protection risks and threats including gender-based violence and human trafficking. Among the displaced and conflict affected population, women and girls are disproportionately impacted due to persistent gender inequalities and gender discrimination in society stemming from socio-cultural and religious norms, and further reflected across laws, policies, formal and informal institutions. Women from ethnic and religious minority groups, women of lower socio-economic status, displaced women, women living with disabilities, gender-based violence and human trafficking survivors, elderly women, adolescent girls, girls, pregnant and lactating women, transgender, lesbian and queer women are among the worst impacted suffering from multiple layers of discrimination and marginalization and who require targeted attention. This scenario is impeding women and girls in Kachin State's participation in decision making, as well as their inclusion in recovery, transition, and peace processes, in order to shape peace, humanitarian and development policy, planning and programmes.

Yet women, women's organisations and advocates are willing and ready to step up, if given the support and opportunities. It is crucial for Gender Equality and Women's Empowerment to be recognized as a central element of peace building, humanitarian action and sustainable development. Achieving gender equality is precursor and accelerator for effective, accountable and sustainable strategies and together we all share a collective responsibility to achieve it. Hence, the Kachin State Women's Network and its member organisations call on all stakeholders and duty bearers from across the Government of Myanmar, local authorities, CSOs, faith-based organisations, and the international community to take action in

accordance with this Common Charter of Demands for Gender Equality and Women's Empowerment across the Peace-Humanitarian-Development Nexus in Kachin State, Myanmar.

Overall, and end to the conflict and promoting peace is the most paramount demand and dream of all people in Kachin State, Myanmar.

Prepared by: The Kachin State Women Network (KSWN) and all its member organisations including Htoi Gender and Development Foundation, Kachin women Association(KWA), Good Hope Foundation, Dawn Peace Foundation, Momawk women, Shang Women Development Networking, Metta Development Foundation, Mingalar Foundation, Kachin Development Networking Group (KDNG), Kindness Women Networking Group, KBC Women Department. DaiFan also contributed to this.

Women, Peace and Emergencies

Women in Kachin State have a strong and growing interest and conviction that they have much to offer, and much to gain, from engaging in conflict prevention and peacebuilding. However, patriarchal socio-cultural norms, policy and legislation, continue to marginalize women from participating in the peace process. Women themselves are not aware of their rights to engage and women's actual and potential contributions to crisis response, conflict resolution, recovery and peace building are often overlooked and women's leadership in building community resilience and cohesion disregarded. As a result, their specific needs remain unmet and their voices unheard. If women and their advocates are absent in humanitarian and peace building planning and decision-making processes, there will never be a complete understanding of the gendered vulnerabilities and impact of crises and conflict to design and inform policy, planning and programmes that are effective, accountable and based on sound evidence. Strengthening the capacities of women as leaders and decision makers, and providing them with the space, recognition and opportunities to participate in peace dialogues will bring Kachin State on the right track in achieving peace.

Women and girls in Kachin State are among the worst and disproportionately impacted by the ongoing crisis and conflict situation, yet they are also often the first crisis responders acting to ease the hardship of their community. As persistent gender inequalities, gender-based discrimination and violence are reinforced and exacerbated by emergencies, women and girls are among the most vulnerable and are targeted for sexual exploitation, abuse, violence and other human rights violations. Pregnant women, youth, children, the elderly and those with disabilities are particularly at risk. Yet women have no platform or space to raise and report these violations to local authorities and to seek justice. It is crucial to engage women in the development of humanitarian response planning, relief and resettlement policy, security policy and to overall ensure crisis affected women's voices and demands are acted upon from urgent humanitarian assistance and protection to longer term recovery and resettlement needs. Men, women, boys and girls in IDP camps have lost their family and community member, farms, land, houses, livestock and livelihoods due to the conflict. Many civilians have been trapped in IDP camps unable to move to a secure place and live in continued hardship with basic survival needs unmet, constant fear for their safety and with little hope for the future.

Key demands:

- The Union Government of Myanmar must decentralize authority, responsibility and accountability to the Kachin State government to promptly assist in every emergency situation in Kachin State.
- The Government of Myanmar must ensure full access for the UN, INGOs, NGOs and CSOs to provide humanitarian assistance to crisis affected populations in Kachin State.
- Ensure food rations and other life-saving humanitarian assistance is never to cut during emergency situations.
- Withdraw military outposts from villages in order to safeguard civilians.
- Set up safe and accessible hotline service and complaint mechanisms for women to report human rights violations, humanitarian and other needs, issues and demands with an accountable follow-up feedback loop from relevant authorities and service providers.
- Ensure regular inclusive and participatory consultations with conflict affected populations, especially women, on their needs, issues and demands.
- Ensure access to justice and provision of psychosocial support to conflict affected populations in need including victims/survivors of human rights violations and violence.
- Increase women's representation and meaningful participation in relief, resettlement and security planning and policy in Kachin State, including also in IDP camp coordination and management.
- Strengthening the capacities and promote the awareness of women as leaders and decision makers, and providing them with the space, recognition and opportunities to participate in peace dialogues in Kachin State.
- The Government - in collaboration with the UN, INGOs, NGOs and CSOs - must develop a plan and programme to provide compensation and remedial action to conflict affected populations in Kachin State for the losses and injustice they have endured.
- Provide women and the overall conflict effected population in Kachin with cash and in-kind support, skills training, formal job opportunities, market linkages, access to finance, land rights and requisition to promote their sustainable livelihoods, self-reliance and financial independence.

Women and Decision-Making

Women have the status as secondary citizens in patriarchal society in Myanmar and are discriminated against in both the private and public sphere, in families, communities and the state. Restrictive socio-cultural gender norms and practices often confine women to the domestic sphere and current laws and policies do not include adequate measures and provisions to ensure women's equal rights and representation. This prevents women from participating in all aspects of life from the education sector, the labour market, to politics and governance. Women in the work force suffer from unequal wages and limited opportunities to move up the career ladder and take on leadership and senior management positions. Women should be fairly and equitably represented and given the equal opportunity with men to participate in decision making at all levels including in political parties, parliament, policy making, legislation, planning, administration, religious institutions, law enforcement across all topics of the peace

process, the economy, education, natural resource management, security, social welfare, relief and resettlement, human rights, religion, development, land, housing and property, among others. If given the opportunity, women have the capacity and willingness to shape the future of the country.

All men, the government and other authorities need to encourage, support and give the floor and space to women to contribute to discussions and decisions to ensure their opinion, voices, thoughts and ideas are brought into practice. Women need to be given more opportunities to obtain higher levels of education, training, confidence and leadership building, and an enabling environment without discrimination in order to be widely involved in every aspect of life and all levels of decision making. This is essential in order to promote their own well-being and long-lasting development, prosperity and peace in Kachin State.

Key demands:

- Enhance women's participation in elections as voters and electoral candidates and gender balanced representation in political parties.
- Increase women's meaningful participation and equal representation in governance including in developing policies, laws, strategies and programmes.
- Assign more women in leader positions in the job market across all sectors including through quota systems and other gender-responsive measures.
- Promote and advocate for gender equality and women's empowerment in the media (TV, newspapers, radio, social media).
- Conduct awareness raising sessions, advocacy campaigns and consultations on gender equality and women's empowerment in Kachin State at the community, village/camp, township, district and state levels.
- Create more opportunities, channels and platforms for women, women's groups and networks to speak out and make their voices and demands heard through engagement with the government, UN, INGOs, NGOs, CSOs and EAOs.
- Create forums, training opportunities and peer-mentoring schemes for women to strengthen their leadership and advocacy skills and confidence.

Women and Livelihood and the Economy

Women in Kachin State are prevented from being economically empowered due to formal and informal gender barriers in society – from restrictive socio-cultural gender norms often confining women to the domestic sphere and in lower positions; gender based violence at home, at work and in public spaces; discriminatory land, property and ownership laws; unequal wages; lack of gender-responsive measures to promote women's rights and empowerment in the work places including parental leave, child care facilities, zero tolerance for sexual harassment and abuse etc; women's limited access to education, vocational and financial management skills, among others. The Government, UN, INGOS, NGOs, CSOs and the private sector must ensure women are given the space, opportunities and equal rights to ensure their sustainable livelihoods, self-reliance, financial independence and to contribute to fifty percent of the economy for the economic recovery and resilience of communities and the prosperity and development of Kachin State and the country as a whole.

Key demands:

- Provide and ensure that women have equal access to job opportunities and equal pay for work of equal value.
- Provide women with more training opportunities on advanced vocational skills, entrepreneurship, business management, marketing and financial management.
- Put in place and strengthen existing measures and revise laws to ensure women's equal access to finance and banking.
- Revise and reform laws to ensure women's equal and co-ownership rights for land, property and businesses.
- Establish women's economic empowerment 'watchdog mechanism' representing all women in Kachin to ensure their voices, issues and challenges are channeled to the Government and other authorities to enable prompt and appropriate responsive action to inform labour law drafting, revisions, implementation and monitoring. Hold awareness sessions on gender-equal labour laws and strengthen measures to ensure compliance with the laws at all levels.
- Conduct awareness sessions and advocacy campaign at the state, district, township and local level to promote gender-equal division of household work.
- Promote system of local cultural leaders to promote women's economic empowerment through advocacy campaigns and awareness raising using the media and peer-mentoring system.

Violence Against Women and Trafficking

Gender based violence especially against women, girls and boys is prevalent and widespread in Kachin State, with domestic violence as some of the highest forms reported. Women cite the impacts from the conflict including lack of livelihoods, enduring poverty, and the use of drugs and alcohol as key risk factors for increased levels of violence. Sexual violence, including conflict related sexual violence by armed actors, and rape have also been reported as widespread in Kachin State leading to women feeling unsafe and restricting their freedom of movement, mobility and access to services. Prolonged displacement has affected communities' coping resilience and economic security with high exposure to negative coping mechanisms, exploitation and protection risks and threats including the illegal cross-border trade of drugs, arms and other illicit products and human trafficking into China, especially of women and girls in at-risk border areas and those in IDP camps and in non-government-controlled areas. Search for employment, attempts to escape overcrowded and unsafe living conditions in camps, and cross-border marriage arrangements are among key ways women are lured into human trafficking. This overall scenario puts women at high risk of exploitation, abuse and violence, while there are inadequate systems and measures in place for survivors to seek protection, services and justice but are often further stigmatized and marginalised.

All forms of violence against women should stop and serious action should be taken to hold the perpetrators accountable in accordance with the rule of law. Victims/survivors of all forms of trafficking

and gender-based violence require adequate provision of protection, prevention, security, inclusion, rehabilitation and reintegration by the Government.

Key Demands:

- Government, in collaboration with the UN, INGOs, NGOs, CSOs, law enforcement and the media, to conduct awareness raising and advocacy campaign at state, township, district and community levels on human trafficking and safe migration, and gender-based violence with a focus on gender aspects particularly impacting women and girls.
- Government to develop and effectively implement a strategy for the promotion of protection, prevention, prosecution and policy to eliminate and address gender-based violence and human trafficking especially of women and girls.
- Establish one-stop-service centres and safe shelters for survivors of gender-based violence and human trafficking.
- Increase representation of women in the police force and overall law enforcement and conduct gender sensitization training with law enforcement including focus on gender-based violence and human trafficking.

*The Common Charter of Demands has been prepared with kind facilitation and technical support from UN Women Myanmar.

Annex 2: Agenda

Day 1		
<u>Participants:</u> Kachin State Women's Network members, conflict affected women from Kachin, UN Women and Inter-Agency GENCAP Adviser		
Time	What?	Who?
8:30- 9:00	<ul style="list-style-type: none"> • Registration 	<ul style="list-style-type: none"> • Participants
9:00-9:15	<ul style="list-style-type: none"> • Opening Remarks 	<ul style="list-style-type: none"> • UN Women Programme Specialist and KSWN Coordination Team Member • Facilitator: UN Women Programme Analyst

9:15-9:30	<ul style="list-style-type: none"> Overview of the programme and objectives 	<ul style="list-style-type: none"> Facilitator: UN Women Programme Analyst
9:30-9:45	<ul style="list-style-type: none"> Introduction of participants 	<ul style="list-style-type: none"> All participants Facilitator: KSWN Coordination Team Member
9:45 – 10:00	<i>Tea/coffee Break</i>	
10:00 – 10:45	<ul style="list-style-type: none"> <u>Session 1:</u> Overview of Gender Equality and Women’s Empowerment in Humanitarian Action 	<ul style="list-style-type: none"> Presenters/Facilitators: UN Women Programme Specialist and Senior inter-agency Gender Capacity Adviser
10:45-12:30	<ul style="list-style-type: none"> <u>Session 2:</u> Context for Gender Equality and Women’s Empowerment in the ongoing conflict and crisis context in Kachin State – including key priority areas: <ul style="list-style-type: none"> Women, Peace and Emergencies Women and Decision-Making Women and Livelihoods and the Economy Violence Against Women and Trafficking 	<ul style="list-style-type: none"> Moderator: KSWN Coordination Team Member Panelists: 4 KSWN members
12:30 – 13:30	<i>Lunch</i>	
13:30 – 15:10	<ul style="list-style-type: none"> <u>Session 3:</u> Identifying Key Issues and Actions for Gender Equality and Women’s Empowerment in the ongoing conflict and crisis context in Kachin State –within key priority areas: <ul style="list-style-type: none"> Women, Peace and Emergencies Women and Decision-Making Women and Livelihoods and the Economy Violence Against Women and Trafficking 	<ul style="list-style-type: none"> Facilitator: UN Women Programme Analyst and KSWN Coordination Team Member
15:10 – 15:30	<i>Tea/coffee Break</i>	
15:30-16:45	<ul style="list-style-type: none"> <u>Session 4:</u> Developing Kachin Women’s Common Charter of Demands 	<ul style="list-style-type: none"> Facilitator: KSWN Coordination Team Member

16:45-17:00	<ul style="list-style-type: none"> • Wrap Up and Next Steps 	<ul style="list-style-type: none"> • Facilitator: UN Women Programme Specialist
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Day 2		
<p><u>Participants:</u> Kachin State Women's Network members, UN Women, Inter-Agency GENCAP Adviser, representatives from the AHCT (UN, INGOs, NGOs, CSOs, faith based organisations), representatives from the Kachin State Government, conflict affected women from Kachin</p>		
Time and Date	Topics	Facilitator
8:30- 9:00	<ul style="list-style-type: none"> • Registration 	<ul style="list-style-type: none"> • Participants
9:00-9:15	<ul style="list-style-type: none"> • Opening Remarks 	<ul style="list-style-type: none"> • UN Women Programme Specialist and Director of Kachin Department of Social Welfare Facilitator: UN Women Programme Analyst
9:15-9:30	<ul style="list-style-type: none"> • Overview of the programme and objectives 	<ul style="list-style-type: none"> • Facilitator: UN Women Programme Analyst and KSWN Coordination Team Member
9:30-9:45	<ul style="list-style-type: none"> • Introduction of participants 	<ul style="list-style-type: none"> • All participants • Facilitator: UN Women Programme Analyst and KSWN Coordination Team Member
9:45 – 10:45	<ul style="list-style-type: none"> • <u>Session 1:</u> Presentation on Kachin Women's Common Charter of Demands 	<ul style="list-style-type: none"> • Facilitator: KSWN Coordination Team Member
10:45-11:15	<ul style="list-style-type: none"> • <u>Session 2:</u> Voices of Conflict affected women in Kachin 	<ul style="list-style-type: none"> • Speaker: 2 Kachin IDP women • Facilitator: KSWN Coordination Team Member

11:15 – 11:30	<i>Tea/Coffee Break</i>	
11:30 – 12:30	<ul style="list-style-type: none"> • <u>Session 2</u>: Operationalising the Kachin Women's Common Charter of Demands 	<ul style="list-style-type: none"> • Facilitator: UN Women Programme Specialist/Analyst and KSWN Coordination Team Member • Participants
12:30 – 13:30	<i>Lunch</i>	
13:30 – 15:00	<ul style="list-style-type: none"> • <u>Session 2 (continued)</u>: Operationalising the Kachin Women's Common Charter of Demands 	<ul style="list-style-type: none"> • Facilitator: UN Women Programme Specialist/Analyst and KSWN Coordination Team Member • Participants
15:00 – 15:30	<i>Tea Break</i>	
15:30-16:00	<ul style="list-style-type: none"> • Wrap Up and Next Steps 	<ul style="list-style-type: none"> • Facilitator: KSWN Coordination Team Member and UN Women Programme Specialist

Annex 3: Participant List

No.	Name	Title	Organization	Township	Contact e-mail and Ph No.
1	Daw Kai Seng			Sahmaw	09-770489188
2	Daw Su Su Naing			Sahmaw	09-763042228
3	Daw Kai Nam		Women CSO	Moe Mauk	09-457572417
4	Daw Myo Thida		Good Hope	Bah Maw	09-440191606
5	Daw Mai Ra			Mine Khaung	09-262252294
6	Daw Htu Ja			Shwe Gu	09-897825747
7	Daw Seng Hkawn		Good Hope Foundation	Bah Maw	09-424678150
8	Daw Nang Bawk		Women CSO	Moe Mauk	09-265538713
9	Daw Nang Shan		KWA	Hpa Kan	09-454325340

10	Daw Lu San		Camp Leader	Ziun	09-259077022
11	Htu Seng San		CHAD	Myitkyina	htusengsan@gmail.com
12	Nin Sar		MyitKyina TLG	Myitkyina	09-440001667
13	Hpt Dai Hkaung		Gargilal IDP WHKom	Myitkyina	09-259214843
14	Daw Ga Khawn Ra		Jan Mai Kaung	Myitkyina	09-899156434
15	Daw Lahpai Seng Hkawn		Jan Mai Kaung	Myitkyina	
16	Ma Doi Nan		Mogaung Baptist Church	Mogaung	09-791012766
17	Ma Doi Leng		Hopin Baptist Church	Hopin	09-766096965
18	Daw Htu Htu Maw		Shawng Htawt Church	Mansi	09-257388581
19	Maran Kaw Taung		Man Si Women CSO	Mansi	09-257849514
20	D Hkawng Gan		Metta	Myitkyina	09-259015029
21	Nang Seng			San Pra	09-782810834
22	Ze Nyoï			San Pra	09-785244821
23	Khin Htwe Myint		MyitKyina TLG	San Pra	09-780291635
24	Kyawt Kyawt Shinn		KCWG	Myitkyina	09-425232244
25	Ze Gyung		Mali Yang Camp	Myitkyina	09-793007940
26	Daw Hka Ja		Mali Yang Camp	Myitkyina	09-963307160
27	N Kai Ja		KSWN		09-793818758
28	Seng Hkam		Metta	Myitkyina	09-400029564
29	Nwaw Ja Lung		KWA	Laiza	
30	U Aung Myint		Myitkyina Tourism	Myitkyina	09-440005526
31	Aung Ja	Coordination Team	KSWN	Myitkyina	wpshagan@yahoo.com
32	Lahpai Nang Hka	Coordination Team	KSWN	Myitkyina	shayilahpai81@gmail.com
33	Ja Hkawng	F.O	KSWN	Myitkyina	jk.svmare@gmail.com
34	Sut Seng Naw	P.M	Htoi Gender	Myitkyina	ddorise.tu@gmail.com
35	Seng Nan	Coordination Team	KSWN	Myitkyina	d.deeshinn@gmail.com
36	K.Zau Lwan	Director	Waklton	Myitkyina	waklton@gmail.com
37	Lahpai Seng Raw	Program Coordinator	KWA	Laiza	lahpaisengro@gmail.com
38	La Baw Lum Naw	DFSS/Admin	DFSS	Waingmaw	labawlumnaw@gmail.com
39	Nang Kham Yin	Director	Shan Women Development Network	Waingmaw	swdnnang 2014@gmail.com
40	Esthen	Coordinator	CSNET	Myitkyina	estherjevang@gmail.com
41	Jan Ze Nyoï		IDP camp(Jan Mai)	Jan Mai camp (KBC)	09-788398853

42	Shy Ying Myaw			Jan Mai camp (KBC)	09-781635252
43	Lahpai Nay Tawn		KBC		09-458444962
44	G.Bawn Myaw		IDP	Jaw Ma Sat	09-456306090
45	Nang Aung		K.W.A	Myitkyina	09-254357324
46	Ja Seng Aung		Pyoe	Myitkyina	09-400056192
47	Daw Nan Awng		IDP		
48	Daw Lu Mai		IDP		09-426198113
49	Gawlu Roi San		KWU	Shatapru	09-255100077
50	Sut Aung Du				
51	Hkaw Swang		Htoi	Myitkyina	09-790760771
52	Ja Aung		Htoi	Myitkyina	09-265539489
53	Ei Khaine Zin	Programme Analyst (GBV)	UNFPA	Myitkyina	09-400036580
54	Snm TB Kai Ra		KNDF, W.P Zin Lum	Phakant	09-448352192
55	Daw Mya Marlar Soe	Director	DSW	Myitkyina	09-49249010
56	Daw Thae Thandar	U.D	DSW	Myitkyina	09-400058386
57	San Aung Li (Peter)	Coordination Officer	OCHA	Myitkyina	09-797007856
	Win Thu	Humanitarian Affairs Specialist (Liaison)	OCHA	Myitkyina	
58	Awet Hailu	H.O	UNFPA	Myitkyina	09-255343112
59	La Htaw Kai Ring		W.Z.H	Hpakant	09-400055216
60	Dr.Thet Zaw Htet	NTO,ERM	WHO	Myitkyina	09-253422229
61	Srn.Layung Doi Nan		Mogaung Baptist Church	Mogaung	09-791012766
63	Mr. Htoi Pan		KMSS	Myitkyina	09-792075280
64	John Aung	H Pum	Plan	Myitkyina	09-452538383
65	Zaw Lawt	Project Officer	UNDP	Myitkyina	09-254276499
66	Nu Nu Lwin	Community Mobilization Manager	MDM	Myitkyina	09-440799798
67	Nan San Hom	Program Officer	UN Women	Myitkyina	09-09793872547
68	Marie Sophie Pettersson	Programme Specialist	UN Women	Yangon	09-799053228
69	April Pham	Senior GenCap Advisor	UN/IASC	Yangon/Myanmar	09-799053228
70	Hpaga Ja Ra		Pyoe Dev. Org	Myitkyina	09-2402294

Annex 5: Resource List

- IASC Gender in Humanitarian Action Handbook (2017): <https://reliefweb.int/report/world/iasc-gender-handbook-humanitarian-action-2017-enar>
- IASC Policy for Gender Equality and Empowerment of Women and Girls (2017): <https://interagencystandingcommittee.org/gender-and-humanitarian-action/documents-public/iasc-policy-gender-equality-and-empowerment-women>
- Life on Hold: Experiences of women displaced by conflict in Kachin State, Myanmar (2017)
Trocaire: <https://www.trocaire.org/resources/policyandadvocacy/life-hold-experiences-women-displaced-conflict-kachin-state-myanmar>
- IASC Gender Reference Group: <https://interagencystandingcommittee.org/gender-and-humanitarian-action>
- Asia-Pacific Gender in Humanitarian Action Working Group: <https://www.humanitarianresponse.info/en/operations/asia/gender-humanitarian-action-working-group>
- Myanmar National Strategic Action Plan for Women's Advancement (2013-2022): <http://myanmar.unfpa.org/en/publications/national-strategic-plan-advancement-women-2013-2022>
- Gender Equality and Women's Rights in Myanmar: A Situation Analysis (2016): <https://www.adb.org/documents/gender-equality-and-womens-rights-myanmar-situation-analysis>