CARE Myanmar
SMP Program: Summary

April 2014
1. Context

CARE Myanmar Program Strategy

CARE Myanmar has begun transitioning to a long term program approach, orienting initiatives around impacts for specific groups of marginalised people. During what is a period of considerable change in Myanmar, CARE has undertaken extensive analysis, reflection and synthesis in framing these long-term programs.

CARE Myanmar’s Program Strategy is explicitly oriented around supporting impacts for particularly vulnerable and marginalised groups. CARE recognises that the key to achieving equitable development outcomes lies in shifting deeply rooted, structural underlying causes of poverty and social and gender injustice which contribute to exclusion and vulnerability of particular groups in society. Putting women at the centre of our work, CARE Myanmar’s long term programs focus on significant and lasting change for identified impact groups:

1. Vulnerable Rural Women [VRW]- Vulnerable rural women who lack productive resources and are affected by the legacy of conflict
2. Socially Marginalised people [SMP]–those in urban settings who experience multiple forms of exclusion and exploitation.

CARE Myanmar’s Strategy identifies the empowerment of women as a key pathway to equality. In designing long term programs, CARE Myanmar has identified priority women’s empowerment thematic focus areas, which have a particular influence in constraining gender equity for program impact groups. These are – gender based violence, sexual reproductive health; and economic participation and voice of women. Through initiatives at national and local levels, and through our work in building partner and civil society engagement in women’s empowerment, CARE Myanmar focuses on positive changes at the individual, relationship and structural levels (applying CARE International’s Women’s Empowerment framework). This is complemented by ongoing work to ensure all of our projects are gender sensitive; and through work at the organisational level to promote gender equality.

Myanmar context and Socially Marginalised people

More than any other country in the region, Myanmar is in the process of rapid political transformation. The reformist initiatives of the government installed in March 2011 have exceeded even the most optimistic expectations. Many political restrictions have been lifted, media restrictions have been relaxed, long-standing ethnic conflicts are starting to be addressed, and the process of economic liberalisation has begun. The new government has been much more engaged internationally, particularly at the regional level with ASEAN. The majority of international sanctions have been lifted, and there are signs of increased bilateral cooperation and support from Western nations.

Myanmar has embarked on a series of economic reforms, which combined with a new openness is fuelling growth in FDI, in the tourism and services sector, and is seeing increasing internal migration. At the same time, the reform agenda is in its infancy, and it will take years to address many of the structural problems with the economy, exacerbated by governance approaches and antiquated, complex and inequitable policy and legal frameworks.

Myanmar’s internal conflicts have left a legacy of displacement and under-development in many parts of the country. Conflict and violence over the past 60 years, combined with international isolation, has affected local economies, services, skills, social and gender relationships, levels of
social cohesion and safety nets, psychical safety and many other areas of life. At the same time, factors which fuel conflict remain largely unchanged.

There are new opportunities for and expectations of Civil Society Organisations (CSOs). While tensions remain between CSOs and political actors regarding the role of civil society in the future of Myanmar, it is clear that CSOs will play an increasing role.

Within this context, there are a number of groups who are structurally and socially excluded from the benefits of change. The SMP program aims to support socially marginalised people in urban settings who experience multiple forms of exclusion and exploitation to equitably access safe employment and have a legitimate voice. For CARE Myanmar marginalisation is considered to have four main dimensions: political, economic, socio-cultural, and spatial. A lack of participation in the political process affects the vast majority of the population of Myanmar (though it seems this is gradually changing under the new government), but this may be said to be particularly serious for SMPs as it represents an additional barrier to them gaining access to the particular services that they require. Economic dimensions may involve individuals’ exclusion from markets or their incorporation in markets on adverse terms. Social and cultural identity (e.g. ethnicity, race, religion, sexual orientation) play very important roles in processes of marginalisation, as do the ways in which culturally embedded gender norms and roles work to marginalise women. Spatial dimensions go beyond the simple remoteness of an area and instead involve the investigation of the ways in which remote areas are linked to other places, processes and institutions, and the ways in which these different factors combine to produce poverty.

These dimensions are interrelated, and marginalised people often experience multiple forms of exclusion. For example, a female migrant may leave a rural area due to poverty (spatial), find herself working in an unregulated industry and receive less pay than her male counterparts (socio-cultural/economic), and be excluded from participation in village elections because she is not the head of household (political/social-cultural).

Key vulnerabilities include deep rooted and wide ranging stigma; overt discrimination; limited access to safe and stable employment options; very poor living conditions; weak resilience to economic shocks; and barriers to accessing quality services. Many remain effectively ‘hidden’ populations, linked to negative stereotyping, lack of legal status and often punitive legal and policy frameworks. Socially marginalised groups remain at risk of exploitation, and physical and sexual abuse. Vulnerabilities are also linked to discriminatory implementation of national and local legal frameworks and practices, and negative stereotypes around gender roles and responsibilities. Most have extremely low levels of participation in decision making at any level, very limited access to services, and poor health and nutrition status. Other major factors include heavy workloads and an extended working day and high levels of gender based violence.

2. SMP Program Overview
The Socially Marginalized People program focuses on key challenges experienced by Socially Marginalised Groups, and the underlying causes of exclusion which limit equitable participation and development outcomes. Key elements of the program design are summarised below; and the SMP Design Framework is summarised in Attachment A.

2.1 Impact Group
The Impact Group for this program is defined as:

Socially marginalised people in urban settings who experience multiple forms of exclusion and exploitation
The program focuses on vulnerable groups in urban settings, including cities, peri-urban areas, and Special Economic Zones. It seeks significant and lasting change for those experiencing multiple forms of exclusion, including exclusion on the basis of: occupation, e.g. sex work, work in the informal sector or factories; identity, e.g. people living with HIV, sexual minorities, drug users; and gender, recognising the particular disadvantage and exclusion of women amongst SMP. The impact group also experience multiple forms of exploitation, or denial of basic rights; for example SRH rights, rights to decent work and fair conditions, equitable access to services and protections.

Within the Impact Group a number of Sub-Impact Groups have been identified, with the program oriented around impacts, at scale, for:

<table>
<thead>
<tr>
<th>Sub-Impact Groups</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Sex Workers [SWs]</strong></td>
<td>Sex workers (female and male) experience a web of interlocking discriminatory practices that often leaves them unable to access health and legal services, exposed to exploitation and gender-based violence, unprotected and vulnerable to police harassment and abuse, at risk of HIV/AIDS, and shunned by their communities.</td>
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<tr>
<td><strong>Sexual Minorities</strong></td>
<td>This includes lesbians, gay men, bisexuals and transgenders [LGBT]. LGBT individuals face very significant levels of stigma and discriminatory practice in Myanmar, and are often subject to extreme abuse by police and other duty bearers, with limited protections addressing their specific circumstances.</td>
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<tr>
<td><strong>People living with HIV [PLHIV]</strong></td>
<td>It is estimated that around 216,000 people are living with HIV in Myanmar, of which 36% are women. Key vulnerabilities include limited reach of targeted services including access to ART, discriminatory practices around work and service access, poor health status and deep rooted stigma across communities.</td>
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<tr>
<td><strong>People who inject drugs [PWID]</strong></td>
<td>An estimated 75,000 people inject drugs in Myanmar. As with other SPM groups, PWID lack access to basic and targeted services; lack adequate legal protections, and experience significant stigma and discriminatory practice. Female drug users experience extreme stigma and risk of abuse.</td>
</tr>
<tr>
<td><strong>Recent Female Migrants [FMs]</strong></td>
<td>This group includes women working in the formal sector, such as in factories; and in the informal sector such as domestic workers. Vulnerabilities of this group include very limited social networks / social capital; high exposure to economic shocks; limited access to limited services; often unstable incomes, unsafe work environments, lack of labour protections even through work contracts, inadequate housing and living conditions and extremely high risk of exploitation.</td>
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### 2.2 Key Underlying Causes of Poverty and Social Injustice

Key underlying, structural causes of poverty and exclusion for SMP are:

| Social Exclusion: Identity - Gender | The situation of SMP is fundamentally influenced by unequal power relations between men and women and deep rooted, high levels of stigma associated with their identity. As a result, SMP risk exploitation, abuse and violence; lack equitable access to basic services and social and legal protections; and lack visibly in society. |
| Weak Legal protections and enforcement | The legal environment in Myanmar is characterised by a series of outdated laws, many of which fail to often basic protections for citizens, and SMP are particularly affected. Key labour laws are mostly unregulated, and lack anti-discrimination protections; there are few protections around GBV and SRH |
rights; and the penal code enshrines a punitive approach to the identity, occupation and behaviour of SMP. The legal architecture is weak, and there is limited accountability for duty bearers such as police who abuse power. The changing environment in Myanmar does, however, offer opportunities for change, with initiatives underway in labour law reform, GBV law development, and governance and legal sector strengthening.

Limited / Restrictions on Civil Society

As largely hidden populations, SMP lack a voice in decisions on matters which affect them, and have very limited social or support networks; highlighting the importance of voice and social connections through peer groups, and civil society organisations and networks. Until recently, significant restrictions on civil society has influenced the development of civil society in Myanmar, with few focusing on the priorities of SMP. Many SMP are now participating in fragile, informal self help groups, and a few networks and NGOs have emerged to represent their interests. However, there is a huge demand for capacity building of these groups across a range of capabilities, in order for CSOs to fully engage with members’ concerns and priorities, and represent these in decision making forums.

Policy environment

The policy environment on matters affecting SMP reflects that of the legal environment. This includes a range of Negative, punitive, contradictory policies; and key technical and resource constraints hinder implementation of more enabling policy imperatives, such as National Strategic Plan for the Advancement of Women [NSPAW] and National Strategic Plan for the Advancement of Women [NSP II]. Again, changes in the operating environment present opportunities to work with other stakeholders to shift adverse influences from the policy environment for SMP.

2.3 Impact Goal

The Impact Goal for this program is:

The Impact Group are equitably accessing safe employment and have a legitimate voice

The Impact Goal represents a vision of change for the SMP Impact Group, at broad scale. It emphasises equitable access, implying both equal and fair access to employment. Safe employment refers to physical safety, in formal and informal settings and for sex work; and secure employment, i.e. resilient to economic shocks and generating a fair benefit for work. A legitimate voice envisions participation on a par with other members of society, and engagement in decision making on matters which affect them.

2.4 Theory and Pathways of Change

SMPs Theory of change is:
**Income options**: groups together changes required around jobs, the business sector, the vocational and life skills set of SMP.

**Services**: maps changes around access to basic services (health and legal), access to specialist services; quality of services; improved health status and access to social protection systems

**Protection**: is one of two multiplier domains, focusing on changes around legal literacy of SMP and duty bearers, changes to labour law, policy/program development and implementation; and accountabilities for implementation of protections

**Social inclusion**: this domain maps changes required to address SMP exclusion by gender and identity, including voice through civil society, prevalence of GBV and enjoyment of SRH right.

**Pathways of change**: Pathways of Change for each domain have been developed, presented as a series of milestones of changes needed to take place to achieve the impact goal (see Attachment A). Pathway milestones are interlinking across the domains. They describe broad changes required, from the work of a range of actors and as influenced by multiple change processes. Priorities for CARE’s contribution to these changes have been identified for the next five years, and are summarised in the Attachment B.
Impact Group: Socially marginalised people in urban settings who experience multiple forms of exclusion and exploitation.

Impact Goal: The Impact Group are equitably accessing safe employment and have a legitimate voice

Pathways of change

Income options
- Jobs, businesses
- Vocational skills
- Private sector interest

Services
- Health, legal services
- Specialist services
- Accountable / service standards
- Health status
- Social protection, health insurance

Protection (legal, policy)
- Legal literacy
- Labour law
- Policy formulation; policy implementation
- Legal protection enforcement

Social inclusion [identity, gender]
- Stigma (duty bearers, gatekeepers, community)
- Gender relations
- Violence
- Collaboration, civil society

Key Underlying Causes of Poverty:
*Social Exclusion - Stigma (exclusion due to identity), Gender relations;
*Weak legal protections and enforcement (e.g., labour, GBV etc);
*Limited / Restrictions on representative civil society (CSOs, networks, TUs);
*Policy environment - Negative, punitive, contradictory policies; Policy implementation gap

Sub-Groups:
SWs, PLHIV; Sexual minorities; PWID; recent female migrants
Impact Goal: The Impact Group are equitably accessing safe employment and have a legitimate voice

- Employers / Businesses are fair to the IG, women
- Employers are providing safe working conditions
- The IG have equal health status as others in urban settings
- The IG are protected by policies and the legal framework
- The IG, including women, are free from violence
- IG women have control over their SRH rights
- The IG are protected by fair labour
- The Impact Group have a legal identity
- Duty bearers and gatekeepers are fair to the IG

5

- The IG are using relevant vocational skills
- Diversified income options are available
- The IG are accessing capital
- The IG are accessing basic social protections and insurance
- Services are meeting protocols and standards
- The IG are accessing specialist services
- The IG are protected by fair labour
- Policies / laws revised and implemented (2 examples)
- IG (including women) interests are genuinely represented through CSOs

10

- The IG are equitably accessing capital
- The IG are participating in value adding elements of the supply chain
- The IG are accessing basic services (health, legal)
- The IG are accessing social services
- Networks of the IG are actively engaged in policy/law formulation & implementation
- Violence against the IG is less acceptable
- SRH rights of the IG are more respected by men

- The IG are easily accessing job market information
- The IG are articulating their demands for quality
- Duty bearers & IG are using legal literacy capacities
- The IG are articulating their demands for quality
- Duty bearers and IG are actively using a robust evidence base
- Media become more active in minimising stigma
- The IG are collaborating in groups and networks

Income options

Services

Protection (legal, policy)

Social inclusion (gender, identity)
CARE’s SMP Program Priorities

CARE Myanmar has identified priorities for our contribution to advancing the SMP Program for the next 5 years. These link elements across all four domains of change in the Theory of Change, and variously target some or all Sub-Impact Groups. A range of different types of interventions have been identified, spanning implementation, increasingly through partners; providing technical support; collaboration with strategic partners; advocacy; and CSO capacity building.

These are summarised below in the following categories: Equitable employment; Access to Services; GBV; SRH; Voice, through civil society; Legal literacy; Legal identity; and Policy / legal reform and implementation.

Our work will be underpinned by developing research partnerships to strengthen the evidence base for programming; and effective strategies for engaging with men and other duty bearers.

<table>
<thead>
<tr>
<th>Equitable employment</th>
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<tr>
<td>Equitable access to fair employment is a key priority for SMP. While current barriers are significant, and span skill sets, stigma, discriminatory practice and lack of effective labour protections, opportunities for change are emerging. An opening economy is bringing new business and employment opportunities to urban areas, ILO is developing a program of change with the Dept of Labour, and the NSPAW prioritises equitable access to employment and benefits for women. CMM will draw on relationship and experience working with SMP, previous programming experience and build expertise and partnerships to support two priority areas of work:</td>
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<tr>
<td>• Employment skills, employer attitudes and job opportunities, for FMs, SWs, MSM</td>
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<tr>
<td>• Labour protections – for SMP</td>
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<tr>
<td>Economic participation of women is a core Women’s Empowerment Thematic Focus area for CMM.</td>
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1. Employment skills, employer attitudes, job opportunities [FMs, SWs, MSM]

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<th>CMM Priorities</th>
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<tr>
<td>• Supporting improved <strong>vocational skills</strong> development for the sub-IG, working with local partners active in vocational training</td>
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<tr>
<td>• Strengthening sub-IG <strong>life-skills</strong>, and ensuring linkages with other priorities such as gender, SRH, GBV etc. CARE will support IG-CSOs to deliver accessible, relevant lifeskills programs.</td>
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<tr>
<td>• Addressing <strong>employer attitudes</strong>, to combat deep rooted stigma about the sub-IGs, and attitudes about the role of women in the workforce</td>
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<tr>
<td>• Working with partners to explore <strong>labour market incentives</strong> and conduct skills / job matching for sub-IGs</td>
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<tr>
<td>• Developing research partnerships to strengthen the <strong>evidence base</strong> for programming, for example with University of Sydney and ACTED.</td>
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2. Labour protections [SMP]

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<tr>
<td>• CARE will develop strategic partnerships with organisations such as ILO, MoL and DSW on advocacy initiatives to promote SMP priorities in <strong>labour law reform</strong>, and implementation. This will include promoting Anti-discrimination provisions, as protections against discrimination on the basis of HIV status, gender, sexual orientation; and Anti-sexual harassment provisions</td>
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<tr>
<td>• Working with partners, strengthen SMP and duty bearer <strong>legal literacy</strong> around decent work, and promote SMP <strong>access to complaints mechanisms</strong></td>
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| • In collaboration with organisations such as SWIM, promote **safe and fair**
practices for sex work

Services (Health, Legal)

SMP in Myanmar face considerable barriers in equitably accessing basic health and legal services, linked to stigma, discriminatory practice, criminalisation of behaviour, costs and reach of services, and controlling influences from influential groups such as male partners and employers. This contributes to poor health status and well-being, and compounds vulnerabilities such as to GBV, HIV, exploitation, and lack of access to legal protections.

Our priorities in reducing barriers to service access align with NSPAW objectives, NSP II objectives, and build on our current experience. Programming will focus on all SMP sub-IGs.

CMM Priorities

- Working with CSOs and professional networks (health, legal) to address service provider attitudes and skills – to address profound stigma and discriminatory practices.
- Developing sustainable strategies focusing on costs of services, introducing these through piloting new approaches and supporting partners in adopting new strategies.
- Addressing attitudes and control exerted by people in influential positions with SMP, e.g., service access constraints from pimps, husbands, police.
- Implementing quality HIV Prevention, Care and Support services for SWS, PLHIV and MSM, increasingly through supporting IG CSOs to lead on service provision.
- Providing technical and other support to facilitate at least one specialist service addressing SMP priorities, e.g., rape response, psychosocial counselling for violent men. This will include capacity building, development of service protocols and strengthening referral networks.

Our programming in this area will specifically address issues of confidentiality and ensure do no harm principles inform practice. We will invest in building evidence-based models for replication, in order to scale up impacts.

GBV

While there is little evidence available about the prevalence of GBV amongst SMP, there is general agreement that it is extreme, and extends beyond that of domestic violence. Regional studies point to high rates of GBV amongst SMP linked to both gender relations, and stigma based on identity. SMP lack access to current, weak, legal protections and lack access to (largely non-existent) specialist services to respond to GBV.

CARE will capitalise on the priority currently afforded to addressing GBV through NSPAW and the work already underway to advance a GBV law, and leverage our current experience and reputation gained with community and national level work. We will primarily focus on strengthening GBV protections for SMP, with a lighter, strategic engagement around GBV prevention and response. GBV is a core Women’s Empowerment Thematic Focus area for CMM.

1. Protection [SW, FMs, MSM, transgenders]

CMM Priorities

- Working in collaboration with national level and local partners, we will support:
  - Building the evidence base on GBV protections for SMP
  - Strengthening understanding of protections, by sub-IGs and duty bearers
  - Build understanding of IG priorities, by duty bearers, stakeholders
• Engaging with strategic partners on advocacy initiatives to **promote legal reform**, and strengthening implementation of protections and complaints mechanisms

• Developing models for effectively **engaging with men**, and with **police**

Our strategies and approaches will be developed and refined through pilot projects. We will strengthen partners’ capacity to lead on key elements such as legal literacy and working with perpetrators; and strengthen GBV-focused CSOs sensitivities and engagement with SMP priorities.

### 2. Prevention [SMP]

**CMM Priorities**

CMM will provide technical capacity for influential stakeholders, where our inputs will contribute to changes at scale, for example amongst MPs, integration of GBV modules into teacher training, nurse education, lawyer professional development programs etc.

In addition, we will support partners to integrate proven prevention approaches into community-level projects.

### 3. Response [SMP]

**CMM Priorities**

CMM interventions will include:

- Working with stakeholder and partners to promoting SMP access to services
- Strengthening one specialist service (see under ‘Services’, above)

## SRH

SMP face specific constraints in accessing SRH services and rights. These include levels of awareness/prioritising of SRH rights amongst communities, community perceptions about sex behaviour and gender roles, lack access to quality services with skilled personnel, limited resources available for services, and lack of client-friendly services. The impact group experience significant SRH rights abuses, and are exposed to unsafe practices.

This area of work aligns with NSPAW priorities around SRH services. Engagement in this area builds on existing CMM experience with SRH services, and will be extended into a focus on promoting SRH rights and protections. This is a core Women’s Empowerment Thematic Focus area for CMM.

### 1. Access to SRH Services

**CMM Priorities**

- As per CMM priorities under ‘services’ and ‘GBV’ - above

### 2. Promoting SRH rights [FMs, SWs, Female PLHIV]

**CMM Priorities**

CARE’s contribution will focus on:

a) In collaboration with partners and networks, contribute to advocacy initiatives on the **legal framework** for enjoying SRH rights

Designing initiatives and supporting partners to take action to address:

b) **Attitudes of duty bearers**, addressing stigma and gendered influences

c) **Access to contraception**, especially for single women

d) **Safe practices** (condom use, plus safe use of morning-after pills, etc)

We will also consider the special needs of young women within the focus sub-IGs

**Voice, through civil society**

SMP are, by definition, largely excluded from mainstream society, lack social networks, and lack a
voice or participation in decision making on matters which affect them. While recent years have seen a surge in CSO development, and SMP are increasingly participating in emerging SHGs, CBOs and networks, the operating environment for civil society in Myanmar remains fluid. The registration process for CSOs is time consuming, lengthy, expensive and non-transparent and currently subject to potentially negative revision; and the recognition and valuing of the CSOs by government and other influential groups is low. SMP linkages with other CSOs is generally linked to interactions through new networks, and many groups remain strongly focused on activities around their HIV roots. Despite these constraints, there is a clear momentum amongst a range of organisations, including CMM, around civil society development and strengthening SMP CBOs in Myanmar.

Social participation of women is a core Women’s Empowerment Thematic Focus area for CMM.

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<tr>
<th>CMM Priorities</th>
<th>CARE’s priorities are:</th>
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<tr>
<td></td>
<td>- <strong>Capacity building of SMP CSOs</strong> (SHGs, NGOs and networks). Linking with other INGOs, CARE will support SMP CSOs to identify interests and priorities, and build <em>technical</em> capacities to support current work and expansion into new areas of work, such as GBV, equitable employment, etc. CMM will also support <em>programmatic, organisational</em> and <em>institutional</em> capacity building for interested CSOs, and invest in technical expertise to develop an effective model of OD to support CSOs evolution, and a model of <em>advocacy</em> capacity building.</td>
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<td></td>
<td>- <strong>Civil society development</strong> – working with partners to strengthen:</td>
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<td>- Valuing / recognition of civil society contribution – with authorities, service providers, donors;</td>
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<td></td>
<td>- CSO membership growth and accountability</td>
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<td>- linkages with other networks and stakeholders</td>
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<td></td>
<td>- Encouraging <em>non-SMP CSOs</em> to promote the interests of IGs and develop programs with IGs. This will include sensitization of non-IG CSOs to work effectively with SMP, and to engage with their priorities in a participatory way.</td>
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| Legal literacy | Evidence suggests that legal literacy amongst SMP and key duty bearers is very low, compounded by weak legal protections and weak access of SMP to protections and services. Strengthening legal literacy amongst SMP and key duty bearers is key to promoting positive changes in other program priorities (such as equitable employment, GBV and SRH) and to SMP equitable accessing a broader range of protections and rights. |
|----------------|CARE will draw on established relationships and experience working with SMP, and build internal our expertise on legal literacy. |

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<tr>
<th>CMM Priorities</th>
<th>With a focus on all SMP sub-IGs, CMM will strengthen:</th>
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<tr>
<td></td>
<td>- Understanding of laws and institutions, amongst SMP and key duty bearers</td>
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<td></td>
<td>- Ability of rights holders claim rights and duty bearers to realise responsibilities</td>
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<tr>
<td></td>
<td>- SMP understanding of the laws relevant to their status, behaviour, occupation, eg SWs understanding of laws around sex work; how these are interpreted; and informal protection strategies</td>
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</table>
CARE will develop strategic partnerships with local lawyers associations to support capacity building of members, and with relevant sectoral reform programs.

Advocacy initiatives targeting duty bearers will be piloted, and increasingly our focus will turn to supporting partners to lead advocacy and skills building initiatives.

### Legal identity

This area of work refers to the extreme disadvantage of SWs, MSM and PWID associated with their work, behaviour and / or identity being criminalised in Myanmar. A related concern lies with constraints associated with obtaining identity registration, particularly amongst mobile populations, which leads to a number of concerns, including barriers in accessing services and benefits.

### CMM priorities

- Support the national SW network, SWIM, to develop and implement their approach to **decriminalisation of SW** through advocacy initiatives. This includes support around accountability to members, and assessing options.
- Conduct a scoping study on **registration for mobile populations** – to clarify the situation, challenges and effects; and, working with partners, develop programming responses to key findings.

### Policy / legal reform and implementation

This area of work is a multiplier for other priorities identified through the SMP program. Evidence indicates that some programs / policies can be leveraged for positive results for SMP; and that support will be required to implement policy / program / legal frameworks as these are revised.

CMM will opportunistically identify priorities to leverage change, to complement other work and promote impacts at scale. A pilot approach will be used, with learning generated used to develop future initiatives. Possible examples include:

- Implementation of a proposed GBV law
- Support to DSW to implement one element of NSPAW, eg VAW, women and work