

**SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE**



United Nations
Peacebuilding

PBF PROJECT DOCUMENT

(Length: Max. 12 pages plus cover page and annexes)

Country (ies): Myanmar	
Project Title: Myanmar Women Capacity Action and Norms (CAN) for Peacebuilding Program Project Number from MPTF-O Gateway (if existing project): 00119214	
PBF project modality: <input checked="" type="checkbox"/> IRF	If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts): <input type="checkbox"/> Country Trust Fund <input type="checkbox"/> Regional Trust Fund Name of Recipient Fund:
List all direct project recipient organizations (starting with Convening Agency), followed type of organization (UN, CSO etc.): Mercy Corps, International NGO	
List additional implementing partners, Governmental and non-Governmental: <ol style="list-style-type: none"> <i>Mi Organization</i> came out from the members of Women Empowerment Project (WEP) and committed to fulfilling women's and children's rights through advocating at all levels, to build the capacity of women and children to achieve their rights in Mon State. Mi Organization has worked together with Mon Women Network for women's peace and security, women's participation in politics, and women's empowerment and governance at the local or municipal level in two townships and some village tract. <i>Say Ta Nar Mon</i> was started by people living with HIV in 2008, for supporting women and children in attaining sustainable and healthy living. Say Ta Nar Mon supports with counselling, referrals, networking, and collaboration for capacity building training, as well as work for income generating activities and speaking out for the representative of women's voices. Say Ta Nar Mon's work covers seven townships in Mandalay Region. <i>Thandaunggyi Women Group</i> is a leading women's group, promising to ensure equality, security and capacity building for the safety of women in the region. In addition, some activities promote the youth's role for educating young people and entrepreneurship of local business and community-based tourism carried out in Thandaunggyi Township, Kayin State. <i>Yaung Chi Thit (YCT)</i> is building a peaceful and democratic society based on justice and gender equality. YCT has four main programs in Rakhine State that contribute to women and youth being actively involved in the political, social and developmental process in Myanmar. YCT worked closely in collaboration with women's networks and CSOs on a strategic approach to the various Government Ministries and other relevant stakeholders to increase women's participation and the number of women leaders at all levels of decision making, as well as advocating for the development of laws and policies that ensure the welfare and development of women and girls. International Alert is a leading peacebuilding international NGO with 30 years of experience working in 	

communities affected by violent conflict worldwide. International Alert will lead the design and implementation of women-led action research and develop the gender group dialogue methodology, drawing on their path-breaking work on positive masculinities in peacebuilding in Myanmar.

Project commencement date¹: December 12th, 2019

Project duration in months: 18+6 months NCE + 70 days suspension (Feb 19, 2022)

Geographic zones (within country) for project implementation: Mon, Kayin, Rakhine, Mandalay States, Myanmar

Does the project fall under one of the specific PBF priority windows below:

Gender promotion initiative

Total PBF approved project budget* (by recipient organization)³:

Mercy Corps: \$ 1,002,850.00

Total: \$ 1,002,850.00

*The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO's approval and subject to availability of funds in the PBF account. For payment of second and subsequent tranches the Coordinating agency needs to demonstrate expenditure/commitment of at least 75% of the previous tranche and provision of any PBF reports due in the period elapsed.

Any other existing funding for the project (amount and source):

**PBF 1st tranche (35%):
Mercy Corps: \$ 350,997.50**

Total: \$ 350,997.50

**PBF 2nd tranche* (35%): Mercy
Corps: \$ 350,997.50**

Total: \$350,997.50

**PBF 3rd tranche* (30%):
Mercy Corps: \$ 300,855.00**

Total: \$300,855.00

Two-three sentences with a brief project description and succinct explanation of how the project is time sensitive, catalytic and risk-tolerant/ innovative:

The Myanmar Women Capacity Action and Norms (CAN) for Peacebuilding Program will foster increased peace and stability in four geographic focus areas that have been affected adversely by conflict by addressing key barriers to women's meaningful participation in the peaceful resolution of conflicts in Myanmar. The program will complement the UN's peace and social cohesion strategies in Myanmar through partnering with as well as International Alert (IA)--a leading peacebuilding INGO. Program results will be achieved through the empowerment of emerging and existing female leaders to influence peaceful and effective resolution of conflict via Interest-Based Negotiation/Mediation (IBN/M) skills development; coaching and network strengthening; supporting less visible CBOs to address local drivers of conflicts through women-led actions linked to Myanmar's National Strategic Plan for the Advancement of Women (NSPAW); and engaging male gatekeepers at the local ~~and national~~ levels to influence norm change around gender norms, thereby promoting gender responsive dispute resolution practices.

Efforts to achieve these transformations are timely, as they could aid in mitigating the threat of intensification of violence and insecurity [following the political events of February, 2021](#), and in re-engaging community level participation and mobilization in the peaceful resolution of conflicts that are stalled due to ongoing breakdowns in the formal, national-level peace process.

Our innovative approaches to conflict resolution include: women-led analysis of local drivers of conflict; adaptation and implementation of a gender-responsive, interest-based negotiation methodology; targeting less visible women's organizations; bolstering young women's roles in peacebuilding to generate a foundation for their potential future engagement on peacebuilding work; linking local community peacebuilding mechanisms to national policy architecture through inviting participants to address National Strategic Plan for the Advancement of Women (NSPAW); and facilitating dialogical approaches with male gatekeepers to transform gender norms. The program responds to current barriers to women's meaningful participation in the resolution of conflicts in Myanmar by gradually and sensitively engaging peacebuilding at the local level targeting women, female youth and male gatekeepers.

The program thus catalyzes local peacebuilding efforts underway by engaging a multi-level approach to peacebuilding, targeting key stakeholders at both local and national levels and creating opportunities for dialogue, increased awareness and national level policy change.

Summarize the in-country project consultation and endorsement process prior to submission to PBSO, including through any PBF Steering Committee where it exists, including whether civil society and target communities were consulted and how:

1. Mercy Corps conducted a program redesign workshop with five partner organizations; Yaung Chi Thit, Mi Organization, Say Ta Nar Mon, Thandaungyi Women Group and International Alert for the NCE on May 10, 2021. In the meeting, the participants reviewed the first phase of the Women CAN program and discussed how to redesign program activities to ensure relevance and feasibility in the new context following the political events of February 2021.
2. An additional program redesign workshop with the five partner organizations took place on 14 May 2021 to agree on program activities which could be implemented within the NCE period, identify specific risks and mitigation, and develop the program work plan.

Project Gender Marker score: 3⁴

Specify % and \$ of total project budget allocated to activities in direct pursuit of gender equality and women's empowerment: \$USD 1,002,850 (100%)

Project Risk Marker score: 1⁵

There is risk of increasing conflict dynamics, particularly after the Myanmar de facto authorities seized power on Feb 1, 2021, particularly in the lead up to the 2020 elections, hindering program implementation. However, a Risk Matrix has been developed following consultation with key stakeholders that mitigates this and other risks. Based on local intelligence, engagement with partners and Mercy Corps' strong networks built through its ongoing Interest-Based Negotiation programming in the target areas, the program will continue to monitor potential risks and evolve strategies to mitigate these risks on an ongoing basis.

Select PBF Focus Areas which best summarizes the focus of the project (*select ONLY one*): 2
This program focuses on focus area 2.3 Conflict prevention/management.

If applicable, **UNDAF outcome(s)** to which the project contributes: N/A (The UNDAF is currently under development between the Government of Myanmar and the UN Country Team in Myanmar).

If applicable, **Sustainable Development Goal** to which the project contributes:

Contribution by this program to the effort of national actors in localizing the 2030 Agenda for Sustainable Development will be within the context of SDG 5, which calls for the achievement of gender equality and the empowerment of all women and girls; and SDG 16, which calls for the promotion of peaceful and inclusive societies for sustainable development, the provision of access to justice for all and the building of effective accountable and inclusive institutions at all levels.⁶

If applicable, **National Strategic Goal** to which the project contributes:

1. The program contributes to the National Strategic Plan for the Advancement of Women (NSPAW), Myanmar's national-level framework for the advancement of women's rights. Stemming from Myanmar's commitments to implementing international WPS norms and standards, particularly in regard to CEDAW, Beijing, SDG 5 and the implementation of UNSCR 1325, the objective of NSPAW is that "all women in Myanmar are empowered and able to fully enjoy their rights with the support of the Government of the Republic of the Union of Myanmar. The Government of Myanmar has committed to establishing enabling systems, structures, and practices for the advancement of women, gender equality, and the realization of women's rights."⁷

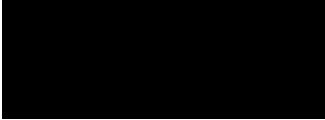
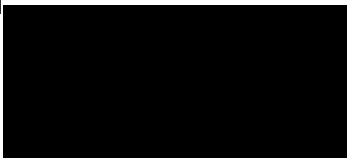

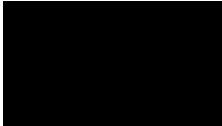
2. The program contributes to the Myanmar Sustainable Development Plan (MSDP) which calls for

the achievement of gender equality and empowerment of all women and girls. Target areas cover (a) peace and stability; (b) prosperity and partnership (growth with an inclusion lens); and (c) people and planet (supporting inclusive human development/ sustainability), with a variety of gender actions and strategic objectives outlined under these target areas, from the promotion of increased engagement of all people and open communication with government; to support for job creation in industry and services, especially through developing small and medium-size enterprises; to the improvement of equitable access to high-quality education across stages of life; and finally, to increasing climate resilience and shifting to a low-carbon growth pathway.

Type of submission:

<p>Type of submission:</p> <p><input type="checkbox"/> New project</p> <p><input checked="" type="checkbox"/> Project amendment</p>	<p>If it is a project amendment, select all changes that apply and provide a brief justification:</p> <p>Extension of duration: <input checked="" type="checkbox"/> Additional duration in months (number of months and new end date): 6 months, new end date February 19, 2022</p> <p>Change of project outcome/ scope: <input type="checkbox"/></p> <p>Change of budget allocation between outcomes or budget categories of more than 15%: <input type="checkbox"/></p> <p>Additional PBF budget: <input type="checkbox"/> Additional amount by recipient organization: USD XXXXX</p> <p>Brief justification for amendment: Due to project delays as a result of the impact of the COVID-19 pandemic and the events of early February 2021 in Myanmar, the justification for this no-cost amendment is to maximize project duration in order to achieve the intend project outcomes. As the operating environment in Myanmar has faced increased challenges due to movement restrictions and access limitations, this additional time will better allow Mercy Corps and partners to adapt implementation plans to effectively reach program participants and communities in this changing context. This 6 month no-cost extension, with a new project end date of February 19, 2022 following a 2-month suspension, serves the purpose of maximizing project duration and impact.</p> <p>Budgetary changes reflect the changing context and implementation plans, as the travel budget has decreased significantly due to the impact of COVID-19 and the new nature of virtual/remote activities. The savings from travel have been transferred to support staff/personnel costs over the course of the NCE period. The amount transferred to implementing partners remains at 40% of the budget.</p>
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PROJECT SIGNATURES:

<p>Recipient Organization(s)¹</p> <p><i>Name of Representative</i> Craig Redmond</p> <p><i>Signature</i> </p> <p><i>Title</i> Senior Vice President, Programs</p> <p><i>Name of Agency</i> Mercy Corps</p> <p><i>Date & Seal</i> June 30, 2021</p>	<p>Representative of National Authorities</p> <p><i>Name of Government Counterpart</i></p> <p><i>Signature</i></p> <p><i>Title</i></p> <p><i>Date & Seal</i></p>
<p>Head of UN Country Team</p> <p><i>Name of Representative</i> Ramanathan Bal </p> <p><i>Signature</i></p> <p><i>Title</i> UN Resident Coordinator a.i. Humanitarian Coordinator a.i.</p> <p><i>Date & Seal</i> 03 July 21 </p>	<p>Peacebuilding Support Office (PBSO)</p> <p><i>Name of Representative</i> Oscar Fernandez-Taranco</p> <p><i>Signature</i> </p> <p>Assistant Secretary-General, Peacebuilding Support Office</p> <p><i>Date & Seal</i> 6 July 2021</p>

¹ Please include a separate signature block for each direct recipient organization under this project.

I. Peacebuilding Context and Rationale for PBF support

On 1 February 2021, the Myanmar Armed Forces (*Tatmadaw*) launched a takeover against the government led by the National League for Democracy (NLD). A state of emergency was announced and prominent members of the government, including members of Parliament, were detained; former military general, Vice-President Myint Swe, was declared Acting President for the country.

After declaring itself the “State Administrative Council” (SAC), the *de facto* authorities began committing human rights violations, including murder, arbitrary detention, beatings, and forced disappearances. The SAC also instituted laws and policies to suppress freedom of expression, freedom of peaceful assembly and association, and the right to privacy. While these are not new patterns for the *Tatmadaw*, the political events of February 2021 completely overturned the pre-existing rule of law in Myanmar.

At the same time, on 20 February, the Peace Process Steering Team, which encompasses ten EAOs that signed the Nationwide Ceasefire Agreement (NCA), issued a statement collectively condemning these events, calling for the freeing of civilian leaders and announcing a suspension of all political dialogue with the *de facto* authorities. Fighting between the Myanmar Armed Forces and some of the country’s largest ethnic armed groups has escalated, and various so-called People’s Defense Forces (PDFs) have now also gotten involved.

Even more so than before February 1st, the abuse of religious minority rights, violent armed conflict, suppression of free speech, arbitrary arrest and detention and a deeply ineffective legal environment mark the political landscape. Women and girls continue to suffer disproportionately from the impacts of armed conflict, experiencing death, torture, sexual and gender- based violence (SGBV), conflict-related sexual violence (CRSV), labor exploitation and trafficking,⁸ constrained educational opportunities and poor health.⁹

Embedded in this broader context is the dimension of community level intercommunal conflicts that can escalate into violence and quickly take on regional or even national dimensions when the necessary conditions of justice, trust and stability--particularly in ethnic areas--are not present. Decades of civil war and past non-democratic rule have had a deep impact on civilians throughout Myanmar but in particular in Rakhine, Mon and Kayin States, and Mandalay. In Rakhine, the ongoing view (dated to the British colonial period) among the Rakhine Buddhist majority that they live on the “front line” of a battle to protect Myanmar from the “invasion” of Muslim immigrants from Bangladesh, and an expansion in domestic Muslim populations, believed to be caused by large families, inter-faith marriage, and forced conversions¹⁰—drive deep social divisions and ethno-religious nationalism. This perpetuates the persecution of Muslim communities in a hostile environment characterized by lack of trust. The *de facto* authorities’ and previous government’s restrictions of freedom of movement of Muslim communities¹¹ has led to segregation and internal displacement;¹² ongoing poverty and exclusion; weak legal, infrastructural and institutional frameworks; limited health and social services; and poor access to markets, degrading an environment still undergoing trauma from the “clearance operations” of 2017, which contributed to the displacement of over 700,000 mostly-Muslim refugees into Bangladesh.¹³ Long-standing grievances amongst Rakhine Buddhists against the central Burman government over perceptions of marginalization¹⁴ have been exacerbated by the escalation of violent conflict between the Arakan Army and *Tatmadaw* in 2019 which prompted allegations of extrajudicial executions, arbitrary arrests, torture and enforced disappearance of Rakhine Buddhist civilians.¹⁵ In Mon, where conflict began following the 1947 Panglong Agreement’s failure to respond to Mon’s demand to become a semi-autonomous ethnic state,¹⁶ conflict has since eased due to ceasefires brokered between the military and Mon’s governing body, the New Mon State Party (NMSP) and its armed wing, the Mon National Liberation Army (MNLA) in 1995 and 2012, and the signing of the Nationwide Ceasefire Agreement (NCA) in February, 2018¹⁷; however, the legacy of conflict and renewed tensions impedes development efforts.¹⁸

In Kayin, where conflict has been underway since Kayin allegiances with the British and American

forces against the Japanese during World War II led to ongoing hostility from the Burmese army,¹⁹ conflict between the Tatmadaw and the Karen National Union (KNU) (a signatory to the NCA)²⁰ has led to mass displacement of Kayin civilians in IDP camps along the Thai-Myanmar border, resulting in lost land²¹, property and livelihoods; increased risk of flood, natural disaster and land mine exposure; lack of security for women; and detrimental effects on aging populations and children's development²². In Mandalay, where conflict began under General Ne Win's rule in 1962, which spurred the policy of Burman ultra-nationalism driven by perceived dual threats of external intervention and internal disintegration to consolidate centralized control,²³ religious and ethnic intercommunal conflicts persist due to a widespread fear that Buddhism will be overtaken by Islam as the country's dominant religion.²⁴

Exacerbating the dynamics in these conflict hot spots is the overall increasing [political polarization and rise in violence](#) in Myanmar. [Even before February 1st](#), events, including the deadlock in the Joint Implementation Coordination Meeting (JICM) process and international pressure around the humanitarian crisis in Rakhine, ~~have~~ resulted in a breakdown of peace negotiations at the national level.²⁵ [This, despite earlier optimism around the advancement of peace following the country's first democratic elections and the signing of the NCA by eight of the country's EAOs between 2015 and 2018.](#) The dynamics of the current environment threaten to create further volatility and [deepening social tensions already risk](#) undoing the nascent peacebuilding gains that were made.

While the highest casualties in combat have been men, it is often women and girls in Myanmar who suffer the consequences of conflict in indirect ways through sexual violence, human trafficking and other rights abuses, reduce access to clean water and health services and a dire lack of educational and livelihood opportunities.²⁷ Intercommunal conflict between Muslims and the Buddhist majority in Rakhine and Mandalay have led, for example, to the passage of the "Race and Religion Laws" which restrict interfaith marriages and mandate minimum time between births among Muslim minorities²⁸, resulting in women lacking the ability to exercise reproductive autonomy—a situation in which they are "living without rights."²⁹ These conflicts have exacerbated gender norms around women's roles in peacebuilding more broadly by increasing restrictions on women's freedom of movement due to the threat of conflict and decreasing support for women undertaking leadership roles in public life due to the conflict taking precedence. Access to justice is a key barrier faced by women and youth in Mon, who are subjected to the negative social impacts of customary adjudication mechanisms and informal legal systems that privilege male elders.³⁰

While women have acted as negotiators, observers, and technical experts in ceasefire negotiations in Kayin,³¹ the implementation of the restrictive "vacant, fallow and virgin land laws" throughout the Southeast has left them lacking access to land entitlement and livelihoods, which in turn creates desperation and leads to labor exploitation and trafficking³². In each conflict hot-spot, women and girls are vulnerable to high levels of rape, sexual violence and domestic violence,³³ with service provision for SGVB survivors grossly limited.³⁴

While men experience higher risk of exposure to conflict-related death, torture, physical assault, landmine injuries, forced labor and recruitment including as child soldiers,³⁵ women and girls bear the burden of caring for families and being sole household providers.³⁶ In tandem, traditional conceptions of masculinity (e.g., the expectation that men will protect their community from perceived external threats and provide for the family) can be difficult for men to fulfil in settings of protracted conflict, displacement, violence and persistent economic crises. The gap between conflict-affected realities and unchanged social expectations can lead to frustrations which leave young men, in particular, vulnerable to being mobilized to take violent action and hinder their positive engagement in norm and behavior change. Young men, particularly those from poor or rural backgrounds, as well as individuals with diverse sexual orientation and gender identity suffer from the need to adhere to traditional gender normative stereotypes that restrict their voice, agency and security. Normative social structures value decision making and dispute resolution based on status and power rather than values of non-violence, reconciliation, justice and inclusion; thus, conflict analysis or gender programming that does not engage with masculinities and male gatekeepers risks missing important entry points for building peace and

social cohesion.

Despite the national level peace process being stalled [under the previous government](#), ongoing efforts [were](#) underway to contribute to its advancement, with female leaders and women's rights organizations making slow but steady progress to secure women's inclusion in formal peacebuilding mechanisms and bodies.^{37, 38} Young women in particular have played important enabling roles, engaging in formal and informal ethnic and thematic national dialogues and supporting social cohesion within their communities.³⁹ Commitments made under the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), Sustainable Development Goals 5 and 16 and the nascent National Strategic Plan for the Advancement of Women (NSPAW) have supported a notable increase in women in leadership positions and expansion of women's CSOs. In line with the UN Global Study on the Implementation of United Nations Security Council resolution 1325, which found that peace processes are more durable and last longer when women are involved,⁴⁰ progress on women and peacebuilding in Myanmar remains critical to the achievement of sustainable peace.

The influence of women in peacebuilding decisions in Myanmar, however, remained limited. The national level UPCs included an official target of at least 30 percent representation by women; however, this target was not been realized.⁴¹ In the most recent conference in 2018, women's representation increased by merely two percent to 17%. While the Nationwide Ceasefire Agreement (NCA) references the need for minimum 30% women's participation in formal peace process bodies and mechanisms (including on committees and in political dialogue processes), the commitment to its achievement lacks substantive strategy. While more evidence is needed to understand the opportunities and barriers for young women to meaningfully participate in Myanmar peace processes, young women generally face additional age and ethnicity related barriers in contributing to peacebuilding, due to traditional structures that privilege the decision-making power of village elders,⁴² reflecting an intersectional lack of social capital and ability to seek redress. Women's CSOs⁴³ recognize this gap and call for greater focus on this target group.

Compounding these gender and age dimensions of conflict is an overwhelming lack of evidence and few existing interventions that address the gendered aspects of community level dispute resolution mechanisms themselves. Generally, leadership at the local level, including within administrative structures remains dominated by male "gatekeepers" who resolve community level disputes through informal, traditional justice practices that leave women's voices, experiences and perspectives wholly absent.⁴⁴ "Gatekeepers" can take the form of Ward and Village Tract Administrators, religious leaders, influential community members and others who subscribe to gender normative values that presume the conflict resolution activities are best undertaken by men. This is reflected at regional and national-level political dialogues, where women's voices are consistently silenced by members of government and Ethnic Armed Organization (EAO) leaders alike.⁴⁵ Hindered by socio-cultural and religious norms portraying women as inherent "followers,"⁴⁶ women's time burden and caregiving constraints, lack of experience in mediation and negotiation processes and prioritization of community harmony over individual justice outcomes contribute to their limited influence, confidence and capacity.⁴⁷

Local women's organizations are primed to address these conflicts with skills honed through traditional gender roles geared toward maintaining social welfare of families and communities; however, many lack the expertise, opportunities and legitimacy to effectively apply their firsthand knowledge to formal conflict resolution processes in both village-level as well as township and regional-level disputes. Thus, the need exists for innovative, localized conflict resolution strategies to empower women led CSOs along with future female leaders with mediation and conflict resolution skills, while encouraging male gatekeepers and male youth to challenge gender norms and hierarchies in environments where intercommunal conflict is rife. Efforts to achieve these transformations are timely [in light of the current environment of political polarization](#), as they could aid in mitigating the threat of intensification of conflict [at the local level](#), and in re-engaging community level participation and mobilization in the peaceful resolution of conflicts that has stalled due to ongoing breakdowns in the formal national-level

peace process.

Since February 1st, the peace process has reached a new low, with all existing peacebuilding initiatives, which had been underway under the previous NLD government, having come to a halt. Moreover, the new de facto government has a very strong anti-feminist tradition, rarely including any women in peacebuilding efforts, let alone seeking to address the specific needs of women. It is therefore critical, at this juncture of Myanmar's history, at a time when top-down initiatives seek to exclude women, to work from the bottom up to create a space for women to be engaged as peacemakers.

b) Project alignment with/ support for existing Governmental and UN strategic frameworks

The Women CAN program aligns with key peacebuilding efforts underway in the country, most notably the **national level peace process**. Current efforts include the signing of the Nationwide Ceasefire Agreement (NCA) in 2015, the national political dialogues, and a series of Union Peace Conferences held in 2017 and 2018. ~~A robust push from civil society to increase civilian participation in conflict resolution (for example, via the CSO Forum) has complemented these efforts, and efforts by women's organizations and networks such as AGIPP—a network of women's organizations advocating for policy change around WPS, of whom~~ **Yaung Chit Thit, Mi Organization, Say Ta Nar Mon and Thandaungyi Women Group** are actively involving as women led local CSOs with a strong network to increase civilian participation in conflict resolution. ~~WON is an active member—~~ and also to increase the inclusion of women in peacebuilding bodies, structures and mechanisms. ~~These organizations are supported by international organizations and a consortium of government actors via the Joint Peace Fund, as well as the UNPBF, which since 2012 has focused on the establishment of key peacebuilding institutions, Action Plans and analysis.~~⁴⁸ The program aligns with national strategic frameworks on peacebuilding and women's rights, including the nascent **National Strategic Plan for the Advancement of Women (NSPAW)**, Myanmar's government framework for advancing women's rights by training women leaders to engage in community-based dispute resolution mechanisms and thereby localizing implementation of NSPAW.⁴⁹ The program further aligns with the **Myanmar Sustainable Development Plan** by fostering pathways for increased engagement with government bodies at the local level that in turn feed into engagement of women and youth in state and national level peacebuilding; the **1979 Convention on the Elimination of All Discrimination against Women (CEDAW)**⁵⁰ by fostering a culture of accountability to women's rights and equitable gender relations at the local level; **Sustainable Development Goals 5 and 16**⁵¹ by targeting the empowerment of women and girls and encouraging women, men and youth to transform justice processes to become more accountable, transparent and inclusive; and the UN-led **Joint Communiqué on Conflict-Related Sexual Violence (CRSV)**, agreed to by the GoM in 2018⁵² by addressing harmful gender normative stereotypes and empowering women and men to address root causes of CRSV.

~~The governance mechanism to ensure quality implementation of the Myanmar Women Capacity Action and Norms (CAN) for Peacebuilding Program will operate under the mandate of the Women, Peace and Security (WPS) Technical Working Group (TWG), which is one of the four TWGs⁵³ that have been established by the Government of Myanmar to realize its “National Strategic Plan for the Advancement of Women (2013–2022)” (NSPAW). A Project Board will be set up at project onset and will be chaired by the Director of the Women's Development Section of the Department of Social Welfare (DSW), with the active participation of Mercy Corps as the lead agency and with contribution from WON and International Alert. The Project Board will meet on a biannual basis and will be involved in the decision making around program activities of implementing partners (Mercy Corps, WON, International Alert), who will regularly report to the Board. This governance structure will help ensure that the program implementation and impact are well aligned with the Government of Myanmar's (GoM) plans, priorities and ongoing efforts to promote women's empowerment in the country.~~

Since the events of February 1, most civil society organizations have ceased or paused their engagement/collaboration with the de-facto authorities and Mercy Corps and its partners have agreed that the Women CAN program should take the same stance. Activities which had been planned to be

conducted with or through state actors will be re-channeled. Were the political situation to change during the lifespan of the program, the program would look to revisit this issue.

c) Summary of existing interventions in the proposal's sector

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to current proposal
Mercy Corps			
Sone Hmat II (2019 -2020)	Paung Sie facility (1.5 M USD\$)	Social Cohesion through raising public awareness on minority rights, interfaith dialogue and dispute resolution	Sone Hmat II uses IBN methodology: targets participants at township and regional level while Women CAN targets women at the community level.
Religious Freedom Initiative (2017- 2021)	Bureau of Human Rights, Democracy and Labor 1,149,657 US\$	Freedom of religion or belief through raising public awareness on minority rights, law review and advocacy	Complementarity: Project targets political parties to ensure 2020 election campaign personnel embrace diversity and media personnel conduct conflict-sensitive reporting.
Religious Freedom Initiative Plus (2018-2020)	Ministry of Foreign Affairs (Netherlands) 200,0009 US\$	Building support for legal reform to enhance freedom of religion through raising public awareness on minority rights by trainings or sports	The area focus and approach are different. However, complementarity in lessons learned can be achieved as both programs target youth.
Strengthening Right based mediation skills of Ward and village tract administrators (2017 - 2019)	British Council My Justice Programme 603,918 Euro	Promoting access to justice by strengthening alternative dispute resolution skills of ward and VTAs	Some areas of overlap include engaging with male gatekeepers. Women CAN will benefit from an increase in access to this population.
Technical support to Rakhine Transformation project (2019 -2020)	Paung Sie Facility 154,215 US\$	Providing technical support in initiation and strengthening of dialogue committees in Rakhine State	Area focus in different and approach is different.
International Alert			

Critically understanding and engaging masculinities for Gender, Peace & Security (2018)	Paung Sie Facility, \$337,948	Research assessing expectations on men and men's engagement in peace and conflict and impacts on social cohesion.	Informed understanding of expectations on masculinities in Myanmar, which will inform dialogue design and engagement approach of UNPBF project.
Research on Gendered Vulnerabilities of People with Disabilities in Kachin State (2018)	Kan Lett/ DAI, \$102,261	Research on gendered impacts of conflict on people living with disabilities in Kachin.	Insights will inform approaches to supporting male gatekeeper engagement and small grants activities of Women CAN.
Securing Safer Communities – Walking the Walk on Combating Gender-Based Violence in Myanmar (2017)	US State Department, \$100,000	Community driven approaches to SGBV prevention in Bago, Shan, Mon and Yangon engaging men, LGBTQ groups.	Focus on SGBV prevention and raising grassroots capacities around the underlying root cause of SGBV- insights that will feed into design of support to the small grants activities.
Mi Organization			
Leadership of women in COVID-19 response and Risk Management and Women Economic Empowerment Project Activities in Mon State	UN-Women \$ 40, 680	Organizing Women Leadership training at Ye, Kyaikmayaw, Choung Zone, Thanbyuzayat, Mawlamyine -Training on hand gel and liquid soap training for women leaders to lead to response COVID-19 -Organizing dry fish and shrimp, fishpaste, snack, fruit jam making, plastic basket and coconut materials making training	Different participants, village, issues
Safe House Services for Gender Based Violence Survivors at Mawlamyine	Gender Equality Network/U NFPA \$ 20,000 Thirty Myay Foundation \$ 20,000 To our life we want 3,000,000 MMK	Providing Safe House services, Psychosocial Counseling, Social work for legal and healthcare for GBV's survivors	
COVID-19 response and services at Mon Remote Areas especially to Women & Children	Access to Health & Local Resource Center	Providing mask, hand gel, monthly sanitary pad, face shield, with plastic containers to village administrators to be shared to poor families	

	\$ 39,000	and GBV's survivors -Putting public awareness sign board of COVID-19 prevention	
SRHR and Adolescent Health Awareness at Mon	Child Dream \$ 30, 000	-Awareness training on SRHR to teenage, children under 18, parents including mother and father	
Yaung Chit Thit			
Women's Empowerment and Resilient Inclusive Communities in Rakhine	UN Women 209,800,320 MMK	Enhancing the knowledge and perspectives of the communities on Gender Equality and strengthening leadership skills of women in Rakhine to promote women leadership in local governance	Raising awareness on gender equality supports in mobilizing and the communities to change their norms on gender and male champion approach helps in conducting sex-separated and mixed-gender dialogue groups in Rakhine
She Leads @ Women Leadership Programme	International Foundation for Electoral System (IFES) 587,781, 858 MMK	Increasing women's leadership at all levels in Myanmar.	Unique curriculum of the She Leads Program contributes in developing the content for advancing women's leadership training and the experience support in facilitating the small grants.
Transformative Masculinities	Peace Support Fund (PSF) 65,678 US\$	Increasing gender equality and social cohesion between men and women in Rakhine	The experience gained through facilitating community dialogues helps in understanding gender perspectives of the community and informs the approaches to changing gender norms in, when conducting gender dialogues under CAN project.
Women and Girls Empowerment (WAGE)	Global Women Initiative (GWI) 84,770 US\$	Addressing barriers to sustainable peace and economic development in Rakhine State.	Insights will inform the barriers that women in Rakhine face and the priority areas that should focused in providing the small grants
Say Ta Nar Mon			

Support for generate income small-scale business and encourage women's participation and cooperation. (2001)	UNDP 3,500,000MMK	(Microfinance) Saving and loan for generate income activities. Sell the medicine from Emergency Department and Networking.	Provides the capital together with the members and the donor for the income-generate business. Networking and affiliate programs to facilitate hospital arrangements within the network. Open Sa Ta Nar Mon Pharmacy and assist to women when they are hospitalized.
Work for violence against women. Computer and IT skills support (2016)	UNAIDS 3,050,000MMK	Leading awareness campaigns for women and their families in the community to end violence against women. Provide basic computer training and information sharing to increase digital literacy skills and knowledge.	Proving basic computer training.
Gender-Based Violence (2016)	GEN(Gender Equality Network) 300,000MMK	Public awareness campaign through cultural action (Than Chat) for GBV in Mogok, Myingyan, Kyaukpadaung, Pyin Oo Lwin, Tha Si.	Giving awareness to the local community and sharing the informing about the relevant departments and organization for assisting referrals.
Child Protection and Child Rights Act. (2016)	LRC (Local resource Center) 3,900,000 MMK	Networking among CSOs and referrals. Meeting with MPs and community-based organizations involved in child protection to discuss the Bill of Child Rights.	Holding meetings with community-based organizations and parliamentarians involved in child protection activities. Referrals to relevant organizations for legal support (Child Case, Child law).
Thandaunggyi Women Group			
Women Participation in Decision Making Through Integrated Society (August 2019-March 2022)	Paung Sie Facility (PSF) (USD 16499 \$)	Gender Based Violence Women Leadership Women Peace and Security Social Cohesion	Community women leaders can make proposal writing and project implementation themselves
COVID-19Emergency Response (2021)	Local Resource Centre (LRC) (26,730,000) Kyats	To prevent COVID-19 disease in Thandaunggyi Township	Trained community women leaders can lead in their community
Humanitarian Support for Smallholder farmers and poor local people (2021 May to 2021 June)	Land Core Group (LCG) (6,535,000) kyats	To provide Humanitarian Aids	To empower gender equality in community through trained women leaders

Service Provisions for Survivors of Violence against Women and Girls (2021)	Gender Equality Network (GEN) (26,966,400) Kyats	Safety place for GBV Survivors, prevention and reducing GBV Cases	Implement dialogue section for TWG staffs and Thandaunggyi community
To promote Peace Building by Engaging Key Stakeholder and Community in Thandaung Gyi Township (2019 – 2020)	Mercy Corps (USD \$7500)	To promote women participation in peace process by trust building with EAOs, KNU, community leaders and government leaders in Thandaunggyi Township	To promote peace building, gender equality by community women leaders To reduce conflicts in community by using in dialogue methods
Promoting women empowerment and leadership (May 2019 – Feb 2020)	Central for Good Governance (CGG) (48,424,950) Kyats	Women participation in decision making process in grassroot community	Focus on community women leaders and staff capacity buildings

II. Project content, strategic justification and implementation strategy

Where Myanmar’s formal peace process currently focuses on national level actions and events, key challenges remain in the way disputes are being resolved at the local level. Gender-blind dispute resolution processes, unrealized “localization” of the NSPAW and weak linkages between the national process and community actions fail to generate meaningful transformation. **Responding to these gaps, the proposed Myanmar Women Capacity Action and Norms (CAN) for Peacebuilding Program will contribute to addressing key barriers to women’s meaningful participation in peaceful resolution of conflicts in Myanmar.** Through strengthening the capacity and confidence of existing and emerging female mediators to resolve disputes (Outcome 1); increasing the agency of CSOs and influential female community members in leading positive change in their communities around NSPAW WPS priority areas (Outcome 2); and providing entry points for male gatekeepers religious leaders, political and community leaders, and civil society leaders to support women’s meaningful participation in the peaceful resolution of conflict (Outcome 3), the program establishes a roadmap for linking local and national level peacebuilding processes. This strategic and innovative approach to peacebuilding at the local level is designed to carry forward to state and national level peacebuilding frameworks, fostering pathways for women to transfer their skills to engage more substantively in formal peace process structures and mechanisms.

The program builds upon Mercy Corps Myanmar’s expertise and robust experience implementing programs to strengthen the negotiation and dispute resolution skills of existing, emerging and aspiring mediators (civil society leaders and religious leaders) through its Interest-Based Negotiation curriculum and methodology, which seek to diversify and elevate the capacities of participants to communicate constructively across lines of division. However, they have not yet aided the transformation of women’s decision-making roles.

Partnering with local women’s civil society organizations (Mi Organization, Yaung Chi Thit, Say Ta Nar Mon, and Thandaunggyi Women Group) and International Alert (IA) a leading peacebuilding INGO and religious leaders, political and community leaders—the Mercy Corps-led program complements the UN’s peace and social cohesion strategies in Myanmar by emphasizing local ownership, strengthening local capacities, and building upon local initiatives to prevent and respond to violence and intercommunal conflicts.

OUTCOME 1: Existing and emerging female leaders are empowered to influence peaceful and effective resolution of conflicts. There is a dearth in literature, information and interventions that focus

on the role and influence of women in local dispute resolution in Myanmar and potential linkages to the peace process. Moreover, a gap exists in understanding and identifying the specific barriers and opportunities faced by female youth to meaningfully participate in community-based dispute resolution mechanisms, and few, if any, opportunities exist for cross-learning between emerging female mediators and their senior, more established counterparts throughout the country.

To address these gaps, and building on Mercy Corps' study to understand the role of female leaders and local women's organizations in community-based dispute resolution processes, Women CAN's inception phase will include a multi-stakeholder, participatory action research project supporting **emerging female leaders to utilize research skills to better understand context specific drivers of conflict, barriers and opportunities for women and female youth meaningful participation in dispute resolution and mediation processes (Output 1.1)**. The methodology aims to amplify the voices of female program participants and challenge the existing power dynamics by providing them with the platform to lead and conduct the study themselves, speak for themselves rather than having someone to speak on their behalf. Female participants will refine the area of study, select the data collection method, collect and analyze data, share findings and develop an action plan with others. Particular focus will be placed on empowering female youth to define their own needs, lead and interpret research on the issues that affect their lives and unpack the distinct experience and roles of young women in peacebuilding efforts.

Following this, **existing and emerging female leaders are equipped with the skills and knowledge to resolve disputes using the adapted gender-responsive Interest Based Negotiation (IBN) methodology and women leadership training (Output 1.2)** through a series of consultation meetings with **IBN-trained** female leaders to review the current IBN curriculum and methodology and incorporate recommendations on how to enhance the program to become gender responsive by drawing on the results of Mercy Corps' research along with women-led action research. Anticipated adaptations of the IBN tool include examples such as: gender responsive resolution of land disputes (in which women's participation and justice provision is currently hindered by culturally-mandated male inheritance rules, and practices of excluding women from land title ownership); SGBV disputes (commonly resolved according to customary frameworks privileging social cohesion over individual access to justice); and adapting training methodology to target those who lack mediation skills (where currently the training is targeted toward VTAs who already have some skills in this area). Mercy Corps will then train and foster a cohort of 20 emerging and established women leaders to receive regular coaching and mentoring and supported by periodic training on key thematic areas such as women's leadership, helping mediators overcome day-to-day challenges and navigate complex power dynamics relating to gender norms in their communities. **The training will also benefit approximately 25 female leaders who are awarded a small grant to conduct action projects in their community.**

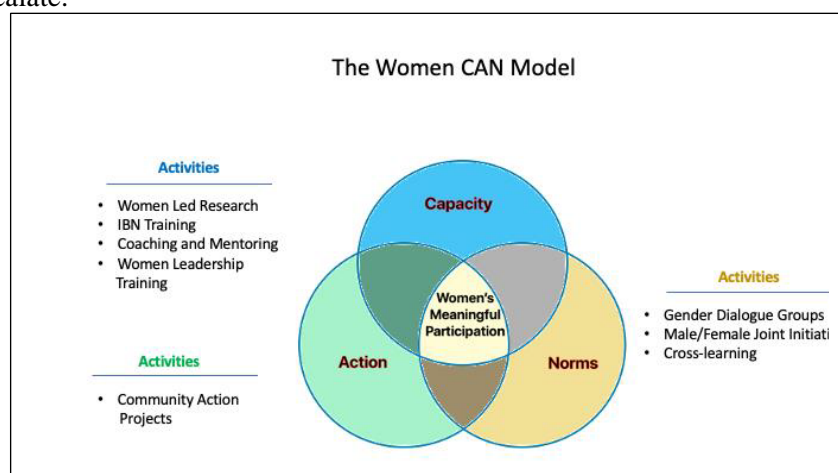
OUTCOME 2: Local drivers of conflicts are addressed through women-led actions linked to the Myanmar National Strategic Plan for the Advancement of Women (NSPAW) at the community level. NSPAW priorities need localization efforts that enable communities to engage meaningfully with understanding to address root causes of conflict and strengthen the roles and conditions of women at the community level across the 12 priority areas.⁵⁴ Building on the participatory action research in Output 1.1, activities in this area support **CAN trained female leaders identify, design and implement community action projects (Output 2.1)**, addressing drivers of conflict and challenges faced by women and men in conflict-affected communities, tailored toward the 12 NSPAW priority areas and geared toward increasing women's meaningful participation in peaceful resolution of disputes. Projects may include themes such as: the impacts of conflict on women's education, health and security; the impacts of advocacy activities on women's roles in peaceful dispute resolution; the gendered impacts of conflicts on men and masculinities (e.g. men's roles in the family, as economic providers, and as social agents); and the privileging of traditional gender norms and hierarchies in community-based dispute resolution mechanisms. Projects will include creative solutions to address drivers of conflict at the level. Small grants to support these projects will be divided between well- and less-established women's CSOs, to

expand opportunities for women’s voice and agency to younger and less prominent women. Supporting activities involve training [members of project partners](#) in Mercy Corps’ signature CATALYSE approach to mobilizing communities which builds a community’s capacity to identify and organize around collective priorities, mobilize resources, implement projects and influence leaders; and fosters peaceful, community-led change, empowering diverse community members to work together to address their common challenges;⁵⁵ [The required documents such as grant guideline and proposal template will be developed by partner organizations through the agreement with Mercy Corps. The small grants then will be directly distributed to emerging female leaders by the local organizations who will support the development and implementation of the women-led community action projects.](#)

OUTCOME 3: Male gatekeepers demonstrate increased support for gender responsive resolution of conflicts. Building women’s capacity, while important, is insufficient to catalyze the transformation of their participation. Evidence shows that where women gain the skills and confidence to speak out, there is a risk that male leaders will not listen to their concerns,⁵⁶ and gender-based violence against women may increase. A process is needed to help male and female community members understand the social construction of these barriers and benefits of meaningful women’s participation to conflict resolution and overall community development processes. Fostering this attitude change requires a sustained dialogue process best led by local women and CSOs. International Alert will work with project partners to develop a guide for conducting community dialogues in order to **strengthen local CSOs’/CBOs’ capacity to lead gender community dialogue groups (Output 3.1)**. Change in social norms requires safe spaces for male and female community members and leaders to come together, both separately in age and gender segregated groups in conjunction with joint mixed community dialogues, to discuss root causes of conflict. [Project partners](#) will lead this process in the target communities with International Alert’s support. The participants’ newly developed understanding will be put into action through engaging **influential male and female community members to collaborate to change gender norms and promote positive masculinities Output 3.2**). This second portfolio of small grants is designed to enable joint collaborative community initiatives that address issues emerging from the process of community dialogues, designed and implemented by influential male and female [religious community](#) members of diverse ages and identities. Taking joint action will strengthen trust and communication between stakeholders and build the status of marginalized younger women in the eyes of the community. [Cross learning activities will be organized and facilitated at the end of the program to provide space and times for CAN female leaders and male gatekeepers to share their experiences and learn from one another regarding the knowledge, capacity and skills they receive from the program activities \(Output 3.3\).](#)

b. Project-level ‘theory of change’

Theory of Change: IF existing and emerging female mediators are empowered to influence peaceful and effective resolution of conflicts; **and if** local drivers of conflicts are addressed through women-led actions linked to the Myanmar NSPAW at the community level **and if** male gatekeepers demonstrate increased support for gender responsive resolution of conflicts **THEN** women’s meaningful participation in peaceful resolution of conflicts in Myanmar will be strengthened **BECAUSE** the holistic model of women’s empowerment to influence through capacity and confidence, addressing drivers of conflict through action, and promoting gender norm transformation allows for the root causes of conflict to be understood and addressed directly at the local level where these problems begin and subsequently escalate.



Our program is grounded in a holistic framework for engaging women, men, and female youth to address gender and power dynamics in their local environments. To foster change within and among these groups, the program will support three interconnected pathways focused on: (1) Empowerment to influence through capacity; (2) addressing drivers of conflict through action; and (3) promoting gender norm transformation. The program assumes that the inherent connections between these pathways will lead to an increase in capacity, skills and confidence of female participants while creating an enabling environment for men’s engagement with issues involving masculinities and gender norm change. While recognizing that community level and formal peacebuilding processes are somewhat exclusive, with achievements measured through different indicators at each level, the expectation is that in the short-term, the activities undertaken will lead to an increase in women’s meaningful participation in local-level dispute resolution processes, while over the long-term allow women to utilize transferable mediation skills that result in their increased engagement in national level political dialogues. Further assumptions are that conflicts will not increase in volatility [in the specific areas where the program activities are planned to be implemented](#); that their escalation will be mitigated by the program activities; that women mediators will increase their understanding of conflict resolution processes; that less visible CSOs and individual young women will embrace opportunities to express their newfound understanding; that male “gatekeepers” will engage dialogically with women on issues of gender norm change and conflict resolution; and that the adaptation of the IBN tool to be gender responsive will inform and be fully implemented by other peacebuilding initiatives.

c. Project result framework (see Annex B)

d. Project targeting and sequencing strategy

Target areas include Mandalay Region, Kayin State, Mon State and Rakhine State. Mercy Corps, in partnership with the Paung Sie Facility (PSF) and other key partners, has identified 10 townships within these areas as being “at-risk” due to a high degree of intercommunal tension. These conditions were documented through the Sone Hmat program, in which field analysis of root causes of conflict was conducted in 2018-2019.⁵⁷ Mercy Corps’ four years of program implementation experience in these high- risk areas has allowed the organization to generate a robust presence, leading to increased legitimacy and contextual understanding. Moreover, [partners organizations Yaung Chit Thit, Mi Organization, Say Ta Nar Mon and Thandaungyi Women Group](#), are actively engaged in implementing activities in these areas, allowing for greater ownership of the program by the local community.

Program participant selection criteria: **Pathway 1** targets women mediators including around ten women already actively engaged in high-level mediation in conflict areas, whom Mercy Corps will identify through ISP Peacedesk’s stakeholder mapping of women leaders throughout Myanmar. To ensure complementarity with the current portfolio, 100 additional emerging women leaders have been identified across the target areas in collaboration with [a former partner](#), WON and its members organizations, based on jointly designed selection criteria incorporating ISB Peacedesk’s mapping of influential women peacebuilders in Myanmar, ensuring the participation of female youth and ethnic minorities.⁵⁸ [Many of the identified participants are going to participate in the new phase of the program but some new participants who have a strong background in leadership and addressing disputes at the community level will be added by new partners.](#) **Pathway 2** targets women’s groups’ individual young women from the pool of emerging women leaders identified through the small grant process with clear selection criteria. **Pathway 3** targets 40 village level gatekeepers to participate in dialogues and [cross-learning activities](#) from the four target areas, to be identified by [new partner organizations](#). The number of program participants is aligned with the capacity of the partner organizations to manage the facilitation of activities during the program implementation timeframe.

Implementation approach during the NCE period: To conceptualize the program design, Mercy Corps conducted a program redesign workshop on 10 May 2021, in partnership with [Yaung Chi Thit, Mi Organization, Say Ta Nar Mon, Thandaungyi Women Group and International Alert](#). In the workshop, the participants discussed whether the original Women CAN program activities would still be relevant

during the NCE period, particularly given the current political context, which began after the events of February 1. The participants agreed to move forward with the program activities such as action research, IBN training and women leadership, community action projects and cross-learning activity for the next 6 months. Even if the current political situation is unstable, the participants believe that training activities are extremely relevant to implement, as they will be run virtually, and the action project activity is significant for women in the target areas, as it will give them a wonderful experience on addressing gender and dispute issues in their own communities.

Stage 1 (month 1) will include an assessment and analysis of dispute and gender issues, as well as a 2-day IBN training and gender dialogue TOT for partners. International Alert (IA) will prepare the assessment questionnaires and retarget particular respondents to reflect on the current political context. The adaptation of the IBM/N curriculum was already completed in the previous project phase, as was the development of the gender dialogue methodology and the selection of program participants. Therefore, stage 1 does not require a timeline for preparation of tools or curriculums, but only the implementation of the program activities. The dispute and gender issues which are identified through the assessment will be the foundation for the community action project which is planned to be conducted under the last stage.

During **stage 2** (months 2-3), two meetings (for 100 participants), and two coaching and mentoring sessions (for 20 selected participants)—which are a follow up activity from IBM/N training—will be organized. Advanced women leadership and CATALYSE training will also take place during this stage to enhance self-confidence and leadership skills for program participants and advance the knowledge of partners on community project planning and implementation. The project partners’ members will use the knowledge and skills from the CATALYSE training and provide ongoing support for program participants who will address dispute and gender issues through the action project. A series of sex-segregated and joint male/female gender dialogues at the community level will start in this second stage to support positive masculinities and gender equality.

During the **last stage** (months 4-6), CAN will distribute two types of small grants to program participants who will use the grant to conduct action project activities related to addressing dispute and gender issues and strengthening the collaboration between female and male community members. At the end of the program, the Women CAN team will facilitate a cross-learning activity in which all program participants, including male gatekeepers, will share and learn from one another regarding the knowledge and experience they received throughout the program activities they have participated in.

III. Project management and coordination

a) Recipient organizations and implementing partners

Agency	Total budget in previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	Number of existing staff, of which are in project zones	Highlight any existing expert staff of relevance to project
Mercy Corps Myanmar	\$USD 470,831,000 (global) \$USD 6,000,000 (Myanmar)	World Bank; USAID; US Department of State (DRL); DFID; Dutch Ministry of Foreign Affairs; UNOPS (LIFT); European Commission; UNDP; UNWomen; Paung Sie Facility	Yangon Laputta Mandalay Sittwe Magway Hpa An	407 staff in Myanmar, including - 54 in Yangon - 15 in Kayin and Mon States - 4 in Mandalay Region - 14 in Rakhine State	Senior Program Manager (Peace & Conflict), International Gender and youth advisor, M&E manager

International Alert Myanmar	\$USD 22,500,000 (global) \$USD 491,000 (Myanmar)	European Commission, Australian Aid, MFA Netherlands, SIDA, UNDP	Yangon	5	Gender, peace and security expert and an experienced local program manager with extensive experience developing and facilitating trainings
Yaung Chi Thit	\$ USD 396,381.80 (Myanmar)	Oxfam-EU Oxfam-UN Women IFES SFCG IA Mercy Crop	Yangon Sittwe Kyauk Phyu	15 staff in Yangon 7 staff in Sittwe 3 staff in Kyauk Phyu	Program manager with experience on managing the projects of women leadership and gender equality, Regional coordinator with experience on facilitating trainings and dialogues on gender equality and Training officer with much experience on developing curriculum and giving trainings and raising awareness on women leadership and gender equality
Mi Organization	\$ USD 180,000	UN Women, UNFPA/GEN, Access to Health/LRC, TMF, My Justice, Child Dream	Mon, Karen and Tanintaryee	22 Staffs and all live in Mon State and 1 in the Thai-Myanmar border	Gender, Feminist, Child Rights, Women Rights, GBV social workers, M&E officer, Communication Officer, Trainers, Community Organizer
Thandaunggyi Women's Group	USD 16,499 \$ 26,730,000 Kyats 6,535,000 Kyats 26,966,400 Kyats USD 7,500\$ 48,424,950 Kyats	Paung Sie Facility (PSF) Local Resource Centre (LRC) Land Core Group (LCG) Gender Equality Network (GEN) Mercy Corps Central for Good Governance (CGG)	Thandaunggyi	29 staff	Finance consultant and finance coordinator, program consultant and local project officers, M & E officer, network coordinator, GBV Case workers

Say Ta Nar Mon	MMK-3,500,000 MMK-3,305,000 MMK-12,170,000 MMK-3,900,000 MMK-300,000	UNDP UNAIDS CPI LRC GEN(Gender Equality Network)	Mandalay	38 Women Volunteers	-Income Generation (IG) -Gender-Women Empowerment and Capacity Building. - (UHC) Universal Health Coverage Awareness. - Child Right & Protection. - Gender Awareness.
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b) Project management and coordination

Led by Mercy Corps, Women CAN will utilize an integrated management structure to ensure effective governance and implementation of activities by program partners. While managing their respective teams [the partners](#) will inform program strategy and decision-making through participation at design workshops held at inception and program mid-point. Women CAN will prioritize Myanmar national staff for all program positions where possible, equipping them with the necessary tools to effectively execute their roles. As such, few international staff are expected to comprise the senior management team.

Mercy Corps brings unparalleled expertise in fostering community dispute resolution through its investment in the IBN approach. Operating in 10 of Myanmar's 14 States and Regions⁵⁹ for 11 years, employing 407 staff, and with an active portfolio of \$6M in Myanmar, Mercy Corps has implemented 160 peace building programs globally, and is uniquely qualified to realize UNPBF's vision of supporting interventions of direct and immediate relevance to the peacebuilding process and contributing towards addressing critical gaps in areas for which no other funding mechanisms are available. Mercy Corps staff roles include Women CAN's [Team Leader](#) (100%), an experienced gender specialist with strong peacebuilding program experience, tasked with overseeing program quality control, defining implementation strategies, training team members, managing partner relationships and providing technical leadership. To ensure integration of common strategies and technical approaches throughout the program, a **Senior Project Officer** (100%) will undertake day to day tasks related to partner relationships and management of small grants. In addition, a monitoring, evaluation and learning person (100%) will be hired to ensure the quality, capture the learning and evidence throughout the project. Mercy Corps' **International Gender and Youth Advisor** (32%) will provide technical and capacity building support to staff and partners; while the Senior Program Manager will oversee action research and lead the IBN curriculum review process. Additional support will include **Head of Social Cohesion and Civil Society Engagement** (10%), **Country MEL Manager** (7%), the **Country Director** (4%), the **Director of Programs** (4%), and the **Director of Strategy and Development** (4%).

[Mi Organization](#) worked together with Mon Women Networks for women peace and security, women's participation in politics, women's empowerment and governance, village administrative at local or municipal level in two townships and some village tract in Mon State. [Say Ta Nar Mon](#) contributes on counselling and supporting, referral; networking and collaboration for capacity building training, work for generating income activities and for the representation of women voices, coverage in seven townships in Mandalay region. **Thandaunggyi Women Group** is one of the initiative's women organizations, promised to ensure equality, security and capacity building for the safety of women in Thandaunggyi Kayin state. **Yaung Chi Thit (YCT)** is work for building a peaceful and democratic society based on justice and gender equality. YCT has four main programs that contribute to women and youth actively involved in the political, social and developmental processes in Myanmar. **International Alert** is a leading peacebuilding NGO with 30 years of experience working in communities affected by violent conflict worldwide with a focus on gender transformative programming.

Women CAN will provide technical and operational support to [Yaung Chit Thit, Mi Organization, Say Ta Nar Mon and Thandaungyi Women Group](#) long with a **Network Coordinator, Finance Manager** to lead the finance teams in all locations, and fully dedicated **Project Manager** who will report to the Network Coordinator and oversee 6 project officers to oversee activities under Outcomes 1, 2, and 3. ~~Women CAN will support IA's Country Director, Gender and Conflict Sensitivity Programme Manager and Gender Programme Officer, to oversee activities under Outcomes 1 and 3, utilizing project funds.~~ Women CAN will provide technical and operational support to [Yaung Chi Thit, Mi Women Organization, Say Ta Nar Mon Women Organization and Thandaungyi Women Group](#). A Team Leader with the support from the Senior Program Manager, will be leading with full team members to manage and oversee the implementation along with the finance and compliance team for all outcomes. Women CAN will support IA's Country Director, Gender and Conflict Sensitivity Program Manager and Gender Program Officer, to oversee activities under the Outcomes 1 and 3 especially.

c) Risk management

The program design has carefully considered potential external and internal risks [which is reflecting on the third wave of COVID-19 and the current political situation](#). Under the leadership of Mercy Corps and the existing framework of the IBN approach, knowledge sharing within and outside of the Women CAN team will identify new or existing risks, and high-risk items will be addressed immediately. Women CAN recognizes the importance of being mindful of the potential impact the project could have on the socio-political schisms that cause, or have the potential to cause, conflicts between groups (both intra- and inter-communal, and inter- and intra-household). Regular Do No Harm assessments will seek to analyze the interaction between the project and the wider context and adjust activities and approaches to mitigate harm. Moreover, acknowledging that challenging unequal gender roles and norms may lead to increase in violence against women the program will apply a gradual, sensitive approach engaging both men and women in all activities to mitigate potential backlash. Specific risks are outlined below:

Risk Matrix

Risk	Likelihood	Impact	Mitigation Actions
External Risks			
Security risks due to armed conflict or political instability, and outbreaks of violence in advance of or following the 2020 elections.	High	High	Political and security risk assessment and monitoring will be ongoing throughout the program, with MC field office staff liaising with MC Senior Project Officer and program staff in Yangon office on a weekly basis and partner organizations will help with security analysis by updating the situation on the ground . Emergency measures, such as evacuation of program staff and partners at field sites, will be implemented if needed. Program will be designed to flexibly respond to these potential risks through in-depth political context analysis that is updated throughout implementation by the program team.
Armed clashes between security forces and armed resistance forces take place in project target areas that the program activity is impossible to continue implementing	High	High	
Except FFTH (fiber to the home), all types of internet such as mobile data and wireless broadband are cut off.	Medium	High	

Access restrictions in all target project areas which could restrict international and local efforts to engage with actors in communities.			Program activities will be mainly implemented by partners who can find ways to access and travel in the areas as they are local people in those areas. Mercy Corps has relationships with other partners in the target areas (e.g. RFP in Rakhine) and if a particular partner is facing restrictions, MC will consider engaging one of its other partners, and would seek approval from PBF before proceeding.
Possible socio-political schisms that cause, or have the potential to cause, conflicts between groups (both intra- and inter-communal, as well as inter- and intra-household), particularly in Rakhine, along with possible male backlash against women.			Regular Do No Harm (DNH) assessments supported by Mercy Corps' Conflict Sensitivity Advisor will seek to analyze the interaction between the project and the wider context and adjust activities and approaches to mitigate harm.
Continued breakdown of the peace process leads to decreasing space for women's participation in formal peacebuilding processes.			Women CAN activities are designed to build women's skills and capacity to resolve disputes in informal processes; thereby mitigating the risk of formal mechanisms disallowing their direct participation.
Risk of climate-related disasters.			Climate and disaster risks will be monitored through risk assessments in early implementation phase and throughout the program. Ongoing integration of risk awareness and resilience building will improve preparedness measures amongst stakeholders.
Change in current CSO policy or staff which could negatively impact the work of the program team.			Activities at inception will be designed to build trust and relationships between all key stakeholders.
Difficulties, long waits or denial of obtaining travel permissions to certain locations (e.g., Rakhine)			Implementing program activities informing local authorities as needed, without actively requesting for permissions, will be the preferred approach given the political circumstances, with all activity implemented through a low-profile approach.
Security concerns on the third wave of COVID-19 infections which restricts program participants to continue program activities.			Ensure that partners and program participants still practice and follow the original guidelines of COVID-19 and keep sharing any updated information within our network. Provide partners and staff with COVID-19 protection facilities and equipment such as masks and hand sanitizer and update them about the spread of COVID-19. Partners are capable on managing program activities as they have already had experience working during the first and second wave of infections.
Delivery and Operational Risks			
Program participants drop out of the project because of security concerns and lack of interest/motivation.			Be flexible with program activity design and planning which can respond to or meet the requirements of the program participants. Make a backup plan to replace the participants who could not participate with new ones.
Some program participants actively engage in political activities, which place them, and those affiliated with them at risk. This can increase insecurity of program activities and other participants.			Ensure that during the participant selection process these risks are discussed with the potential program participants. This includes make it clear that if during the lifespan of the project any program participant intends on engaging in political activities, which might place them or those affiliated with them at risks, it might be best for them to not engage with the project at this time.
Leaders of the CSO partners feel insecure or have to hide to continue to work, as they are frightened and targeted due to their political activism or affiliation.			Program activities will continue running with the Program Managers who are managing the activity since the program start. Mercy Corps will closely support them with the program management.
Low interest from stakeholders to create an inclusive environment for women and youth, or for participation by male gatekeepers in activities.			Mitigated by identification of women's CSOs well positioned to engage in mediation activities and encourage the participation of male gatekeepers in these activities.
Weak CSO technical capacity to implement project activities; risk of underspend due to inefficient project management.			Senior Project Officer will work in close collaboration with WON and CSO partners to ensure clear communication and measured progress around program targets and activity implementation timelines.
Sexual exploitation and abuse of participants in implementation of program activities.			Training to all program staff and partners, at inception, on Mercy Corps' PSEA Sexual Exploitation Policy, which requires all team members and partners to immediately report suspicions of sexual exploitation or abuse. Mercy Corps encourages all beneficiaries and community members to report suspicions of possible sexual exploitation or abuse of or by any team member, partner or visitor.

The inability to reach every young woman wanting to be a part of program interventions, due to budget and capacity limitations could cause preferential treatment of certain participants.	Yellow	Green	All participation by young women will be voluntary and will be received on a first come, first served basis. Participants will be assessed and covered as more funding opportunities become available.
Logistical / time constraints of trained women mediators and emerging women mediators to engage in program activities, due to childcare, travel and other household demands.	Yellow	Red	Time and location of program activities will be adjusted to take into account women's time burden and constraints. In addition certain budget allocated to offset women's constraints in this area. Based on needs this may include provision of childcare arrangements, coverage transportation costs or coverage of accommodation.
Turnover of project staff causing disconnect with participants.	Yellow	Green	Weekly knowledge sharing meetings and participant updates will take place in the field offices and between MC, Yaung Chi Thut, Mi Organization, Say Ta Nar Mon, Thandaungyi Women Group WGN and IA staff, providing awareness to all project staff on activities, and extenuating circumstances.
Project specific gendered protection risks: These may include potential backlash by community members (including male gatekeepers, village elders, and others) due to the program's explicit challenging of gender norms, increases in domestic violence as a consequence of increased women's engagement in projects highlighting voice and agency, risk of sexual harassment in program relevant workplaces, or explicit community violence.	Red	Red	All project staff and participants will be trained to sensitively address the social risks that may result from challenging gender norms; mediation trainings and revised IBN curriculum will explicitly address such risks and provide grounded implementation solutions.
Conflict between lead partner and other partners, including sub-recipient.	Green	Green	Exchange meetings will be held with project leads at Mercy Corps, Yaung Chi Thut, Mi Organization, Say Ta Nar Mon, Thandaungyi Women Group WGN and International Alert, where lessons learned, and other challenges encountered will be discussed. Collaborative solutions will be identified and implemented, and dispute resolution mechanisms will be utilized, if needed. PM will share key information and any proposed changes to workplan or program deliverables with program personnel.
Fiduciary and Financial Risks			
Financial risk of inflation or economic fluctuation in interest rates.	Yellow	Red	Chief of Party/Finance will monitor rates on a weekly basis; workplan will be amended should drastic shifts occur.
Difficulty with transferring funds to partners due to the collapse of the banking system following the events of February 2021.	Red	Red	Mercy Corps will use a due diligence process to put in place a number of alternative cash transfer options, through vetted financial service providers, such mobile money agents and other parties.

d) Monitoring and Evaluation

What will be the M&E approach for the project, including M&E expertise in the project team and main means and timing of collecting data? Include a break-down of M&E budget that the project is putting aside, including for collection of baseline and end line data for indicators and for an independent evaluation, and an approximate M&E timeline. Ensure at least 5-7% of the project budget is set aside for M&E activities, including sufficient funds for a quality independent evaluation.

Women CAN will incorporate a robust, partner-wide MEL system throughout the life of the program, utilizing Mercy Corps' Monitoring, Evaluation, and Learning (MEAL) policies to establish a systematic, consistent set of requirements at inception, followed by ongoing guidance to the implementation team in ensuring standard procedures and thresholds are met. A total of 5.2% of the budget will be allocated to MEL activities. The MEL unit will include Mercy Corps' dedicated [CARM and MEL Coordinator](#), country MEL Manager. M&E staff will be responsible for coordinating M&E activities across network

member organizations and oversee data collection and analysis processes. To measure change during the program, baseline values for all indicators will be established through the baseline at inception phase and monitored at the midpoint [along with the training evaluation, pre- and post-test, program review meeting](#), and end line. Both quantitative and qualitative program impacts will be assessed at mid-term and at program close through an internal review and external evaluation/ audit, in accordance with UNPBF guidelines. Evaluation methodology will incorporate participatory approaches with local stakeholders and communities to capture information on the needs and opinions of male and female participants and partnering organizations. Partners will solicit and capture feedback from target communities through regular face-to-face contact, encouraging beneficiaries to “tell their stories” and discuss project impact. A phone “integrity hotline” will be established to receive complaints, including accusations of PSEA. [CARM, the Community Accountability and Reporting Mechanism, with different channels such as the integrity hotline, Viber, in-person and email channels will make sure the program is opening the different feedback of the program participants and the partners by sharing their personal information or anonymously for the program’s improvement.](#)

e) **Project exit strategy/ sustainability**

Women CAN is designed to have ongoing impact beyond the program cycle that is independent of the outcomes of the formal peace process. Adaptation of the Interest Based Negotiation strategy will have a broad long-term reach, as the gender-responsive methodology and curriculum will be integrated into Mercy Corps’ ongoing IBN portfolio over the forthcoming years, in additional locations both in Myanmar and globally. While supported initially by project activities, program participants will develop transferable mediation skills and confidence needed to undertake ongoing gender transformative work across a range modality, as these women will be equipped to utilize their skills to influence informal conflict resolution processes, regardless of peace process outcomes at the national level or the outcomes of the 2020 elections. Mercy Corps will pro-actively support program advancement and sustainability by facilitating linkages to organizations undertaking advocacy around WPS (for example, AGIPP) and [supporting the partners](#) to carry forward this work through their increased capacity and ongoing engagement in national level committees and political dialogues. Mediation work will be sustained through the newly trained mediators’ ongoing in- country engagement.

IV. Project budget

Please see attachment.

Mercy Corps confirms that no monies received from the PBF will be channeled through a for-profit entity.

Footnotes:

¹ Note: actual commencement date will be the date of first funds transfer.

² Maximum project duration for IRF projects is 18 months, for PRF projects – 36 months.

³ No monies received from the PBF will be channeled through the for-profit entity owned by Mercy Corps

⁴ **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women’s Empowerment (GEWE). **Score 2** for projects that have gender equality as a significant objective and allocate at least 30% of the total project budget to GEWE

Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)

⁵ **Risk marker 0** = low risk to achieving outcomes

Risk marker 1 = medium risk to achieving outcomes

Risk marker 2 = high risk to achieving outcomes

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¹⁰ Schissler, M., Walton, M., and Phyu Thi. (2015). *The Roots of Religious Conflict in Myanmar*. Washington: DC: The Diplomat.

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¹⁴ Simbulan, K. (2019), "The Arakan Army and the Tatmadaw Conflict - Conflict Sensitivity Considerations", Yangon: RAFT Myanmar

¹⁵ Amnesty International (2019), "No one can protect us": War crimes and abuses in Myanmar's Rakhine State

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¹⁸ UN Women. (forthcoming). Women, Peace and Development Action Plans for Mon, Kayin and Kayah States. Yangon: UNW.

¹⁹ Karen National Union (n.d.). [KNU History](http://karennationalunion.net/index.php/burma/about-the-knu/knu-history). Retrieved from <http://karennationalunion.net/index.php/burma/about-the-knu/knu-history>.

²⁰ RFA (2015). Myanmar Signs Historic Cease-Fire Deal with Eight Ethnic Armies. Retrieved from <http://www.rfa.org/english/news/myanmar/deal-10152015175051.html>

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²² Internal Displacement Monitoring Centre. (2014). Myanmar: Comprehensive solutions needed for recent and long-term IDPs alike. Geneva:

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²³ Justice Trust. (2015). Hidden Hands Behind Communal Violence in Myanmar. New York: Justice Trust. P. 1. Retrieved from

http://www.burmalibrary.org/docs21/Justice_Trust-2015-03-Hidden_Hands-en-to-rev1-red.pdf

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²⁵ Myanmar Peace Monitor. (n.d.). "Peace Process." Retrieved from <https://www.mmpeacemonitor.org/peace-process-overview>

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⁴⁴ Justice Base (2016). *Voices from the Intersection: Women's Access to Justice in the Plural Legal System in Myanmar*. Bangkok: United

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Annex A.1: Project Administrative arrangements for UN Recipient Organizations

(This section uses standard wording – please do not remove)

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS on the basis of the [signed Memorandum of Understanding](#) between each RUNO and the MPTF Office.

AA Functions

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved “Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds” (2008), the MPTF Office as the AA of the PBF will:

- Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned; Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO;
- Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially closed a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations’ headquarters);
- Disburse funds to any RUNO for any cost extension that the PBSO may decide in accordance with the PBF rules & regulations.

Accountability, transparency and reporting of the Recipient United Nations Organizations

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Semi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reporting and timeline

Timeline	Event
30 April	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
<i>Certified final financial report to be provided by 30 June of the calendar year after project closure</i>	

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates

31 July	Voluntary Q2 expenses (January to June)
31 October	Voluntary Q3 expenses (January to September)

Unspent Balance exceeding USD 250, at the closure of the project would have to be refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (<http://unpbf.org>) and the Administrative Agent's website (<http://mptf.undp.org>).

Annex A.2: Project Administrative arrangements for Non-UN Recipient Organizations

(This section uses standard wording – please do not remove)

Accountability, transparency and reporting of the Recipient Non-United Nations Organization

The Recipient Non-United Nations Organization will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each recipient in accordance with its own regulations, rules, directives and procedures.

The Recipient Non-United Nations Organization will have full responsibility for ensuring that the Activity is implemented in accordance with the signed Project Document;

In the event of a financial review, audit or evaluation recommended by PBSO, the cost of such activity should be included in the project budget;

Ensure professional management of the Activity, including performance monitoring and reporting activities in accordance with PBSO guidelines.

Ensure compliance with the Financing Agreement and relevant applicable clauses in the Fund MOU.

Reporting:

Each Receipt will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Bi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reports and timeline

Timeline	Event
28 February	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
30 April	Report Q1 expenses (January to March)
31 July	Report Q2 expenses (January to June)
31 October	Report Q3 expenses (January to September)
<i>Certified final financial report to be provided at the quarter following the project financial closure</i>	

Unspent Balance exceeding USD 250 at the closure of the project would have to be refunded and a notification sent to the Administrative Agent, no later than three months (31 March) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Matters relating to the transfer of ownership by the Recipient Non-UN Recipient Organization will be determined in accordance with applicable policies and procedures defined by the PBSO.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (<http://unpbf.org>) and the Administrative Agent website (<http://www.mptf.undp.org>).

Final Project Audit for non-UN recipient organization projects

An independent project audit will be requested by the end of the project. The audit report needs to be attached to the final narrative project report. The cost of such activity must be included in the project budget.

Special Provisions regarding Financing of Terrorism

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, the Participants are firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism. Similarly, all Recipient Organizations recognize their obligation to comply with any applicable sanctions imposed by the UN Security Council. Each of the Recipient Organizations will use all reasonable efforts to ensure that the funds transferred to it in accordance with this agreement are not used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime. If, during the term of this agreement, a Recipient Organization determines that there are credible allegations that funds transferred to it in accordance with this agreement have been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the head of PBSO, the Administrative Agent and the donor(s) and, in consultation with the donors as appropriate, determine an appropriate response.

Non-UN recipient organization (NUNO) eligibility:

In order to be declared eligible to receive PBF funds directly, NUNOs must be assessed as technically, financially and legally sound by the PBF and its agent, the [Multi Partner Trust Fund Office \(MPTFO\)](#). Prior to submitting a finalized project document, it is the responsibility of each NUNO to liaise with PBSO and MPTFO and provide all the necessary documents (see below) to demonstrate that all the criteria have been fulfilled and to be declared as eligible for direct PBF funds.

The NUNO must provide (in a timely fashion, ensuring PBSO and MPTFO have sufficient time to review the package) the documentation demonstrating that the NUNO:

- Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation

- Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (**NOTE:** If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches)
- Produces an annual report that includes the proposed country for the grant
- Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE:** If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project- based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
- Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project.¹
- Demonstrates at least 3 years of experience in the country where grant is sought
- Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

¹ Annualized PBF project budget is obtained by dividing the PBF project budget by the number of project duration months and multiplying by 12.

Annex B: Project Results Framework

Outcomes	Outputs	Indicators	Means of Verification /Frequency of collection	Indicator milestones
<p>Outcome 1: <i>Existing and emerging female mediators² leaders are empowered to influence peaceful and effective resolution of conflicts</i></p> <p>Relevant SDG targets: 5 and 16.</p>		<p>Outcome indicator 1a: % of female program participants reporting, they have increased influence over resolution of conflicts</p> <p>Baseline: TBD³</p> <p>Target: 70%</p>	<p>Baseline/ End line Assessment</p> <p>Mid-term</p>	<p>Month-3 1-2: baseline survey to assess initial perceptions of female program participants</p> <p>Month-9 mid-term survey to assess knowledge and perceptions of female program participants</p> <p>Month 17 6: end line survey to capture end of project levels</p>
	<p>Output 1.1 <i>Emerging female mediators leaders utilize research skills to better understand context specific drivers of conflict, barriers and opportunities for women and female youth meaningful participation in dispute resolution and mediation processes</i></p> <p>Activity 1.1.1 Women lead, design and conduct action research to generate contextualized evidence of women's roles, experiences and influence over dispute resolution and mediation processes²</p>	<p>Output Indicator 1.1.1: # of emerging female Leaders reporting they utilize research skills to better understand context specific drivers of conflict, barriers and opportunities for women and female youth meaningful participation in dispute resolution and mediation processes (disaggregated by age / ethnicity / location)</p> <p>Baseline: NA Target:</p>	<p>Action Research workshop report</p> <p>Pre-Workshop questionnaire and post-action research debriefing Questionnaire³</p> <p>Attendance list</p> <p>Women-led action research</p>	<p>Month 4: Action Research workshop pre - test to assess the level of knowledge perceptions of female program participants</p> <p>Immediate post action research survey to assess knowledge and perceptions of female program participants</p>

² Action research was done in the original design phase in July, Sept, Oct and Dec 2021 in four locations for 61 participants of the target .

³ Updated on 9June2020 logframe version along with semi-annual reporting

		60	final report	
	Output 1.2	Output Indicator 1.2.1: # of consultation	Attendance list	Month-6 <input type="checkbox"/> IBN training pre - test

	<p><i>Existing and emerging female mediators leaders are equipped with the skills and knowledge to resolve disputes using the adapted gender-responsive Interest Based Negotiation tool and methodology and women leadership training</i></p> <p>Activity 1.2.1 CAN facilitates consultation meetings with emerging and established female mediators to review IBN curriculum and</p>	<p>meetings with emerging and established female mediators to review IBN curriculum and methodology Baseline: 0 Target: 1 # of contract with consultant who reviews IBN curriculum Baseline: 0 Target: 1</p> <p>Output Indicator 1.2.2: # of IBN curriculum tool and methodology revised to be gender-responsive Baseline: 0 Target: 1</p> <p>Output Indicator 1.2.3: # of mapping exercise to map and select emerging and existing mediators leaders Baseline: 0 Target: 1</p> <p>Output Indicator 1.2.4.1: # of emerging and existing female mediators leaders trained on IBN Baseline: 0 Target: 100 1.2.4.2# of emerging and existing female leaders trained on Basic Women</p>	<p>IBN revised curriculum</p> <p>Mapping report</p> <p>Pre and Post Knowledge Test on IBN training</p>	<p>to assess the level of knowledge perceptions of female program participants</p> <p>Immediate post-IBN survey to assess knowledge and perceptions of female program participants</p>
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	<p>methodology⁴</p> <p>Activity 1.2.2 CAN revises IBN tool and methodology to be gender-responsive</p> <p>Activity 1.2.3 CAN maps and selects emerging and existing mediators leaders using USAID's mapping of influential women peacebuilders in Myanmar and Mercy Corps' stakeholder actor mapping tool⁵.</p> <p>Activity 1.2.4 CAN trains emerging and existing female mediators leaders</p> <p>Activity 1.2.5 CAN provides coaching and mentoring and thematic trainings to a cohort of 20 trained women mediators leaders</p> <p>Activity 1.2.6 CAN provides IBN Quarterly Exchange Meeting for the female leaders women participants who have been participating in the IBN Training.⁶</p> <p>Activity 1.2.7 CAN provides advance women leadership training</p>	<p>Leadership Training⁷</p> <p>Output Indicator 1.2.5: # of trained women mediators leaders receiving coaching and mentoring and thematic trainings Baseline: 0 Target: 20</p> <p>Output Indicator 1.2.6: # of quarterly IBN exchange meetings for the women leaders participants who have been participating in the IBN Training. Baseline: 0 Target: 8 4</p> <p>Output Indicator 1.2.7: # advance women leadership training Baseline: 0 Target: 1</p>		
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	<p>Output 1.3 <i>Linkages between emerging and expert women mediators are established.</i></p> <p>Activity 1.3.1 <i>CAN facilitates regional meetings between expert and newly-trained women mediators.</i></p>	<p>Output Indicator 1.3.1: <i># of regional meetings facilitated between expert and newly-trained women mediators</i> Baseline: NA Target: 2</p> <p>Output Indicator 1.3.2: <i># emerging and expert women mediators who commit to continue to collaborate with each other beyond program life cycle (disaggregated by age/ ethnicity/ location)</i> Baseline: 0 Target: 75</p>	<p><i>Attendee list</i></p> <p><i>evaluation in meetings</i></p>	<p><i>Immediate post event survey to assess the level of commitment to continue collaboration</i></p>
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⁴ This activity was adapted as “CAN hire the consultant to review the current IBM curriculum” with the indicator “1.2.1 # of contract with the consultant who reviews the IBN curriculum” with the target of 1 on 4Nov2020 along with annual reporting

⁵ Some participants were mapped around the program kick off meeting in Jan2020 by setting up the criteria and all CAN team members conducted the mapping exercise on 16Oct2020.

⁶ This activity was added on 9Jun2020 version along with semi-annual reporting.

⁷ This basic women leadership training was already done for 99 female leaders out of 100 target female leaders in Oct, Nov 2020 and Jan2021.

<p>Outcome 2: <i>Local drivers of conflicts are addressed at the community level through women-led actions linked to the Myanmar National Strategic Plan for the Advancement of Women.</i></p> <p>Relevant SDG targets: 5 and 16.</p>	<p>Output 2.1 Less visible women's CBOs, influential female leaders and individual young women CAN trained female leaders identify, design and implement community action projects.</p> <p>Activity 2.1.1 CAN trains WON member CSOs partners in Mercy Corps' adapted CATALYSE approach to identify and implement collective action projects</p> <p>Activity 2.1.2 CAN distributes small grants to women's CBOs, influential female leaders and individual young women CAN trained female leaders to implement community action projects around NSPAW WPS priority areas</p> <p>Activity 2.1.3 CAN provides ongoing support through the design, implementation and monitoring process of women's action projects</p>	<p>Outcome Indicator 2: % of community led action projects that are reported to have addressed at least 1 local driver of conflict (disaggregated by location) Baseline: 0 Target: 75%</p> <p>Output Indicator 2.1.1: # of WON members partners' members trained on Mercy Corps' adapted CATALYSE approach to identify and implement collective action projects Baseline: 0 Target: 10 12</p> <p>Output Indicator 2.1.2: # of community action projects around NSPAW WPS priority areas implemented by women's CBOs, influential female leaders and individual young women CAN trained female leaders thanks to CAN small grants Baseline: 0 Target: 12</p> <p>Output Indicator 2.1.3: # of field visits conducted to provide support through the design, implementation</p>	<p>Baseline/Endline Assessment</p> <p>Action Projects' document Review</p> <p>Attendance list</p> <p>Pre and post test</p> <p>Financial documents for small grants</p> <p>Action project reports</p> <p>Monitoring visits reports</p>	<p>Month 2: baseline survey to assess initial perceptions of female program participants Month 6: end line survey to capture end of project levels</p> <p>Month 9-13: 3-5: monitoring visit reports to monitor progress</p> <p>Month 13: 5: Action project reports to capture implemented women-led action projects</p>
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		and monitoring process of women's action projects Baseline: 0 Target: 24		
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<p>Outcome 3: <i>Male gatekeepers demonstrate increased support for gender responsive resolution of conflicts.</i></p> <p>Relevant SDG targets: 5 and 16.</p>		<p>Outcome Indicator 3a: % male gatekeepers reporting more equitable gender attitudes about women and female youth meaningful participation in the peaceful resolution of conflicts. (disaggregated by sex, age, location, ethnicity) Baseline: TBD NA Target: 10%</p> <p>Outcome Indicator 3b: % of female program participants leaders reporting male gatekeepers increased support for gender responsive resolution of conflicts Baseline: TBD NA Target: 10%</p>	<p>Baseline/End line Assessment</p> <p>Gender Dialogue group program reports</p>	<p>Month 3 1-2: baseline survey to assess initial perceptions of female program participants</p> <p>Months 14-16 2-4 Dialogue group program reports to capture shifts in attitudes</p> <p>Month 17 6 end line survey to capture end of project levels</p>
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	<p>Output 3.1: <i>Local CSOs / CBOs capacity to lead gender dialogue groups is strengthened</i></p> <p>Activity 3.1.1 CAN develops gender community dialogue guide</p> <p>Activity 3.1.2 CAN provides gender dialogue training to partners WON member organizations</p>	<p>Output Indicator 3.1.1: # of gender community dialogue guide developed Baseline: 0 Target: 1</p> <p>Output Indicator 3.1.2: # of partners' members WON member organizations trained on gender dialogue Baseline: 0 Target: 10</p> <p>Output Indicator 3.1.3: # of female members of local CSO/ CBO members participating in gender dialogue training that report increased capacity to lead gender dialogue groups % of partners' members who showed the improvement in the post test of gender dialogue Baseline: 0 Target: 75%</p>	<p>Gender Community dialogue guide</p> <p>Attendance list</p> <p>Pre and Post Test</p>	<p>Month 14 2: TOT pretest to measure knowledge and initial capacity levels</p> <p>Immediate post- test to assess the level of knowledge and perceived capacity</p>
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	<p>Output 3.2: <i>Influential male and female community members collaborate to challenge gender norms and promote positive masculinities.</i></p> <p>Activity 3.2.1 CAN facilitates sex separated and mixed gender dialogue groups to unpack and better understand gender barriers and promote positive masculinities</p> <p>Activity 3.2.2</p>	<p>Output Indicator 3.2.1: # of dialogue groups facilitated to unpack and better understand gender barriers and promote positive masculinities Baseline: 0 Target: 32 16⁸</p> <p>Output Indicator 3.2.2: # of joint / collaborative initiatives for male-female collaboration initiatives that challenge</p>	<p>Attendance list</p> <p>Financial documents for small grants</p> <p>Joint Action project reports</p>	<p>Month 14-16 2-4: monitoring visit reports to monitor progress</p> <p>Month 14-16 3-5 Initiative reports to capture implemented joint initiatives</p>
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	<p>CAN awards small grants for male-female collaboration initiatives that challenge gender norms</p>	<p>gender norms thanks to small grants Baseline: 0 Target: 12</p>		<p>Month 6 Cross-learning Event Report</p>
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⁸ This target was updated on the 9Jun2020 version along with semi-annual reporting.

	<p>Output 3.3: <i>Religious, political and community leaders, MPs and political dialogue leaders increase their knowledge of gender responsive conflict resolution approaches.</i></p> <p>CAN female leaders and male gatekeepers share their experiences and learn from one another regarding the knowledge, capacity and skills they receive from program activities</p> <p>Activity 3.3.1 CAN Hosts a national event in Naypyidaw featuring women led action research results and revised gender responsive IBN methodology and lessons learned</p> <p>CAN facilitate cross-learning activity to provide special space and time for all program participants to share their experiences and learn from one another regarding the program activity they have accomplished</p>	<p>Output Indicator 3.3.1: # of national event in Naypyidaw featuring women led action research results and revised gender responsive IBN methodology and lessons learned Baseline: 0 Target: 1</p> <p># of cross learning event organized for the program participants Baseline: 0 Target: TBD</p> <p>Output Indicator 3.3.2: # of people participating in national event in Naypyidaw featuring women led action research results and revised gender responsive IBN methodology and lessons learned Baseline: 0 Target: 50</p> <p>Output Indicator 3.3.2 # of participants attended at the cross-learning event Baseline: 0 Target: TBD</p>	<p>Attendance list</p> <p>Evaluation in the event</p> <p>End line Assessment</p>	<p>Immediate post-tests to capture change in knowledge levels and perceptions of male gatekeepers</p> <p>Month 17 6: end line survey to capture end of project levels</p>
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Annex C: Checklist of project implementation readiness

Question	Yes	Comment
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline	x	Yaung Chit Thit, Mi Organization, Say Ta Nar Mon, Thandaungyi Women Group and International Alert

2. Have TORs for key project staff been finalized and ready to advertise? Plz attach to the submission	x		Yes. Attached to original proposal submission.
3. Have project sites been identified? If not, what will be the process and timeline	x		Mon, Mandalay, Kayin, Rakhine
4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done.		x	Going forward, due to the current political sensitivities, Mercy Corps and its partner organizations will engage with local community leadership and local authorities but minimize all communication with local government offices.
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline?	x		Yes, Mercy Corps is currently conducting a large study on the role, influence and experiences of women in local CBDRM processes. Findings will be presented to key stakeholders in October 2019 and will inform WOMEN CAN implementation
6. Have beneficiary criteria been identified? If not, what will be the process and timeline?	x		Yes. However, beneficiary selection criteria will be finalized based on current MC gender and mediation study, due in October 2019. The study will shed light on less visible factors and actors that may have influence and impact over peaceful and effective resolution of conflicts.
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?		x	Although the Department of Social Welfare (DSW) endorsed the original project proposal, due to the current political sensitivities, the Women CAN project does not expect to engage with any government counterparts during the NCE period.
8. Have clear arrangements been made on project implementing approach between project recipient organizations?	x		Mercy Corps has agreed on the project approach in consultation with all project recipient organizations.
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?	N/A		Baseline assessment to refine project targets and indicators

Annex D: Detailed and UNDG budgets (attached Excel sheet)

[Final budget will be included with the final submission, due on 23 September 2019]

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