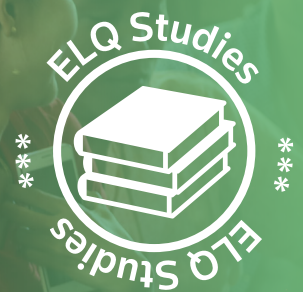


GENDER STRATEGY EVALUATIVE STUDY OF LIFT

2014-2018

Socio-Economic and
Gender Resource Institute (SEGRI)

Dec 2019



Evaluation &
Learning Question
Studies



Livelihoods and Food Security Fund



Managed by  UNOPS

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ACKNOWLEDGEMENTS

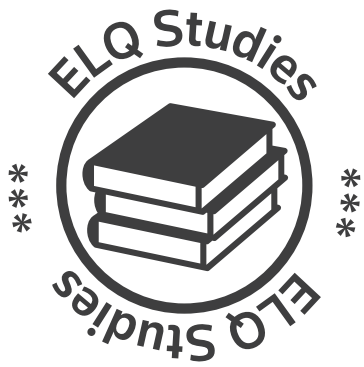
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Our sincere appreciation goes to Fund Management Office of Livelihoods and Food Security Fund (LIFT) for its dedication and commitment to achieving greater gender equality and women's empowerment through LIFT's work.

DISCLAIMER

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PREFACE

LIFT is a multi-donor fund with the purpose of strengthening the resilience and sustainable livelihoods of poor households in Myanmar. LIFT was established in 2009 when it focused predominantly on rehabilitation work, supporting the recovery of households affected by Cyclone Nargis.

A second strategy 2012-2014 recognised the progress made towards recovery and emerging opportunities in the country and shifted towards a more development-oriented approach that prioritised increasing food security and incomes through non-farm income generating activities.

A major strategy revision was undertaken for 2014-2018. This phase was characterised by a regional approach to programming in the Delta, Dry Zone, Rakhine State and the Uplands that aimed to address major contextual variations in development across the country. The strategy was underpinned by LIFT's differentiated strategies intended to assist rural people 'step up', 'step out' or 'hang in'. Recognising that progress towards food security did not specifically address significant nutritional deficits, particularly for women and children, LIFT explicitly included a stronger focus on nutrition. A new stream of work focused on migration was developed as part of the broader 'stepping out' strategy. There was also a shift towards private sector engagement through the financial inclusion and agriculture portfolios.

Under its 2014-2018 strategy, LIFT's overall purpose was to strengthen the resilience and sustainable livelihoods of poor people in Myanmar. LIFT's contributions to resilience are measured through four Purpose-Level Outcomes:

1. Increased incomes of rural households
2. Decreased vulnerability of poor rural households and communities to shocks, stresses and adverse trends
3. Improved nutrition for women and children
4. Improved policies and effective public expenditure for pro-poor rural development

These outcomes were achieved through LIFT's programmes that aimed, in combination, to deliver on the following Programme Outcomes:

1. Improved nutrition, sanitation and hygiene practices
2. Improved market access and market terms for smallholder farmers
3. Increased sustainable agricultural and farm-based production by smallholder farmers
4. Increased and safe employment in non-farm activities for smallholders and landless
5. Increased access to adequate and affordable financial services by smallholders and landless
6. Safeguarded access to, and sustainable use of, natural resources for smallholders and landless
7. Strengthened local capacity to support and promote food and livelihoods security
8. Generation of policy relevant evidence regarding pro-poor development

Gender and inclusion are integral parts to all interventions and LIFT seeks to promote positive impacts for women and gender equality.

At the end of 2018, LIFT had reached more than 11.6 million people, or roughly 33 per cent of Myanmar's rural population, and has been active in 247 of the country's townships.

As LIFT strives to be a collective and influential voice for innovation and learning, greater emphasis was placed on the generation of evidence and knowledge that can inform development policy and practice in Myanmar. When implementation of the 2014-2018 strategy began, LIFT developed a monitoring and evaluation for accountability and learning framework that, amongst other things, sets out the key evaluation and learning questions that LIFT seeks to address. These questions cover key aspects of LIFT's performance: relevance, effectiveness, sustainability, value for money, policy influence, and gender. They are intended to assess LIFT's performance and serve as tools to organise and synthesise LIFT's learning in relation to each of the key evaluation criteria.

In order to respond to the second ELQ: ***To what extent has LIFT contributed to strengthening the resilience of poor people in Myanmar and helped them to hang in, step up or step out?***, LIFT commissioned a series of three in-depth outcome studies, focusing on LIFT's contribution to each of the first three Purpose-Level Outcomes: income and assets, vulnerability and nutrition. These studies draw primarily on the LIFT Household Survey data from 2015 and 2017, complemented with qualitative data gathered from individuals in target communities and from LIFT implementing partners. The report that follows is one of the studies in this series.



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EXECUTIVE SUMMARY

Background

The multi-donor Livelihoods and Food Security Fund (LIFT) has been operating in Myanmar since 2010, helping vulnerable people to reach their full economic potential and resilience through improved nutrition, income diversification and skills development.

LIFT support, amounting to USD 509 million, has reached around 11.6 million rural people, roughly 33 per cent of the country's rural population. Projects are implemented by partners, who are local and international non-government organisations, UN agencies, civil society actors, academic and research bodies, and the private sector. LIFT provides technical support and guidance to the government of Myanmar.

Objective

The overall purpose of this gender evaluation study is to assess the degree to which LIFT's gender strategies' objectives have been achieved and identify effective ways for LIFT to further gender equality and women's empowerment in the future.

Method

The evaluation employed a mixture of qualitative and quantitative methods. Thirty-five focus group discussions (FGD) and 36 key informant interviews (KII) were conducted to explore implementation of LIFT's gender strategy. Survey Monkey data collection method for 100 FMO and IP staff members to explore the institutional needs and gaps in integrating gender into their work, and a survey questionnaire for 304 beneficiaries were employed to assess knowledge on gender, as well as attitudes towards gender-based violence.

The evaluation included LIFT Fund Board Members, FMO staff, IP staff (INGO, CSO, Network), and beneficiaries. It was carried out by meeting with the 370 people (133 male, 237 female): 48 staff (27 male and 21 female) from 22 IPs, 11 FMO staff (five male, six female), seven Fund Board members (one male, six female), and 304 beneficiaries (100 male, 204 female) from Yangon, Delta, Dry Zone, Upland, and Rakhine respectively.

Of all IPs, six organizations were mainly working for the nutrition thematic area, three IPs focus on social protection, five organizations emphasize financial Inclusion, seven organizations work for value chains, and one network focuses on knowledge management and policy advocacy. Some IPs work for more than one thematic area.

Key Findings

Nutrition: The nutrition programme has enhanced women's knowledge on topics such as personal hygiene and nutrition; its integrated and gender-sensitive planning which include influencers such as husbands also led to improvement of health outcomes, such as improvement in women's nutrition and decrease in infant mortality. Improvement in access to WASH facilities such as drinking water and toilets have reduced women's care burden and improved their safety respectively. The projects created spaces for women to participate more in the public arena, and women have more decision-making power over the management of cash assistance. However, women continued to be confined by their gender role to caring and they were under-represented in higher-level community structures such as Village Water Committees. Another barrier for pregnant women to fully benefit from the nutrition project is the lack of awareness on gender equality among both male and female participants, which constrains women's access to nutritious food.

Social Protection: The majority of the left-behind villagers are women, children, and elders, and social pension is one of the most relevant and effective initiatives to meet the practical needs of both male and female elders. Under the programme, community-based volunteer groups were created and women volunteers gained confidence, increased self-esteem, expanded networks, and experienced teamwork. The social protection project provides opportunities to female elders to take part in managing affairs, although it is still a challenge to achieve an equal representation for women in committees. Social expectation on care responsibility would need to be considered in the activities, as women expect more male household members to share the care work.

Financial Inclusion: MFI activities are highly relevant to women's practical needs and almost all of LIFT's financial inclusion clients are women; women in the programme enjoy an improvement in self-esteem and well-being of their families. The project has been promoting the "dual-accountability of the couple" and the approach is working, as women can discuss with their husbands more formally about the shared responsibility in repayment. However, it does not work for some women, especially those who have problems with their abusive husbands. The training materials for financial literacy training could be more gender-sensitive. Women expressed their concerns over extra workload from MFI activities; because of low awareness on gender, MFI project staff have difficulty understanding women's constraints to manage loans, thereby limiting their ability to come up with solutions to mitigate the negative consequences.

Inclusive Value Chains: Although women contribute significantly to value chains, their roles as farmers are considered to be secondary to men. Trainings conducted under the inclusive value chains theme target women and sex-disaggregated data is collected, and women's skills and knowledge of modern technologies on agricultural, business skills and model financial management and marketing have been significantly improved. Training on technology could be enhanced, and training time could better accommodate

women's care needs (married adult women are already doing more care work because of the migration trend). There were occasions when participants were identified by their relationship to the head of household, leading to reinforcement of patriarchal norms. Community-based systems and committees were established but women's representation is low. Women also face bottlenecks to expand their businesses because of difficult access to additional capital and technical know-how; ownership and control of land and property is another major barrier for women in rural and ethnic areas.

Migration: Migration pathways are highly gendered and gender is consciously included in the design and implementation of the migration programme. Particularly, in that it targets sectors of work which are highly gendered, including domestic work, garment and sex work. Capacity building and awareness raising cover particular risks of women migrants, e.g. addressing the issues of gender-based violence (GBV) and lack of recognition and devaluing of domestic work as it is traditionally viewed as a fundamental responsibility of women rather than a type of employment, and are delivered in gender-sensitive methods such as using male and female community volunteers (community GBV response group). Improvements could be made to address different barriers and challenges of male and female migrants and create more user-friendly modules. Key IPs in the migration programmes are competent to implement gender-sensitive activities and able to anticipate emerging needs arising from improved awareness, and act accordingly, e.g. closing the loop of heightened GBV awareness with referral and service provisions, as well as raising the need for policy makers to develop a legislative framework for labour protection of domestic workers in Myanmar. Women from religious minorities and the mobile population continue to face challenges in getting access to training and services. In light of the findings above, actionable recommendations are provided for future programmes.

Recommendations

The evaluation team suggests eight sets of recommendations for the FMO to fulfil and advance its gender strategy:

- Senior management to reaffirm its commitment to gender equality and women's empowerment
- Build on the strong foundation and amplify the strength on gender equality in its programmes
- Mainstream gender in future programming, including programmes in hard-to-reach and conflict areas
- Create and strengthen accountability and incentive systems
- Build capacity of FMO staff and implementing partners
- Create a learning community on gender with defined learning agenda and mechanism
- Clearly articulate both development and business case of women's empowerment
- Address unpaid care work in intervention areas

BACKGROUND AND INTRODUCTION



1. BACKGROUND AND INTRODUCTION

1. BACKGROUND AND INTRODUCTION

The multi-donor Livelihoods and Food Security Fund (LIFT) has been operating in Myanmar since 2010. LIFT aims to help poor rural people in Myanmar to reach their full economic potential and resilience through improved nutrition, income diversification, skills development and pro-poor policy development¹.

As of 2018, LIFT has 77 on-going projects, reaching more than more than 11.6 million rural people, or roughly 33 per cent of Myanmar's rural population². It is working in 246 townships across four main agro-ecological zones of Myanmar, namely the Ayeyarwady Delta, the central Dry Zone (including Mandalay, Magway and the southern Sagaing region), Rakhine State and the Uplands region of Chin, Kachin, Shan, Kayah and Kayin States, and Mon and Tanintharyi Regions³. As the Fund Manager, the United Nations Office for Project Services (UNOPS) administers the funds, provides monitoring and oversight, and works with a wide range of stakeholders, including the Government of Myanmar, Myanmar civil society organizations and networks, United Nations agencies, international and national non-government organizations, private sector organizations, as well as academic and research institutions to achieve the goals⁴.

As the operating context in Myanmar continues to evolve, LIFT has refreshed its strategy for 2019-2023 to reflect and build on achievements and lessons, and refine its approaches to address Myanmar's emerging priorities⁵. Major strategic shifts include a stronger focus on inclusion and social cohesion, increased geographical focus on the ethnic/border states and conflict affected areas, bringing internally displaced persons and returnees into its development programmes, increased programming in underserved urban and peri-urban areas in response to rapid urbanization, and support the adoption and implementation of policies and reforms.

Another significant shift in the new strategy is the intensification of its focus on gender equality and women's empowerment, including mainstreaming gender into its results framework and core programming, implementing gender budgeting, and strengthening human resources and competencies for gender-responsive programming and policy support.

1. LIFT Annual Report, 2017
2. LIFT Annual Report, 2018
3. LIFT Annual Report, 2017
4. TOR Gender Evaluation, 2018
5. LIFT Strategy 2019-2023

The guiding document of LIFT's work on gender is the Gender Strategy, which lays out LIFT's objectives with regard to gender equality and women's empowerment, as well as presents its Theory of Change (ToC) and associated interventions and areas of activity. Based on the 2017 Gender Strategy, the Gender Action Plan (GAP) 2018-2019 was formulated to include a set of gender mainstreaming activities, gender indicators and expected income. The GAP also stipulates an accountability system.

As highlighted in the new strategy, the performance of gender in LIFT's new programming and policy advocacy will become one of the key defining factors of the success of the entire LIFT programme.

OBJECTIVES & METHODOLOGY OF THE EVALUATION

2. STUDY DESIGN AND METHODOLOGY

2.1 OBJECTIVES

2.2 EVALUATION FRAMEWORK

2.3 EVALUATION SCOPE

2.4 EVALUATION METHODOLOGY

2.5 LIMITATIONS



2. OBJECTIVES AND METHODOLOGY OF THE EVALUATION

2.1 Objectives

To inform LIFT's strategy and priority focus on gender equality and women's empowerment in the next phase of its programme, LIFT's Fung Management Office (FMO) has commissioned the Socio-Economic & Gender Resource Institute (SEGRI) to conduct an evaluation to take stock of the implementation of the Gender Strategy and assess the outcome, challenges and opportunities thus far. Specifically, the objectives of the study are to:

- i. Assess the extent and the ways in which LIFT's gender strategy has been implemented at the programmatic/project and institutional level respectively
- ii. Assess the achievement of implementing the Gender Strategy, including the expected outcomes in:
 - a. Increasing women's access and control over resources
 - b. Increasing women's participation in decision-making
 - c. Increasing women's knowledge and skills
- iii. Identify promising practices, major challenges, lessons, and recommendations for LIFT to further gender equality and women's empowerment in its new 2019-2023 strategy

2.2 Evaluation Framework

The key references for the evaluation are the Gender Strategy 2017 and Gender Action Plan.

Gender Strategy

The Strategy is first and foremost grounded by a Theory of Change:

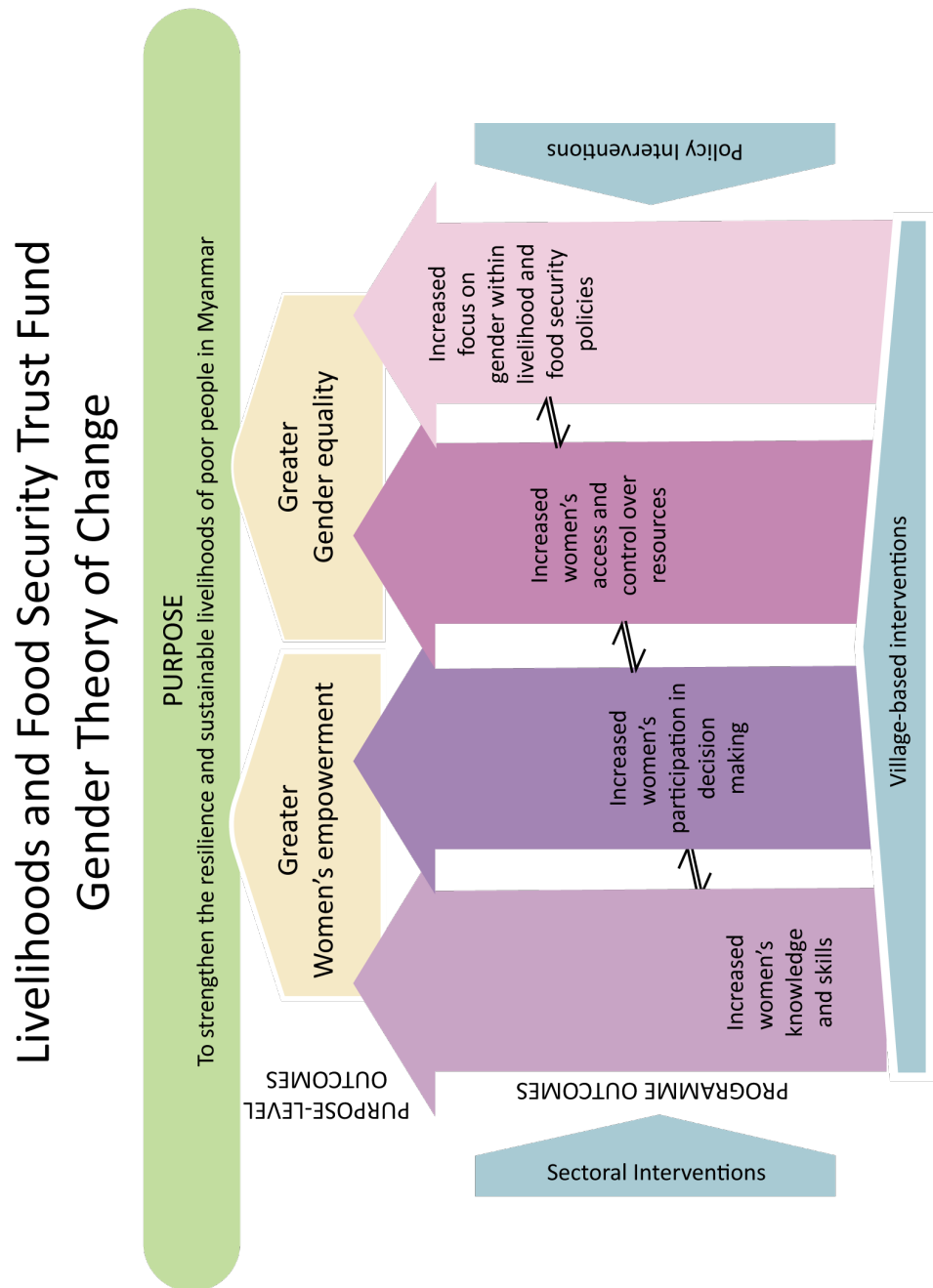


Figure 1: LIFT Gender Theory of Change

The overarching objective of the gender strategy is to support the further mainstreaming of gender into LIFT structures and projects. LIFT's gender strategy echoes with LIFT's overall purpose of strengthening the resilience and sustainable livelihoods of poor people in Myanmar, and particularly highlights the need to increased women's empowerment and gender equality to achieve this purpose.

In order to achieve these purpose level outcomes, LIFT focuses on improving women's access, influence and capacity, and the consideration of the different needs of men and women within livelihood and food security policies. This can be summarised in four outcome statements:

- Increased women's access and control over resources
- Increased women's participation in decision-making
- Increased women's knowledge and skills
- Improved focus on gender within livelihood and food security policies

These outcomes will be achieved through mainstreaming gender into LIFT's existing sectoral, village-based and policy interventions. It should be noted that gender is not considered as a stand-alone issue, on the contrary, the aim is to mainstream gender into programming, which involves tweaking existing work in nutrition, social protection, financial inclusion, inclusive value chains, and migration, and complementing it with additional activities. It also requires improving and expanding of LIFT's knowledge management and advocacy work regarding gender equality, as well as more inwardly looking into the leadership and governance structure, and strengthening Fund Board (FB), FMO and Implementing Partner (IP)'s capacity and accountability for gender mainstreaming.

Gender Action Plan 2018-2019

Based on the LIFT's Gender Strategy 2017, the Gender Action Plan (GAP) 2018-2019 was formulated. As set in the strategy, the GAP aims to contribute to greater gender equality and women's empowerment.

The GAP follows the approach of gender mainstreaming with a double-tiered approach:

- i. Integrating gender aspects in LIFT's overall programme architecture. This includes:
 - Engendering the leadership and governance structures within LIFT
 - Enhancing the capacity and accountability across LIFT Fund Board (FB), FMO and Implementing Partners (IPs) for mainstreaming gender
 - Knowledge management, policy and advocacy on gender
- ii. Paying specific attention to conducting gender activities and creating results for gender equality in LIFT's geographical and thematic programmes (Dry Zone, Uplands, Delta, Rakhine, Financial Inclusion and Private Sector Programme, Migration, Civil Society and Strategic Partnerships)⁶.

A set of gender indicators is formulated to monitor the GAP.

8. LIFT Gender Action Plan 2018-2019

The Fund Director has the ultimate responsibility for the GAP and is obligated to report to the Fund Board. A mechanism for accountability is included in which a designated Programme Coordinator is to keep track of the progress and flag the issues when targets are not met. The Gender Unit provides technical guidance, with the support from programme staff, team leaders and a Gender Specialist (consultant).

2.3 Evaluation Scope

The evaluation focused on three levels 1) Key thematic focus areas; 2) community and individual beneficiaries, and 3) organizational assessment of LIFT and its IPs.

This study assesses the achievement and effectiveness in mainstreaming gender into five programme areas, namely nutrition, social protection, financial inclusion, inclusive value chains and migration. The gender equality and women's empowerment outcomes in respective programmes are documented and analysed.

As gender-based violence (GBV) is a cross-cutting area which is often an issue to be addressed and an unintended outcome of interventions, beneficiaries' knowledge and attitude towards GBV are assessed. As LIFT is moving into hard-to-reach and conflict areas in the next phase, interventions in conflict contexts are included in the scope.

Moreover, the capacity of FMO and IP are instrumental to the success of the Strategy and is evaluated in the study. Pertaining to FMO, its leadership and governance structure are also examined. Donors' perspectives are included as feedback from Fund Board were collected.

For detailed evaluation question, please see Appendix 1.

2.4 Evaluation Methodology

A mix of quantitative and qualitative methods were used for the evaluation. The evaluation triangulated data sources, data types, and data collection methods by employing multiple-method approach including desk/documentary review (see Appendix 2 for the list of documents reviewed), group and individual interviews, focus group discussions, observations and site visits.

Quantitative: Different sets of self-administered or interview type questionnaire was used for different respondents and purposes. It was fine-tuned throughout questionnaire development process in close collaboration with LIFT programme team.

For quantitative, Survey Monkey data collection method for FMO and IP staff, and survey questionnaire for beneficiaries were employed.

Qualitative: Since gender is context specific, the evaluation emphasized more on qualitative method. The evaluation conducted 35 Focus Group Discussion (FGD) with male and female beneficiaries (separately) in Yangon and four programme sites: 1) Delta (Bogalay, Mawlamyine Kyun); 2) Dry

Zone (Pakokku, Myingyan); 3) Upland (Kachin), and Rakhine from March to May 2019. Another 36 Key Informant Interview (KII) were conducted (see Appendix 3 for the list of key informants).

Table 1. Breakdown of FGD and KII conducted

Activity	FGD with male beneficiaries	FGD with female beneficiaries	FGD with CSO/male-female beneficiaries	KII with partner staff	KII with FMO	KII with Fund Board	Total
Number	11	15	9	25	6	5	
Location	Yangon, Delta (Bogalay, Mawlamyine Kyun), Dry Zone (Pakokku, Myingyan), Upland (Myitkyina, Winemaw), Rakhine (Sittwe, Kyauktaw)						
No of female participants	204			21	21	6	237
No of male participants	100			27	5	1	133

Data were collected from March to June 2019. Validation of data and interpretation of those were sought through regular exchanges with the LIFT Fund Board Members, FMO and IP staff.

2.5 Limitations

Due to resource and time constraint, the evaluation team was not able to meet with partners and beneficiaries across all regions, as a result, the evaluation cannot be construed as being representative of the entire programme.

Interviews with beneficiaries were arranged by implementing partners and there could be selection bias. The team tried to triangulate the data with other sources to maintain objectivity of the evaluation.

KEY FINDING 1: MAINSTREAMING GENDER INTO LIFT'S PROGRAMMES AND PROJECTS

3. Key Finding 1: Mainstreaming Gender into LIFT's Programmes and Projects

3.1 NUTRITION

3.2 SOCIAL PROTECTION

3.3 FINANCIAL INCLUSION

3.4 INCLUSIVE VALUE CHAINS

3.5 MIGRATION



3. KEY FINDING 1: MAINSTREAMING GENDER INTO LIFT'S PROGRAMMES AND PROJECTS

3.1 Nutrition

Summary

The nutrition programme has enhanced women knowledge on topics such as personal hygiene and nutrition. Its integrated and gender-sensitive planning, which include influencers such as husbands, also led to improvement of health outcome, such as improvement in women's nutrition and decrease in infant mortality.

Improvement in access to WASH facilities such as drinking water and toilet have reduced women's care burden and improved their safety respectively. Moreover, the projects created spaces for women to participate more in the public arena, and women have more decision-making power over the management of cash assistance.

However, women continued to be confined by their gender role in caring and they were under-represented in higher-level community structure such as Village Water Committee. Another barrier for pregnant women to fully benefit from the nutrition project is the lack of awareness on gender equality among both male and female participants, which constrains women's access to nutritious food.

The interventions

LIFT delivers large scale evidence-based maternal and child cash transfer (MCCT) programmes to improve nutrition of women and children. Through these programmes, women receive a monthly stipend to buy nutritious food and gain access to nutrition education over the first thousand days of their pregnancy and their child's life. Men also gain access to nutrition education. These programmes aim to improve women's access and control over their own food consumption and that of their children, as well as work to build their access to information and knowledge.

All LIFT's four geographic programmes - the Delta, Dry Zone, Rakhine and Uplands - support a wide range of activities that deliver MCCT to pregnant and breastfeeding women and their children under age two. In particular, the Delta 3 programme addresses vulnerable population, including women, through improved nutrition. The programme addresses the immediate causes of stunting and tackles the underlying drivers of poor nutrition, knowledge of good nutrition practices and food expenditure.

“Women are central to any strategy to improve the nutritional status of children, families, and communities. Improving the health and nutrition of girls and women not only increases family well-being and overall development, it is also essential for ensuring the health of future generations. Empowering women for nutrition involves educating, problem-solving to overcome specific barriers to improved behaviours, and helping women to develop the skills and confidence they need to make healthy choices for themselves and their families.”, Jennifer Cashin, SUN Civil Society Alliance Coordinator

The impacts

Impact of infrastructure improvement on women

- It is found that women are much more appreciative in receiving quality clean drinking water at home via water pipe. They have access to water whenever they need, and that has significantly reduced their burden of reproductive tasks as well as improved their safety, e.g. prevention of snake bites and sexual violence which women may face on the way of fetching water, which source is usually far from their home.
- Though provision of toilet activities benefits all men and women, as well as youth and adults in the target villages, women and girls in the FGDs expressed that after having toilet near their house, they gained more sense of security and high level of personal hygiene during menstrual periods.
- Designing and building user-friendly toilet (for disabled and elderly) is included into the community awareness session before construction, however, FGDs with beneficiaries revealed that there was limited practice over the use of these toilets. Since women are the main caretaker of the disabled and elderly, that might bring additional burden to women when users don't follow the instruction when using these toilets.

“We have been collecting water many times a day as this is our responsibility to have enough water for all family members, I mean, both for drinking and washing. After the project (installation and the use of water pipe), we save some time, about 2 to 4 hours, a day. But it does not mean that we have time for leisure. Some of us, as women, spend the time for some income generation activity, and majority of women use those time for other household chores.” - A female respondent from FGD, Pakokku, Dry Zone

Women and men's skills and knowledge

- Mothers and fathers of children under the age of two were asked four basic questions regarding infant and young child feeding (IYCF) practices in the household survey's nutrition questionnaire. The result from 2015 to 2017 suggested significant improvement among fathers (from 3.9% to 24.3%) and mothers (22.8% to 42.5%).
- Many of the awareness trainings such as personal hygiene, nutrition, financial management, toilet construction, etc, under the nutrition projects are found 'gender-targeted'. Some of the IPs were able to employ inclusive approach (targeting key influencers, husband, and

men engagement) for SBCC. IEC materials, such as calendar on hygiene and nutritional practices produced by IPs, were found to be gender-sensitive. They highlight and promote male's caring role in nutrition and child raising practice that challenge the stereotypes of male and female role in household level (e.g. Bright SUN project and 3MDG funded project in Delta; LEGACY in Dry Zone; Tat Lan in Rakhine, etc.).

Male engagement

The Delta RISE project aims to reach to raise the awareness of appropriate nutrition practices in targeted communities through LANN⁷. Thirty percent of Delta RISE's participants are men and it is found that men are encouraged to participate in nutrition awareness activities with their wives as they learn how the food grown and farming techniques used can have a positive impact on the family's nutritional well-being.

The LEGACY project implemented by Myanmar Nurses and Midwives Association (MNMA) and Innovations for Poverty Action (IPA) has begun to target men in social behaviour change communication sessions on nutrition and hygiene to improve their understanding of the importance of good nutrition for mothers and children in the critical first 1,000 days.

- The FMO gender focal commented that IPs mostly target women beneficiary and the trainings continue to highlight women's gender role in food preparation and as primary care givers in the household. A similar comment was made by the IPs during the evaluation. Moreover, it is found that the messages delivered vary from one IP to another. While gender-sensitive messages such as shared responsibility, gender, and harmful practices were integrated into training curriculum and some IPs have included stereotype-breaking images in IEC materials, other IPs mentioned that they merely include 'dos and don't' (preparing nutritious food for healthy baby) in training curriculum.
- The construction of cost-sharing toilet was able to bring women into construction training, which challenged traditional male's gender role in the community. Women became more confident and they had higher self-esteem when being involved in toilet construction and operation/maintenance trainings. Moreover, the design of pamphlets and posters related to toilet construction has taken into account the different needs of disable and elderly persons (e.g. UN Habitat project in Dry Zone).
- A series of hygiene awareness sessions were given to the communities, and TOT on hygiene conducted to the volunteers have made significant behavioural changes in hygiene, e.g. handwashing, washing vegetables, drinking boiled water, enhancing food diversity and food intake. It also helps women reduce their domestic responsibility as care-givers.

7. LANN is a conceptual framework and methodology that raises awareness of the causes and consequences of malnutrition and generates community action to address this, and so improve their families' nutrition.

- Majority of the male and female beneficiaries from the FGDs highly appreciated the nutrition projects as it contributes to reducing infant mortality significantly in their communities.

“It is very obvious that the infant mortality rate has significantly went down. There were at least 2-3 children under 5 died a week due to diarrhoea. There is no such incidence in our village now. We can now invest more on children education and raise healthy children instead of using money for seasonal flu, diarrhoea, etc.” - A male respondent, Pauk Taw, Rakhine and a female respondent, Pakokku, Dry Zone

- The integrated approach focusing on ZOD (zero open defecation) and nutrition activities in the same project areas is strategically gendered and achieves a couple of benefits. On one hand, the integrated approach significantly fulfils the fundamental needs of women, as both male and female beneficiaries stated in the FGDs that women gained more benefit from the project, as activities directly provide women and girls’ immediate and practical gender needs on WASH and nutrition. On the other hand, it also leads to broader improvement at the community level, as it is very obvious that once the problem of water scarcity has been solved, the level of community hygiene and nutrition starts to improve.
- Receiving cash assistance and financial management training from MCCT project improved women’s nutritious level. The recognition of key influential such as husband and parent-in-law on the importance of pre/post-natal care is high. But FGDs with male and female revealed that inaccessible transportation and shortage of skilful midwives are still challenging for women.
- It is found that the main barriers for pregnant women to fully benefit from the nutrition project is the lack of awareness on gender equality among both male and female participants. This in turn restricted women’s access to nutritious food. The lack of respect, or the understanding of respect towards women, had led to unequal distribution of food among family members, continuous labour of women till delivery, and the expectation of women to resume working as soon as possible after the delivery.

Women’s participation in decision-making

- The projects created spaces for women to participate more in the public arena. Their volunteer involvements expand their social network, gained self-esteem and community skills through attending knowledge trainings, and gained high recognition from the community.
- Women were able to participate in the community as volunteers, however, there is still clear gender division of labour even when women work in volunteering positions.

“It is very obvious that the infant mortality rate has significantly went down. There were at least 2-3 children under 5 died a week due to diarrhoea. There is no such incidence in our village now. We can now invest more on children education and raise healthy children instead of using money for seasonal flu, diarrhoea, etc.” - A male respondent, Pauk Taw, Rakhine and a female respondent, Pakokku, Dry Zone

- Although women gained benefits from WASH and nutrition projects through their active participation in the trainings and construction initiatives as volunteers, their representation in the Village Water Committee (VWC) is still very low, due to the gender norms and stereotype views on men as in-born leader and men's entitlement to manage community affairs; women are perceived to be primary care-giver and are expected to be good at hospitality. For example, there are 35 VWCs in Pakhuku under one nutrition project, but there is no women chair; 75% of accountants are women but there is only one woman secretary.

Tat Lan (Save the Children) shared that there is limited evidence on sustained/committed male involvement in MCCT, and to what extent the MCCT brings intra-household decision-making role for women. At the end of 2017, 30 percent of village development committee members were women. Although women participate in committee meetings regularly and can voice their views, a survey by the project showed that only 25 per cent of these women felt views were being considered by other committee members.

Women's access to and control over resources

- It is found that the design of the MCCT project considered power relation within the household, as it behaviour change activities not only targeting pregnant and lactating women, but also other influential household members such as parent-in-law and husbands, etc.
- FGDs with women and men stated that many women have opportunity and are able to manage the cash assistance and financial management training provided by the MCCT project. However, women in the FGDs revealed that it is still a challenge to share household tasks equitably among family members. Also, pregnant women continued to struggle between consuming nutritious meals for her own good and "effective" management of the overall household income.
- In some cases, SBCC changed the perception of husbands and other household members towards pregnant women. Pregnant women used to work till their delivery, but due to SBCC, some women are given time to rest before delivery.

MCCT Cash Transfer

From October 2014 to July 2016, to receive MCCT cash transfer, beneficiaries would need to meet three conditions: to attend nutrition sessions and mother-to-mother support group meetings, have four antenatal check-ups, and immunization of her child according to the Myanmar government immunization schedule. Only women were targeted to attend nutrition session.

In 2017, MCCT activities were extended to Chin and Rakhine State. MCCT payment were delivered through Wave money, and almost 90% of women have at least one mobile phone in their household and control access to phone; travel time to reach a Wave money agent is considered reasonable as per post-distribution monitoring. It was found that MCCT payment mechanisms are different between geographical areas due to different status of available facilities. Evaluation team was informed that Wave money modality is not workable in all situation and some women have been facing problems to withdraw money.

During field visit in Rakhine, it was found that women ceased to receive MCCT payment since the government took over the programme in February 2019⁸. Moreover, a number of challenges and barriers in relations to MCCT cash transfer were identified in the evaluation:

- Shortage of DSW's human resource so the department is not able to cover the whole program area
- Communication gap between GAD/VTA and village level authority (VTAs are eligible and required to attend monthly meeting organized by the GAD). Because of this, village level authorities were not able to fully access the information and obtain the necessary coordination to cooperate effectively
- Weak coordination between Ministry of Health and Sport (as the focal authority for SBCC components) and DSW (as the focal department for cash assistance)

Research and advocacy

- PATH's fortified rice project is an excellent and rare example of using findings from a gender analysis in the policy implication analysis to influence public policy. PATH aims to ensure that the National Rice Fortification Policy would be gender sensitive and contains a section that acknowledges the differential impact of policy options on men's and women's economic livelihoods and nutrition⁹.
- Another study called 'Knowledge, Attitudes and Practices Study on Gender, Food and Nutrition in Ha-kha' in 2017 analysed the role of gender dynamics in practices related to food and nutrition. Women's empowerment is one of the four study areas .

8. MCCT were piloted in LIFT's Rakhine programme in 2014 and then scaled up in LIFT's Rakhine, Delta, and Dry Zone programmes. In 2017, the Government of Myanmar adopted a full rollout of the approach in Chin State. In 2017, the Government of Myanmar also announced plans to provide full MCCT coverage for Rakhine. Payments started in early 2018, to Buddhist and Muslim villagers and Muslim IDPs in Rakhine State.

9. Knowledge, Attitudes and Practices Study on Gender, Food and Nutrition in Hakha, April 2017

- Save the Children used the preliminary findings from the MCCT pilot to further demonstrate that nutrition-sensitive cash transfer is the most impactful intervention by empowering women through nutrition sensitive social protection. Save the Children and UNICEF, at the request of the DSW and MSWRR have developed and submitted a Feasibility Study and Operational Manual for the MCCT approach in 2015. DSW is using these documents to advocate for increased budget allocation for cash transfers for pregnant women and other priority groups¹⁰.

3.2 Social Protection

Summary

Majority of the left-behind villagers are women, children, and elders, and social pension is one of the most relevant and effective initiatives to meet the practical needs of both male and female elders. Under the programme, community-based volunteer groups were created and women volunteers gained confidence, increased self-esteem, expanded network, and experienced teamwork. The social protection project provides opportunity to female elders to take part in managing affairs, although it is still a challenge to achieve an equal representation for women in committees. Social expectation on care responsibility would need to be considered in the activities, as women expect more male household members could share the care work.

The interventions

Social protection initiatives are concerned with preventing, managing, and overcoming situations that adversely affect people's wellbeing, and/or lead to poverty, especially in vulnerable groups like the elderly. Social protection in Myanmar has previously been fragmented due to the lack of policy, but in 2014 LIFT made significant progress with the development of a national social protection policy¹¹.

LIFT tackles the root problems and risks that poor rural households face, such as climate stresses, conflict and socio-economic shocks. These challenges are addressed by improving people's nutritional status and incomes, reducing their vulnerability to shocks and stresses, and supporting the development of pro-poor policies.

There are six interventions under the social protection projects: 1) provision of social protection fund; 2) income generation activity; 3) social protection sensitization session to the government; 4) social pension for elder and health allowance for disabled; 5) knowledge management and documentation, and 6) electronic cash transfer (pilot). From the perspective of sustainability, the social pension scheme can be considered as one of the most successful projects. The positive experience and learning from LIFT have influenced the government to take up the scheme as a national priority.

¹⁰. Scaling up nutrition in Practice: Empowering women and girls to improve nutrition: Building a sisterhood of success, May 2016

¹¹. <https://www.lift-fund.org/social-protection>

Key studies of LIFT's social protection programme have incorporated gender and vulnerability in the design.

The impacts

Women's access to and control over resources

- Due to high migration rate of Myanmar, majority of the left-behind villagers are women, children, and elders. The beneficiaries and project staff regarded social pension as the most relevant and effective initiative as it meets the practical need of both male and female elders.

Women's skills and knowledge

- As per requirement of the project, community-based volunteer groups were created to provide opportunity to young women to participate in the development project. With skill and knowledge acquired from the project, many women volunteers gained confidence, increased self-esteem, expanded network, and experienced teamwork. Their role in the community has become more visible because of the project.
- Comparing to women, men in the FGDs suggested that elder men (age from 65 to 75) are expected to be productive and need to focus more on income generation and home-based activities.

Women's participation in decision-making

- LIFT worked with government to implement the National Social Protection Strategic Plan (NSPSP) and ensure that gender differences are considered; for example, 180 villages social protection committees were formed in the social protection action plans, with women representing the majority (95%) of volunteers. Despite the high representation of women, the existence and practice of gender division of labour, where women are expected to take up the primary care roles may reinforce gender norms and add additional burden to women.
- The social protection project provides opportunity to female elders to take part in managing affairs. The project initiated the ISHG (Inclusive Self-Help Group) approach, which stipulated that at least 70 per cent of the committee members be elderly, among which half of them should be elderly women. The approach challenged traditional practice where only male elders are "respected" elders in the community.
- It is obvious that adult women have assumed more important roles in the community in many project sites. Moreover, community welcomed and appreciated the approach, despite the challenge in achieving 40 to 50 per cent of female elder representation. The challenge stemmed from the lack of confidence and low self-esteem of female elders.
- Village level authority who undertakes day-to-day operation at communities were not able to fully access the information because of communications gaps between them and GAD/VAT, and beneficiaries (including women) were impacted as a result.

Vulnerability and social norms

- A key success factor of the approach is the thorough consideration of the power dynamics between men and women, and youth and elderly, as well as the cultural expectation of care work conducted by women and men respectively.

- Majority of the men and women in the FGDs articulated that women and girls with male elders in the household are more vulnerable than those who have female elders in the household. According to the traditional gender role, women and girls are responsible for taking care of elders in the household. Typically, a male elder need at least two women in the household to take care of him because of the physical demand. Many women in the FGD shared that they expect male household members to share the care work, as it is not easy for women to do it on their own.
- Comparing to women elders, male elders receive less attention and care from other household members, as daughter/daughter-in-law (who are the primary care-givers) usually have closer relationship with mothers. Daughters tend to observe the cultural norms and are reluctant in being close to male elders to offer intensive care. Because of that, women expressed in the FGDs that they expect other male household members to help taking care of male elders, as they would be in a more appropriate position to do that.

Research and advocacy

- A number of projects have conducted gender sensitive vulnerability assessments and integrated the findings into project implementation. LIFT's IP also worked with the government on the implementation of the Government's NSPSP and ensuring that gender differences are considered.

To support MSWRR, the HAI project conducted a study on older people self-help group (OPSHG) replication, and collaborated on studies for the pilot of grants to people with disabilities in Mandalay and Magway Regions. The HAI also conducted 'A situational analysis of disability and aging in Myanmar 2017' funded by LIFT. The analysis covered gender roles and expectations, different vulnerability of women (far worse impact on women with disability than men), disability prevalence by sex and rural/urban location, and different issues among women (disability and non-disability). In addition to the analysis, the evaluation team acknowledged that there are key studies (of LIFT) which included gender aspects (employing Moser's asset and vulnerability framework).

3.3 Financial Inclusion

Summary

Microfinance institutions (MFIs) are highly relevant to women's practical needs and almost all of LIFT's financial inclusion clients are women; women in the programme enjoy the improvement of self-esteem and well-being of their families. The project has been promoting the "dual-accountability of couple" and the approach is working as women can discuss with their husbands more formally about the shared responsibility in repayment. However, it does not work for some women, especially those who have problems with their abusive husbands. The training materials for financial literacy training could be more gender-sensitive.

Women expressed their concerns over extra workload from MFI activities; because of low awareness on gender, MFI project staff have difficulty understanding women's constraints to manage loans, thereby limit their ability to come up with solutions to mitigate the negative consequences.

The interventions

LIFT started its Financial Inclusion (FI) Programme in 2011 to promote the growth of financial services to improve the lives and prospects of rural poor people in Myanmar. Currently, a total of 17 microfinance institutions (MFIs) are receiving technical and financial support through 12 microfinance projects. LIFT 's Financial Inclusion programme works across its Delta, Dry Zone, Uplands and Rakhine programmes promoting a dynamic, inclusive rural economy by¹² :

- introducing a variety of sustainable, demand-driven financial services to poor people in the agriculture sector
- providing access to responsible credit for off-farm business development
- increasing the amount of money available to rural borrowers
- extending the reach of services to ensure that the poorest and more remote communities are included
- providing capacity development to microfinance clients, institutions, regulators, investors and private banks

LIFT's financial inclusion programme empowers women and works towards greater gender equality through its focus on providing financial services, including loans and financial literacy training, specifically to women in rural Myanmar. 92 per cent of LIFT's financial inclusion clients are women. As per the gender ToC, LIFT interventions related to financial inclusion which support greater gender equality and empowerment in Myanmar include, but are not limited to:

- Conducting a gender impact assessment to analyse the financial inclusion programme's impact on women's empowerment to date and to guide the ongoing and future implementation of the programme
- Tailoring financial literacy training to both women and men and adapted to their different needs

12. https://www.lift-fund.org/sites/lift-fund.org/files/uploads/Financial%20Inclusion%20programme%20one%20pager_Oct2018.pdf

- Providing opportunities to women in the off farm economy through greater access to nonfarm loans

The impacts

A study was conducted in 2017 to assess the impact of microfinance on women's empowerment in three selected LIFT microfinance partners. The study found that microfinance contributes to an increase in a member's self-confidence and self-worth and improvement in women's mobility (though not safety), but it has no significant impact on the power dynamics in the household or change in decision-making hierarchies. Women are neither more active in their participation in their communities, nor are there significant changes in social attitudes towards women's work roles. Microfinance contributes to the improvement of women's access to credit and savings, but access doesn't automatically translate into control over resources. While women experience lower stress, they are working harder, though they are working at physically less demanding activities and are generally happier as they see direct improvement in themselves and their families' well-being.

Taking reference of the aforementioned study, the team interviewed IPs and conducted FGDs in Delta, Upland (Kachin), Rakhine, Dry Zone, and the key learnings are drawn from these interactions.

Women's representation and roles in financial inclusion project

- MFI activities are highly relevant to women's practical needs and the set-up of small scale business or women's group is a built-in sustainability component in financial inclusion initiatives. However, women's participation in MFI activities appear to be a "by default" phenomenon, instead of a "by design" decision. Indeed, many MFI project staff have limited concepts and ideas on why the project mainly targets women; when probed further, women beneficiaries seem to serve an instrumental value in securing a high percentage of loan repayment (the project is highly effective in this aspect). Staff has a primary responsibility to shore up the loan repayment ratio as it is a key indicator of project success and sustainability, but do not have sufficient awareness or knowledge in the empowerment perspectives of the project and social transformation in long-run.
- During the evaluation, the team met with 4 IPs that have been implementing the FI programme in Yangon, Kachin, Rakhine, and Ayeyarwaddy. Only one IP out of 4 mentioned that their financial literacy training target both women and men, while the others mainly focus on women (in the community and from village saving and loan association).
- The project does not lend to individual women who do not have any start-up business or regular income. MFI group membership is a prerequisite to become a beneficiary, and such group exclude those who do not have a regular income. During the FGDs, many women expressed that young adult men and women who want to start a small business (but do not have a regular income yet) should be considered as beneficiaries.

Financial inclusion in Rakhine

LIFT issued a call for proposals, aligned with the Rakhine Advisory Commission and with a focus on access to safe livelihoods and nutrition, humanitarian, development for greater stability, interdependence, prosperity and growth. By the end of 2017 more than 1,600 Buddhist and Muslim youth had completed short courses on life skills. In 2017, 78 new voluntary savings and loan associations were formed delivering financial literacy and small loans. Ninety-eight per cent of these clients are women¹³.

LIFT has supported village saving and loan associations (VSLA) in Rakhine. In 2017, 459 VSLA groups were formed and 82 per cent of beneficiaries are women. Financial literacy programming is a priority for the VSLA programme. Specific financial literacy tools are designed for children and youth using graphic novels and children's story books with financial education themes. (Tat Lan Phase ii- Sustainable Food Security and Livelihoods Programme Phase ii)

LIFT supported- Pact Global Microfinance Fund's (PGMF's) Rakhine Access to Financial Inclusion Project (RAFIN), operational in eight townships in southern Rakhine State, disbursed loan in 1,917 villages. Ninety-eight per cent of the clients are women.

Women's skills and knowledge

- The training materials for financial literacy training is not sufficiently gender-sensitive. For instance, it encourages women to invest more of their time in productive work for their own income, but do not touch upon the concept of patriarchy, as well as the traditional gender roles and power relations in family and society. Such training has the potential to be gender transformative, to build on the existing content and foster discussion on how gender inequality hinder women from exercising their rights to achieve economic empowerment. For example, one IP said that they included a 30-minutes length session for 'gender roles and gender division of labour' into the training since 2017.
- Women who have different resource endowment and aspiration have different needs, e.g. financial and technical, to manage and/or expand their business. Most women invest in home-based small scale income generation activities, and the amount of loan size is one of the major challenges for them to scale up the business.

Women's participation in decision-making

- The project has been promoting the "dual-accountability of couple" so that man also share responsibility in the timely repayment of loan. According to the discussion with women beneficiaries during FGD, the approach is working for women for many reasons, one being the "tampering" of men's ego as they are informed by the project about

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their wives' participation in MFI activities, so that they are not suspicious of what their wives do "behind their back". Women can also discuss with their husbands more formally about the shared responsibility in repayment.

- However, some women pointed out that the approach does not work for some women, especially those who have problems with their abusive husbands due to the imbalanced power dynamic. In a sense, the approach is "repayment-centric" and do not explicitly set out to address the skewed decision-making power stemmed from gender equality. As such, an in-depth study (a small scale one) could be carried out on the differential impact to women and men

Women's access to and control over resources

- One of FI's objectives is to provide access to responsible credit for off-farm business development and a number of projects are working in the same endeavour.

The **WorldFish MyCulture** project supports the development of small-scale aquaculture (SSA) activities by providing technologies, necessary supporting seed, feed, advice, and credit services to farmers in target villages of Delta and Dry Zone. Fifteen per cent of the farmers were women. Although the SSA groups appear to be dominated by men as in the case in capture fisheries, women are successfully managing their own ponds in the project area, showing SSA as a viable fishery livelihood opportunity for women.

World Vision's Growing Livelihoods in Bogale project supports landless and vulnerable households to diversify and increase their income by learning technical skills that lead to non-farm employment. The first analysis of the technical and vocational training (TVET) component showed that the initiative offers good opportunities to uneducated women who are unable or unwilling to travel.

- During the FGD with women beneficiaries in Kachin, many women shared that they see the project as an opportunity for them to have income of their own and be part of a wider network. The findings echoed with the 2017 study that women enjoy the improvement of the well-being of their families, and their self-esteem improved because they receive recognition from their family and society. Even in difficult settings such as in IDP camps, women still benefit from MFI and it could have a spill-over effect to benefit other women (e.g. through hiring of casual labour).

Case Study: IDP, Kachin

Vision Fund Myanmar rolled out financial services in five IDP camps in Myitkina District of Kachin State. Women received 64 per cent of the loans. More than 80 per cent of the loans borrowed by women were invested in small business (livestock) and the rest for their children's education and for health purpose.

"I am 43 years old married women, mother of three children, aged 13, 10 and 8 respectively. My husband is a casual labour. I was a street-food vendor before joining the MFI project in 2017, and I am still a beneficiary. With the capital I borrow from the project, I invested some amount of the loan to start up a home-based snack business (fried banana) and spend the rest to raise a pig. I buy the raw materials, i.e. the green banana from near-by villages, slice and fry them at home, then pack them into bags and sell at a price of 100 MMK per bag. I feed the peels of banana to pig.

I received the skill on making snack from a vocational training that was given in the camp. I even have to hire two to three workers for the fried banana business if there are high demands. I hire casual labour, typically old ladies from the IDP. As I am now working three jobs for daily income: a street-food vendor, the fried banana business, and raising a pig, I have more income, less worry for daily survival, but less sleeping time relaxing time. I hand-over some of my household tasks to my elder daughter." - 43 years old woman from IDP, Kachin

- Participation in FI projects have enabled some women to become change agents. Conscious integration of awareness on gender into livelihood activities also opened up space to promote inclusion.

The **UTF**¹⁴ provides funding opportunities to local civil society organizations to support implementation of livelihood activities and strengthen their governance and management capacities. UTF grants were provided to 51 civil society groups from 15 townships, and are being used to improve income, livelihoods, protect fisheries, promoting awareness about rights and laws, to young girls, lesbian, gay, bisexual and transgender, and trafficked peoples. The UTF targeted both women and men and programme were designed to response to the different needs of marginalized groups and peoples.

CARE's Supporting the Food Security, Resilience and Social Cohesion of Households and Communities project in Rathedaung Township, fostering women's empowerment through community associations, such as the voluntary savings and loan associations (VSLA), which were previously seen as male groups, has lifted women's participation up to the communal or structural level and enables them to become change makers, as reported by the women themselves.

14. SWISSAID, in collaboration with partners GRET and Metta, set up the Uplands Township Funds (UTF) in 15 townships in Chin, Kachin, northern and southern Shan, and Kayah States in mid-2016

- There is a special emergency loan mainly designed for the “most vulnerable women who have children” (men are not eligible for this type of loan), to enable them to deal with urgent matters such as health, education and family expenses for social occasion. Such loan is welcome as women are usually bearer of such expenses. However, women from most of the FGDs did not aware the existence of such kind of loan.
- Not enough attention has been given to the potential negative outcomes of the project to women. One of the contributing factors is to gender awareness of project staff, as they would have difficulty to understand the constraints of women in managing loans (i.e. beyond just accessing loans), thereby limit their ability to come up with solutions to mitigate the negative consequences.

“What do you mean by changing gender role or division of labour (from the microfinance intervention)? The project has done evaluation, but not to examine who does what in the family, (the different roles and responsibilities) between men and women, (or) whether woman has triple burden or extra workload due to the project intervention. Our clients are satisfied with the payment schedule as well as the low interest rate, which is much lower than the interest rate of informal money lenders.” - Women Branch Manager, Upland, Financial Inclusion

- However, almost all of them mentioned that they are having more workload (both productive and reproductive tasks) and less relaxing time. Majority of the women shared that they spent most of their income for their family well-being, including education for their children, and did not spend too much for their own benefits.
- MFI intervention could aggregate the “time poverty” of women beneficiaries, if unpaid care work is not properly addressed. In one FGD with women beneficiaries in Dry Zone, all women expressed their concerns over extra workload from MFI activities. They came to realize after six years of MFI project that unless women’s workload can be shared with their male counterpart or with other family members (not only to other female family members), it will be difficult for them to expand their business and it will be very challenging for them to juggle between productive and reproductive works.

3.4 INCLUSIVE VALUE CHAINS

Summary

Although women contribute significantly to value chain, their roles as farmers are considered to be secondary to men. Trainings conducted under the inclusive value chains theme target women and sex-disaggregated data are collected and women's skills and knowledge on modern technologies on agricultural, business skills and model, financial management and marketing have been significantly improved. Training on technology could be enhanced, and training time could better accommodate women's care needs (married adult women are already doing more care work because of the migration trend). There were occasions when participants were identified by their relationship to the head of household, leading to reinforcement of patriarchal norms. Community-based systems and committees were established but women's representation is low. Women also face bottleneck to expand their businesses because of difficult access to essential inputs (e.g. quality seeds), addition capital and technical know-how; ownership and control of land and property' is another major barrier for women in rural and ethnic areas.

A number of LIFT- funded projects assess the structural constraint women face in various parts in the agricultural value chain but some of them face difficulty to move from the assessment phase to actively implement gender-sensitive strategy. Another challenge lies in the promotion of 'equal pay for equal work'.

The interventions

Women often face difficulties accessing finance, market information, extension services and entering higher growth markets. The ownership and control of land and property is also a challenge for women in rural areas. LIFT's work on inclusive value chains focuses on private sector partnerships that stimulate direct and indirect investments in smallholder agriculture. This is done mainly through contract farming models that give smallholder farmers access to quality agricultural inputs, efficient and competitively driven financial services, reliable markets, and extension services that increase farmer knowledge.

As per the gender ToC, LIFT interventions related to inclusive value chains which support greater gender equality and empowerment in Myanmar include, but are not limited to:

- Promoting "equal pay for equal work" in employment created through LIFT's projects and programmes
- Ensuring that all trainings related to access and involvement in the agriculture value chain are gender sensitive
- Identifying the main constraints to women's access to different parts of the agricultural value chains and, where possible, setting out steps as to how to address these constraints

The impacts

Women's representation and roles in value chains project

- LIFT's partners continue to work with different models of farmers' organizations to effectively link and integrate smallholder farmers, including women, into the value chain and promote inclusive agribusiness¹⁵. Women's participation remains to be low.

Mercy Corps' Linking Labutta to Market project adopts 'a facilitative approach' for market development, facilitate the formation of well-managed farmer producer enterprises (FPEs) that pool resources collectively and build links with private sector millers, input dealers and traders. Of 77 FPEs 23 per cent are women.

Welthungerhilfe/GRET's Delta Rural Intensification for Sustainable Economic Development (Delta RISE) project supports farmer producers' organisations (POs) deliver services along the value chains using 'cooperative and association models' to structure their organisations. PO members comprised farmers and landless people, of which 40 percent are women.

- Value Chains activities are highly relevant to women as their contributions to the agricultural process is significant at all stages in all project targeted geographical areas. However, as per the local definition of all areas, farmers have a masculine connotation – farmers are often implied to be males. According to the FGDs with women beneficiaries, majority of women identify themselves as 'female farmers' only if there is no adult male or elders in the household. Women generally agreed that men should be given priority to use the word "priority' when it comes to the roles as 'Head of Household', and roles and responsibilities related to farming.
- Women still often face difficulties accessing finance, market information and extension services for greater economic empowerment. It is found that women still have more challenges especially for 'entering higher growth markets' than men due to the existing gender roles and norms of particular society of project areas.
- The data management system used by one IP for vocational training has inherent gender-bias in its design. The participants have to identify the relationships with the head of household (e.g. wife of XXX or daughter of XXX) when answering the questions for applying training. The main objective of using the head of household as the primary reference point is to avoid duplication of service provision by IP. While it is practical in helping IP's effective service provision, it reinforces the patriarchal belief and values. As the project doesn't have sufficient coverage on the women's empowerment related concept and topics in the trainings as well as in awareness sessions; and that there is inequitable access to land between men and women, the project may not have any impact in creating positive gender equality outcomes and in some scenarios may lead to worsening of the situation.
- The high internal migration rate among the young population has reshaped the distribution of agricultural work in rural areas. It has

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disproportionately impacted married adult women, as they now carry out more household chores than before, they are also taking more visible roles in managing community affairs.

Women's skill and knowledge

- The trainings and awareness sessions under Value Chains are found as 'gender-targeted' as it focused on the inclusion of women and men, and some marginalized populations. Almost all the meetings and trainings reported sex-disaggregated data. Regular analysis on the sex-disaggregated data is limited for monitoring purpose, effective management for response and adjustment for effective inclusion perspective.

Case Study: Metta Development Foundation

Metta Development Foundation (Myitkyina, Kachin) implements a project in LIFT's Upland Programme from 2016 to May 2019 to upgrade the livelihoods and the quality of life of farmers in 41 villages through interventions in value chain (VC) and natural resource management (NRM). In particular, Metta provides technical and financial support and build farmers' capacity to produce finished products from raw agricultural materials and facilitate/expand access to local market.

As one of the VC interventions, four oil mills were built and operated in three townships. The project previously formed Value Chain Committees, which were then reformed in 2017 to become Oil Mill Committees under the community-based Board of Director (BOD) system. The BOD comprises of a Management Committee which includes three to five members, and is led by a manager who is responsible for running the mill. Metta provided both technical and financial support such as start-up capital and infrastructure.

Both male and female farmers in nine villages were trained on technical topics in the project, including preserving raw materials and provide them with seeds. After receiving the training, five to six women in one village formed their own group and pooled resources (900K MMK, equivalent to USD600) to purchase a small drying machine. They started a small business in producing powdered ginger and saffron and sell them in bags in retail at a price of 1000 MMK (USD 0.7) for each bag. They use other women's network in distributing their products to nearby villages and towns. Within two years, they expanded their business by purchasing raw materials from other farmers in their village.

"We have been in contact with one another since we attend the vocational training together. Last year was not a good year for farmers who planted ginger and saffron, as the price was getting lower day by day. Farmers can only get 400 MMK per Viss (Myanmar scale). We discussed among ourselves and decided to initiate a new idea to produce powdered ginger and powdered saffron. We were not sure at first that it will be ok, but we think we should at least try. Now we are earning double." - Women Group from Don Kan Village, Myitkyina

- Women farmers are consumed by both productive and reproductive works, and trainings, sometimes, did not tailor to cater for the timings and need of women, especially marginalized population such as landless farmers, casual labours and those families who stays in the agricultural field. The marginalized beneficiaries do not have the same access to training opportunities. The security issues in the region such as Kachin and Rakhine make it more difficult to effectively engage with them.

“Actually, we want male and female participants in equal ratio in the training; women’ participation, however, is always low. We acknowledged that most women could not attend training if training is organized during day time, as women are busy with household tasks. Having this barrier in mind, our staff usually stay overnight in the village before the conflicts, so that all villagers, male and female, young and adults, can attend.” - Woman Area Coordination of Upland

- Due to the conflict situation of Kachin and Rakhine, security has become a serious concern and staffs are not allowed to stay overnight in villages (to train villagers). That, unintentionally, has limited the effective participation of women, especially those who are landless farmers.
- Through Value Chains trainings, it is found in FDGs with both male and female beneficiaries that women’s skills and knowledge on modern technologies on agricultural, business skills and model, financial management and marketing are significantly improved.
- Technology can be better harnessed to promote inclusivity. Both male and female farmers revealed in the FDGs that the introduction of the “new technology in agriculture process” has significantly improved the quality of production in paddy field. The intensive knowledge and practicum on seeds selection and new transplanting method enabled them to improve the efficiency, i.e. spending less time for higher yield. Moreover, the new technology changes the gender division of labour in rice production. In the past, transplanting used to be the sole responsibility of women in the household, after the introduction of the new transplanting method, men and even children are helping.
- It is found that the limited gender knowledge and practice of the project staff, compounded by the social norms on women in Kachin, led to the inadequacy of the project in responding to and overcoming the constraints which women face in their participation in public arena.
- Project staff’s understanding on the basic concept of gender, women’ empowerment and social inclusion is crucial. Moreover, the training materials in the agriculture value chain project are not sufficiently gender-sensitive, e.g.

“As a LIFT program staff, I have not received any specific gender training before. There is no gender focal person in our organization. I was not aware of LIFT’s gender strategy. Our training materials were designed to provide agricultural related knowledge and skills to farmers, we have not included gender in our training” – Woman Project staff of Upland

Women's participation in decision-making

- The Value Chains activities established a number of community-based systems and committees (such as Board of Directors, Community Management Committee, Village Track Development Organization, Forrest Users Group, Community Forestry, Farm-Labour Group, etc) in the targeted communities. All the initiatives are effective mechanisms which can potentially increase local ownership through joint-decision making between female and male, young and adults. If properly resourced and supported, it can also enhance sustainability beyond the project period.
- There is, however, low women representation in such mechanisms and in Management Committees. Some women are assigned as accountants, secretary, treasurers under the Management Committee, but they, majority, have no authority to make decisions on operational issues as men. Perception of the traditional gender division of labour prevails during KII and FGDs, as both staff and the male committee members regard "the nature of the work of the committee is hard and not suitable for women. (for e.g., the oil mills, rice bank, etc)".
- Women's ability to make decision often come from "empowerment from within", i.e. the self-reflection on social norms and gaining confidence to speak up to the ones in power (often men). The process is often gradual and informal; without a clear understanding and mandate to nurture the "change process", project could see that as a "it just happened" phenomenon.
- The BOD system is an effective mechanism which can potentially increase local ownership through joint-decision making. If properly resourced and supported, it can also enhance sustainability beyond the project period. However, there is not a single woman representative in both the BOD and Management Committee. Some women are assigned as accountants under the Management Committee, but they have no authority to make decisions on operational issues.

"Before the project, we women have a rare chance to talk to each other. We do not know about our own community: what are the needs of community and how we can help it as a group of women. Earlier, we just knew that our roads were bad in condition and it was the sole responsibility of male local authorities and male community leader to repair them. We simply think that management is the matter of men only. Now we come to realize our role in the community and how we can contribute to the society as women. We even dare to communicate with the bank and the government office. We are not afraid any more to communicate with government officials as well as police. Before, we do not know where the police station is, where the Immigration office is. Now we know!" - A woman from Women Group of IDP, Myitkyina

Women's access to and control over resources

- The women's group in one village in Kachin demonstrated that women are resourceful in ideas, and could leverage network to build their business. However, even when women could rely on one another to jump start a business initiative, they could face bottleneck when it comes to business expansion and/or moving up the value chain, as

they may face difficulty (vis-à-vis men) in accessing additional capital and technical know-how.

- 'The ownership and control of land and property' is one of the major barriers for women in rural and ethnic areas. It is found that the limited gender knowledge and practice of the project staff, compounded by the social norms on women especially in ethnic areas, led to the inadequacy of the Value Chains project in responding to and overcoming the constraints which women face in the inheritance and property rights.
- Lack of access to quality seeds is a key bottleneck for farmers, including women, to further modernization of the rice sector, currently, less than 10 per cent of farmers use certified seeds. LIFT's partners continue strengthening production and marketing capacities of seed grower groups and adopting alternative quality assurance approaches, strengthening the formal public and private seed systems.

During the meetings with farmers in Delta and Upland, all FGDs with male farmers mentioned the limited availability of registered seeds, and highly appreciated the provisions of technological procedures for quality seeds productions and its benefit, and other new knowledge they gained from the trainings. It is observed that in the meetings with female farmers, none of them mentioned about the quality seeds, new technology for quality seed productions, etc.

- Women and landless farmers (both male and female) are the marginalized groups in the project, with landless women being more vulnerable. The marginalized beneficiaries do not have the same access to training opportunities. The security issue in the region makes it more difficult to effectively engage with them.
- Women's mobility, or the lack of it, is sometimes tied to their ability to earning a livelihood.

In the Plan Bee project implemented in upland by Tag International Development and Parami Development Network, gender-based mobility restrictions have been impeding women from migrating along with the natural migration season of the bees. The project has consistently attempted to improve women's involvement. For example, the project has encouraged women to travel with family members and developed income-generating activities women can do at home, like transforming by-products into candles and balms.

16. Gender in small-scale fishery value chain research report, Sayuri Ichikawa (International intern), Master of Environmental Management and Development, Crawford School of Public Policy, Australian National University, March 5, 2019

Research and advocacy

- The NAG carried out a research called “Gender in small-scale fishery value chain research report” in 2019. It examined the roles and constraints of women in fishery industry value chain process from gender perspectives and identified the entry points for intervention to achieve gender equity and inclusion in decision-making.¹⁶ The findings are expected to support formulation of future gender sensitive value chain programme.
- LIFT’s strategic partner Land Core Group (LCG) recruited a team of researchers to understand how gender and land interact in different regions of Myanmar. The research focused on gender division of labour, the inheritance patterns of land across the area researched, role of decision making between women and men, which could be useful for other IPs working in the same field.

3.5 Migration

Summary

Migration pathways are highly gendered and gender is consciously included in the design and implementation of the migration programme. Particularly in that it targets sectors of work which are highly gendered, including domestic work, garments and sex work. Capacity building and awareness raising cover particular risks of women migrants, e.g. addressing the issues of gender-based violence (GBV) and lack of recognition and devaluing of domestic work as it is traditionally viewed as a fundamental responsibility of women rather a type of employment, and are delivered in gender-sensitive methods such as using male and female community volunteers (Community GBV response group). Improvement could be made to address different barriers and challenges of male and female migrants and create more user-friendly modules. Key IPs in the migration programmes are competent to implement gender-sensitive activities and able to anticipate emerging needs arising from improved awareness and act accordingly, e.g. closing the loop of heightened GBV awareness with referral and service provisions as well as the need for policy makers to develop a legislative framework for labour protection of domestic workers in Myanmar. Women from religious minorities and the mobile population continue to face challenges in getting access to training and services.

LIFT has track record in advocacy in the area of migration. It supported the Government to improve policies and governance on safe labour migration, particularly in supporting the ratification of Convention 189 on Decent Work for Domestic Workers, which impact the rights and well-being of women migrants significantly.

The interventions

In Myanmar, women are increasingly migrating in an effort to enhance their economic opportunities. Of the more than nine million internal migrants, more than half are women. Labour migration can empower women by providing them with more autonomy and opportunities to build self-esteem and capacities. Research has found that when women return to their home village they often use their new skills and expertise and venture into small businesses.¹⁷ These trends underline the need for targeted attention to better understand the nature and dynamics of female migration and to design tailored support mechanisms that upscale the opportunities available to women and minimise the risks.

As per the gender ToC, LIFT interventions related to migration which support greater gender equality and empowerment in Myanmar include, but are not limited to:

- Supporting the ratification of the Convention 189 on Decent Work for Domestic Workers in Myanmar through its projects and work with the Ministry of Labour Immigration and Population
- Conducting research on women and men's experience of labour migration. Research will investigate how specific migration vulnerabilities differ between women and men, and how policies and practices to support migrants, families of migrants and communities impact gender equality and the empowerment of women.
- Supporting the protection and empowerment of women who have migrated to urban centres through targeted project(s), and safe migration for women heading abroad through outreach by ethnic CSOs.
- The public campaigns to changing public attitudes towards domestic workers and raising awareness on sexual harassment and GBV.

Case Study: Aung Myin Hmu Project, Twe Let and ILO

Aung Myin Hmu, implemented by CARE, focuses on creating safe working environment and job opportunities for female migrant workers through vocational and soft skills training, as well as protecting women workers from GBV and sexual harassment, has been launched in Yangon. Launched in 2017 and it has been extended until June 2021, the support initiatives such as providing professional training, awareness programs, legal consultation, job creation, safe work environment and protection for women workers are included.

¹⁷. Rural-to-Urban Migrations and the Return of Migrants Back Home: A Case Study of Return Migrants from Ubon Ratchathani Province, Thailand, Natedao Taotawin, 2017.

Case Study: Twe Let

Twe Let (“Increasing the Developmental Impact of Labour Migration through Strengthened Governance and Partnership”) aims to improve the governance and outreach capacities of national actors in order to increase the developmental impact of migration in Myanmar. The project focuses on community outreach in the areas of 1) Pre-migration training; 2) Financial literacy training; 3) Skill training, and 4) job matching in Chin State, Shan State, the Southeast, and Dry Zone, in partnership with three ethnic CSOs: Chin Human Rights Organization (CHRO), Mon Women’s Organization (MWO), and Parami Development Network (PDN). IOM works directly with smaller local CSOs to implement Twe Let project in Dry Zone of Mandalay and Magway. The governance part of the project involves the International Organization for Migration (IOM) and Ministry of Labour, and Immigration Population (MOLIP). IOM conducted the following assessment which has a gender component:

- ‘Gender Analysis: Increasing the Developmental Impact of Labour Migration through Strengthened Governance and Partnership (Twe Let) in 2017’
 - ‘Migration & gender: Migration dynamics, patterns and impacts from the CHIME¹⁸ research project, the International Organization for Migration (IOM), the University of Sussex, Metta Development Foundation, and the Ministry of Labour, Immigration and Population of the Government of Myanmar, 2017’
 - Baseline study in 2017 with the inclusion of specific gender elements such as women and family behind the migrant, different perspective and aspiration, who needs what, how the project effectively respond, who move where
 - Outcome survey in 2019 (# of men/women beneficiary, and gender specific data)
 - End line study conducted MILDAS in 2018 (disaggregated data, core indicators)
 - Six best practice in 2016, one of them specifically about gender
- Three gender trainings were also organized for the partner organizations and the project staff:
- Gender concept and initial guidance for gender integration in May 2017
 - Gender integrated Communication for Development (C4D) and behavior change training
 - Gender mainstreaming training and developed gender action plan

18. Capitalizing Human Mobility for Poverty Alleviation and Inclusive Development for Myanmar (CHIME) is a project funded by the Livelihoods and Food Security Trust Fund (LIFT) that contributes to the development of an informed dialogue on migration in Myanmar.

The impacts

Women's representation and roles in migration project

- Migration is highly relevant and corresponded to the emerging needs of men and women, young and adults in Myanmar. Both male and female beneficiaries from the FGDs across the field visit (Dry Zone, Upland, Rakhine, and Yangon) stated that migration (mostly mentioned internal migration) has become serious issue in each and every community.
- Among all LIFT's focus areas, the key IPs in the migration thematic area (CARE, IOM, ILO BBC Media Action, and Eden) are in the best position to implement gender-sensitive activities. Some of them such as CARE, IOM, and ILO have their own gender strategies and in-house experts. For example, Twe Let has been working on two gender strategies, one from IOM and another from LIFT, and consider gender parity when hiring staff. It has also integrated gender into its milestones, including baseline/ending, training, and MEL plan.

Women's knowledge and skills

- Gender is consciously included in the interventions. The formation and use of community group and volunteers in the project (e.g. Aung Myin Hmu), facilitation for access to information and services for women migrants through CSOs under Twe Let and MILDAS, and ILO's advocacy work with CSO and labour organization network on domestic work, appear to be effective in disseminating knowledge among the beneficiaries. It is also a sustainable mechanism when a momentum is built.
- Migration pathway is highly gendered and women migrants face particular risks, especially on gender-based violence (GBV). The program is able to identify the risk and address it through training and confidence building. The concept on GBV such as "unwelcomed and unwanted behaviours as violence" and "provision the information and referral instead of giving suggestion for GBV" are well articulated, however, there is conceptual confusion on "interfaith marriage law as protection and empowered for women in Myanmar".
- It is found that when dealing with issues on gender-based violence (GBV), facilitators of the same sex and equipped with professional skills are good model to gain trust from the beneficiaries.
- Increased awareness on GBV and legal knowledge in migrant communities may lead to higher reporting of GBV cases. A strong networking that connects between awareness raising, referral, and service provision is critical to close the loop. For instance, with LIFT's funding, CARE developed and published a sexual harassment prevention package and 'Referral Pathway' to facilitate GBV survivors to access services.
- Skill training is an opportunity to break the occupational segregation, for instance Twe Let shared that there are more male trainees for construction and more women in sewing in the training. As there are some young women who learned electrical wiring in Dry Zone, and Twe Let tries to change the gender stereotype and promote the female trainees to the employers.
- FGDs with the CSOs that received small grant (for e.g. MILDAS) stated that a series of awareness sessions were given by following IOM safe

migration seven modules that covered the information for safe migration, GBV, human trafficking, financial management, etc. However, the inclusion of the different barriers and challenges of male and female migrants are found limited.

- LIFT's migration program also responds to women who were trafficked into the sex industry with outreach and trauma therapy programmes (Eden project), which broaden the beneficiaries category to cover human trafficking victims.

Women's participation in decision-making

- Programmes which have a defined and executed male engagement strategy contribute to the promotion of gender equality by addressing the power imbalance at the get-go. It also promotes joint-decision making in couples through formation the community support groups together with provision of series of trainings including gender, gender-based violence, case management and referral, counselling, etc.
- Media is used to influence migrant's decision making and challenge social norms. LIFT's partner, BBC Media Action, started using media in 2017 to inform decisions about migration and financial management; 48 episodes were broadcast weekly on a national radio programme, with key themes about remittances, risks and opportunities of migration on families and individuals, labour rights, decent work, employment and skills development. This programme conducted a gender analysis' and is working to challenge gender stereotypes and barriers found in the analysis.

Women's access to and control over resources

- Community groups are particularly useful in addressing sensitive issues such as gender-based violence (GBV). The GBV Response Group (GBVRG) formed by Aung Myin Hmu with women and men from the community (volunteer-based) help the communities to respond GBV, seek services, and increase collaboration among different entities, including government departments and NGOs) through referral.
- Access to capacity building opportunities, skill trainings, and other GBV related services remains to be a challenge for the mobile population in migrant communities. – a flexible approach in conducting intervention is required, e.g. flexible hours and training location.
- Women from religious minorities and the mobile population are particularly more vulnerable and face steep challenge in accessing legal services because of their identities and their status.

Research and advocacy

- LIFT supported the Government to improve policies and governance on safe labour migration, particularly in supporting the ratification of Convention 189 on Decent Work for Domestic Workers, which impact the rights and well-being women migrants significantly. Its advocacy works included to end up the discriminatory ban on migration of domestic workers and the prohibition on women taking up positions as labour attaches.

A LIFT-funded ILO project works towards ratification of Convention 189 on Domestic work for Domestic Workers and the development of respective policies and the corresponding policy advocacy (the Parliamentarians and the Ministry of Labour, Immigration, and Population - MoLIP). That included facilitating an intense dialogue and lively consultation on the revised Law Related to Overseas Employment; women's voice was heard as 63 per cent of the participants from the Parliament, government, private sector and civil society, were women. Participants provided valuable reflections on the draft Overseas Employment Law. A zero draft was completed by the government, with ILO's technical input, in 2017 and sent to the office of the Attorney General. ILO advocates and work with the parliamentarians and the government to develop labour protection for domestic workers at policy making level, and providing skills training for domestic workers on cooking to help them obtain recognition as skilled workers and improve their working conditions and working on public campaigns to change negative attitudes and recognize domestic work as work.

- As key actors in migration, LIFT funded IOM and ILO to support the development of the National Plan of Action on Labour Migration (2018-2022). In 2017, LIFT also supported Myanmar government officials to actively contribute to the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers¹⁹.
- LIFT-supported a number of research on migration taking into consideration the gendered differences of migration patterns and characteristics. Media and outreach by the CSOs were used to inform decisions about migration and financial management, as well as challenge gender stereotype.

19. LIFT Annual Report 2017

Samples of LIFT-funded research

- “Capitalising Human Mobility for Poverty Alleviation and Inclusive Development for Myanmar” (CHIME)²⁰ and “Twe Let” projects, IOM contributed to conduct research on women and men experience on labour migration and support the protection and empowerment of women’.
- Twe Let collected baseline data in their four project areas (Dry Zone, Chin, Shan, and Mon) in 2017 and built an initial evidence base on the gendered pattern of migration and identify opportunity and challenges for implementation. Twe Let also conducted gender analysis in 2017 to increase the developmental impact of labour migration through strengthened governance and partnership²¹.
- The LIFT-funded ILO project maps ‘the current situation for domestic workers in Myanmar, including the legal framework, recruitment processes, and working conditions’ in 2017. The collaboration between ILO and CSOs focus on 5 State/ Region to strengthen the legislative and policy framework governing labour migration.
- The Migrating Out of Poverty Consortium, comprised of IOM, the University of Sussex and Metta Foundation, conducted the LIFT-funded mixed-method study on migration in 2017, focus on labour migration patterns and the impacts of migration at the individual, household, and community levels and disseminate finding in 2018.

20. a consortium of the Ministry of Labour, Immigration and Population, the University of Sussex, Metta Development Foundation and the International Organization for Migration (IOM)

21. LIFT funded IOM Dry Zone migration project team, Chin Human Rights Organization (CHRO), Mon Coalition led by Mon Women’s Organization (MWO), and Parami Development Network (PDN)

KEY FINDING 2: BENEFICIARIES' KNOWLEDGE ON GENDER AND ATTITUDE TOWARDS GENDER-BASED VIOLENCE

4

4. Key Finding 2: Beneficiaries' knowledge on gender and attitude towards gender-based violence

4. KEY FINDING 2: BENEFICIARIES' KNOWLEDGE ON GENDER AND ATTITUDE TOWARDS GENDER-BASED VIOLENCE

Summary

In order to assess project beneficiaries' knowledge on gender, as well as attitude towards gender-based violence, the team conducted a short survey with 304 beneficiaries across four regions.

Knowledge on gender

In general, beneficiaries have a poor understanding of basic concepts of gender. More men than women regard gender as women-only issue, and consider that a process to change women to be like men. Holding these perceptions might affect male active involvement in and support for greater women's empowerment. Due to the socialization, and based on the positioning and experience as a man and woman, significantly more men responded that there is no gender discrimination in Myanmar. This perception might cause men's resistance on cooperation the efforts to eliminate different forms of discrimination against women in private and public arenas.

Women's empowerment includes women's capability to control, manage and lead their lives by themselves, and about one-third of the respondents agreed with that; there is no significant difference in responses from men and women. However, more men than women are inclined to think that women's empowerment concerns the preservation of culture and tradition or women's ability to perform "women's work" such as housework. Those views might hinder accepting 'share responsibility' of domestic tasks although women engage in productive work.

Understanding 'diversity' and 'respecting individuals' differences' is weak as almost half of the respondents (both male and female) was not able to answer. There are few (more men than women) stated that diversity and differences do not bring about change or will not lead to benefit. The interventions across the programme need to introduce and promote the concept of development, value of diversity, and respecting the differences.

Attitude towards gender-based violence

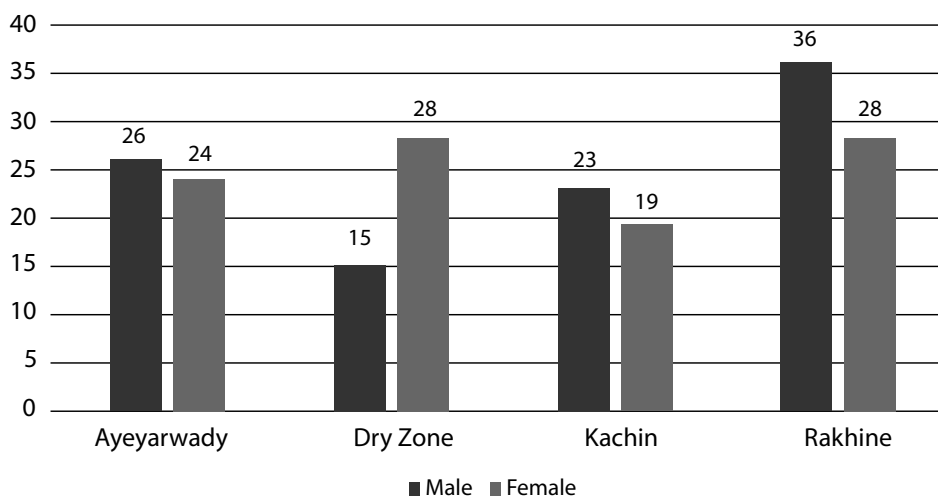
Twenty-one different forms of violence are asked to the respondents whether they see different act as violence. Overall, respondents have rather good understanding of the more visible forms of violence, such as threatening with a knife, stick or gun, rape, burning, choking, dragging/beating women, hitting with a fist and kicking, pushing or shoving women, and slapping or throwing women with something. There is no much difference between male and female respondents, as almost the same percentage of them regard such acts as violence. Emotional abuse such as threatening, intimidating, and insulting are less recognized as violence, though the percentage is still high.

It is worth noting that there is good awareness of marital rape (forcing women to have sex against their will by the husband) among respondents, though more women regard that as violence comparing to men.

Violence in everyday lives appear to be less recognized by respondents. Comparing to other visibly violent acts, restriction of women’s freedom to meet friends and relatives, asking permission to seek healthcare, wear clothes at their choice are more likely to be normalized. Men’s entitlement over women’s body and movement contributes to such entitlement. More women are aware of such violent acts comparing to men. Significantly, more women than men see ‘men are the decision makers in home management’ as a form of violence. The perception of men as natural leader and head of household is deeply rooted; thus, low level of women representation in decision making position in the community is acceptable and not necessary to challenge.

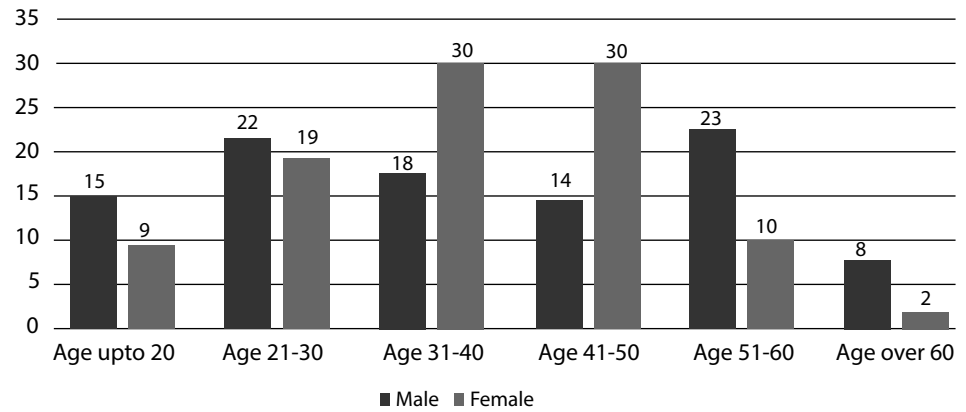
In order to assess project beneficiaries’ knowledge on gender, as well as attitude towards gender-based violence, the evaluation team, during field visits, conducted a short survey with 304 beneficiaries across four regions of Ayeyarwady, Dry Zone, Kachin and Rakhine, of which 33% are male and 67% are female.

Table 2: Sex of respondents across four regions The average age of the



respondents are 43 and 42 for men and women respectively. 57% of them are of reproductive age (up to 40 years old), with fewer of them (18%) aged above 50.

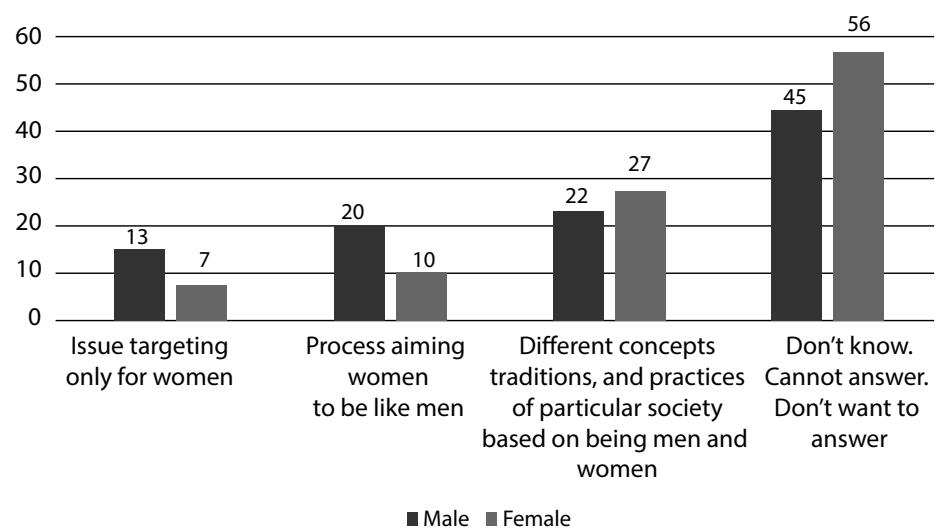
Table 3: Age group of respondents



Knowledge on gender

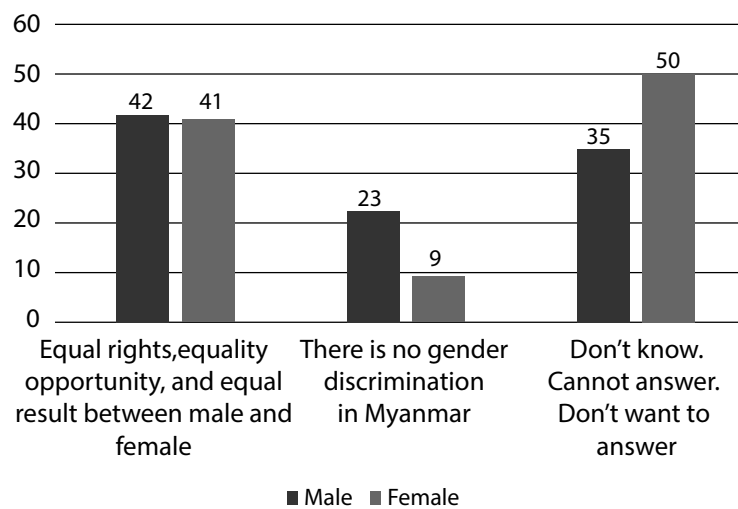
In general, beneficiaries have a poor understanding of basic concepts of gender. For instance, 53% of the respondents either don't know the definition of gender or refused to answer that; interestingly, more women fall under this category than men (56% vs. 45%). In total, 9% of the respondent's regard gender as a women-only issue and 13% consider that as a process to change women to be more like men; more men hold these belief comparing to their female counterpart. Only a quarter of the respondents could correctly answer that gender is a social construct, that being men and women have different meanings under different concepts, traditions and practices.

Table 4: Respondents' understanding on gender When asked about



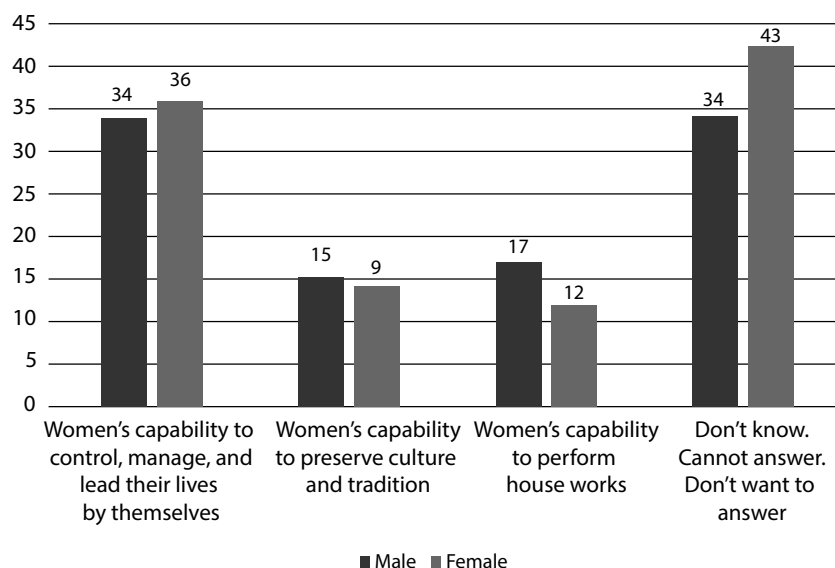
their perception of gender equality, 41% of them could answer that it means equal rights, opportunities, and results between women and men; there is no significant difference between male and female participants. However, when it comes to whether their assessment of the status of gender discrimination in Myanmar, comparing to the female respondents, there is significantly more men said there is no such discrimination (23% vs. 9%); the response is likely shaped by respondents' own positioning and experience as a man and woman. In total, 45% of respondents don't know what is gender equality, with more women failed to answer that (50% vs. 35%).

Table 5: Respondents' perception on gender equality



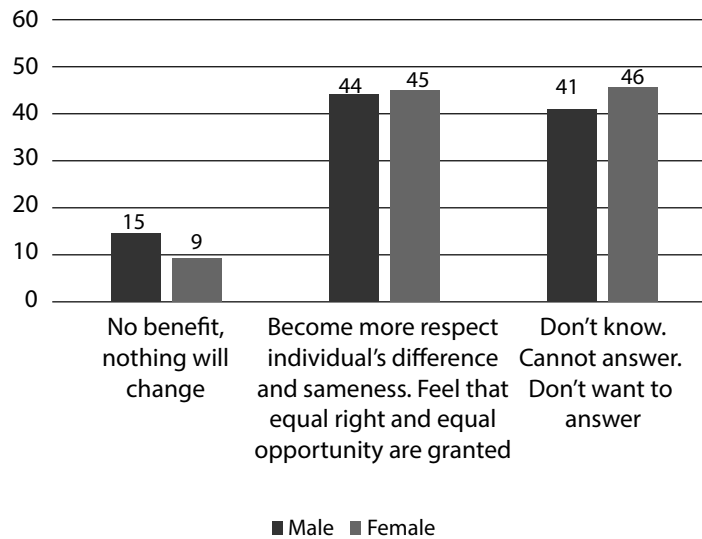
Women's empowerment includes women's capability to control, manage and lead their lives by themselves, and about one-third (36%) of the respondents agreed with that; there is no significant difference in responses from men and women. However, more men than women are inclined to think that women's empowerment concerns the preservation of culture and tradition (15% vs. 9%) or women's ability to perform "women's work" such as housework (17% vs. 12%).

Table 6: Respondents' perception on women's empowerment



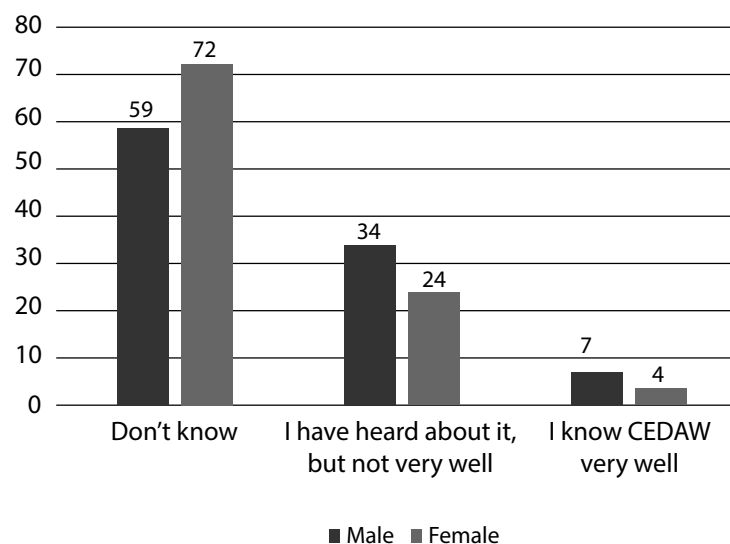
More respondents could grasp the concept of respect, as 45% of them agreed that respecting individuals' differences would bring about equal rights and opportunity; there is no significant difference between male and female respondents. For the other 44%, respect is a more abstract concept which they failed to answer. A small percentage of them (11%) said respect will not lead to any benefit, and that more men think that way than women (15% vs. 9%).

Table 7: Respondents' perception on benefit of respect towards diversity



Respondents have a much harder time understanding what is the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). It is an unfamiliar term to 67% of the respondents, though more men have heard of that (not don't know it very well) when comparing to women (34% vs. 24%). It is even more challenging for them to name the CEDAW activities, as 81% of them failed to do so (no difference between male and female respondents). Impressively enough, 13% of the respondents knew that CEDAW compares the situation of Myanmar women with other countries, and 7% of them were aware that this is done once every four years.

Table 8: Respondents' knowledge of CEDAW



Knowledge on gender-based violence

Overall, respondents have rather good understanding of the more visible forms of violence, such as threatening with a knife, stick or gun (97% respondents regard that as violence), rape (96%), burning (95%), choking (95%), dragging/beating women (94%), hitting with a fist and kicking (94%). Pushing or shoving women (94%), slapping or throwing women with something (92%). There is no much difference between male and female respondents, as almost the same percentage of them regard such acts as violence. Emotional abuse such as threatening, intimidating, and insulting are less recognized as violence, though the percentage is still high in the 80s.

It is worth noting that there is good awareness of marital rape (forcing women to have sex against their will by the husband) among respondents, though more women regard that as violence comparing to men (95% vs. 85%).

Violence in everyday lives appear to be less recognized by respondents. Comparing to other visibly violent acts, restriction of women's freedom to meet friends (33%) and relatives (51%), seek healthcare (34%), wear clothes at their choice (34%) are more likely to be normalized. Men's entitlement over women's body and movement contributes to such entitlement. More women are aware of such violent acts comparing to men.

Table 8: Respondents' knowledge of CEDAW

Form of violence	% of respondents who regard particular act as violence		
	Total	Male	Female
Threatening with a knife, stick or gun	97	95	98
Rape	96	96	96
Burning	95	97	94
Choking	95	96	95
Dragging or beating women	94	94	94
Hitting with a fist and kicking	94	97	93
Pushing or shoving women	93	94	93
Slapping or throwing women with something that could hurt	92	92	93
Threatening or hurting women	91	89	92
Forcing women to have sex against their will by the husband	91	85	95
Intimidating women on purpose	87	86	88
Insulting women and make them feel bad about themselves	87	88	86
Humiliating women in front of other people	86	85	85
Restricting women from contacting with family relatives	51	40	56
Ignoring or treating women indifferently	48	44	50
Getting angry when you talk with other men or women	41	32	46
Insisting to know where are women all the times	34	25	38
Asking permission before seeking health care	34	23	39
Enforcing to wear suitable clothes and restricting wearing inappropriate cloths	34	30	35
Restricting women from seeing her friends	33	26	37
Men make decision in home management	46	52	35

KEY FINDING 3: ORGANISATIONAL ASSESSMENT

5. Key Finding 3: Organisational Assessment

5.1 SURVEY RESULTS

5.2 KNOWLEDGE MANAGEMENT AND ADVOCACY

5.3 LEADERSHIP AND GOVERNANCE STRUCTURE

5.4 CAPACITY AND ACCOUNTABILITY OF FB, FMO AND IP

5.5 FUND BOARD'S COMMENTS

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5. KEY FINDING 3: ORGANISATIONAL ASSESSMENT

Summary findings & recommendation based on Online Staff Survey (FMO and IP) on LIFT Gender Strategy 2017 and capacity on application gender in their work

An online survey was administered to UNOPS staff and LIFT's implementing partners to assess their awareness and buy-in of LIFT's gender strategy, as well as the institutional needs and gaps in integrating gender into their work. A hundred responses were received (52% women and 48% men), with 82% from LIFT's partner organizations and the rest (18%) from UNOPS staff. Majority of the respondents are project staff (62%), followed by operation (14%) and M&E (7%), with 17% of them from other job functions.

- Majority of the respondents are aware of LIFT gender strategy to integrate gender and actions into their work, and over half of them shared that there are other gender policies specific to their organizations. About two-third of the respondents know about the value for money (VFM) strategy and approach.
- When asked about their level of confidence in addressing gender issues or TOC mentioned in LIFT gender strategy, majority of them are confident that they can achieve that. Most of the respondents have been trained on basic concepts of gender, and slightly more than half of them are trained on gender mainstreaming and relevance and use of sex-disaggregated data.
- The respondents are less trained on the principles of gender analysis and its application in specific settings. Training on gender-specific indicators in specific context is the weakest, pointing to the needs of capacity building. Over half of the respondents agreed that discussion on gender in their area of work in unit/staff meeting and training/seminar/meeting opportunity on gender and gender mainstreaming could support them in addressing gender in their work.
- They also pointed out weak linkage with LIFT gender focal point and less collaboration with the colleague designated as gender focal. This suggested opportunity to leverage on existing initiatives such as training and formal/informal interaction with colleagues to strengthen the efforts on gender mainstreaming.
- The most common barriers in addressing gender and/or implementing gender strategy in respondents' work include insufficient tools, technical support and/or post-training follow-up, and lack of dedicated staff for work on gender. Lack of sufficient knowledge or skills on gender and limited budgetary resources available also hinder progress.

- Looking into the future, most of the respondents would like more opportunities to learn or further develop their skills in gender. Over half of them also like technical support from gender focal point(s)/unit. Many of the respondents feel that funds would need to be allocated for work on addressing gender, almost half of them would like to see more data/evidence in their area of work, and resource materials (e.g. publications, tools, etc) on gender. They are less willing to adjust their work so as to work more on gender.

5.1 Survey results

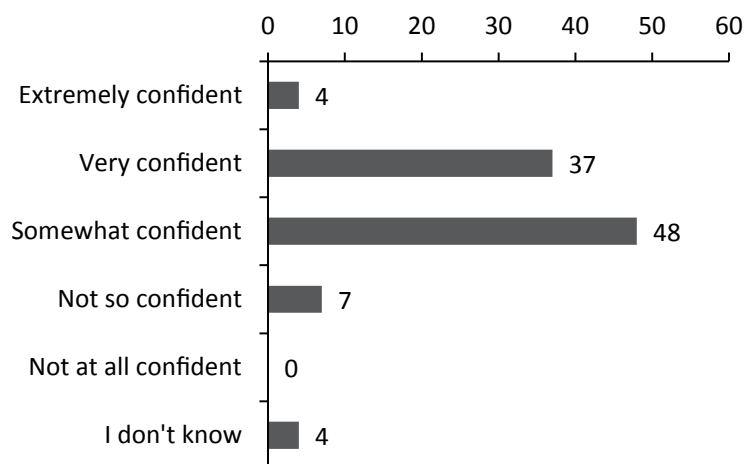
An online survey was administered to UNOPS staff and LIFT’s implementing partners to assess their awareness and buy-in of LIFT’s gender strategy, as well as the institutional needs and gaps in integrating gender into their work.

100 responses were received (52% women and 48% men), with 82% from LIFT’s partner organizations and the rest (18%) from UNOPS staff. Majority of the respondents are project staff (62%), followed by operation (14%) and M&E (7%), with 17% of them from other job functions.

Majority of the respondents (80%) are aware of LIFT gender strategy to integrate gender and actions into their work, and 54% of them shared that there are other gender policy specific to their organizations. About two-third (61%) of the respondents know about the value for money (VFM) strategy and approach.

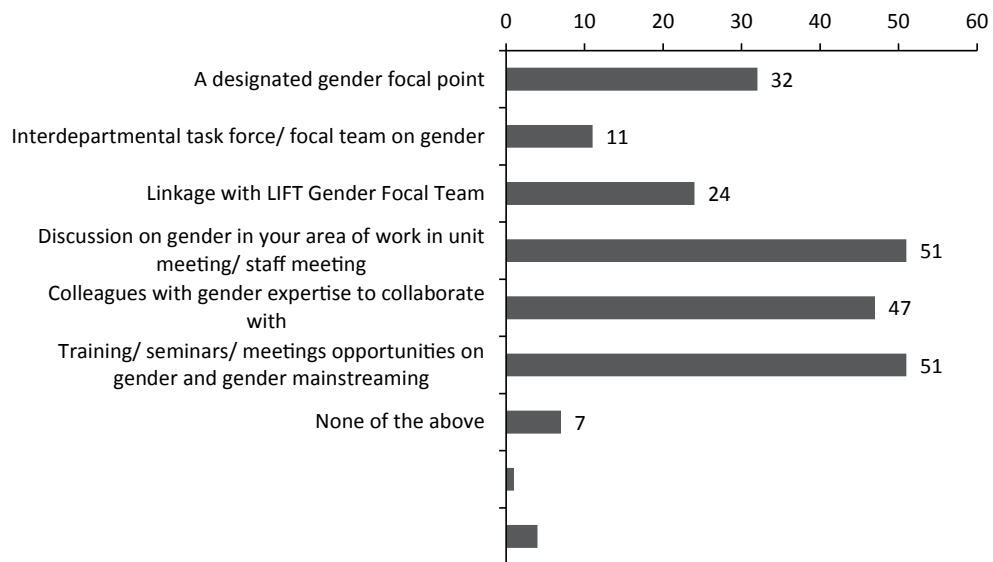
When asked about their level of confidence in addressing gender issues or TOC mentioned in LIFT gender strategy, 89% of them are confident that they can achieve that. Only 7% of respondents said that they are not so confident. About two-third (67%) of the respondents are satisfied to very satisfied of their departments/units/organizations’ efforts in addressing gender, and only 6% are dissatisfied (with 26% being neutral).

Chart 1: Respondents’ level of confidence in addressing gender issues or TOC mentioned in LIFT Gender Strategy



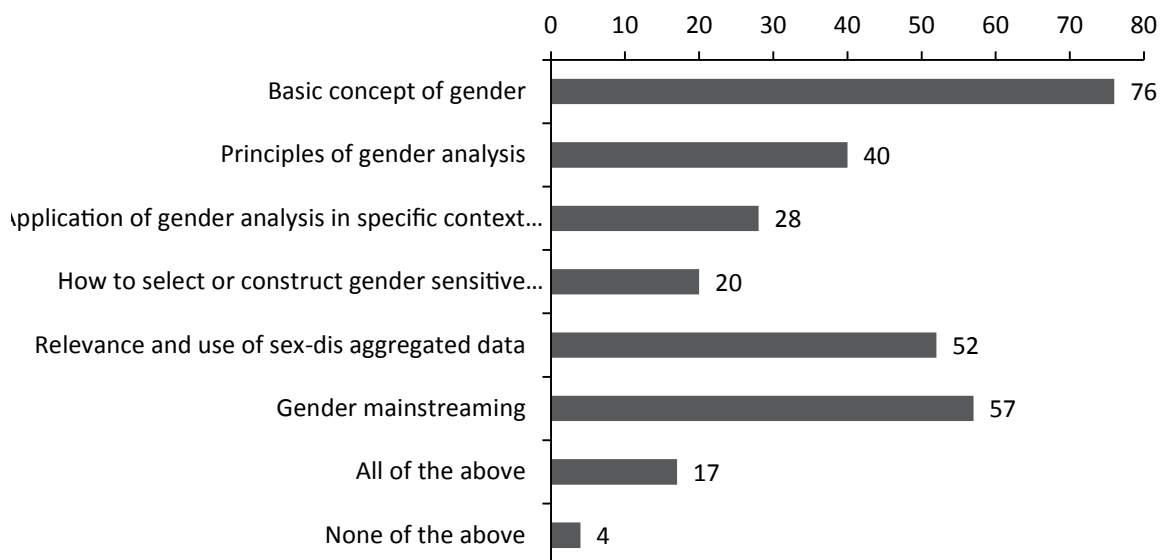
Most of the respondents (76%) have been trained on basic concepts of gender, and slightly more than half of them are trained on gender mainstreaming (57%) and relevance and use of sex-disaggregated data (52%). Respondents are less trained on the principles of gender analysis (40%) and its application in specific settings (28%). Training on gender-specific indicators in specific context is the weakest (20%), pointing to the needs of capacity building.

Chart 2: Issues or topics covered in respondents' training or self-learning or formal education on gender



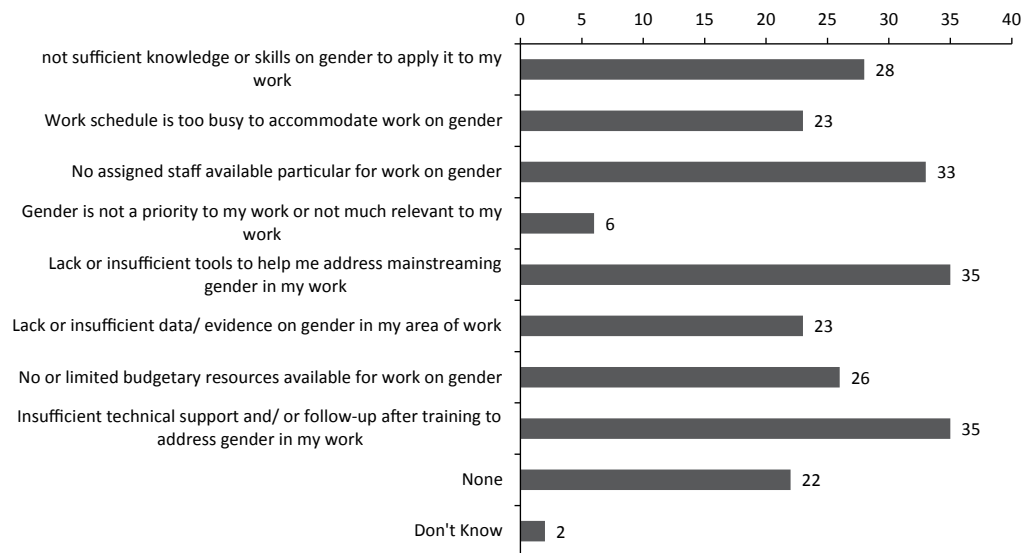
Over half of the respondents agreed that discussion on gender in their area of work in unit/staff meeting (51%) and training/seminar/meeting opportunity on gender and gender mainstreaming could support them in addressing gender in their work. They also appreciate collaboration with colleagues who have gender expertise (47%) and to a lesser extent a designated gender focal point (32%) and linkage with LIFT gender focal team (24%). This suggested opportunity to leverage on existing initiatives such as training and formal/informal interaction with colleagues to strengthen the efforts on gender mainstreaming.

Chart 3: Existing facilitating factors or opportunities that support respondents' ability to address gender



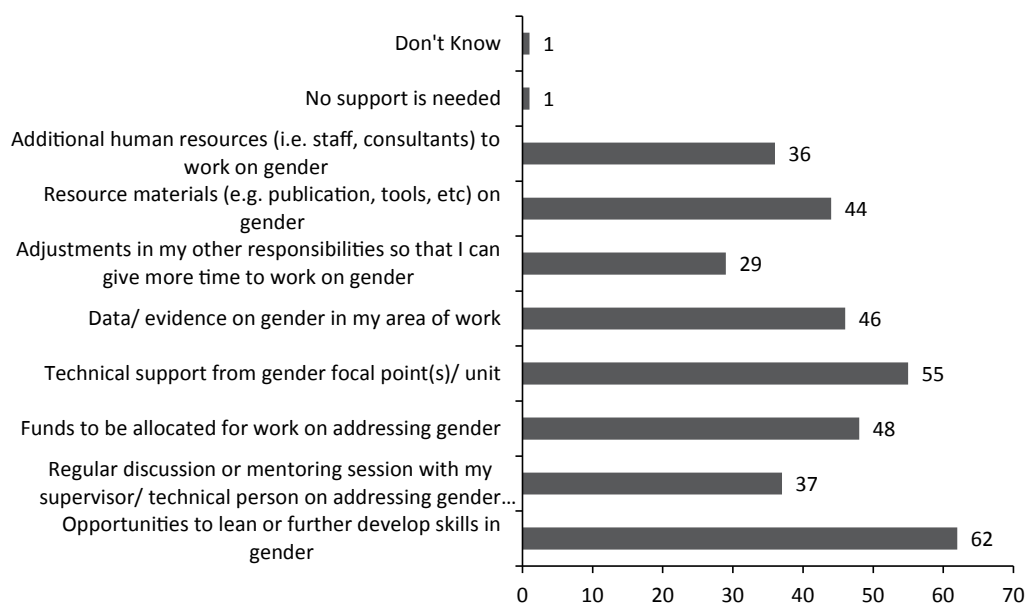
The most common barriers in addressing gender and/or implementing gender strategy in respondents' work include insufficient tools (35%), technical support and/or post-training follow-up (35%), and lack of dedicated staff for work on gender (33%). Lack of sufficient knowledge or skills on gender (28%) and limited budgetary resources available (26%) also hinder progress.

Chart 4: Barriers in addressing gender and/or implementing gender strategy in respondents' work



Looking into the future, 62% of the respondents would like more opportunities to learn or further develop their skills in gender. Over half of them (55%) also like technical support from gender focal point(s)/unit. 48% of the respondents feel that funds would need to be allocated for work on addressing gender (48%), and 46% of them would like to see more data/evidence in their area of work. Interesting, less respondents feel the need for additional human resources on gender (36%) and they are less willing to adjust their work so as to work more on gender (29%).

Chart 5: Support needed in the future in order to be able to address gender into respondents' work



During the field visits, evaluation team met 22 IPs. Out of 48 male and female staff from 22 IPs, only 10 responded that they attended the gender training either from LIFT or from their organization. There are only 5 organizations stated that they have gender focal, however, there is no TOR for the designated person. IPs suggested mentorship modality for developing gender capacity is highly recommended for better benefit for meaningful integration gender into the programme. The respondents from 10 IPs mentioned that they have heard about LIFT Gender Strategy. Two organizations said that they used LIFT Gender Strategy as guiding strategy for gender mainstreaming efforts for their LIFT projects. When asked whether the organization has gender technical person, only 3 organizations responded that they have in-house gender technical persons. Seven organizations said that they allocated budget and resource for gender such as conducting gender focused study and assessment, hiring gender consultant for gender mainstreaming training, specific activities (business skill training for women producer groups), etc. Majority of the IPs (19) stated that they target vulnerable groups (such as women, children, elder) and specific activities for them. Many IPs indicated having sex-disaggregated data (e.g., number of women participants, number of women volunteer and committee members, number of trainings targeted to women) as gender sensitive indicators. No one (22 IPs) mentioned about the gender sensitive indicators (special function of pointing out gender-related changes in society over time).

5.2 Knowledge management and advocacy

The work on knowledge management and advocacy aims to encourage a shift in norms, legal frameworks and policies towards greater acceptance of gender equality to give women more equal control over their resources, assets, lives and futures. Interventions that will work towards an increased focus on gender within livelihood and food security policies include, but are not limited to:

- Initiating policy dialogue on gender inequality and women's empowerment through LIFT projects and partnerships
- Ensuring that LIFT FMO policy and advocacy work is gender sensitive
- Mainstreaming gender into LIFT-funded evaluative research and learning events

LIFT's advocacy work on 'greater gender equality and greater women empowerment' is mainly carried out by its partners, notably the Gender Equality Network (GEN), ILO, and CARE. GEN, LIFT's strategic partner, is a member of the Myanmar National Committee on Women (MNCW), a national mechanism for gender equality and women empowerment, and is in the position to influence government to mainstream gender in social policies. A strategic partner shared that government ministries often behave unpredictably, and LIFT's flexible approach allowed them to work more effectively with them. Through LIFT's support, they were able to work closely with the Ministry of Social Welfare, Relief and Resettlement (MSWRR), chair of MNCW and focal Ministry for implementing national gender agenda in Myanmar.

To a large extent, LIFT is considered to be a funder providing financial resources, more than a connector and influencer which provides technical know-how in advocacy. Moreover, donor's expectation are sometimes at odds with IPs' expectation, especially when IPs are member-based network. It is worth exploring further how, and whether, LIFT is facilitating or hindering the overall women's rights movement through its intervention and funding modality.

LIFT's FMO and various priority areas have yet to take up proactive role in advocacy, and a number of respondents expressed that LIFT FMO can be more bold in setting the advocacy agenda. Several studies on gender such as "Women's empowerment study of selected LIFT microfinance partners", "women as owner in land registration", "women established business", etc. have been conducted, and LIFT could use more evidence collected from different programmes to move the needle, asking the "what's next?" and "so what?" questions. The migration program appears to be more involved in advocacy; its IPs (e.g. Aung Myin Hmu) play an active role in supporting the ratification of the Convention 189 on Decent Work for Domestic Workers in Myanmar through its projects and work with the Ministry of Labour Immigration and Population.

5.3 Leadership and governance structure

LIFT's sets out the need to strengthen the governance structures and reporting mechanisms with regards to the implementation of the gender strategy. Interventions that will ensure that progress on gender is tracked, reviewed and reported on include but are not limited to:

- i. Ensuring there is LIFT senior management support and that they are accountable for implementing of the gender strategy and action plan. This should be ensured by designating a senior manager within the LIFT FMO who, supported by a LIFT working group and programme managers, will:
 - a. Track progress against the GAP
 - b. Assess the need for technical support from a gender specialist
 - c. Ensure that all ToRs for project and programme evaluations are gender sensitive
 - d. Share good practices
 - e. Report to the Fund Board on gender progress
 - f. Track and manage risks associated with the effective implementation of the gender strategy
- ii. Including gender in LIFT's internal policies and procedures with specific attention to calls for proposals, proposal assessments, field visit reports, publications, operational guidelines, communication products and reporting templates
- iii. Facilitating a gender balance in senior positions in LIFT by targeting women in the recruitment process
- iv. Ensuring input and buy-in from across LIFT FMO into the implementation of the LIFT gender strategy and LIFT gender ToC

According to interviews with FMO and IPs, LIFT is making slow progress in this area. Senior management are committed to the gender strategy, but the level of commitment differs across different programmatic leads; some

see gender as part and parcel of the interventions, others see this as an add-on, or associated/extended benefits of existing interventions which do not need to be called out. More alignment on what is at stake and what to/can be achieved given the mandate, capacity, and resources will give more clarity to the FMO staff and IPs.

The FMO is introducing various instruments to strengthen gender sensitivity and accountability in the programme, e.g. GAPs, call for proposal, and gender analysis in programmes. While this is welcoming, there is a perception that gender is one of the many tasks and is not a priority. As there is no specific budget for gender-related work, it can be considered as additional workload.

Gender progress is tracked through the reporting of sex-disaggregated data, and “success stories” are introduced under the gender section in the 2018 reporting template; gender-related observations are also included in field monitoring trips. However, there is still no central data/information. Moreover, data collected at the household level often masks the power dynamics within the household, especially when the survey is targeting the head of household, who is often male. The actual impact to women (including intended and unintended consequences of the interventions) could not be fully measured, or in some cases be misleading.

5.4 Capacity and accountability of FB, FMO and IP

LIFT Gender Strategy 2017 was finalized and launched in 2017. LIFT developed an action plan and established a gender unit within the fund management office (FMO). A gender focal point for each programme team were appointed for effective functioning between projects and LIFT’s gender strategy. LIFT’s gender unit aims to offer partners technical support and one-on-one coaching to ensure that gender aspects are adequately considered in the planning and implementation of projects.

LIFT’s gender strategy has highlighted the following interventions to bridge the capacity gaps on gender in the FMO and IPs:

- Ensuring the GAP with specific activities, targets, indicators and defined roles and responsibilities is implemented
- Establishing a gender working group
- Contracting a gender consultant to support the implementation of the gender strategy and GAP
- Developing and disseminating gender checklists for programme implementation that can be adapted to different priority or thematic areas in LIFT that include good practices on gender programming
- Conducting capacity development on effective gender programming within LIFT FMO. This should include how to target and build the knowledge and skills of women as well as men, increase the equal participation of women and men, increase the equal access to resources for women and men, and enable policies that are adapted to the needs of both women and men
- Ensuring that FB members are accountable for including a review of the GAP in FB meeting agenda

FMOs' internal capacity, or the lack thereof, is considered to be a major challenge in fully implementing the gender strategy. LIFT has gender focal points in the programme and provided gender capacity trainings in 2017 and 2018, however there is no specific TOR for the focal points. FMO staff are assigned thematic and geographical responsibilities, and it is challenging for a gender focal point who is assigned to one geography to be knowledgeable in all thematic areas.

Some IPs said that they don't know who is the gender focal point in the programme; they suggest LIFT to hire in-house gender technical experts who are proficient in programmatic areas (not only ad-hoc gender specialist as needed) to provide technical input and continuous support/follow-up to FMO staff and IPs.

LIFT has organizations CoPs on gender and IPs welcome that. Training on gender to IPs are much needed, and the FMO is suggested to leverage other IPs in sharing knowledge as some of them have strong capacity (not necessarily the big organizations). In addition to training, some IPs emphasized that one-off training is not sufficient; it is much more desirable to apply the learning in the field, with continuous follow-up and coaching, as that will benefit them beyond the project.

"Having gender trainings and action plans are good actually, however, if there is nothing for follow up, it won't work." – An IP

On the other hand, LIFT has influenced some IPs to mainstream gender into their policies or develop new stand-alone gender policies.

"We are going to do the organization's policy review. We do have sexual harassment policy but not gender policy. The management used to think that 'gender policy' is not necessary as there is 'non-discrimination' policy. But the management now realized and mentioned in the meeting minutes to have 'gender policy'. – A Strategic partner, Yangon

Our network was able to have 12 policies (4 were renewed, and 8 new policies). HR policy creates inclusive workplace, and travel policy allows the women staff and those who have small children benefit when they travel." – A strategic partner, Yangon

For stronger integration and implementation of gender in LIFT's projects, LIFT produced

- Guidelines on gender-sensitive project formulation and planning to guide applicants proposals
- A checklist of minimum requirements to guide partners on the integration of gender throughout the project cycle
- The reporting formats have been enhanced with more detail guiding questions on gender equality and women's empowerment

Upon acting on a recommendation of a LIFT-commissioned study on engagement with CSOs, LIFT' strategic partnerships were formed in 2016-2017 with the Food Security Working Group (FSWG), the Land Core Group (LCG), the Gender Equality Network (GEN), Metta Development Foundation (Metta), Network Activity Group (NAG) and Karuna Mission Social Solidarity (KMSS). Through strategic partnerships with local CSOs, LIFT expects to achieve: Better and more visible results of LIFT's efforts on civil society strengthening; Improved contextual understanding for LIFT of the social and political landscape of Myanmar, including a more inclusive understanding of civil society; More involvement of CSOs in policy dialogue related to livelihoods and food security; More interactive linkages and networks within civil society and between CSOs and government agencies.

On strengthening capacities of FMO and partner organizations,

- LIFT held trainings on gender, gender mainstreaming for two times in 2017 and in 2018 in Yangon.
- Metta conducted TOT sessions on gender in their farmer field schools
- CARE's projects in Rathedaung Township conducted a gender equality and diversity training with its project staff; most of them are male.
- GRET's Small Grants Fund Strengthening Civil Society in the Delta project includes a gender working group consisting of one representative from each township and the partner organizations' gender focal points. In 2018, GRET will organize a gender orientation training for civil society organizations (CSOs) in the project to ensure gender issues are considered appropriately in the implementation of the project and in the daily practices of the organizations.

There was promising progress, such as the existence of Gender Strategy 2017, Gender Action Plan, requirement for call for proposal, gender analysis in programmes, and gender budgeting. While this shows the senior management level commitment, there are different views on these efforts as an additional workload, and not a priority. Collecting and reporting on sex-disaggregated data are common practice, however, there is still no central data/information and actual impact to women could not be fully measured.

5.5 Fund Board's Comments

Commitment to Gender Strategy: All Fund Board members interviewed were committed to LIFT's gender strategy. They agreed that there was insufficient attention towards gender previously, as one respondent described the advocacy of gender mainstreaming as an "uphill battle", but going forward there is momentum to do more and better.

A number of funding governments have a gender agenda (e.g. Canada and Australia), and LIFT's gender strategy is in line with donors' strategic focus.

The Fund Board doesn't meet specifically on gender, it's more an ad hoc interaction; there was suggestion to discuss the gender impact of LIFT more regularly.

There were outstanding comments to the logframe and indicators in the gender strategy, e.g. the use of gender-sensitive indicators, consistent and logical links between outputs and outcomes, alignment of indicators with SDGs, etc., thus signifying that the gender strategy is a “work-in-progress” which needs to be regularly reviewed (including the testing of assumptions).

Thematic Areas: LIFT has a very good project cycle approach and it is a huge asset to mainstream gender. LIFT can continue to use call for proposals to target women or specific groups, but need to take gender more seriously across all calls.

LIFT programmes such as maternity and child cash transfer, safe migration and decent work have very strong focus on gender. Several respondents mentioned the financial inclusion programme particularly, as they pointed out that access to finance doesn’t automatically translate into behavioural change, and more nuanced approach is required to see if it is reaching the most needed ones, as well as measuring the impact beyond reach, unintended consequences.

In general, it is expected that project may not be gender-focus, but at least they should be gender-responsive (e.g. with awareness on norms and equality).

Monitoring and Evaluation: LIFT has existing tool (checklist) to monitor the performance of implementing partner, but the FMO needs to be aware that it would not become a “ticking the box” routine and that it will amount to changes on the ground.

Almost all of the respondents pointed to the need to be more inclusive in conducting M&E, and the inclusion of sex-disaggregated data is generally favoured. As gender doesn’t mean women only (e.g. the rights of LGBTQ), LIFT is suggested to look beyond the number of women impacted, e.g. voice and unintended consequence. Particularly, the dynamics at household level would need to be closely examined; the use of household survey imposes challenges to measure empowerment at individual level (e.g. distribution of income among household members), and the practice of using self-reporting could lead to less robust findings (comparing to using intervention/control arms).

More fundamentally, a respondent urged the FMO to use a gender lens when evaluating project performance, as MEL requires a mindset change, which entails a lot of time to learn and reflect.

Capacity of FMO: There is consensus among various fund board members that the FMO would need to enhance its capacity in the areas of gender, though there are different viewpoints towards the extent of investment.

Of human resources, the gender strategy doesn’t automatically translate into additional headcount and the current gender focal point in LIFT has to juggle between different tasks. There was proposal for the FMO to hire full time gender equality advisor as it needs dedicated expert. The gender advisor should be empowered to advocate for internal changes and given

authority to sign off project proposals, will full backing from senior management.

Capacity of Implementing Partners: The awareness of gender and competence of gender mainstreaming of IPs are instrumental to the success of projects. Fund Board members emphasized on the need to build the capacity of IPs, ranging from conducting training on the fundamentals, applying gender lens in project implementation, to gender-sensitive training to M&E officer, providing technical assistance to IPs, and mandating selected IPs to have in-house gender specialists (using an incremental approach to nudge/motivate them). Although there are differences between the most relevant modes of capacity building, it is agreed that one-off trainings will not be effective, and that continuous engagement/support to IPs are needed.

Some IPs have strong expertise in gender (even stronger than the FMO), and the FMO is suggested to encourage cross-IPs sharing and/or leveraging IPs' expertise to organize cascade training to weaker/newer partners.

Future Outlook: As LIFT is moving into conflict and hard-to-reach settings, Fund Board members cautioned that it is a "completely different ball game". Those areas have little exposure to external interventions and LIFT could play a strong role in shaping the development. However, it should uphold the "first do no harm" principle, and make sure the specific needs of women and men are fulfilled. A number of respondents raised the issue of gender-based violence, e.g. in IDP settings, as women are more vulnerable (while acknowledging that men could be victims in conflicts too); it is suggested to conduct more stringent risk analysis, as well as analysis on productive and reproductive roles of women, and look for complementary projects for vulnerable groups. Specific focus should be given to women's access to formal justice system and land issue (customary tradition).

Ethnic arms organizations are not gender-sensitive, and LIFT is encouraged to invest in building institutional capacity, including gender awareness of implementing partners, so as to create lasting changes. It would be difficult to see lots of early results in the new operating environment, and LIFT should have realistic expectations on what could be achieved in the first few years. For instance, it can't expect the financial inclusion programme to replicate the coverage as in other states and IPs should be given sufficient training and time to implement projects.

LIFT is very credible in Myanmar and it can be a "broker of actors with differences". There are views that it could, and should, set more progressive benchmarks. Gender has not been high on the government's agenda, but some respondents feel that LIFT has good evidence-based programme and now is the opportunity to engage with the government on gender equality, e.g. with the Ministry of Health and Sports on nutrition. LIFT could leverage its strategic partner (e.g. GEN), but it is also a good time to evaluate their effectiveness and innovative way to conduct advocacy, e.g. embedding staff in NPT.

The Fund Board is fully committed to the new gender strategy. They acknowledged the commitment of the FMO and consider LIFT to be in a good position, strategically and operationally, to promote gender equality through its programmes and advocacy. LIFT's thematic areas are considered to have significant potential to empower women, though they will need to be more explicit in the design and critically examine the relationship between access and control of resources, as well as intra-household distribution of resources and individual agency. To ensure successful implementation of the strategy, the capacity of both the FMO and IPs would need to be enhanced, backed up by technical and financial resources. The M&E framework would also need to be more gendered and create room for cross-learning. LIFT is very credible in Myanmar and it can be a "broker of actors with differences", that has implications in more progressive benchmark setting in policy advocacy. When moving into conflict areas, caution should be exercised to do no harm, and consciously build up the gender awareness of new IPs.

FB's comment on gender mainstreaming in LIFT Strategy 2019-2023:

- **Commitment:** The new LIFT strategy has a clear strategic shift to intensify its focus on gender equality and women's empowerment; two out of the three impact level outcomes, i.e. nutrition and household income and assets, are gender-sensitive and explicitly mention women as a target group. This is a welcoming change which signifies commitment.
- **Rationale/Context analysis:** Among the four thematic areas, only "Decent work and labour mobility" has more gendered perspective when illustrating the rationale of interventions. There is no mentioning of gender in the other three thematic areas. Detailed gender analysis for each theme is the foundation of the development of gender-sensitive/responsive interventions.
- **Levers of changes:** The new strategy aims to contribute to changes at the policy, system and household/individual levels. While the changes on gender equality and relationships are more visible at the household/individual level, it is worth mentioning that policy and system are also gendered, e.g. policy makers and civil society leaders could have gender-bias, there could be underrepresentation of women in structure and organization, policy could be discriminatory because of ignorance and/or misguided intention. Efforts should be made to unpack gender at all levels and address the root causes to bring about both individual/household level changes and systemic shift. At the policy change level, both nutrition and financial inclusion themes aspire to contribute to "New and/or improved gender-responsive public sector policies, programmes, and expenditure". It would be useful to define "gender-responsive" and whether such efforts would contribute to responding women's needs only, as it would be a missed opportunity to advocate for transformative policy which empowers women.
- **Interventions:** The "Decent work and labour mobility" thematic area has the most coherent strategy to mainstream gender into its intervention, e.g. from high level policy change (Domestic Workers

Convention No. 198, VAW Law, etc.) and establishment of gender-responsive labour market governance framework, to practical activities such as workplace interventions and training and supporting services to migrants. Comparatively speaking, the actions proposed by the Financial inclusion thematic area is less gendered. For instance, it targets to increase control of savings and credit by women and measure such changes at the household level (FH2.1: %/# of households with women reporting equal or greater control over LIFT supported credit and savings), but there is no mentioning of how to achieve that. It could also be problematic to measure changes at the household level). LIFT is explicitly seeking to address women's empowerment and gender equality through its agriculture, markets and food systems programme, and there is clear intersection with the nutrition theme. More coordination and collaboration between these two themes would be conducive to synergizing and achieving cost-effectiveness.

- **Knowledge management and M&E:** It is recommended to include gender-sensitive KM and M&E as one of the key principles. That should go beyond sex-disaggregated data to include instruments and mechanism to measure gender transformative changes, such as women's access to and control over financial resources. Similarly, LIFT should take the new opportunity to raise IP's gender awareness and their capacity in gender mainstreaming, as well as cross-learning.

RECOMMENDATIONS

6

6. Recommendations

6.1 REAFFIRM COMMITMENT

6.2 FROM STRENGTH TO STRENGTH

6.3 MAINSTREAM GENDER IN FUTURE PROGRAMMING

6.4 ACCOUNTABILITY AND INCENTIVE

6.5 CAPACITY BUILDING

6.6 LEARNING AND DEVELOPMENT

6.7 ADVOCACY

6.8 ADDRESSING UNPAID CARE WORK

6. RECOMMENDATIONS

6.1 Reaffirm commitment

Without calling out explicitly, gender mainstreaming is everywhere and nowhere. Senior management in the FMO are suggested to reaffirm its commitment to the gender strategy, and reinstate that LIFT's village-based, sectoral, and policy interventions are to bring about intended positive impacts to women.

Invest in FMO's internal capacity by hiring gender specialist and detailing the TOR of gender focal points, also to consider technical backstopping on gender for FMO officers. All FMO officers should be trained on gender mainstreaming, including concept of gender equality and women's empowerment, gender norms in Myanmar and their implications in thematic areas, gender analysis and budgeting, MEL, and technical support to IPs.

The gender strategy, and the progress towards achieving that, should be communicated to all its stakeholders periodically. FMO could start with its strategic and implementing partners, and create a feedback loop to reflect on its achievement and challenges for course correction and goal realignment.

FMO can also foster intra- and cross-thematic collaboration on gender, e.g. migration and financial inclusion, nutrition and financial inclusion, etc.

6.2 Findings on research questions

FMO is suggested to build on the strong foundation and amplify the strength in its programmes. The rule of thumb is to identify intervention areas which have the potential to be gender transformative (e.g. from skill uptake to decision making and norms-shifting in household/community), and consciously design the empowerment pathways and put them to test, then scale across geographies and projects.

Nutrition

- IEC materials are gender-sensitive, which could inform the development of broader IEC guidelines to provide guidance and best practices to other thematic areas, IPs, and advocacy efforts
- Parents, both fathers and mothers, are targeted, which is a good example of male engagement. The roles of father can be further strengthened, e.g. on counselling and educating boys on non-abusive behaviour (as mothers are currently trained on counselling)
- Mother gained knowledge through participation in nutrition sessions (as a precondition of the MCCT cash transfer). Such conditionality could be expanded to encourage men's participation

Social protection

- Social pension is both relevant and effective and should be scaled up. As it has more impact in high migration area, the study on migration trend could facilitate the planning of the expansion of social protection scheme
- Women volunteers are key community resources and should be supported, bearing in mind their additional burden and mechanisms to mitigate them (and/or incentivize volunteers)
- Targeting elderly women is both effective and challenge local norms, which should be promoted. Opportunity to promote inter-generational understanding through the use of elderly women as change agent (Change agent doesn't need to be young)

Financial inclusion

- As majority of the beneficiaries are women, they could become peer leaders in the communities. Identify potential leaders and build their capacity (e.g. technical and soft skills) and network to amplify their influences in household and communities
- Communicate widely on availability of emergency fund

Value chain

- Women are getting better access to financial resources, market information, and extension services; potential to scale up and developed tiered approach to propel women in entering higher growth market, by creating an enabling market environment and addressing the social stigma towards 'successful women'
- Training are gender-targeted and significantly increased women's skills and knowledge; these can be reinforced/strengthened (with additional component to link them up to business expansion activities) to move women up the graduation path
- A number of community-based system is set up in targeted communities; if properly trained and resourced (based on needs and strategy, and on-going support/training instead of one-off), they could become a sustainable mechanism. Representation of women is not the only target (though the number of women would need to be increased), as they would need to play a meaningful role

Migration

- The formation and use of community groups and volunteers (e.g. Aung Myin Hmu) are successful in disseminating knowledge among beneficiaries. The programme could sustain the groups and add new content (e.g. GBV response), also to promote that in other thematic areas
- Continue and scale up cross-agency collaboration

Harnessing technology

Technology is not gender-neutral and needs to be harnessed in a way that it's both women-friendly and beneficial to women:

- The promotion of mobile money among women (e.g. in financial inclusion), involving product design, access to and control over

- technology, etc.
- Continue to introduce new agricultural practices and technology to women

6.3 Mainstream gender in future programming

As LIFT will move into hard-to-reach and conflict areas in its next phase, it is suggested to be flexible when expanding programmes into these new areas. Practical gender needs first (e.g. food, security and mobility) should be identified first, before advancing strategic gender ones (e.g. representation and mobilization).

The starting point would be to conduct gender analysis/vulnerability and capability study to assess the gender needs of the marginalized women and men, and pay specific attention to the intersectionality of women, e.g. age and religion. Women-centred design techniques can be deployed to design new intervention.

The future programming is suggested: to target structural barriers to gender equality and women's empowerment in addition to individualized interventions; to add the requirement of allocation the budget for gender works in all 'call for proposals' and monitor spending through the semi-annual and annual reports; and to add the requirement of a gender strategy for all projects and define what must be included through development of LIFT guidelines.

It is also a good opportunity to develop and implement male engagement strategy at the get-go of new programme; this is particularly relevant in conflict areas where CSOs and other religious groupings are still dominated by men. Proposed gender interventions are highlighted below for two regions:

Upland (Kachin and Shan)

- LIFT has initiated and been undertaking 'joint-ownership' land registration. It needs to be scaled up so women would have economic asset. Since women cannot inherit as per Kachin customary law, developing an advocacy strategy is needed to address the inequality. Key message on that would need to be delivered to key influencers (e.g. Kachin Tradition and Literature, KIO, religious leaders, etc.) to desensitize the potentially contentious issue.
- To target more IDPs in LIFT's intervention. When doing so, customized support is needed as beneficiaries, in particular women, in IDP have specific vulnerabilities. The needs may differ from one IDP to another.
- Financial inclusion would be a good entry point to empower women. Loan should be structured to cater for individual needs, as business women are not a homogenous group, some would need capital to start-up, others for business expansion.
- Continue/strengthen support women groups/CSOs so that voices from women can be collected and advocated collectively to other key stakeholders (government, EAO, donor, Hluttaw, religious and ethnic leaders, etc.). This could be funded by small grants, such as Swiss Aid in Kachin. Those women groups can play bridging/coordination

role between the authority (and gatekeepers) and women from the community. Developing capacity of women groups (legal, GBV, women political empowerment, trafficking, safe migration) is also suggested; training-of-trainer would be a preferred model reach more women in remote areas.

- Nurture existing women network, e.g. Waingmaw Women Network (an output of Waingmaw Township Leading Group (TLG), supported by a small grant from Swiss Aid) that have more than 23 TLGs (more than 110 Self Reliance Groups across the Khin State).
- Vocational trainings (especially for youth, out of school youth) and facilitate linkage with private sector.

Rakhine

- Vocational trainings need to be continued. Muslim women mobility is extremely limited, those who are living in the camps are more vulnerable. Mobility of single women is much more restricted than married women. Participating in vocational trainings (women for sewing) will give them (women) much more space to go outside home and get to know other women in training.
 - Vocational trainings, include skills such as financial literacy, business plan and other knowledge sessions were found to be attractive and effective. However, women would like to learn new knowledge. Since vocational trainings are for both male and female (separately), it is good if 'positive masculinity' and 'shared responsibility' for men and 'women's economic empowerment' and 'GBV' for women can be provided. To do so, a gender transformative training curriculum (including facilitation guide) and TOT is required.
 - Embroidery (both by machine and by hand) is highly demanded by women, and women who are already attending sewing training would like to learn new techniques. Classes could include foundational and advanced, with the advanced ones covering sewing skills for different products subjects. It would help women to increase and diversity income.
 - Systematic animal husbandry and veterinary skill training (first basic, then advanced) are suggested. There is a good programme in Pakistan which can be of reference.
 - Courses which break gender stereotype, such as mobile repairing course.
- As per FGD, 30% of women were not able to attend the VTs as their parents do not allow. Forming mixed-group consisting of both married women and single women could be one way to encourage participation, as single women won't be allowed to attend social gathering on their own as per the religious practice.
- Group-formation should be considered in other activities such as financial inclusion, e.g. gives start-up capital and/or group loans for women to do business
- Advocacy strategy at all levels, including religious leaders, community influencers, and other gate keepers including fathers, parents, relative, etc. is needed to strategically desensitize stigma. Gender transformation should be an implicit agenda for all advocacy efforts. At the same time, it should bear in mind to uphold 'do no harm' and sensitive to conflict situation.

- Religious leaders have much more say than other laymen. However, it does not mean that all religious leaders are more powerful than other in all settings. Power mapping exercise might help to identify who hold which power, so as to inform the advocacy agenda and plan.
- 'Gender sensitive Social cohesion' schemes are needed to introduce/ scale up wisely and cleverly. A desk review (if not done yet. there are lesson learns from Arche Indonesia models for example) and area specific study is suggested to identify appropriate and feasible model for Rakhine. Women get together programme might help. Whatever scheme is identified, a pilot is strong suggested before scale up.
- Area-specific gender Community of Practice (CoP) can be organized for Rakhine (for Kachin and Shan as well)
- Be flexible and ready to customize, with continuous monitoring, analysing and adjustments,
- In addition to Rakhine strategy of the government, partner organizations are strongly recommended to use 'National Strategic Plan for the Advancement of Women 2013-2022 (NSPAW)' as a reference so as to contribute to national gender agenda.

6.4 Accountability and incentive

FMO is suggested to cultivate a performance culture which rewards efforts to promote gender equality.

- Performance is not only linked to gender-neutral output (e.g. loan repayment) but also link to empowerment indicators, e.g. no. of male head of household who attended training on gender, village/project committee with at least 50% of members as women; at least 50% of the management positions in village/project committees are women, etc.
- Consider additional incentives for IPs which out-perform on selected gender indicators
- Motivate IPs to innovate, e.g. through small-scale innovation grant on women's empowerment to test new ideas with potential to scale (also to foster intra- and cross-thematic collaboration on gender as a cross-cutting theme)
- The MCCT experience from the nutrition programme shows that certain preconditions could lead to desirable gender-outcome, e.g. improvement of nutritional knowledge of women. Similar preconditions could be designed in other thematic areas to motivate women's (and men's) participation, and more equitable distribution of resources in the household and community (e.g. linking the distributing of certain fund to women's ownership of assets and/or women's representation in committees)

In general, programme should be evidence-based, which requires a step-up in programmatic M&E.

- Develop gender-sensitive data management guidelines, e.g. beneficiary should not be asked to identify themselves in relations to the head of household (who is often a man)
- Start collecting data at the individual level to understand the power dynamics and gender impact of intervention within the household
- Take procedural steps to integrate gender into IP's MEL plan, including baseline/endline and progress updates

- Measure impact of programming on women's empowerment through qualitative and participatory methods instead of over-reliance on household surveys.

6.5 Capacity building

- Training to all staff and IP on unconscious bias, gender stereotype, and women's empowerment (concepts, pathway of change, and intended/unintended outcomes), with time-bounded action plan to mainstream gender in their organization (internal goals) and work (project goals), monitored by designated mentors
- Create sharing platform between IPs on gender and a gender expert pool (e.g. to provide consultancy to other IPs on a needs basis), e.g. LIFT's partners in migration programmes are found to have expertise and experiences in gender, facilitation on GBV issues, and male engagement; IPs in social protection also has good experiences in understanding power dynamics within household and consciously promote elderly women as change agents
- Develop and implement gender transformative curriculum, e.g. conjugal decision making and managing loans as a woman for the Financial Inclusion thematic area, as well as gender-sensitive training modality, e.g. training hours and venue for migrant population
- Across all thematic areas, some women demonstrate commitment and exceptional qualities in improving their own situations and those of others; they are critical assets to sustain the projects and deepen the impact. LIFT could develop women's leadership packages to identified women, covering project beneficiaries and local administrative structures. Exemplary women leaders could be recognized through convenings and local events, and provide them support (e.g. network, tools, etc.) to take them to next level. Such leadership packages could be stratified for different target groups, e.g. community committee members/leaders, women entrepreneur, volunteers, etc., with both foundation content and context-specific add-on
- Gender focal points to establish regular contacts with IPs on monitoring and capacity building efforts. Empower trained FMO officers to conduct coaching to IPs, and encourage continuous learning from them.

6.6 Learning and development

- Develop rigorous research and learning agenda on i) pathway of changes to women's empowerment and gender equality, and ii) project impact on women's empowerment and gender equality (including intended and unintended consequences) – unintended consequences could include GBV, strengthening of occupational segregation (e.g. specific skill training could reinforce gender stereotype)
- Deeper dive into social inclusion and vulnerability and project impact on gender, and create feedback loop to project design and implementation, e.g.
 - Financial inclusion: impact of gender (e.g. female-headed household) on access to loan and repayment; also consider the intersection of gender and age (e.g. capability of young adult women vis-à-vis young adult men to start business) and men's role

- in women's access and agency
- Migration: access to migration information and legal services for vulnerable groups such as religious minorities
- Value chain: gender and value chain analysis, including women's access to productive resources, their power and agency (vis-à-vis men), and potential capture
- Social protection: Gender response need assessment targeting elders (both men and women)
- Nutrition: male engagement in MCCT, the impact of MCCT on intra-household decision making
- Gender-based violence among project beneficiaries (causes, and as an intended/unintended consequences of project) and in humanitarian settings
- **Develop business case on women's empowerment, e.g. return-on-investment (ROI) study**

6.7 Advocacy

- Clear articulation of both development and business case of women's empowerment
- Community-wide and sustained advocacy campaign on harmful gender norms. This can be done in collaboration with media, project beneficiaries (esp. women leaders), and IPs; also through the use of gender-sensitive IEC materials (as informed by a guideline)

6.8 Addressing unpaid care work

As women are targeted as beneficiaries, their productive roles (e.g. as entrepreneur, migrant worker) and reproductive roles (e.g. as caregivers to children and elderly) are expected to increase. Projects will need to address the double burden, especially on unpaid care work. Utilize the 3R framework in project design and implementation, i.e. recognize (e.g. study on economic values of unpaid care burden derived from project), reduce (e.g. activate community resources/network on childcare, product innovation), and redistribute (e.g. male engagement). This will need to be mainstreamed in all thematic areas and geographical areas (urban and rural, as shaped by internal migration), also consider the additional workload (both productive and reproductive) in security settings.

LIFT can take reference of Oxfam's work to conduct rapid care analysis to frame the discussion and intervention.

APPENDIX

Appendix

APPENDIX 1: EVALUATION QUESTIONS AND
CRITERIA

APPENDIX 2: DOCUMENTS REVIEWED IN
DESK RESEARCH

APPENDIX 3: LIST OF KEY INFORMANTS
INTERVIEWED

APPENDIX 1: EVALUATION QUESTIONS AND CRITERIA

Key Questions: Nine key evaluation questions were addressed in the evaluation:

- Q1: To what extent is LIFT influenced its partners to address gender issues in their programming and policy work? consistent with beneficiaries' needs in particular the needs of the vulnerable groups, women, government's policies and priorities, LIFT's Gender and Livelihood and Food Security policy and strategy?
- Q2: To what extent is LIFT contributed for the better results of its Gender Strategy- to women's empowerment, women's participation in decision making, women's equal access to and control over the resources? What were the constraining and facilitating factors on the achievement of results particularly gender specific indicators and results?

Questions 3 below is the specific questions related to Vulnerability Context especially for crisis and disasters prone areas.

- Q3 & Q4 (Relevance/ Effectiveness -Vulnerability context): How did LIFT take into account the vulnerability to disasters and emergencies both at the planning and implementing its interventions?
- To what extent was LIFT along with its partner's able to respond to crisis during the period of the programme? Any relevant stand-alone project/ activity under this context will be addressed separately?
- Q5 (Effectiveness): Were the LIFT's Gender Strategy's intended outputs and outcomes achieved? If so, to what degree? To what extent did the outputs contribute to the achievement of the outcomes and what was the degree of achievement of the outcomes? What were the constraining and facilitating factors and the influence of context on the achievement of results under LIFT's Gender Strategy?
- Q6 (Efficiency): To what extent LIFT' IPs made good use of its human and technical resources to pursue the achievement of the outputs and outcomes defined under LIFT's Gender Strategy?
- Q7 (Sustainability): To what extent the results of the LIFT's Gender Strategy supported activities are sustainable and how has the programme incorporated the mechanisms to ensure sustainability?

Questions 8 and 9 are directed to Strategic Positioning of LIFT's Gender Strategy within IPs' programme (added value and Coordination issues).

- Q8 (Coordination): To what extent has the LIFT's Gender Strategy contributed to the existing and consolidation of IPs' coordination mechanism?
- Q9 (Added Value): What are the main LIFT' Gender Strategy comparative strengths and main added value on promoting and increased the focus on GEWE within its institution?

APPENDIX 2: DOCUMENTS REVIEWED IN DESK RESEARCH

- LIFT's Gender Strategy 2017
- LIFT's MEAL Framework
- LIFT's Gender Action Plan
- LIFT's annual report 2017
- LIFT's annual report 2018
- LIFT's Strategy 2019-2023
- LIFT's evaluation report 2012
- LIFT's household survey reports (2015, 2017)
- LIFT's interim review report
- LIFT's in-depth outcome studies
- Selected project proposals (INGO, CSO, Network)
- Partner agencies' M&E frameworks and reports (INGO, CSO, Network)
- Policy brief
- Research and assessment

APPENDIX 2: DOCUMENTS REVIEWED IN DESK RESEARCH

No	Organization	Place organized KII
1	Network Activities Group (NAG)	Yangon
2	Karuna Mission Social Solidarity (KMSS)	Yangon
3	Gender Equality Network (GEN)	Yangon
4	CARE-Aung Myin Mu	Yangon
5	ILO	Yangon
6	Metta Development Foundation	Yangon
7	World Vision International Myanmar	Bogalay
8	Welthungerhilfe (WHH)	Bogalay
9	GRET	Bogalay
10	Swiss Aid	Myitkyina
11	Metta Development Foundation	Myitkyina
12	Vision Fund Myanmar	Myitkyina
13	International Organization for Migration (IOM)	Yangon
14	DRC / NRC	Sittwe
15	Save the Children (SC)	Sittwe
16	Wanlak	Sittwe
17	International Rescue Committee (IRC)	Sittwe
18	Vision Fund Myanmar	Sittwe
19	UNOPS	Yangon
20	Fund Board - EU	Yangon
21	Fund Board - Swiss Embassy	Yangon
22	Fund Board - Canadian Embassy	Yangon
23	Fund Board - Australia Embassy	Yangon
24	IFDC - Dry zone	Pakokku

25	UN Habitat	Pakokku
26	FAO	Pakokku
25	Save the Children (SC)	Pakokku
28	Help Age International	Myingyan
29	Ministry of Social Welfare Relief and Resettlement	Yangon
30	Fund Board - DFID	Yangon



L i v e l i h o o d s a n d F o o d S e c u r i t y F u n d



