

Improving Gender Equality and Gender Diversity in the Myanmar Civil Service

According to the mainstreaming concerned with gender at the current situation, gender equality in every possible sector stands as a crucial role for the improvement of human society and their environment and therefore, most of the government organizations across the world, so far, have been considering and making strenuous efforts to be legitimate for women empowerment in the respective fields even though being contradicted with their religious and cultural believes.

As well in Myanmar, in the wake of such kind of efforts, it has become progress for female participation even in the civil service up to the level of 63% as the highest level pursuant to the Global Study on Gender Equality in Public Administration (GEPA) which becomes the first of international GEPA series including data from the sub-national government level.

In order to improve gender equality and gender diversity in the Myanmar Civil Service as well as to be an independent, efficient and disciplined civil service for the sustainable all round development of the Nation in the Civil Service Reform Strategic Action Plan (CSRSAP) (2017-2020), it is essential to meet with the expected outcomes which demand tremendous changes in the society with the movement of the democratization. In the focused area 2 of CSRSAP with merit-based and performance-driven culture and systems, it also highlights on meritocracy and equality mainstreamed across all regulatory and procedural frameworks and modern human resources systems introduced and upholding merit-based, performance-driven and gender sensitive selection, recruitment, promotion and transfer systems.

In order to maintain the current status of women participation to be maximized, it should be legitimate with the endorsement of legal provisions through non-discrimination as a longstanding commitment and then it becomes more concrete HR practices which supports and strengthens on focus area (2) of the CSRSAP (2017-2020) with the integration of the principles of transparency, accountability, responsiveness, inclusiveness and gender equality. Then, it also needs to support guarantee for women on opportunities and services to enable them equal access to resources and their representation and participation in decision and policy-making as in leadership role at all level in their environment for ensuring inclusive development and democratic governance, as well as enhancing the sustainability and responsiveness of public policies. Thus, the following activities to advance gender equality and gender diversity should be initiated to meet the demands of the current situation –

1. Title Components - **Improving Gender Equality and Gender Diversity in the Myanmar Civil Service**
 - (a) Implementing for achieving the expected outcomes on the women participation and their leadership through various activities as in the CSRSAP (2017-2020)
 - (b) Procedural amendments which enhance fair, meritocratic, equalitarian, gender-balanced and motivational nature of the selection, posting, transfer and promotion processes
2. Target Group - Women in Civil Service across the nation
3. Detailed Contents -
 - (a) Reviewing and modernizing civil service regulation and systems concerned with women participation
 - (b) Introducing management practices that promote

- meritocracy, ethics, transparency and accountability, inclusivity and gender equality
- (c) Improving service delivery through enhanced performance and motivation of civil service personnel
 - (d) Contributing to decentralizing civil service management practices and leadership role of women in the form of pilots at national and sub-national levels
 - (e) Setting the standard and unified criteria to designate the nature of work suitable for men as well as for women
- 4. Duration - 2021-2024
 - 5. Beneficiary - Women in Civil Service across the nation
 - 6. Details of component
 - (a) Implementing to ensure women participation and their leadership through various activities reviewing, modernizing and monitoring periodically to the Civil Service Personnel Law, Rules and Code of Conduct to enhance integrity, motivation, dutifulness, meritocratic practices and equal opportunities across the civil service with the cooperation of parliamentarians, States/ Regions governments, public and international organizations, President Office and State Counsellor's office.
 - (b) Setting the standard and unified criteria to designate the nature of work suitable for men as well as for women, which introduce proactive measures to enhance the proportionally participation of women and men as required to achieve enhanced gender equality within the civil service.
 - (c) Developing competency frameworks for all level of civil service personnel with the leading role of responsibilities by the UCSB in partnership with UNDP, parliamentarians, States/ Regions governments, public and international organizations, President Office and State Counsellor's office.
 - (d) Enhancing fair, meritocratic, equalitarian, gender-balanced and motivational nature of the selection, posting, transfer and promotion processes, with the responsibility of the UCSB engaged with parliamentarians, States/ Regions governments, public and international organizations, President Office and State Counsellor's office.

As for the reiteration for the advancement of gender diversity, it is crucially needed as an constructive impetus to set the standard and unified criteria to designate the nature of work suitable for men as well as for women, which introduce proactive measures to enhance the proportionally participation of women and men as required to achieve enhanced gender equality within the civil service. Likewise, there is no barrier in the Civil Service Personnel Law and Rules that hinder the participation of women in the civil service organizations and it should also be considered for the state of being comfortable in their workplaces like work-life balance and job rotation for their capacity development.