

The UEC Gender Equality and Women's Empowerment Policy 2019-2022

The Union Election Commission (UEC) of Myanmar has developed a Policy to encourage **Gender Equality** and **Women's Empowerment** throughout all levels of the electoral process.

The policy aims to prioritise the UEC as a **gender-sensitive** and **inclusive** institution.

Women, men and other genders are treated equally and have **equal access** to opportunities, resources and information.

All genders are able to **fully participate** as voters, candidates and elected officials.

The policy is based around the **UEC's Guiding Principles** and its **11 Strategic Pillars**.



Established in 2019, the policy is being distributed amongst all offices of the UEC to support staff at headquarters (Nay Pyi Taw) and sub-commissions. It welcomes the cooperation of voters, members of parliament, political parties, civil society organizations and the media, as well as international bodies.



“Gender Equality is an important part of the electoral process and makes efforts to improve the participation of men, women and LGBTQI individuals as voters, candidates and elected representatives.”

U Hla Thein
Chairman, Union Election Commission



Union Election Commission Facebook link - <https://www.facebook.com/uecmyanmar>

Myanmar Electoral Resource and Information Resource (MERIN) Facebook link - <https://www.facebook.com/merin.org.mm>



MERIN website link - <https://merin.org.mm/mm/page/53>

Union Election Commission website link - <https://uec.gov.mm>



Union Election Commission



Gender Equality & Women's Empowerment Policy

2019-2022



The UEC's Goals are Everyone's Goals – Equal Participation for All in Elections

Until recently, despite a policy of gender sensitivity and inclusivity, some groups of people, and especially women, have faced significant barriers to their full and equal political participation in Myanmar:

Myanmar is ranked **133 / 149** countries in Women's Political Empowerment (Global Gender Gap, 2018 – World Economic Forum)



Myanmar is ranked **157 / 190** countries internationally as far as women's representation in national parliament (Inter-Parliamentary Union)

Women hold just **13%** of seats in the national parliament

Women hold just **12.9%** of seats in the state / regional parliaments

Myanmar has the **3rd lowest level** of women's political representation in Southeast Asia



The 11 Strategic Pillars

Gender Equality and Women's Empowerment is a priority for the UEC, reflected throughout its **Policy and Action Plan for 2019-2022** and laid out in its 11 'Strategic Pillars'.

- 01 Legal Framework**
Electoral law will adopt guidelines & codes of conduct to support gender equality.
- 02 Institutional & Professional Development**
Gender awareness trainings will develop safety at work & increase women decision makers.
- 03 Voter Registration & Data Management**
All genders will participate in every stage of voter registration and the update of the voter list.
- 04 Electoral Operations & Integrity**
More women will take part in electoral operations such as security, mediation & polling staff.
- 05 Civic & Voter Education**
Voter education materials will consider gender balance and women will help implement them.
- 06 Electoral Dispute Resolution**
More women will take part in electoral complaints processes including female judges.
- 07 Stakeholder Relations**
Stakeholder activities will incorporate the Gender Equality & Women's Empowerment Policy.
- 08 Promotion of Inclusive Participation**
Women, ethnic groups and disabled persons will be included at all levels of electoral decision-making processes, and social and physical barriers to their full participation will be removed.
- 09 Political Party / Candidates Compliance & Campaign Finance**
More women MPs will be promoted, and women candidates educated on political party laws such as electoral expenses, nomination, campaigning and offences.
- 10 Election Observation**
Stakeholders will be encouraged to improve women's participation in all election observations.
- 11 Monitoring, Evaluation & Planning**
Gender equality implementation will be monitored and evaluated as stated in the Policy, as well as the barriers to/ and opportunities for increasing women's participation in elections.

What is Harassment?





In line with the Strategic Policy and Action Plan, the UEC has adopted a zero tolerance approach to all forms of harassment and discrimination in its workplace.

-  Unwelcome and unreciprocated comments
-  Gestures or physical conduct of a sexual nature that is found offensive
-  Any behaviour that demeans, humiliates or embarrasses a person
-  Any behaviour that creates an intimidating environment
-  Any behaviour that makes a person feel unsafe or in danger
-  Any behaviour that is found to be disturbing, upsetting or threatening



COVID-19

Our environment is precious – respect your colleagues, respect yourself, and follow the Ministry of Health and Sports (MOHS) guidelines.

-  Wash your hands frequently
-  Cover your mouth and nose when sneezing or coughing
-  Avoid touching your face
-  Don't shake hands
-  Keep your distance
-  Wear a mask