



မြန်မာနိုင်ငံ အမျိုးသား လူ့အခွင့်အရေးကော်မရှင်  
MYANMAR NATIONAL HUMAN RIGHTS COMMISSION

**လုပ်ငန်းစီမံချက် (၂၀၂၀ ခုနှစ်)**  
**OPERATIONAL PLAN (2020)**



**MYANMAR NATIONAL HUMAN RIGHTS COMMISSION**

# **OPERATIONAL PLAN (2020)**

## GOAL 1- Inspire greater public trust and confidence in MNHRC

### OBJECTIVE 1.1 – Demonstrate effectiveness of the MNHRC as an NHRI in full compliance with the Paris Principles

| Strategic Intervention  | Activities   | Target Groups                         | Responsible Officers  | Time Frame                   | Indicators   |
|---|--|---------------------------------------|---|------------------------------|--|
| Advocating for amendments to the MNHRC Law to strengthen its mandate and other legal amendments to strengthen human rights protections in Myanmar | Seeking legal advice from APF for possible legal amendment of MNHRC Law in compliance with Paris Principles          | Legislature<br>Executive<br>Judiciary | Commissioners and staff of MNHRC                                      | September 2019 to early 2020 | Steps are taken by Government/ Parliament to amend MNHRC Law in accordance with Paris Principles |
|   | Consulting with relevant government agencies   |                                       |   |                              |  |
|   | Submitting to the Parliament through President's Office  | Legislature<br>Executive              | Responsible Commissioners (Legal Affairs Division) and staff of MNHRC | 2020                         | Proposed amendments have been submitted to relevant government agencies/ parliament              |
|   | Advocating for the proposed changes with government agencies and Parliament with support of academics, CSOs and NGOs |                                       |   |                              |  |
|   | Reviewing the Unlawful Associations Act  |                                       |   |                              |  |
|   | Identify other laws and regulations for human rights strengthening;  |                                       |   |                              |  |

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|  | <p>review and make proposals for amendments</p> <p>Research to develop proposal for redress in the criminal justice system</p>   |   |   |             |   |
| <p>Making MNHRC accessible for all vulnerable people including persons in remote areas</p> | <p>Establish criteria for priority to open branch offices</p> <p>Consult with key stakeholders in States</p> <p>To find office space and appoint office staff.</p> <p>Formal opening of branch office</p> <p>Upgrade Nay Pyi Taw and Mandalay branch offices</p> | <p>Authorities from State concerned</p> | <p>Responsible Commissioners (Administrative Division) and staff of MNHRC</p> | <p>2020</p> | <p>A Branch Office is opened in a new State</p> <p>Increase is recorded in number of persons reaching MNHRC office in Mandalay and Nay Pyi Taw to lodge complaints and receive advice</p> |

## 1.2 Raise the Public Profile of MNHRC for transparency and accountability

| Strategic Intervention  | Activities   | Target Groups  | Responsible Officers  | Time Frame  | Indicators   |
|---|--|--|---|-------------|--|
| <p>Develop and implement an Advocacy and Communications Strategy for the Commission</p> | <p>Establishment of a communications/ media unit within the MNHRC and appoint a communications/ media specialist</p> <p>Consult with civil society groups and journalists to produce information materials and support to strengthen MNHRC's communication and advocacy work</p> <p>Develop advocacy and communication strategy and implementation plan</p> <p>Develop and disseminate communication/ advocacy materials in Myanmar and ethnic languages and in a simplified form to let people of all walks of life understand them</p> | <p>Media and general public</p> <p>Parliament</p> <p>Government</p> <p>Prioritize ethnic groups and people in remote areas</p> | <p>Commissioner (Promotion and Education Division) and staff of MNHRC</p> | <p>2020</p> | <p>Number of advocacy interventions made by MNHRC</p> <p>Number of outcomes that can be linked to advocacy carried out by MNHRC</p> <p>Increase recorded in the media coverage received by MNHRC and human rights issues</p> <p>MNHRC's Advocacy and Communications strategy and implementation plan is finalized and its implementation commenced</p> |

Issue regular press releases and publish them

Conduct advocacy training for Commissioners and senior staff of MNHRC

Commissioners and senior staff of MNHRC

Commissioner (Promotion and Education Division) and staff of MNHRC

2020

MNHRC Commissioners and senior staff from head office and branch offices, complete an advocacy training

## GOAL 2- Create a human rights culture in Myanmar through education and awareness raising

OBJECTIVE 2.1 – MNHRC’s Education and promotion activities enhance the knowledge, skills, understanding and capacity of the people to respect human rights and improve the human rights situation in Myanmar

| Strategic Intervention  | Activities  | Target Groups  | Responsible Officers                                 | Time Frame   | Indicators   |
|---|---|--|--|--|--|
| Make MNHRC accessible for all people including people in remote areas | <ul style="list-style-type: none"> <li>– Extend engagement to remote areas through awareness raising activities, human rights dialogues with communities etc.</li> </ul>  | Target groups to include people of remote areas border villages, townships and villages not yet covered by MNHRC | Commissioners and Responsible senior training staffs | second quarter of 2020 i.e. April 2020 onwards to December on a monthly basis.   | Number of human rights awareness programs and dialogues held in remote areas |
|   | <ul style="list-style-type: none"> <li>– Improve engagement with youth, including development of a consultation group.</li> <li>– Regular meetings with CSOs</li> <li>– Engage with CSOs to strengthen cooperation</li> </ul> | Youth and CSOs   | Commissioners and Responsible senior training staffs | engagement with youth, on a quarterly basis to seek their views and encourage the promotion and protection of human rights | Number of meetings with Youth and CSOs                                       |

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| Develop Human Rights materials for different target groups               | Consult with media experts  | Town folks and Villages of various townships including remote areas  | Commissioners and Responsible senior training staffs  | Second quarter of 2020  | The number of human rights promotion material developed and translated into different ethnic languages                                  |
| Develop Human Rights Education strategy and annual implementation plans  | Prioritize government agencies and consult with them and academics to draw up a training schedule | <p>Trainees of</p> <ul style="list-style-type: none"> <li>-Military training schools</li> <li>-Military Staff College</li> <li>-Trainees of CICS training courses</li> <li>- Trainees of police and fire services academy</li> <li>-Government Officials of Union, States and Regions and Townships</li> </ul> | Commissioners and Responsible senior training staffs  | Accommodate the training schedules of the institution, the whole year round | <p>A human rights education strategy and annual implementation plan available</p> <p>Number of trainings conducted in the year 2020</p> |
| Develop an implementation plan for teaching of English to staff of MNHRC | Consult with appropriate UN organizations and INGOs and academics                                 | Staff of MNHRC   | Expatriate language teachers and academics assisted by Commissioners and Responsible senior training staffs | Second quarter of 2020 throughout the year                                  | The number of MNHRC staff who have completed an ongoing English language training course  |



Human Rights Themes competitions at school levels

Human rights competitions at school level:

-Painting, essay, poem, elocution, song competitions

Students

Commissioners and Responsible senior training staffs and the principals and teachers of the schools

Second half of school year approximately July 2020 onwards

Number of participants in MNHRC's competitions

Annual Report of MNHRC Includes evaluation of impacts of the engagement

## Goal 3- Reduce human rights violations in Myanmar

OBJECTIVE 3.1–MNHRC’s targeted and effective complaints handling and monitoring activities contributes to human rights protection and reduction of human rights abuses

| Strategic Intervention  | Activities  | Target Groups   | Responsible Officers     | Time Frame     | Indicators   |
|---|---|---|--------------------------|----------------|--|
| Review existing complaints handling process. Conduct systematic monitoring visits | Daily complaint screening Meetings, Field Investigation including conflict areas (at least 5 times), Prison Visits (2 times in one month), IDP Camps (2 times), Home Visits (aged and youth) (2 times)  | Complainants, relevant Ministries, detainees, convicts, youth and older persons | Commissioners, Directors | the whole year | Number of Recommendations and Ministry Replies, Complaint Numbers, Annual Report |
|   | Monitoring General Election in 2020: advocating for voting rights of detainees and identifying any issues in the preparations for the elections ; agreeing on priority areas for monitoring; refreshing MNHRC election monitoring skills; compiling final report and publishing | Union Election Commission   | Commissioners, Directors | 2020           | Monitoring Report of MNHRC   |

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| <p>Building a mechanism to continue a closer and systematic engagement with strategic stakeholders who could support efforts of reducing human rights violations</p> | <p>Conducting workshop with CSOs, Relevant Ministries, MPs, Medias</p>   | <p>Human Rights Defenders, CSOs, NGOs, MPs, Govt. Officials and other Stakeholders</p> | <p>Commissioners, Directors</p> | <p>one time in four months (Feb, Jun, Oct)</p> | <p>Results and Reports of workshop<br/>Annual report</p>                                 |
| <p>Holding public inquiry on grave and large scale human rights violations and issuing of public reports</p>   | <p>Develop criterias for public inquiry and identify options and priorities for an inquiry</p>                                     | <p>Complainants, relevant Ministries</p>   | <p>Directors</p>                |  | <p>Criteria Developed available<br/>Annual report</p>                                    |
| <p>Establish a data base on human rights violations</p>  | <p>Study best practices from different NHRIs in the region for establishing and maintaining database on human rights violation</p> | <p>Complainants, relevant Ministries</p>   | <p>Directors</p>                | <p>2020 onwards</p>                            | <p>Analysis from study of human rights data bases from different countries available</p> |

## GOAL : 4 – Protect and promote human rights through ratification of international human rights treaties

**OBJECTIVE : 4.1- Strengthening of Myanmar’s human rights situation by effective domestic implementation of ratified international human rights instruments**

| Strategic Intervention  | Activities   | Target Groups                | Responsible Officers  | Time Frame | Indicators  |
|---|--|------------------------------|---|------------|---|
| Reviewing international human rights instruments not yet ratified/ acceded by Myanmar | <ul style="list-style-type: none"> <li>Reviewing/ Monitoring process- whether Government would sign/ ratify or accede ICCPR</li> </ul>   | Parliament Government        | Commissioner(s) and Deputy Director/ Assistant Director of Legal Affairs Division | 2020       | An analysis and advice provided to Government/ Parliament by way of a report by MNHRC of ICCPR to consider Signature/ Ratification or Accession by Government |
|   | <ul style="list-style-type: none"> <li>Translating UNCAT into Myanmar Language</li> <li>Publishing the translation</li> </ul>  | Parliament Government Public | Commissioner(s) and Deputy Director/ Assistant Director of Legal Affairs Division | 2020       | Publication of UNCAT translated version   |
|   | <ul style="list-style-type: none"> <li>Reviewing UNCAT (Recommendations)</li> <li>Advocacy of UNCAT with the support of international/ regional institutions (Conduct workshops with Government officials, CSOs, Media)</li> </ul> | Parliament Government        | Commissioner(s) and Deputy Director/ Assistant Director of Legal Affairs Division | 2020       | An analysis and advice provided to Government/ Parliament by way of a report by MNHRC of UNCAT to consider Signature/ Ratification or Accession by Government |

## GOAL 5: Protect and promote human rights through engagement with international human rights mechanisms and organizations

OBJECTIVE 5.1– Consulting, engaging and cooperating with international human rights mechanisms and organizations to strengthen promotion and protection of human rights in Myanmar

| Strategic Intervention  | Activities  | Target Groups                | Responsible Officers                                    | Time Frame  | Indicators   |
|---|---|------------------------------|---|---|--|
| Engage with UN Universal Periodic Review and with Special Procedures, Rapporteurs and Working Group | Collaborating with CSOs 2 times for seeking their inputs and submitting to UPR Steering Committee   | CSOs<br>Government Officials | Chairman and responsible Commissioner and staff members | January to July 2020  | Government embraces inputs of MNHRC and CSOs in the national report  |
|   | Preparing MNHRC's Own Report: <ul style="list-style-type: none"> <li>- Follow up on Government implementation of recommendations and data collection</li> <li>- Drafting the report</li> <li>- Submitting own report to UPR Working Group in Geneva</li> <li>• translated the report into Myanmar language</li> <li>• publish the report (English and Myanmar version)</li> </ul> | UPR Working Group (HRC)      | Chairman, Commissioner and staff members                | January to April 2020<br><br>May to June 2020<br><br>July 2020 (Dateline given by UN Working Group on UPR)<br><br>July 2020 | MNHRC's own independent report submitted to UPR process translated to Myanmar and published on MNHRC website |

|  |  |   |   |   |   |
|--|--|---|---|---|---|
| <p>Engage with UN Human Rights Treaty Bodies</p>                           | <p>Preparing MNHRC's ICESCR Own Report:</p> <ul style="list-style-type: none"> <li>- Follow up on Government implementation of recommendations and data collection</li> <li>- Consult with CSOs</li> <li>- Drafting the report</li> <li>- Submitting the report <ul style="list-style-type: none"> <li>• translate the report into Myanmar language</li> <li>• Publish the report (English and Myanmar version)</li> </ul> </li> </ul> | <p>ICESCR Treaty Body (Committee on ESCR)</p> | <p>Chairman, Commissioners and staff members</p>        | <p>January to April 2020</p> <p>May to June 2020</p> <p>June 2020 (Dateline given by Committee on ESCR)</p> | <p>MNHRC's own independent report submitted to treaty body on ICESCR translated to Myanmar and published on MNHRC website</p> |
| <p>Play an active role in international and regional human rights fora</p> | <p>Preparation for First Technical Working Group Meeting of SEANF</p> <ul style="list-style-type: none"> <li>• Identify the Agenda item which MNHRC can contribute to the discussion</li> <li>• Data collecting</li> <li>• Reporting to the Chairman and Commissioners after attending the TWG Meeting</li> </ul>  | <p>SEANF</p>                                  | <p>Responsible Commissioner and Head of IR Division</p> | <p>January to February 2020</p>   | <p>Report submitted to Commission on SEANF proceedings and summary published on MNHRC website</p>                             |

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|--|---|--------------|---|--|---|
|  | <p>Preparation for GANHRI Annual Meeting</p> <ul style="list-style-type: none"> <li>• Identify the Agenda item which MNHRC can contribute to the discussion</li> <li>• Data collecting</li> <li>• Briefing the Commissioners after attending the GANHRI Meeting and publish it</li> </ul> | GANHRI       | Chairman and responsible Commissioner     | January to February 2020                   | Report submitted to Commission on GANHRI proceedings and summary published on MNHRC website |
|  | <p>Preparation for applying to review the status at Sub-Committee on Accreditation of GANHRI</p> <ul style="list-style-type: none"> <li>• Consulting with APF legal expert</li> <li>• Data collecting</li> <li>• Drafting the application</li> </ul>                                      | GANHRI – SCA | Chairman, Commissioners and staff members | January to May 2020                        | Application for status revision of MNHRC presented to GANHRI                                |
|  | <p>Submitting application with relevant documents to GANHRI – SCA</p>   | GANHRI – SCA | Chairman, Commissioners and staff members | June 2020 (Dateline given by GANHRI – SCA) |   |

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|  | <p>Cooperation with relevant institutions to organize at least two Seminar/ Workshops on UN Guiding Principles on Business and Human Rights with the aim of awareness raising on UNGPs</p> <ul style="list-style-type: none"> <li>• Prepare programme</li> <li>• Identify invitees</li> <li>• Evaluation of effectiveness</li> <li>• Issue the outcome statement</li> </ul> | <p>Parliamentarians<br/>Government Officials<br/>UMFCCI<br/>Business community<br/>UN Agencies/<br/>Foreign Embassies<br/>CSOs/INGOs/<br/>NGOs<br/>Media</p> | <p>Chairman,<br/>Responsible Commissioners<br/>and staff members</p> | <p>January to December 2020</p> | <p>Reports of the 2 seminars published on MNHRC website</p>                                       |
|  | <p>Preparation for Second Technical Working Group Meeting of SEANF</p> <ul style="list-style-type: none"> <li>• Identify the Agenda item which MNHRC can contribute to the discussion</li> <li>• Data collecting</li> <li>• Reporting to the Chairman and Commissioners after attending the TWG Meeting</li> </ul>  | <p>SEANF</p>   | <p>Responsible Commissioner and Head of IR Division</p>              | <p>June to July 2020</p>        | <p>Report submitted to Commission on SEANF proceedings and summary published on MNHRC website</p> |



|  |  |       |  |                           |  |
|--|--|-------|--|---------------------------|--|
|  | <p>Preparation for SEANF Annual Meeting</p> <ul style="list-style-type: none"> <li>• Identify the Agenda item which MNHRC can contribute to the discussion</li> <li>• Data Collecting</li> <li>• Discussion with the Commissioners after attending the SEANF Annual Meeting</li> </ul> | SEANF | Chairman, Responsible Commissioner and staff members | September to October 2020 | Report submitted to Commission on SEANF proceedings and summary published on MNHRC website |
|  | <p>Preparation for Annual Meeting of APF</p> <ul style="list-style-type: none"> <li>• Identify the Agenda item which MNHRC can contribute to the discussion</li> <li>• Data collecting</li> <li>• Briefing the Commissioners after attending the APF Annual Meeting</li> </ul>         | APF   | Chairman, Responsible Commissioner and staff members | September to October 2020 | Report submitted to Commission on APF proceedings and summary published on MNHRC website   |

## GOAL 6 – Develop a team of staff of well-qualified committed personnel at all levels of MNHRC

### OBJECTIVE 6.1– Recruiting and training to have well-qualified committed staff

| Strategic Intervention   | Activities   | Target Groups                     | Responsible Officers                                  | Time Frame                 | Indicators   |
|--|--|-----------------------------------|---|----------------------------|--|
| Development of an effective Human Resource framework and plan  | Capacity building and professional development, prioritizing office skills, IT skills , Human Rights knowledge(domestic/ International), Investigation skills, English language skills | All MNHRC Staff                   | Chairman, Responsible Commissioners and Staff Members | October 2019 to March 2020 | <ul style="list-style-type: none"> <li>- Staff's capacity enhanced in priority areas identified in the plan</li> <li>-The quality of MNHRC's activities enhanced in those priority areas</li> <li>-Improvement in individual performance records</li> <li>-Human resource framework and plan developed in consultation with staff available</li> </ul> |
| Recruiting and retaining to the full capacity of 305 by 2023, qualified staff reflecting diversity of the Union of Myanmar | Establish job descriptions, duties and functions for each staff member   | Commissioners and Senior Managers | Chairman, Responsible Commissioners and Staff Members | October 2019 to March 2020 | Staff member's responsibilities in human rights Investigations, promotion and protection activities are more visible   |

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|--|---|--|--|--|--|
|  | <p>Recruiting required new staff</p> <p>Training given for specific duties and functions and human rights knowledge</p> <p>Provision of necessary office equipment depending on the increased number of staff</p> <p>Creation of opportunities for suitable salaries, entitlements, social security, welfare and career development</p> <p>Modernization of procedures for staff welfare</p> <p>Provision of recognition for efficient performance of staff</p> |  |  | <p>October to December 2019</p> <p>Provision base on the new staff</p> | <p>Sufficient numbers of well qualified staff with relevant experiences apply for MNHRC positions advertised</p> <p>Staff take more responsibilities in human rights investigations, promotion and protection activities</p> <p>Relevant equipment necessary for each position is identified and available when new staff start work</p> |
| <p>Increased involvement of staff in the planning, implementation and monitoring of the Commission's Strategic Plan and Programs</p> | <p>Regular Staff Meeting</p> <p>MNHRC annual work plan published with calendar dates for planning activities and monitoring reviews</p>   | <p>MNHRC Commissioners &amp; staff</p> | <p>Chairman, Responsible Commissioners and Staff Members</p> | <p>Monthly</p> <p>April 2020 to September 2020</p>                     | <p>All staff have annual individual work plans that related to the MNHRC strategic goals</p>   |

Proactively engage in resource mobilization to obtain the required financial resources from State budget and technical assistance from

Develop annual work plan with accompanying proposed budget

Advocate to Government and Parliament for more resources for Human Rights promotion and protection activities

Parliament, Government and International Partner Organizations

Chairman, Responsible Commissioners and Staff Members

January to June 2020

Increase funding achieved for human rights promotion and protection activities; and new State and Regional offices







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