



Jeepyah Civil Service Development Organization

Annual Report 2017



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Our Organization

Our Mission:

To build up a peaceful, developed and sustained democratic society full of harmony and respect

Our Vision:

To be the organization that sets the foundation to build up a peaceful, developed and sustained democratic society with harmony and respect and to encourage community to embrace democracy through empowerment and capacity building

Our History:

Jeepyah Civil Society Development Organization (JCSDO) was originally formed in 2010 with the name Jeepyah Education Services (JES) by members of the Human Rights Foundation of Monland (HURFOM). JES ran capacity development and Programme and Organizational Management courses. In 2012, the Women Empowerment Program (WEP) was added to JES with support from Women and Child Rights Project. The named was changed to JCSDO in 2016 to better reflect the diverse nature of the projects taking place. JCSDO was officially registered in 2017.



About Us

JCSDO is a group of human rights activists dedicated to building overall capacity and supporting gender equality in Mon communities. Our programs seek to empower Mon communities and civil society to be able to participate fully in a democratic system. We work closely with local communities, and most of our staff call the villages we work in their hometowns. Services are always provided in Mon language for Mon speakers, who are often underserved due to language barriers. We believe that empowering communities is impossible without also empowering women and youth. We strive to provide opportunities for women and youth and advocate for their presence on administrations and in decision-making. We work in diverse programmatic areas because the issues facing our communities are all interlinked, and must be tackled comprehensively rather than one by one. We have strong ambitions to contribute to the creation of a peaceful, equitable and fully democratic Myanmar.

Our people:

Management team:

Nai Win Zaw Executive Director

Mi Myint Myint Mon Capacity Development and Community Mobilization Program Director

Mi Cherry Soe Women Empowerment and Child Rights Program Director

Mi Aie Pone Chief Administrator

Mi Hongsar Htaw Women Empowerment and Child Rights Program Coordinator

Staff:

Mehm Manoing Rot Capacity Development Program Coordinator

Mi Ah More Chan Assistant Women Empowerment Program Coordinator

Mi Ah Mon Child Rights Focal Personal

Mi Banyar Htaw Training Coordinator

Mi Pone Lawi Resource Center Manager

Mi Chit San (Khamon Htaw) Women Empowerment Program Accountant

Mi Ei Ei Phyu Women Empowerment Program Assistant Accountant

Mi Yin Yin Mon Assistant Accountant

Mi Yu Nandar Myint Lawyer

Mehm Seik Manoing Assistant Trainer

Mehm Paing Aie Assistant Trainer

Mi Aie Sone Assistant Trainer

Mehm Banyal Seik Lwin Assistant Trainer

Project Consultants:

Mi Myint Myint Wai Women Empowerment Program Senior Lawyer

Our Supporters

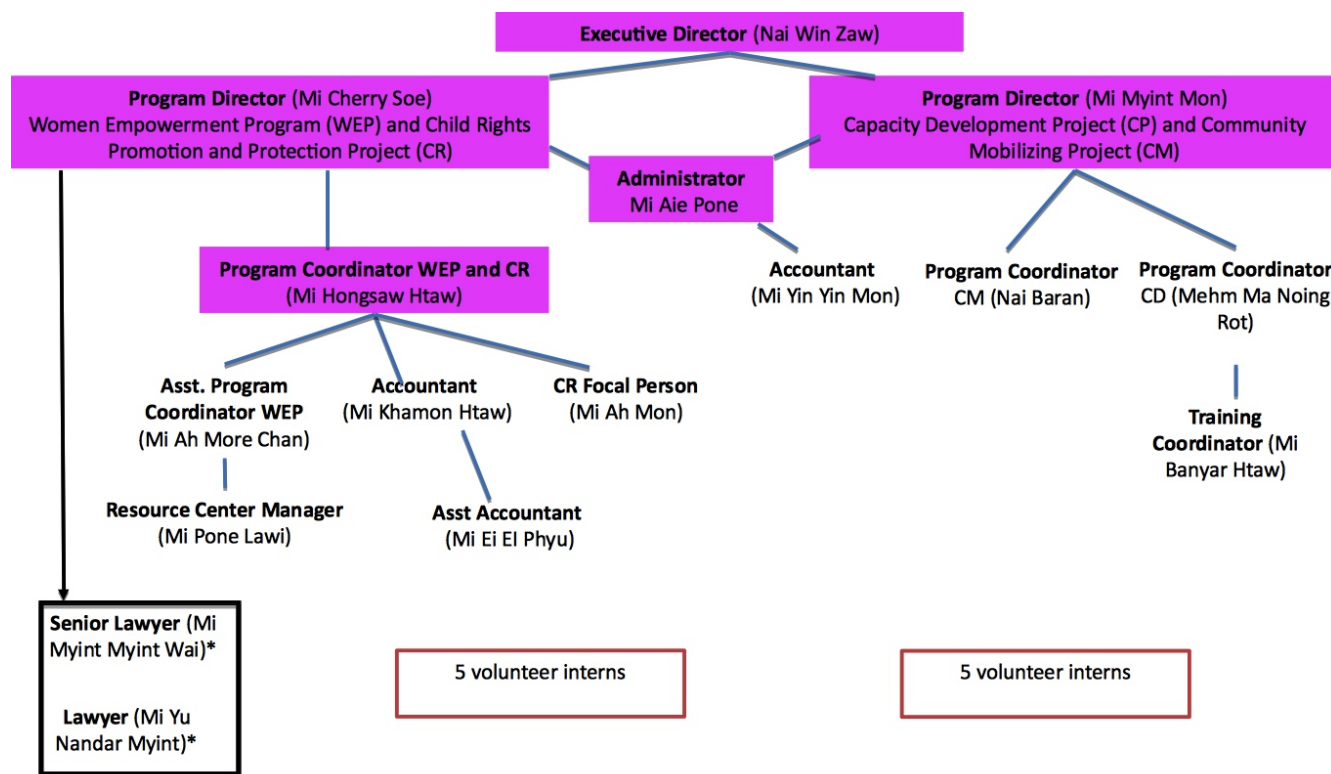
In 2017 JCSDO partnered with 6 key supporters:

| Donor | Project |
|----------------------------------|--|
| National Endowment for Democracy | All Capacity Building and Community Mobilization Projects |
| Trocaire (EU) | Empowered Communities Promoting Rights and Good Governance Program |
| USAID – Rule of Law | Her Justice |
| ILO | Child Labour Intervention Monitoring |
| IOM (LiFT) | Migrant Worker Support |
| Cuso International | Gender Equality and Social Inclusion volunteer |

We thank all of our supporters for facilitating the work we do. Our partnerships with each of these organizations have led to key activities implemented in communities where needs are many and opportunities to access information and services very limited. We look forward to continued fruitful partnerships.

Structure and Management

JCSDO registered with the Mon State Ministry of Social Affairs on February 3 2017.
Registration #: 2/Mon/031



Purple denotes members of the management team

*Lawyers work for Jeepyah 4 days per month

Our Networks

Mon Women Network

Mon CSO Network

Human Rights Foundation
of Monland Umbrella Network

Mon State CSO Network



Message from Executive Director Nai Win Zaw:



The work we do at JCSDO envisions three broad pillars of our vision for society. First, we hope to see a democratic and federal country where citizens understand and enjoy both the rights and responsibilities such a system brings. Second, as Myanmar develops, we want to see a government that is able to make commitments to and investments in building and strengthening both physical and social infrastructure. The third pillar of the society we envision is peace, not only at the state level, but also within communities and even families where inter-ethnic and gender-based violence must be addressed. It is with these three outcomes in mind that JCSDO is currently planning and implementing our activities. We strive to build capacity of citizens and civil society actors through building knowledge and improving access to education and information. We have seen some great success from our programs up until now, and I expect further positive impacts in the coming year.



Our Activities

Capacity Development and Community Mobilization

A Message from Program Director Mi Myint Myint Mon (Mi More Chai):



In 2017, we started a new pathway building a linkage between public and government and parliament in Mon State. According to our experience, collaborating with all stakeholders is necessarily important during this transformation period. Changing mindsets is fundamental to have mutual understanding, mutual respect, ethic and integrity. Organizations would be strengthened through improving skills; knowledge and experience of youth especially women and or girls are still inadequate in this decade. Insecurity is threatening the public due to drug issue, thus promoting rule of law is a key to escalate security and peace in region and it needs to be practiced through education and everyday life. Capacity Development and Community Mobilizing Programme will keep on stepping forward to encourage organizations and people's capacity, knowledge and experience to get more understanding, respect and collaboration and cooperation. We surely believe that government and leaders will support by joining us and donors will assist for the needed resource.

Programme and Organizational Management Course

In 2017, the Project and Organizational Management (POM) course ran for the 9th time, producing 11 new graduates trained in key skills and knowledge for working in organizations. Over 6 months, the students learned a range of skills from basic English and computer training to planning and critical thinking.

The POM course consists of 16 modules:

| | |
|--|---|
| Writing letters and memos | Submission Writing |
| Meetings and Committees | Programme Coordination |
| Roles of managers | Report writing |
| Dealing with Conflict | Managing Staff for Goal Achievement |
| Financial Planning | Recruiting Staff |
| Financial Management | Communication for Managers |
| Community Profile and Needs Assessment | Managing Information |
| Programme Planning | Interpreting Correspondence and Reports |

And 9 mandatory additional classes:

| | | |
|-------------------|--------------------|---------------------------|
| Gender Awareness | Strategic Planning | Human resource Management |
| Domestic Violence | Time Management | Mon History |
| Civic Education | Good Governance | Democratic Leadership |



Graduates of POM are successful in a wide variety of non-profit work places. Some of them come to work at JCSDO, and we've asked them to reflect on their experiences with the course.



Mehm Seik Manoing
*Graduate of 2015-2016 Program and
 Organizational Management Course*

I heard about the POM course through my friend's brother in my hometown, Koon Maraing village in Kyaik Ma Yaw township. After completing the interview on May 7, 2015, I moved to Mawlamyine and began the 6-month course only 1 week later on the 14th. In the following six months we studied topics like time management, people management, leadership styles, financial management, organizational management, community development, basic

computer skills and English. Before the POM course, I lived a simple life in the village, never putting much effort into planning. After starting this course, I began to think more critically about myself and my path in life, understanding for the first time that in order to make change happen on a large scale sometimes you need to change yourself first. I felt

more confident solving problems, using tools like needs-assessment to be more analytical. I started to put effort into attaining new knowledge, education and interpersonal skills that would be necessary to bring change to my home community. During this time I also attended other trainings, such as Sex and Gender, Civil Education, Human Rights, Child Rights and Organization Development. One of my favorite parts of the course was the Read, Rethink, Analyze and Apply session. This required us to give a presentation to our peers about a book we had read, and this experience with public speaking has given me the confidence to speak in front of other people in a way I was afraid to do before. I also enjoyed learning basic computer skills, since in the 21st century it is necessary to be able to use computers to communicate. The course modules went by very fast, and I learned so much in such a short time. Now I'm ready to use my knowledge from the course in my career!

Mehm Paing Aie (Min Paing Htun)

POM 2015-2016



I joined the POM because I was interested in learning new concepts and ideas to connect to my hometown of Kwan Hlar village in Mudon township. Of the 16 topics we studied over 6 months, my favorite topics were meeting and committees, letter and memo writing (he listed everything, better ask to see which was actually his favorite part). I learned key skills in using English and computers along with basic life skills like cooking and self-discipline. I gained a lot of new knowledge, was more educated on ethical issues, was more competent and had altered my ideals through experience. The course taught me time management, goal-setting and strategic planning. Because of POM I am less afraid to give presentations and speak in front of others. I was able to come back to my village and share my experiences with my family and organizations in the village. I am now a staff member of JCSDO and pursuing a major in geography. I will continue to develop the skills learned in

the POM course and hope to be a teacher some day. I recommend the POM course to people who are interested in working in organizations and bringing new skills back to their villages.

Capacity Development

In addition to the POM course, the capacity development program also collaborated with village level groups such as youth groups, administrations and small community-based organizations to plan trainings suited to their needs. In 2017, 6 types of trainings were offered:

1. Civic Education Training (Mostly different kinds of constitution, government and its institutions, civilian rights and responsibilities, UDHR, functions of government, etc.)
2. Organization Development and Management Workshop (to strengthen organization with technique)
3. Strategic Training (program planning, problem solving, monitoring & evaluation)
4. Time Management (for the young learners)
5. Democratic Leadership Training (for young adults for future leadership skills, collaboration, positive thinking, types of leadership, etc.)
6. Good Governance (Promoting Rule of Law) it was started in 2017. Which is the linkage to promote rule of law and build up understanding, collaboration between public and parliament and governance.



Computer Skills training

A youth exchange program was organized in 2 villages for youth from many Mon villages to share their experiences about organizing and political ideas. And to network and share skills.

Community Mobilization

In 2017 our community mobilization work continued without support from a major donor. These activities are so popular that we are able to collaborate with beneficiaries to continue delivering them. Major activities under this program in 2017 were computer trainings, usually for youth or monks, land law awareness training, and creating and giving support to farmer's organizations. These are critical issues in many of the communities we work in, as land-grabbing and land registration issues can leave farmers precariously without means of creating a livelihood. We plan to continue this work whenever possible in the future.

Our total beneficiary count from 2017 comes to 337 men and 477 women.



Women Empowerment and Child Rights

A message from Program Director Mi Cherry Soe:



In 2017 we started into a new area of programming: providing services to survivors of violence. Our experience has shown us that society has greatly mismanaged the needs of these survivors, and that a great deal more support is needed for them. I look forward to a future where better government policies exist on the issue of gender-based violence, and hope to see sexual violence cases prosecuted by police. The need for better GBV policies is one of many reasons WEP is working to increase the number of women involved in politics and policy making, all the way from grassroots advocacy up to high-level leadership positions. Many women face barriers to political participation, with a significant one being lack of time. Women are so busy caring for their homes, families and children that they don't have time to get involved! WEP will continue to empower women to address the deeply entrenched cultural norms that cause gender inequality, and we hope the leaders in our communities and governments will join!

Project 1: Empowering Communities, Promoting Rights and Realizing Women's Empowerment (ECRG)

In 2017, the Women Empowerment Program (WEP) continued its ECRG project with support from Trocaire (EU). Jeepyah began implementing ECRG in 2012 to take a holistic approach to increasing the participation of women in local level politics. By holistic approach we mean steady, participatory, sustainable and done at a pace suitable to the community's needs. ECRG activities include close involvement of village leaders and administrators so that the goal of more women participating in politics starts to take root organically within communities. We provide training and workshops to village level leaders on gender issues, while also providing training and workshops to women on skills and knowledge needed to become more politically involved.



Participants act out bringing a sexual assault case to court

For this project, Jeepyah has joined a consortium that also includes the International Commission of Jurists (ICJ) and Mon Women's Organization (MWO). In 2017, MWO and Jeepyah attended 3 trainings put on by the legal experts from ICJ to help develop our own understanding of legal issues.

Project 2: Her Justice: Promoting Rule of Law

We began a new partnership with USAID to implement the Her Justice Project, promoting the rule of law and access to justice for survivors of domestic and sexual violence. We opened the doors of our safehouse in May 2017, and by the end of 2017 had served 30 women in need of a safe space to sleep. We have supported three of these cases through pregnancies, childbirth and the first months of motherhood. We initiated provision of legal services with this project, and in 2017 we took 15 cases to the court which would have otherwise never gone to trial. As of the end of 2017, 2 of these cases had resulted in guilty verdicts and sentences for the perpetrator. WEP is particularly proud to have taken this step into legal services provision, and hope to continue this new activity into the future. More about our experience in providing legal services in 2017 can be read in our published report: *Her Justice in Mon State*. Our goal for the upcoming year is to scale up our safehouse services to include better preparedness for accommodating children and pregnant women, and to provide livelihood and skills training to provide survivors with the means to become independent.



Program Director Cherry Soe speaks with a long-term shelter resident. She arrived pregnant and with nowhere else to go for help. Our safehouse was able to support her through pregnancy, childbirth and the neonatal stage. We are striving to increase our support to her with livelihood trainings and income-generating opportunities.

With Her Justice we have also had 4 village consultations, providing rural communities with both legal and social counselling services, and uncovering un-tried cases of sexual assault and domestic abuse. We provided awareness raising workshops to women in the villages, which resulted in key women leaders in the communities committing to ending violence against women in their village. We provided 2 paralegal trainings to give community leaders the legal knowledge and tools to give appropriate guidance to survivors of violence. These trainings covered the basics of key Myanmar laws that could be used to protect women and seek just treatment of perpetrators of violence. In both the trainings and the community awareness-raising activities, our pre and post testing shows an improvement in participants' understanding of gender, violence and the law.

Project 3: Reducing Child Labour

Jeepyah continued its Direct Beneficiary Monitoring and Reporting project in partnership with the International Labour Organization. Education and livelihood trainings were conducted in 8 villages of Ye township and disadvantaged children were provided with basic school supplies. From the beginning to the end of this project cycle we saw a 61% decrease in the number of child laborers in these villages and an 81% decrease in the number of children not in school. The number of children at risk of entering the labour force increased, so we know where we must continue to keep working with this project to ensure that these children's status as students becomes more stable. We plan to continue working with ILO on this project in the next year.



Coalition Project: Twe Lett

Several JCSDO staff have joined a coalition with staff from Mon Women's Organization and Cetana Development Foundation to form the Mon Women Coalition. Beginning in January 2017, this project works closely with potential migrant workers and the families of migrant workers to ensure safe migration and sound management of remittances by migrant workers and their families. Livelihood training as an alternative.



Acknowledgements and Thankyous

A special thank you to our board of directors, and to the Chair of the Board Nai Kasuah Mon. Your guidance is one of our most valuable assets.

Thank you to all of our hard-working volunteers, many of them young people with bright futures, who do their work diligently and with great dedication to our organization and our cause.

We are grateful to the community authorities who work with us to facilitate activities. We know we could not carry out successful projects without your support, so we thank you!

We were lucky to have Canadian Cuso volunteers with us in 2017. Thank you for helping us develop our English capacity and for setting the foundation for our organizational growth!

We care deeply about our relationship with our beneficiaries, and we want to thank them for trusting us and sharing with us their challenges and stories openly.

How you can help

JCSDO is always searching to add to our core funding support. Funding for basic needs such as office space, technological equipment necessary for communication and doing basic work is always welcome, as is support to enhance our work environment with services like childcare for our staff or software training opportunities.

JCSDO is also always happy to welcome volunteer English teachers, for both our staff and beneficiaries. If you are interested in volunteering please check the available opportunities online at <https://jeephyah.org/how-you-can-help/volunteer/>

Please note: Financial information may be made available on request. We keep detailed records for all of our projects and are happy to share them with prospective funding partners. Please find our contact information <https://jeephyah.org/contact-us/>