



## Myanmar 2025 Gender Humanitarian Strategy

The Myanmar Gender Humanitarian Strategy is anchored on the HCT Commitment on Gender Equality Programming and the 2024 [IASC Policy on Gender Equality and the Empowerment of Women and Girls](#) and other [IASC instruments especially the IASC Engagement, Participation and Decision-Making by Women-Led Organizations in Humanitarian Action](#). The strategy will also consider the use of evidence through gender analysis and a gender profile. Included is its alignment to the yearly Gender in Humanitarian Action Working Group (GiHA WG) workplan that underlines the key priorities and activities that has been drawn through consultations from identified needs of working groups members that would support and equip them in gender in humanitarian work.

The Myanmar humanitarian crisis affects women, girls, men, and boys differently. Gender and all other aspects of intersectionality are drivers of inequality that determine the capacities of women, girls, men, and boys to cope with the situation and access humanitarian aid, services and their rights. Their vulnerabilities are exacerbated by restricted opportunities including meaningful participation in humanitarian action. Myanmar's women and girls have been hit disproportionately by the compounded humanitarian crisis as indicated in the 2024 HNRP: 52 per cent are women, 32 per cent children and 13 per cent with disability.

The participation and leadership of women is critical to the humanitarian response in Myanmar – as it is in crisis-affected countries around the world. Women in emergencies are often the first responders and are key in delivering lifesaving humanitarian aid especially in hard-to-reach areas including on playing important roles on making life-saving contributions and building resilience.

### Objectives:

The strategy is a “shared agenda” on gender equality and the empowerment of women and girls (GEEWG) of Myanmar in humanitarian action that seeks to foster a culture of accountability within humanitarian actors and organizations on promoting and addressing gender equality issues.

To reach this goal, the following shall serve as guides:

1. **Support the consistent conduct of Gender Analysis and ensure that it is considered as a key tool and resource for effective humanitarian programming.** The gender analysis should highlight the gendered impact of the humanitarian crisis, including the status of inequality among women, girls, men, and boys and are considered throughout the HPC process.
2. **Provide gendered technical support** to all cluster lead agencies, cluster coordinators, co-coordinators, GiHA WG members including the Information management Officers (IMO), ensure the collection, analysis, reporting and share information on sex, age, disability-disaggregated data (SADDD) wherever possible.
3. **Facilitate access to tools, guidelines, policies and wide range of resources.** Local resources and tools developed specifically to work in the context of Myanmar are available in the [MIMU webpage](#), while other relevant resources on gender can be accessed through the [IASC website](#) and relevant organizations like INGOs, UN Women and UNFPA.
4. **Enhance accountability** by creating an enabling environment that engages with local Women-CSOs, Organizations of Persons with Disabilities (OPD), youth groups, LGBTQI+ organizations and vulnerable sectors and groups to ensure their meaningful participation in humanitarian action. This shall be done in collaboration with the humanitarian structures active and working in Myanmar.



- 5. Capacity Strengthening.** Collectively invest on the strengthening of capacities of women local organizations and organizations working in humanitarian response on gender mainstreaming and gender equality programming as defined by the IASC policies and through individual organization commitments. The GiHA WG shall play an important role of supporting collaborative action to build and strengthen local capacities on gender across the response through a multi-agency and joint programming strategies and actions.

### **Implementation**

The strategy shall be outlined in the GiHA WG annual workplans and its leads shall pilot the implementation in coordination and collaboration with key humanitarian stakeholders especially with women's organizations at all levels. The workplan shall have 7 focus areas on: (1) participation, (2) capacity strengthening, (3) mainstreaming, (4) coordination and collaboration, (5) data collection and analysis, (6) leadership and advocacy, (7) financing the strategy and workplan. Each focus area shall be accompanied by key output indicators, activities and timelines.

The strategy and workplan implementation shall be collaborative as well as coordinated. Each responsible humanitarian organization/actor shall contribute according to their roles and responsibilities as per the IASC Policy Framework on Gender Equality and the Empowerment of Women and Girls.

### **Monitoring and Reporting**

Using the IASC Policy and Accountability Framework to guide the development of the monitoring and reporting of the strategy and where possible and appropriate should align to the context of Myanmar. It shall be developed through consultations with the ICCG, GiHA WG members and other relevant gender stakeholders for consistencies and alignment to common guidelines.

Reporting and monitoring will be conducted by the GiHA Team<sup>1</sup> and will be part of the yearly IASC report on GEEWG. The ICCG and the GiHA Team will inform the HCT on key results and findings and raise issues, challenges, and recommendations for action at the HCT including progress on the implementation of this strategy. Gender progress update per endorsed yearly workplan shall be a standing agenda in the GiHA WG regular meetings.

### **Resource Mobilization**

As a "shared agenda" responsible key stakeholders shall support in any form (financial, human resources, official time) on either focus area of the strategy or the GiHA WG workplan.

Where possible, the GiHA WG Leads shall include relevant strategies in their resource mobilizations including on developing a working group resource mobilization strategy that can be shared with donors.

Advocacy to access the country pooled funds and other predictable funding streams shall be regularly visited through continuous dialogue with fund managers.

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<sup>1</sup> The GiHA Team composition and terms of reference shall be discussed and agreed in the GiHA WG.