

actionaid

Empowering people for change

ActionAid Myanmar
1 Wingabar Road,
Shwe Gone Daing,
Bahan Township,
Yangon, Myanmar
Tel +951546671
www.actionaid.org

actionaid

ActionAid Myanmar Annual Report 2016

Acknowledgements & Credits

Acknowledgements

The Annual Report 2016 of ActionAid Myanmar illustrates how our program strategies have been developed through this year in response to the current and future needs of Myanmar in promoting lasting changes through supporting grass roots communities and engagement with stakeholders.

Our passionate and committed team enable our vision to build a society free from poverty and injustice, in which every person enjoys the right to a life with dignity. We acknowledge and are grateful for the contributions of all members of staff, partner organizations, donors, supporters, allies, volunteers, followers, government and especially of the communities we work with.

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Credits

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Edit & Design

Maro Verli

Contributor Hanna Russel

Country Director's foreword



Green Market

2016 a year of change and transformation

2016 was a year of change and transformation for Myanmar, the country saw a people-elected government in power for the first time since 1962's coup, and it marked anniversary of the 10th year that ActionAid has started its journey in the country.

With the political transition taking place, ActionAid Myanmar continued supporting the reform process and the democratisation of the country, through creating greater space for civil society, advocating for Gender Responsive Public Services, and ensuring media freedom so that citizens are able to participate at all levels of governance.

We successfully used the Education Book as a tool to facilitate wider participation in the school planning and budgeting process, and linked communities with relevant authorities to demand a more inclusive education system.

With the rapid rate of urbanisation of the country, we expanded the resilience and women's rights programme from rural to urban areas, launching the Safe Cities campaign and capacitating community paralegals to tackle violence against women and girls, and we engaged with schools and hospitals to raise awareness



CRSA Home Gardening
BRACED

We see youth as a significant vehicle for change and they are the key driving force for all our programming, linking together young people from within the country and abroad with the aim to encourage knowledge sharing and also exchanging experiences.

In the past 10 years we have witnessed and experienced tremendous change, and worked toward a more inclusive and participatory society where everyone has the space to amplify their voices and enjoy their rights. We look forward to continuing this journey and welcome you all to join us.

*On behalf of the team, Shihab Uddin
Ahamad Country Director ActionAid
Myanmar*

Village Book

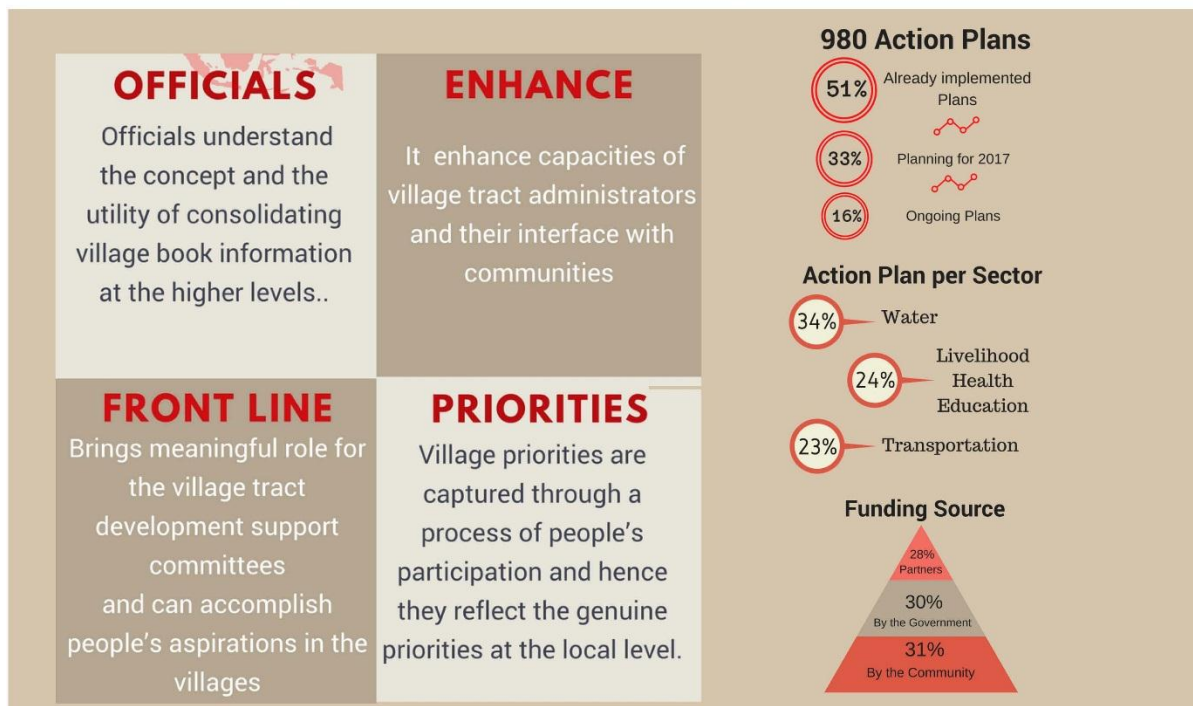
WHAT IS IT?

A bottom-up approach to community development

It has long been affirmed that people themselves know their needs and know better their priorities have their own ideas about what they really need and what are the priorities. At ActionAid Myanmar, the 'Village Book' is a participatory development tool that allows the community members themselves to assess their own needs, and make recommendations that they feel are relevant and realistic. These Village Books in turn enable our team to collect first hand data and case stories at the field level, which informs our own policy and programming.

The production of the Village Book begins with the selection of the community Fellows. The process of gathering data for the village book is a key development activity for the fellows, who work with the community members and local authorities to provide comprehensive information on development potential. In 2016, 66 fellows have joined ActionAid, leading to a total of 797 fellows, who have led the development of Village Books.

The "Village Book" becomes a living document that contains varied resources such as a social map, a seasonal calendar and a problem tree, visual tools designed to be accessible to all. It also helps to identify vulnerable groups and power structures in the village. Finally, it has a dream map and action plan that feature the projects proposed by the villagers. The Village Book is a dynamic process of a community assessing and analyzing their current needs, agreeing on priorities and solutions, and creating plans for the realization of those solutions.





Sustainable Livelihood


Programme Priority 1

Objective: To promote sustainable income through improved access to and control over natural resource and capital, alternative livelihood practices and build community resilience to withstand disasters.

KEY ACHIEVEMENTS
LIVELIHOOD

 **2064**
Farmers improved sustainable agriculture practices
50% were women

 **1322**
Farmers trained sustainable agriculture practices

 **2528** Women
had access to alternative livelihoods and affordable credits through self-help group approach

2016 was a significant year for Myanmar. The political transition of the elected democratic government was a historical reference period for the country and this change gave rise to the reforming of the national, socioeconomic development agenda. Under this objective, ActionAid involved as an innovative agency and has been working with the new government on promoting and supporting Myanmar's resilience building efforts across multiple sectors and levels.

ActionAid's approach towards facilitating resilience focused on 3 key priorities through promoting sustainable income and access to natural resources, promoting alternative livelihoods practices and building community resilience to withstand disasters and mitigate conflict.

Our resilience programme has supported 106 communities in three climatic zones, coastal, dry, and upland through the Disaster Risk Reduction, promoting Climate Resilience Sustainable Agricultural practices, alternative livelihood models, and women's empowerment. Communities are then able to organize themselves and formed Disaster Management Committees, farmers, and fishermen to adopt improved, sustainable, innovative and yet traditional farming practices.

In terms of school disaster preparedness, children from 19 schools were trained on Comprehensive school safety and resilience and received an orientation on climate change.



Sustainable Livelihood

Programme Priority 1

KEY ACHIEVEMENTS
DISASTER AND RESILIENCE

 **2044**
Disaster Management Committee members trained

 **262** Communities trained to become more resilient to natural and human made hazards

 **71** Disaster management plans have developed

 **634** Women engaged in the social economic development network program and community based tourism

Urban resilience was also a major area of our focus and in 2016 we conducted key interventions targeting the urban population. These include a multimedia awareness campaign on Earthquake Risk management and Hospital preparedness with the Yangon General Hospital.

ActionAid supports Myanmar's spread to the international environment and designed the Community-Based Tourism (CBT) and Community University initiatives. We are working in over 200 villages near the Bagan tourist zone and until now there were more than 1000 visitors in 2016 to the CBT project that gave an opportunity for rural communities to generate income from the tourism sector. The local government is now in the process of replicating several more CBT initiatives in different areas, based on the success of the ActionAid model.

The Socioeconomic Development Network (SEDN) provided vocational skills training and access to markets to 976 marginalized women-headed households in the Dry Zone for the economic empowerment of women. The women producers directly receive the revenue derived from sales and thus the producers and their families have the opportunity to improve their economic and social well-being. In 2016 ActionAid embarked on a partnership with The Fabric Social, an Australian ethical clothing brand which will enable SEDN to begin producing and exporting clothing to an international market.

ActionAid has engaged in a variety of policy advocacy, research and capacity building activities to advance the rights of women and communities to have equitable access to and control over their land, water, and the resources necessary to maintain their livelihoods in a sustainable manner. We provided support to the revision of the Myanmar action plan for the disaster risk reduction (MAPDRR), to the National

ing Group (DRRWG) and conducted a seminar on Climate Change to present COP21 agenda to Myanmar stakeholders and the media.

As part of urban resilience, ActionAid Myanmar conducted on school/hospital management, first earthquake forums in Yangon and Mandalay.

Sustainable Livelihood

Story of change

Inroad to diversify agricultural productions and income sources

Mr. Win Than, is a 32 years old farmer, he lives in Labutta Township, and he received CRSA support through ActionAid, BRACED Alliance Myanmar Project's implementing partner.

"BRACED helped me to learn how to make and use natural fertilizers and pesticides and how to grow heavy rain resistant vegetables. I also received grants to expand my vegetable farming applying new CRSA techniques" Mr. Win Than says.



BRACED Project provides a variety of agricultural supports to farmers under CRSA scheme and includes training, raising awareness, model plot demonstration, and small scale seed grants.

In the past, village farmers used to apply traditional agricultural methods. Vegetables were not often considered as major crops or source of regular income.

"Now, we have vegetables cultivation that allow us to consume fresh vegetables from our own farm and we can generate additional regular income" he adds.

For him and his family vegetable farming has become another major source of family income in addition to paddy even during the rainy seasons, after his participation in the CRSA scheme.

Mr. Win Than's plan is to install a water pump so he can irrigate more effectively his farm as he is going to expand the production during the whole year. "I will also start using the direct seed plantation method to cultivate vegetables soon" he says.

Being a successful CRSA farmer, Mr. Win Than shares his experience with the other farmers and encourages them to follow the same techniques. This will allow them to diversify their diets and draw on new sources for additional income.

“Applying new climate resilience sustainable agriculture (CRSA) techniques, my family has expanded vegetable farming and increased monthly income by around USD 40 from selling vegetables” said Win Than

Sustainable Livelihood



Climate Resilience Sustainable Agricultural practices



Participant of the yangon earthquake forum



Community-Based Tourism in Khun Kalay village

■ We believe there is enough food to feed everyone in the world. Enough to eat. It's the most fundamental of rights. But every day, 1 in 6 people goes to bed hungry. But the causes of hunger aren't natural, they're manmade, and the solutions are within our power.



CRA Resource Map



Students from the Royal Melbourne University

Women's Rights

Programme Priority 2

Objective: To promote women's active leadership and the policies, practices and mechanisms that enable women to live free of fear and violence and to be economically independent.

KEY ACHIEVEMENTS
WOMEN'S RIGHT

-  Self Help Groups
618
organized
-  **629**
Women and Girls
are able to identify
safer public spaces
-  **290** Communities
are able to establish
mechanisms to monitor and reduce
Violence Against Women
-  **268**
Paralegals
trained
-  **20**
male role
model trained

In 2016, ActionAid Myanmar continued to tackle the issue of women's rights through engagement with government, partnerships with international and local NGOs, and work with women and girls at the township and local level. We continued to advocate for the safety of women and girls in urban areas through launching the Safe Cities Campaign and using participatory tools to map out the safety women faced. Additionally, we conducted awareness raising workshops for government stakeholders, parliamentarians, and members of civil society in order to strengthen their capacity to respond appropriately to incidents of violence against women. Women's Urban Forums were conducted in 7 target townships in Yangon, and focused on women's safety on issues such as transportation, street lighting, sexual harassment and promoting responsive public services. The recommendations from the Urban Forums were collated into a policy recommendation document, which was then handed to the Yangon chief minister to inform policy development.

A key programming approach for ActionAid Women's Rights is supporting community paralegals and improve access to justice for survivors of violence. These paralegals receive training in human rights and legal knowledge from ActionAid and partner, and are then deployed into their communities to serve as a support network for women and girls, and a point of contact between community members and the government



Training to community Paralegals

Women's Rights

Programme Priority 2



Showing solidarity with women-
International Women's Day

and police. In 2016, we offered training to 267 community Paralegals with the aim to raise awareness of women's rights through education, challenge the existing patriarchal power structure in the community through paralegals, and provide increased access to legal service for community members through a partnership with the Legal Clinic Myanmar (LCM).

The 'male role model program' was introduced to promote male to male engagement on issues of masculinity, domestic abuse and the perception of female gender roles. During this year 12,069 women and girls have been reached through this program, including 4,962 indigenous women and girls and 126 women with disabilities. The endline survey reflected an increase in women and girl's awareness of their rights and showed that 93.93% of them knew where to get assistance in the case of violence.

Additionally, we provided trainings to a number of government departments and local partners to strengthen their capacity to

respond to incidents of Violence against Women & Girls, which in collaboration with the paralegals, aimed to provide a network of support at the village and township level.

We supported women's Self Help Groups (SHGs) to use seed funds to grow their own businesses and, in the long term, to challenge the balance of economic power in their communities. Their enterprises include groceries and rice shops, transportation services for school children, and the design and sale of clothes. The groups worked together to elect a leadership committee with a view to identify gaps in the existing market and to overcome challenges and setbacks.

ActionAid Myanmar has undertaken several initiatives towards advocating for a change in policy dialogue towards increasing public spending on services that promote gender equality and access to justice for women and girls. To this effect, we launch a joint report on Gender Responsive Public Services (GRPS) in collaboration with Oxfam, Care and the Women's Organization Network (WON), and conducted a Gender Budget Forum which invited government officials, CSOs and stakeholders to raise awareness on inclusive budgeting in Myanmar.



SEDN- Female producers in Bagan

Women's Rights

Story of change

Building a new life

In 2008 Mingalar Thaug Tan Village, in Labutta Township, was hit by Cyclone Nargis. The village has a population of around 800 people. Out of 189 households, 15 are female-headed households. Ma Khin Swe Aye is about 30 years old and she is a mother of 5-year-old twin boys and the youngest female running her own household.

She got married at the age of 21 and after 2 years she was planning to do business independently. Unfortunately, the 5000 kyats (about USD 4) necessary to start her own business was defrauded and that led to her divorce.

After divorce, she was one month pregnant, so she went back to her parents' home and tried to build a new life. Ma Khin Swe Aye attended the "Women's Leadership and Economic Empowerment roll out" session conducted by fellows and other WSHG members. When the Women's Self-Help Group was introduced, she joined and she took a position as treasurer. She also attended Climate Resilience Sustainable Agriculture (CRSA) Training. Women's SHGs received technical support from the project and close monitoring from the Fellows.

Now she runs a grocery shop and she grows seasonal plants in her backyard. Every morning she sells rice sticks and fish soup.

Ma Khin Swe Aye is now the financial officer in school management committee as well as a community religious leader. As the village doesn't have a social welfare committee, she aspires to take the lead in organizing one in the coming summer.

"Our village has many young people. Among them, she is the one who does social work enthusiastically," said Than Zaw Htike, a fellow from the village. Ma Khin Swe Aye encourages other women to not depend on their



Ma Khin Swe Aye in her shop

husbands after getting married. She believes women have skills to overcome challenges without experiencing gender discrimination.



Ma Khin Swe Aye with her sons

“I am happy to be a member of the SHG. I gained new knowledge useful for my livelihood.


This women's network is a valuable way for poor women to work together, to share their knowledge, to identify their problems and finally to find a solution collectively” she said.


Governance


Programme Priority 3

Objective: To support the reform process for just and democratic governance in Myanmar, strengthening democratic institutions and promoting active citizenship.

KEY ACHIEVEMENTS
GOVERNANCE

 **51** Trainings conducted for local and national ministries

 **1269** Communities are with village plans and Community Based Organizations

 **103** journalists attended training to increase the capacity to amplify the people's voice and to hold the government accountable for pro-poor policy and practices

2016 heralded a transition in the democracy in Myanmar. ActionAid Myanmar continued our support of this process by working closely with the national and local government to support the reform of key policies and encourage positive change.

ActionAid Myanmar governance work during the year has contributed to the development of the new government's pro-poor policy approach, as well as to the democratization process as a whole. Through our partners, we put a strong focus on reshaping the media agenda and the socio-economic development of national policy. Our governance programming also enabled significant numbers of community members to claim their rights to public services through democratic mechanisms.

Additionally, we supported and facilitated high-level public policy dialogues on socio-economic development, budget awareness and advocacy, with the aim to provide information and international perspective to the project stakeholders, to identify development priorities and to influence the national budget making process. During 2016, several policy dialogues and workshops were hosted on various economic and social development issues, inviting participants from government, civil society, and the private sector. Our advocacy work and capacity building contributed to an increase in public spending allocated to education and health in 2016.



Governance

Programme Priority 3



National Community Driven Development Project review



Regional Budget- panel discussion
Sagain region



Dr Aung Thu, Union Chief Minister for Agriculture at the CDD event

We organized the first ever series of Civil Society Organization Forum (CSO) in the commercial capital of Yangon and the nation's capital of Nay Pyi Taw, a highlight of our governance engagements during the year. This allowed more than 80 CSOs and networks to strengthen their relationship with the government and union ministers to link with CSO Leaders.

The regional and state governments pledged to support our approach of the participatory bottom-up planning with the Village Book practice. The Village Book priorities laid out by the community members have been incorporated into government plans in several townships.

A systematic bottom-up planning process has taken place 7 townships over the year, and many officials acknowledged the process as helpful in streamlining and in reforming the existing planning system.

Furthermore, we conducted gender budget forums for gender responsive public services (GRPS) in Mekhtila with government officials, CSOs, and stakeholders to inform them about the gender-focused analysis of budgets. 50 women leaders and 21 government officials attended the forum.

Our interventions contributed government to take steps towards pro-poor economic policies and promotion of accountable and transparent governance. These are reflected in several policy initiatives of the government which included measures that improve agriculture and rural development, support manufacturing and trade and streamlines public financial management.



Policy Dialogue, U Tin Oo, Parton of NLD

Governance

Story of change

Policy dialogue on Socio-Economic Development

As the new democratically elected government of Myanmar has assumed charge in the month of April 2016, it heralded a new beginning for up-liftment of the poor as there is all round anticipation that the government would take steps to address poverty, vulnerability and inclusive development policies.

Under this scope, ActionAid Myanmar concluded a policy dialogue on Socio-Economic Development on May, 2016, where speakers urged the importance of dialogue and deliberation as a way out to find solutions for peace, stability, and economic development. This policy dialogue provided a platform for scholars, academia, civil society, political leaders and development practitioners to discuss, and interact on issues of socio-economic challenges in Myanmar.

Noted economist and development planner, U Zaw Pe Win opened the discussion on a Macroeconomic framework and stressed the need for a self-reliant economic growth path and development that strengthens the domestic sectors (agriculture and manufacturing) and do not rely solely on export-oriented sectors.

A balance between market-oriented economic policy and welfare and poverty-focused measures is another point stressed by the speakers.

For the private sector, peace, stability, and security are critical and a level playing field is needed in order to ensure private capital (domestic and foreign) to feel secure and expand its investments. The emphasis from the private sector has been to create investor confidence through policy measures that are clear, simple and easily implementable.

Discussing the issues of decentralization and promotion of local governance, scholars



Policy Dialogue on Socio-Economic Development

pointed out the need for a comprehensive policy, a national vision and political consensus as it is closely linked to inclusive, accountable and equitable governance.

Identifying present constitutional provisions as one of the limiting factors, U Aung Thu Nyein, a noted scholar on decentralization pointed out that people's expectations are to have a government which is closer to them and meet their aspirations. Given the NLDs priority of federalism and accountability, several steps can be taken within the current system through presidential decrees or through executive orders. Strengthening people's participation at village tract and township levels can be undertaken through reforming the current arrangements. It was identified that the monitoring of development projects at the local level is very weak as there are no mechanisms of accountability. Greater devolution of funds to state/regional governments would be one step towards to this direction.

Governance



Regional Budget Workshop in Mandalay

Fair, accountable government is crucial to ending poverty and promoting human rights. Throughout the world, people's demands for democracy are growing louder as many have suffered under oppressive regimes and unaccountable leaders.



Station Wise Township level Data consolidation Workshop in Hpa-An



Speaker of Regional Parliament at the Budget workshop




Jayati-Ghosh-Myanmar- economic-policy workshop with NCPP in Naypyitaw


Youth & Education


Programme Priority 4


Objective: To encourage and support young people to become change makers, driving peace, democracy and development in Myanmar and to ensure that all the children in the local Rights Programme target villages have access to quality primary education.

KEY ACHIEVEMENTS
YOUTH & ADOLESCENTS


1232 fellows & youth volunteers trained and deployed increasing their capacity to facilitate the democratic process and the social transformation


1400 volunteers mobilized

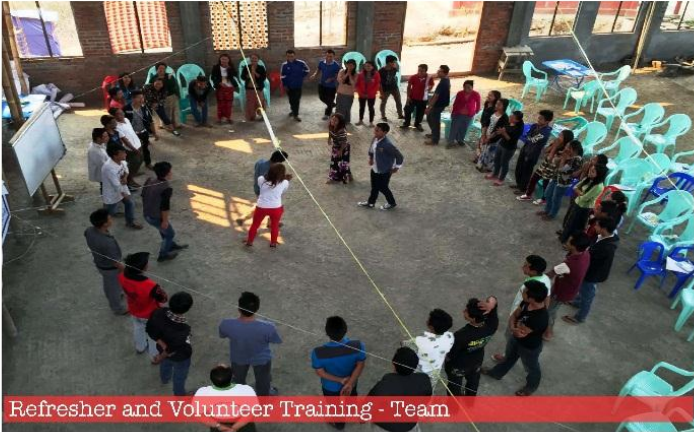

1250 Youth trained


1400 Education Books developed

In 2016, ActionAid Myanmar scaled up the efforts to tackle local education issues by combining regular coordination with programme staff and advocacy on a national and township level to improve resource availability for schools.

In collaboration with the governance team, we developed a total of 53 community participatory Education Books. These were developed in a participatory way by the community and contain critical data and recommendations regarding the context of education in their community. This book then became a powerful advocacy tool that contained key evidences that enabled the community to claim their right to a quality education through meetings with government departments and helped to link community members with their local government.

Capacity building was identified as our top priority for 2016, so we conducted training on Rights to Education, Promoting Rights in Schools and Education Financing for fellows, government representatives and members of education institutions in 4 townships. We also formed Child Centered Climate Change Resilience Student Group's in January 2016, and they began to work on producing education materials and awareness raising initiatives within their schools.



Refresher and Volunteer Training - Team

Youth & Education

Programme Priority 4

ActionAid Myanmar continued to facilitate coordination meetings between the School Management Committee (SMC), the Parents-Teachers Association (PTA), and the government departments so that the SMC and PTA could communicate their needs to their government representatives in order to improve the quality of their education.

Responsible and transparent education financing is an integral part of ActionAid's global education strategy and is the core focus when advocating for a justice tax system. Therefore in 2016 we conducted Education Financing Training for 120 fellows, partner staff members and local authorities and published the 'Citizen's Report on Education' as a research piece on the citizen's perception of the value of education, and if the current service delivery in Myanmar is reaching expectations. Additionally, we produced a large scale scoping study on Resource Mobilization and Education Financing, which was translated into Burmese for dissemination to government departments and partner organizations.

The scoping study aims to fill the research gap in the field of tax and education spending in Myanmar, to influence the formation of future public spending policy, and to raise public spending policy, and to raise public awareness of the current state of education spending and of the advantages of contributing to and advocating for a fair and transparent taxation system.

In ActionAid, we believe that civil society and youth should be at the center of country's change process. Through the Global Platform program, we provide innovative and empowering training for young individuals, organizations and youth groups from across the country to take positive actions in Myanmar society. In this year, Myanmar youth from urban and rural communities, along with 139 international volunteers joined 33 major training and 25 trainings related to Human Rights Based Approach, Campaign, and Advocacy, Gender Equality.

The Global Platform program aims to build the capacity of youth to use critical thinking



School Management Committee

Youth & Education

Story of change

Fellowship, a life changing experience

The youngest Tanintharyee SIRP fellow, Saw Scaria, reached a turning point in his life after becoming a fellow. "Before I became a fellow, I was just a newlywed and an agricultural odd-jobber. As a fellow, I've learned a lot and I participated in village activities and in promoting public welfare." Saw Scaria explained; "I like the fellowship approach as it is a free process that works with a community development approach."

His village was previously located on pasture land and therefore it had no registration. It was under the administration of another village and as a consequence villagers faced much conflict in their livelihood activities. Saw Scaria had to facilitate a reduction in conflict through securing a community agreement. During the community meeting, he proposed to apply for the village registration so they could cancel the pasture. 32 villagers, including village heads, composed the application for submission to the Land Registration Department.

His contribution to his community did not go unnoticed; "In 2014, I became a village secretary and in 2015, I became a village administrator. I also became a vice zone organizer of Karen nationalities representing the Myitta sub-Township, Thayatchaung Township and Dawai Township."

Now, Saw Scaria faces the challenge of being in between two different administrations that are involved in the village registration process. Despite the challenges, he introduced a rational approach and village unity has resulted in full village participation in the registration submission process.

Furthermore, they established the weekly village meetings every Saturday and during the Church service on Sunday, in which the

community members have the opportunity to discuss about the community's issues.

Although he is young and faced with challenges, Saw Scaria feels that he has learned how to engage with others, and how to facilitate the community mobilization process effectively.



“ Now, I can serve my community, I can help my fellow citizens and I can facilitate the independent community development. I am proud to be part of that and happy to see the importance and the results of the community collaboration ”
said Saw Scaria

Rights of Children



Kin Sann Win (Middle) and her friends happy to participate in child club

In Kan Gyi Taw 1 village, a child club which consists of 16 children was formed. The children range from 5 years old to 13 years old. One of the club members Khin Sann Win (9) says "I am very happy to be part of child club. We will first prioritize the cleanliness of the village including the surrounding of the houses, the school and the monastery. Later, we will observe the problems we are facing and find a way to solve them if possible. We also want to participate in the process of the village development though we are young.

When she was asked what she wanted to do or the children in the community, she said:

“ We want our night class in the later afternoon like before. It has been stopped as there is no teacher to provide teaching services ”

Rights of Children

“ I like my new school, because I don't have to walk a long way to get there ”

said eight-year-old Zin Zin Zaw Myint, when she was asked what she thought of the new primary school in her village.

Zin Zin Zaw Myint's village, is Sulipan with 59 families, and 25 children in primary school age. Before the new school was built the children would have to walk for an hour along a track in order to get to school. In the rainy season, the track became impassable, the mud far too deep for the children to wade through.

It was the issues faced by the children and their journey to school that prompted the community to make their number one priority the building of a new school in the village.

Thanks to the funding provided through Child Sponsorship, ActionAid in collaboration with local government departments sourced the materials needed for the new school building. Community members provided the man power to assist in that.

The new school is now up and running, with three volunteer teachers teaching 25 students.



Zin Zin Zaw is 8 years old (middle) and her friends love that their new school is close to their homes

Rights of Children



Children at school in Kan Gyi Taw village in Myaing, Magway

Do something amazing and make a difference not just to a child but a whole community, by sponsoring a child. You can sponsor a child if you're based in the UK, USA, Greece, Australia, Brazil, Ireland, Sweden and Italy



700 representatives attended the Adolescent Conference in Nay Pyi Taw in May

Organisational Priorities

Staff Capacity THE Objective

To empower ActionAid staff, equipping them with knowledge and skills and creating an organizational culture which promotes the internalization and practice of ActionAid's values, with a special focus on building women's leadership.

Resource mobilisation THE Objective

To mobilize adequate financial resources to fund our programme priorities from compatible funding partners.

Systems and Processes THE Objective

To strengthen organizational systems and processes to promote and measure our accountability, efficiency and effectiveness.

Organisational Priorities



In 2016, we continued to make progress on improving the organizational capacity of the staff as well as in partnership development, ensuring an equal opportunity workplace, and transparency. Our responsibility and focus is to ensure that we offer a positive work environment that provides key learning opportunities for people with the skills and knowledge we require for effective programming.

The Human Resource and Organizational Development team work to provide administrative and professional support to a high standard, and actively promotes women's leadership within the organization. In 2016, 67% of the new entry staff were women and 65% of all internal promotions and lateral movements were granted to female staff members.

The development of our capacity building was increased by recruiting 4 new advisors for Governance, Human Rights Based Approach (HRBA), Program Quality, Youth, Women's Rights, Education and Communications who help to develop a knowledge base for the organization.

We offer hands-on work experience to youths through our internship and volunteering program. In 2016, 13 interns and 10 volunteers worked on a variety of tasks and projects, and had the chance to gain knowledge and skills in their chosen career.

A total of 55 trainings, meetings and workshops including Women's Empowerment Training have been organized with a total of 445 participants and ActionAid Myanmar staff attended international meetings and workshops, including the ActionAid International Asia Regional Meeting in Thailand.

Organisational Priorities



We received funding from several high value sources and institutional donors through fundraising initiatives. The regular giving income for 2016 was higher than anticipated, and an increase on the previous year due to increasing supporter linkages. The forecast was made based on our income projection and achieved the institutional income around 101% of forecast. On the other hand, the actual expenditure for 2016 was approximately 97% of the forecast, 103% of the plan and an approximately of 90% of the prior year. The expenditure plan was based on our on-going activities and project plan, and the project activities performed with satisfactory results over the period of 2016.

The actual Regular Giving (RG) income was 20% more from the previous year, due to the increase in the number of the supporters. The High-Value donors including Mr. A Graham, Mr Nick Weeden, English Family Foundation, Planet Wheeler Foundation, Prudence Foundation, were the main contributors during 2016.

Institutional donors include DFID and FCO, DANIDA, EC, ECHO, NORAD, and UN agencies who provide key support for different programs, while SIDA provides support for our country strategy as a whole.

The Partnership Development Team has strengthened over 2016 through the appointment of a Head of Resource Mobilization to lead the direction and function of the team. The team is responsible for donor communication and contract management. The Partnership Development team has played a key role in raising funds for ActionAid Myanmar through maintaining individual donor relationships both within and outside the country. This has impacted positively on the ability of AAM to raise funds and improve sustainability of the country program. The regular giving (Sponsorship) and Partnership funding ratio was 17% / 83% for 2016 compared to the ratio of 22% 78% planned for the year.

Organisational Priorities

“I want to Empower Women with disabilities”

Tawng Mai Nhkum works as a Program Officer & Lead Women with Disability Affairs in ActionAid Myanmar since 2013. Among her duties, she advocates for the human rights of all women and girls, with an emphasis on women and girls with disabilities. In collaboration with the Myanmar Federation for People with Disabilities, she provides input to women and girls with disabilities by helping them to create livelihood opportunities and to achieve equal access to justice.

Tawng Mai Nhkum was born in a small village in the northern part of Myanmar. When she was 3 years old, she was diagnosed with poliomyelitis. Due to the political constraints and to the limited access to basic health care services she couldn't receive the appropriate treatment. Consequently, Tawng Mai Nhkum became a wheelchair user.

“At first, I felt depressed and I was worried for my life. I experienced a lot of discrimination. My neighbors were saying that I did bad things in my previous life and that disabled people are unlucky – a belief that is held by many people in Myanmar”

“My parents were very supportive and they encouraged me. They explained to me that I could use my wheelchair as my legs. I was inspired by their words and I regained my courage” she said.

She started to attend the school and beside the significant difficulties she had to face and to overcome, she graduated from the Mandalay University of Distance Education in 2011.

Interview with our staff

Tawng Mai Nhkum



Tawng Mai Nhkum started teaching as a volunteer in Kachin state, but due to the conflicts, she had to move to China for a while. From there and with the support of her family, she arrived in Yangon and she started volunteering for Association of Myanmar Disabled Women Affairs.

“I wanted to show that disabled people have rights too. I was applying for a job in many organizations, but they rejected my applications. Finally, in 2013, I got the opportunity by ActionAid Myanmar and I joined the internship program”