LGBT+
Equality in the Workplace
A BILINGUAL RESOURCE GUIDE FOR EMPLOYERS IN MYANMAR
This Guide was created by the Myanmar Centre for Responsible Business in collaboration with Colors Rainbow. It is intended to help senior managers in companies, whether large or small, Myanmar or foreign, to gain a better understanding of key concepts related to LGBT+ rights in Myanmar. It was written by Maya Muller of the Myanmar Centre for Responsible Business with input from Vicky Bowman and Colors Rainbow. Translation by Sane Lei Nwe. Design by Ethical Sector.

MYANMAR CENTRE FOR RESPONSIBLE BUSINESS (MCRB)

Myanmar Centre for Responsible Business (MCRB) is a Yangon-based initiative funded by the UK, Norway, Denmark, Switzerland, Netherlands and Ireland, based on collaboration between the UK-based Institute of Human Rights and Business, and the Danish Institute for Human Rights.

The Centre aims to provide a trusted and impartial platform for the creation of knowledge, building of capacity, undertaking of advocacy and promotion of dialogue amongst businesses, civil society, governments, experts and other stakeholders with the objective of encouraging responsible business conduct throughout Myanmar.

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COLORS RAINBOW

Colors Rainbow began as an LGBT+ program of Equality Myanmar (formerly the Human Rights Education Institute of Burma) in 2007 and has since grown into Myanmar’s leading LGBT+ rights organization. They work to end discrimination against LGBT+ in Myanmar through awareness raising, education, legal reform and legal protection. They do this through multifaceted programming that consists of trainings, discussions, networking meetings, community events, lobbying, advocacy and research projects, and the production of multimedia resources.

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There are many different umbrella terms used to refer to what was originally known as the LGBT community. The standalone acronym ‘LGBT’ adapted from ‘LGB’ in the late 1980s, was used to replace the term ‘gay community’, because activists believed that the term was not encompassing all the members of the community.

Since then, the term expanded to what became known as ‘LGBTQ’ which gained popularity in recent years, with the “Q” standing for "Queer". Also becoming more prevalent is the term ‘LGBTQIA’; where “I” stands for "Intersex" and “A” for "Asexual" and/or "Allied.” Since then, the term has expanded to ‘LGBTQQIP2SAA’ which stands for Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Pansexual, Two-Spirit (2S), Androgynous, and Asexual, and the abbreviation continues to expand.

Given the continuing growth of the term, the Myanmar Centre for Responsible Business has decided to use the term LGBT+ in all its publications, because it is all-encompassing and open to different variations and evolutions of the abbreviation that has been added onto the original term, and will most likely continue to grow.
In MCRB and Colors Rainbow’s experience, many employers in Myanmar are interested in learning about supporting LGBT+ equality, and avoiding discrimination. However, they lack knowledge on LGBT+ issues in Myanmar, and the concept of SOGIE (Sexual Orientation, Gender Identity and Expression). This Resource Guide is intended to address that gap.

The findings from a Baseline assessment of the situation of LGBT+ people at workplaces in Yangon conducted by Colors Rainbow between November 2017 and January 2018 (with similar research conducted in Mandalay) showed that although some companies have non-discrimination policies in place, they do not specifically refer to LGBT+ rights. The research identified that the main reason for not referring to LGBT+ was because companies thought that this was not necessary.

The International Finance Corporation (IFC), part of the World Bank Group, conducted a Respectful Workplaces Survey in 2018, together with DaNa Facility. They interviewed over 1000 employees including LGBT+ persons. Their findings on LGBT+ discrimination, presented at an August 2019 MCRB/Colors Rainbow workshop, showed that in Myanmar, as in many other countries, LGBT+ persons in the workplace often are asked about their sex life and experience colleagues joking about their gender identity and expression. They experience exclusion from meetings, and problems accessing information. They are often refused certain types of jobs due to gender stereotyping.
LGBT+ EQUALITY IN THE WORKPLACE

Colors Rainbow

...
Many LGBT+ employees therefore lack protection against discrimination and report harassment, denial of promotion or even dismissal. However, public awareness of LGBT+ workplace discrimination increased in June 2019, when a gay employee of a local education institution, committed suicide, claiming in Facebook posts to have been harassed at work. This tragedy rallied the LGBT+ community and their allies, and there were calls for changes to Myanmar laws and attitudes which discriminate against LGBT+ people.

WHY SHOULD BUSINESSES CARE ABOUT LGBT+ EQUALITY?

There is a clear business case for having an inclusive workplace, including for LGBT+ employees and customers. An inclusive, LGBT+ friendly, workplace is more productive. Evidence shows that when people feel comfortable showing up to work 'as they truly are', employees feel happier, and are more productive.

Workplaces which demonstrate they welcome LGBT+ employees will improve their chances of attracting and retaining the best talent. Employee referrals are important ways to recruit good people. A study conducted by Out Now Global consulting firm showed that the US economy could save $9 billion annually if organizations were more effective at implementing diversity and inclusion policies for LGBT+ staff.

LGBT+ customers are a big potential market. LGBT Capital, a market research company focused on the LGBT market estimated that in 2018, LGBT spending power in Asia was $1.3 trillion, and that LGBT tourists had significant spending power, a market niche that Thailand has capitalised on. In India, the Lalit chain of hotels demonstrates its commitment to LGBT+ equality by writing personalised messages (e.g. His & His) on bathroom towels to show that they welcome LGBT+ guests.
The Myanmar Penal Code was introduced by the British during the colonization period and is still currently in place. Article 377 of the Penal Code criminalizes any activity that the Myanmar authorities decide constitutes ‘carnal intercourse against the order of nature’, with punishments of transportation for life or imprisonment of up to ten years and a fine. The LGBT Rights Network has been working on the decriminalization of homosexuality. Many countries have repealed this colonial-era law as being a violation of people’s right to privacy and discrimination on the basis of sexual identity.

Article 377 against “unnatural offenses” applies equally to both men and women. It is rarely enforced, but LGBT+ people have reported that police use the threat of prosecution to extort bribes.

Love between two people of the same gender identity is legal, however, Article 377 is used to threaten those with sexual orientations and gender identities that delineate from the norm.

The 1899 Rangoon Police Act 30(c), 30(d) and the 1945 Burma Police Act (which covers the entirety of the country except Yangon), 35 (c), 35 (d) are used by the police to harass, arrest, detain or extort money from LGBT+ individuals. Colors Rainbow has collected the relevant data and information on this.

There is no law in Myanmar that legally prevents employers from supporting LGBT+ equality and the health, safety and protection of their employees and the partners of their employees.
Section 377

...the criminalization of same-sex relations.

The criminalization of same-sex relations continues to violate fundamental human rights, including the right to privacy, liberty, and dignity. It disproportionately affects marginalized communities, including LGBT+ individuals, who face multiple forms of discrimination, violence, and stigmatization.

The criminalization of same-sex relations also undermines social progress and development. It perpetuates a culture of fear and stigma that prevents people from accessing essential services, such as healthcare and education, and restrictions on family life and property rights. It also affects economic opportunities and overall well-being.

The international community, including human rights organizations, has called for the decriminalization of same-sex relations. The United Nations has also adopted several resolutions expressing concern about the impact of such laws on human rights. The World Health Organization considers the criminalization of same-sex relations as a form of discrimination and stigma, which can lead to negative health outcomes.

It is crucial to advocate for the decriminalization of same-sex relations and to promote inclusive and accepting societies. This can be achieved through education, awareness-raising, and advocacy efforts at local, national, and international levels. The legal status of same-sex relations should be aligned with the principles of equality, non-discrimination, and human rights.
In Myanmar, there is a lack of understanding and well-understood vocabulary about SOGIE which creates misunderstanding in the home, school and workplace. SOGIE has three different components. A person can have a type of Sexual Orientation, (SO) which is different to their Gender Identity (GI). Or someone could Express (E) themselves in a particular way that is different to their Gender Identity (GI).
Sexual Orientation refers to whom a person is sexually attracted to. If a man is attracted to another man, he is gay (homo-sexual); similarly, a woman attracted to a woman is a lesbian. Men who are attracted to women, and women who are attracted to men - are straight (hetero-sexual). If a person is attracted to more than one gender, they are bisexual. Those who are attracted to people regardless of gender are pan-sexual.

Gender Identity refers to how a person identifies themself. For example, if someone born female identifies as a female, they are considered cis-gender. A person whose gender identity does not match the sex they were assigned at birth is trans-gender. A transgender person may choose to medically transition to help change their sexual structure, in terms of both appearance and function, from that of a man to a woman, or vice versa. However, this is not always the case. Some transgender people do not wish to undergo medical transition.

Lastly, gender Expression is how a person shows - through feminine, masculine or androgynous clothes, make-up, hairstyle, behaviour etc - their gender attributes and roles. Where a person wears the clothing of the opposite gender (cross-dressing), this is also considered a gender expression.

For employers, it is important to understand SOGIE because it helps to understand part of an employee or customer’s identity. Identity determines and shapes a person’s needs and experiences.

‘Genderqueer’ is a term used by people who refuse to abide to the male - female binary. They may feel they are neither, a little bit of both or they may feel restricted by gender labels. They may ask to be referred to with gender-neutral pronouns such as “they” instead of “he” or “she”.

In Myanmar, it is common for gender-queer persons or transgender women to be called ‘mein ma-sha’ (မ်းမှား) which literally translates to ‘woman to be’. Similarly, for transgender men or gender-queer persons, they may be referred to as ‘yauq-ka-sha’ (ရေးယူ့ကြား) or ‘man to be’.

More information about SOGIE terms can be found in Annex C.
Sexual Orientation

genderqueer

Homosexual

Transgender

Bi-sexual

Pansexual

Gender Identity

expression

SOGIE
Designing LGBT+ Friendly Surveys

Companies often undertake surveys of potential or actual employees, customers or other stakeholders. When designing surveys, the first thing to consider is ‘Do we need to gather that information at all, and if so, why?’ Next, care should be taken in asking questions about gender identity. Often surveys contain a gender question which has limited choices e.g. ‘What is your gender?’ or even just ‘Sex?’. They then give only a binary choice: Male or Female. If the survey needs to disaggregate information by gender, then a more gender inclusive set of choices would be:

- Male
- Female
- Non-binary
- Other (please specify)
- Prefer not to answer

Providing a write-in option means that it is not necessary to offer a long list of gender identity choices. For more information on this issue see: www.surveygizmo.com/resources/blog/how-to-write-survey-gender-questions/

The ‘Genderbread Person’ created by Sam Killermann is an image to help visualize SOGIE concepts and the SOGIE spectrum, to understand the many different variations that are possible.

SO – Sexual Orientation is who you are physically, spiritually and emotionally attracted to, based on their sex/gender in relation to your own.

GI – Gender Identity is how you, in your head, think about yourself.

E – Gender Expression is how you demonstrate your gender through the ways you act, dress, behave and interact.
LGBT+ (Lesbian, Gay, Bisexual, Transgender, and Queer) are terms used to describe a diverse group of individuals who identify as falling outside the heterosexual binary. These terms encompass a wide range of sexual orientations and gender identities, including but not limited to lesbian, gay, bisexual, transgender, and queer.

LGBT+ equality in the workplace

The concept of LGBT+ equality in the workplace involves creating an environment that is free from discrimination and harassment based on sexual orientation or gender identity. This includes the implementation of policies and practices that ensure equal treatment and opportunities for all employees, regardless of their sexual orientation or gender identity.

In recent years, there has been a growing awareness and acceptance of LGBT+ rights, leading to the adoption of inclusive policies and practices in the workplace. Many organizations have implemented programs aimed at creating a more inclusive and welcoming environment for LGBT+ employees.

To write surveys about gender questions, it is important to use inclusive language and ensure that questions are phrased in a way that is appropriate for all respondents. This includes using gender-neutral language and avoiding assumptions about gender identity.

SO - Citizenship and Race

A: Are you currently employed at our organization? (If yes, please indicate your current role)

B: Have you ever been employed at this company?

C: Are you currently employed at this company?

D: Have you ever been employed at this company?

E: What is your gender identity?

G: What is your gender identity?

Wwww.surveygizmo.com/resources/blog/how-to-write-survey-gender-questions/
How Employers Can Support LGBT+ Equality: the UN Standards
In September 2017, the United Nation’s Human Rights Office, in its Free and Equal campaign, published the five ‘STANDARDS OF CONDUCT FOR BUSINESS’ (available in EN | MM) to support the business community in tackling discrimination against lesbian, gay, bi, trans, queer and intersex (LGBT+) people, in line with the UN Global Compact and the UN Guiding Principles on Business and Human Rights. The Standards are based on the belief that an organisation that enables every individual to express his or her own sense of being according to how they so wish, is going to be a better organisation. The UN Standards are flexible; they are neither laws nor rules; companies cannot be sued for non-compliance. They say:

AT ALL TIMES

RESPECT HUMAN RIGHTS Businesses should develop policies, exercise due diligence, and remediate adverse impacts to ensure they respect human rights of LGBT+ people. Businesses should also establish mechanisms to monitor and communicate about their compliance with human rights standards.

IN THE WORKPLACE

ELIMINATE DISCRIMINATION Businesses should ensure that there is no discrimination in their recruitment, employment, working conditions, benefits, respect for privacy, or treatment of harassment.

PROVIDE SUPPORT Businesses should provide a positive, affirmative environment so that LGBT+ employees can work with dignity and without stigma.

IN THE MARKETPLACE

PREVENT OTHER HUMAN RIGHTS VIOLATIONS Businesses should not discriminate against LGBT+ suppliers, distributors or customers, and should use their leverage to prevent discrimination and related abuses by their business partners.

Take an LGBT+ friendly approach to customers.

Ensure respect for LGBT+ rights in communications, including marketing and advertising, and in customer surveys, and service.

IN THE COMMUNITY

ACT IN THE PUBLIC SPHERE Businesses are encouraged to contribute to stopping human rights abuses in the countries in which they operate. In doing so, they should consult with local communities to identify steps they might take — including public advocacy, collective action, social dialogue, support for LGBT+ organizations, and challenging abusive government actions.

The Standards are being taken forward by the Partnership Through Global LGBTI equality (PGLE), a coalition of organizations committed to leveraging their individual and collective advocacy to accelerate LGBTI equality and inclusion globally and drive positive change. The Partnership was announced at the World Economic Forum’s Annual Meeting on January 22, 2019 in Davos, Switzerland. The founding members were leading multinational companies Accenture, Boston Consulting Group, CISCO, the Coca-Cola Company, Deloitte, Deutsche Bank, EY, Edelman, Mastercard, Microsoft, P&G, PepsiCo, PwC, Salesforce, and Scotiabank. Over 250 global companies have made a commitment to the Standards. They are listed at www.global-lgbti.org/the-supporters
ဗိုလ်ချင်းဆောင်ရွှေအရာများအတွက် ကူးစောင်းနေဆိုရာ ဆိုင်ရာသားအဖွဲ့အစည်းကိုးကွယ် ရေးဆုံးမ်းထားပြီး LGBT+ ရေးအဖွဲ့အစည်းကို ပျော်ရွှင်ပေးပါသည်။ အချင်းအမှတ်အနေဖြင့် LGBT+ ရေးအဖွဲ့အစည်းကို ပျော်ရွှင်ပေးပါသည်။ အချင်းအမှတ်အနေဖြင့် LGBT+ ရေးအဖွဲ့အစည်းကို ပျော်ရွှင်ပေးပါသည်။ မြို့နယ်စောင်ရေးရာတွင် LGBT+ ရေးအဖွဲ့အစည်းကို ပျော်ရွှင်ပေးပါသည်။
LGBT+ EQUALITY IN THE WORKPLACE

Partnership Through Global LGBTI Equality (PGLE) has been mentioned, which is a supporter and partner of the organization. This organization is supported by various companies such as Accenture, Boston Consulting Group, CISCO, Coca-Cola, Deloitte, Deutsche Bank, EY, Edelman, Mastercard, Microsoft, P&G, PepsiCo, PwC, Salesforce, and Scotiabank. For more information, visit www.global-lgbti.org/the-supporters.
SECTION 3

Putting the UN Standards into Practice in Myanmar

Sir, I’ve been working here for over 5 years, everyone around me has been promoted except me. Why I am not promoted still?

Shhh not so loud. Between you and me: you see, the thing is..... you’re gay

- အကြောင်းများ မရှိနိုင်ပြီး ကြည်နှဲပြီး ဗုဒ္ဓဟူးတွေပြောပြပြီး မရှိနိုင်ပြီး အကြောင်းများလားကြောင့်?

- ဗုဒ္ဓဟူးကို စိတ်ကူးစဉ်ပြောပြပြီး ဖြုန်းမရှိပြီး အကြောင်းများလားကြောင့်?
IN THE WORKPLACE

MCRB’s Guide to Combatting Discrimination by Business and in the Workplace in Myanmar outlines the general steps which employers should take to promote a more inclusive workplace, and combat discrimination whether based on gender, sexuality, ability, religion, ethnicity and HIV status. This covers adopting a policy commitment to non-discrimination, implementing it, and putting in place mechanisms for grievances to be raised.

POLICY

- Communicate to all employees how the company supports and values its LGBT+ employees.
- Ensure that your company has an equal opportunity policy and that it mentions sexual orientation, gender identity and gender expression (see Annex A).
- Prohibit discrimination based on sexual orientation, gender identity and gender expression, either as part of a written employment policy statement or as a clause in the staff handbook.

IMPLEMENTATION

- Provide diversity and unconscious bias training to employees that includes content on LGBT+ equality. See Annex B for organisations that provide training in Myanmar.
- Include harassment of LGBTQI+ persons in anti-discrimination or respectful workplace training.
- Offer the same benefits to employees to cover their same-sex partners regardless of the employee’s marital status, sexual orientation, gender expression or gender identity.
- Respect and protect LGBT+ employees’ right to privacy, including by keeping all personnel information confidential and secure, and not revealing such information to third parties, including the authorities, without the express authorization of the individual concerned.
- Ensure that LGBT+ staff, and candidates for jobs, are neither forced to reveal nor conceal their identity/status.
- If a job candidate or employee talks about their SOGIE:
  - Be affirming (e.g. thank them for sharing);
  - Be aware of your own beliefs, values, cultural norms, and gaps in knowledge surrounding SOGIE, and aware of your non-verbal reactions, especially if a candidate discloses something different than what you anticipated.
  - Discuss it (ask questions like: Who have you told? Do you feel supported? What impact does it have on your experience in the workplace?)
  - Do NOT include in documents without their consent.
- Ensure that there is a person, team or working group that LGBT+ staff can go to for addressing LGBT+ related issues.
- Establish and support an LGBT+ employee network - if there is an interest.
ဗေဒပြောဆိုမှု

MCRR သည် ကျောင်းသားများအတွက် ပြောပြပေးမှုများ ပြောင်းလဲချက်များ အရေးကြီး မှန်ကန်သောအခြေခံကြည့်ရှုရေး ဝန်ကြီးများနှင့် ပြင်ပ လုပ်တွေ့စ်ချက်များကို သေချာစေရန် လုံးဝန် တင်ဆောက်ပေးပေးခြင်းများ ဖော်ပြပါသည်။ ဗေဒပြောဆိုမှု အရေးကြီး အခြေခံကြည့်ရှုရေး ဝန်ကြီးများ ဖော်ပျော်ရွှင်ပေးပါသည်။

ပြင်ပလုပ်တွေ့စ်ချက်များကို အရေးကြီး ၊ အကောင်းဆုံး အခြေခံကြည့်ရှုရေး ဝန်ကြီးများ ဖော်ပျော်ရွှင်ပေးပါသည်။

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LGBT+ လူမျိုးများအတွက် အခြေခံကြည့်ရှုရေးများ အရေးကြီးသော အထူးအခြေခံကြည့်ရှုရေးများ ဖော်ပျော်ရွှင်ပေးပါသည်။

အရေးကြီးသော အထူးအခြေခံကြည့်ရှုရေးများ ဖော်ပျော်ရွှင်ပေးပါသည်။
**ADDRESSING GRIEVANCES**

Be alert to possible intimidation and harassment, including bullying, of LGBT+ staff by fellow-employees.

Provide support any staff members who are victims of discriminatory words or acts and take effective disciplinary actions against those carrying out the acts.

Ensure that LGBT+ people have access to company grievance mechanisms on a confidential basis, including for complaints about bullying and harassment.

**MONITORING**

Monitor grievances that involve LGBT+ employees.

Include SOGIE as an optional data point in the company's employee surveys and other data collection points.

**IN THE MARKETPLACE**

Take an LGBT+ friendly approach to customers. Ensure respect for LGBT+ rights in communications, including marketing and advertising, and in customer service.

Avoid promoting and perpetuating stereotypes in such communications.

**IN THE COMMUNITY**

Where relevant in public consultations, actively seek the views of LGBT+ communities people through confidential and dedicated focus groups, individual interviews or through organizations that represent LGBT+ people.

Show your support for LGBT+ equality by:

- supporting local LGBT+ groups with financial or pro bono support
- sponsoring events such as Yangon Pride and AndPROUD
- participating in awareness campaigns such as raising the rainbow flag on International Day Against Homophobia Transphobia and Biphobia (IDAHOT) (17 May each year)
- Join the more than 250 companies globally who have committed to the UN Standards.
- Work with LGBT+ groups and allies to promote changes in the Myanmar legal framework in support of equality and non-discrimination.
ဗုဒ္ဓဟူးတို့၏ စိုးရိမ်မြောက်ခွင်ခြောက်ချက်မှု:

LGBT+ အချင်းချင်းများသည် အလောက်ချစ်သော အခြေခံရေးရာစီးပွားရေးမှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

ဗုဒ္ဓဟူးတို့ကို သင်ကြားပေးမည်နှင့် အခြေခံရေးရာစီးပွားရေးမှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

LGBT+ ပြီးစီးပွားရေးမှုအကြောင်း အချင်းချင်းများသည် အခြေခံရေးရာစီးပွားရေးမှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

စစ်ဆေးခြင်းအမှန်ယူး:

LGBT+ အချင်းချင်းများသည် လူ့အခွင့်အရေးများကို စိုးရိမ်မြောက်ခွင်ခြောက်ချက်မှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

စိန့်ခေါင်းချက်:

လူ့အခွင့်အရေးများကို စိုးရိမ်မြောက်ခွင်ခြောက်ချက်မှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

လူ့အခွင့်အရေးများကို စိုးရိမ်မြောက်ခွင်ခြောက်ချက်မှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

LGBT+ အလားတွင် အလောက်ချစ်သော အရေးအချင်းအရေးအသေးများကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

- LGBT+ အရေးအချင်းအရေးအသေးများကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။
- Yangon Pride တို့နှင့်ပြုလုပ်ထားသော LGBT+ အကြောင်းအရာများကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။
- LGBT+ တို့နှင့်ပြုလုပ်ထားသော LGBT+ အကြောင်းအရာများကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

ကျင်းပခြင်းအလောက် စိုးရိမ်မြောက်ခွင်ခြောက်ချက်မှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

ပြိုင်ဖျင်သ်းသို့ စိုးရိမ်မြောက်ခွင်ခြောက်ချက်မှုအတွက် ဖော်ပြချက်ကို အဖော်စစ်ကိုစီးပွားရေးဦးစီးချုပ်မှုကို တိုးတက်မှုကို ပြောင်းလဲပါသည်။

org.png
SAMPLE NON-DISCRIMINATION POLICY

Company Name believes that all our employees have the right to expect that their basic human dignity is respected in full in the workplace.

Company Name is committed to the provision of equal opportunities for all. The equal opportunities policy strives to:

• provide equality for all;
• promote an inclusive culture;
• respect and value the differences of everyone;
• prevent discrimination, harassment and victimisation;
• promote and foster good relations across the team and with partners.

It is Company Name’s policy to provide employment, training, promotion, pay, benefits and other conditions of employment without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender expression, gender identity, marital status, age and/or disability, HIV-status unrelated to an individual’s ability to perform essential job functions.

Company Name is opposed to all forms of unlawful and unfair discrimination. Our company believes in human rights for all those connected with this company and all members of society. All individuals within the company are responsible for compliance with this Policy.

Company Name will not tolerate, any unlawful acts of discrimination, any form of harassment or any unjustifiable acts of discrimination on any grounds including: gender, colour, race, nationality, ethnic or national origin, sex, marital or parental status, sexual orientation, disability, religious beliefs, social class or age.

Any breach of this policy will be subject to our disciplinary and grievance procedures.
RESOURCES AND CONTACTS

MCRB: Discrimination Briefing Paper, Combatting Discrimination by Business and in the Workplace in Myanmar

Colors Rainbow Baseline Assessment on LGBT Community At the Workplace in Yangon

Colors Rainbow Baseline Assessment on LGBT Community At the Workplace in Mandalay

UN Standards of Conduct for Business on Tackling Discrimination against LGBTI people

International Labour Organisation: Discrimination at work on the basis of sexual orientation and gender identity

World Economic Forum: Partnership for Global LGBTI Equality (PGLE)

RESOURCES AND CONTACTS (MY)

Colors Rainbow မြို့ရှိးးများသော LGBT ရေးတွေ့ချက်များး တွင် အရှိန်းချက်အဖွဲ့ကို အဖွဲ့အစည်းများး ထွက်ရှိးစွာင့်သွင်းသွားသည်

Colors Rainbow ကိုးကွယ်လျှင် LGBT ရေးတွေ့ချက်များ တွင် အရှိန်းချက်အဖွဲ့ကို မိတ်ဆက်မှုလေးတွေ့ချက်များ ထွက်ရှိးစွာင့်သွင်းသည်

Colors Rainbow ကိုးကွယ်လျှင် LGBT ရေးတွေ့ချက်များ တွင် အရှိန်းချက်အဖွဲ့ကို မိတ်ဆက်မှုလေးတွေ့ချက်များ ထွက်ရှိးစွာင့်သွင်းသည်

CRB ကိုးကွယ်လျှင် LGBT+ ငါးဖြင့် LGBT+ လေးတွေ့ချက်များ ထွက်ရှိးစွာင့်သွင်းသည်
### LGBT+ RELATED CSOS AND NGOS IN MYANMAR:

<table>
<thead>
<tr>
<th>CSO Name</th>
<th>Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EQUALITY MYANMAR</strong></td>
<td>Equality Myanmar (formerly HREIB) is a nongovernmental organization which facilitates a broad range of human rights education and advocacy programs. Phone: 01 229 108</td>
<td>Email: <a href="mailto:info@equalitymyanmar.org">info@equalitymyanmar.org</a></td>
</tr>
<tr>
<td><strong>COLORS RAINBOW</strong></td>
<td>Colors Rainbow began as an LGBT program of Equality Myanmar (formerly the Human Rights Education Institute of Burma) in 2007 and has since grown into Myanmar’s leading LGBT rights organization. Colors Rainbow transitioned from Thailand to Myanmar in 2013 where they have expanded their work on enhancing public understanding and acceptance of the dignity and human rights of LGBT people. They work to end discrimination against LGBT people in Myanmar through awareness raising, education, legal reform and legal protection. Email: <a href="mailto:colorsrainbow.crb@gmail.com">colorsrainbow.crb@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td><strong>KINGS AND QUEENS</strong></td>
<td>Kings and Queens is an NGO that carries out awareness raising activities for LGBT people and allies in four townships in Yangon Region regarding legal knowledge of LGBT-related laws, including advocacy activities around reform of unjust laws. Kings and Queens also train LGBT paralegals from the community to provide legal advice and services to LGBT people. The project also seeks to strengthen networking among LGBT community organizations, people, and local stakeholders. These groups will benefit from awareness raising on LGBT issues and improved advocacy strategies. Facebook Page</td>
<td></td>
</tr>
<tr>
<td><strong>&amp;PROUD</strong></td>
<td>&amp;proud is a non-profit initiative of a number of organisations and individuals in Yangon. We were established in 2014 and organise cultural events in Myanmar for the LGBT community and aim to bring together the community. And we aim to make LGBTs more visible to the rest of the Myanmar society. Facebook Page</td>
<td></td>
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<tr>
<td><strong>DIVERSITY FOR LOVE ORGANIZATION (DFL)</strong></td>
<td>Diversity for Love organization Sagaing in the upper parts of the Indo-Naga Self Administered Zone is an LGBTQIA rights-based organization. We work with grassroots organisations that include minorities LGBTQIA and persons with disabilities to support them in the voting process and Election Monitoring. In addition, we believe in the diversity of sexual orientation and offer psychological support through discussion about HIV / AIDS prevention and other sexual infections. We also help people gain confidence of their Sexual Identity. Stay in touch on our Facebook where we share relevant information based on our local LGBTQIA community activities. Facebook Page</td>
<td>Email: <a href="mailto:htut.dfl@gmail.com">htut.dfl@gmail.com</a></td>
</tr>
<tr>
<td><strong>LGBT RIGHTS NETWORK</strong></td>
<td>In 2012, Colors Rainbow co-founded the LGBT Rights Network, which is comprised of 25 member organizations from 10 different states and regions. The network members carry out joint advocacy for the protection of LGBT people, especially through legal reform, and equal and non-discriminatory treatment in the media and by police and in the judicial system. Facebook Page</td>
<td></td>
</tr>
<tr>
<td><strong>RAINBOW ALLIANCE</strong></td>
<td>The Rainbow Alliance Organization was founded December 2017 with young people from a diverse range of different religions, gender identities and indigenous groups. They developed a plan to raise the voice of LGBT+ youth in society and to advocate the acceptance and recognition of the voices of LGBT Youth. Since then, they have been pursuing activities based on two themes - dedicated to empowerment and advocacy. Rainbow Alliance has been led by LGBT+ Youth to pursue these goals for over two years. Facebook Page</td>
<td></td>
</tr>
<tr>
<td>Civil authorize negotiate organization (C.A.N)</td>
<td>C.A.N is an NGO in Mandalay that works on human rights and other related rights. C.A.N is also a member of the organization of International Lesbian and Gay Association World and Asia (ILGA World and Asia) since September 2015. C.A.N SOGIE awareness trainings to the public. They also publish a monthly LGBT+ awareness magazine in Burmese: The Corner of 26 &amp; 66 Street Magazine that aims to support LGBT+ friendly media in Myanmar and publishes around 1,000 copies a month. With support from the British Council, the European Union, the International Development Law Organization and My Justice Myanmar a support centre was established with two different hotlines: 1. Unicorn Psychosocial Support Center &amp; Hotline People with HIV and sexual and gender-based violence survivors to call for support. 2. PFLAG-Myanmar-LGBTIQAs SOS Hotline ‘Parents, Families, and Friends of LGBTQIA in Myanmar PFLAG-Myanmar’ is an SOS Hotline that aims to support Sexual Orientation, Gender Identities, Expression, and Sex Characteristics (SOGIESC) awareness. Facebook Page Email: <a href="mailto:canorg.myanmar@gmail.com">canorg.myanmar@gmail.com</a></td>
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<tr>
<td>Yin Pwint Yar (YIN PWINT YAR)</td>
<td>Yin Pwint Yar is an NGO that offers a safe space for LGBT+ persons to open up about all of your feelings, emotions, stress and pressure. Yin Pwint Yar is open daily from 10am to 10pm and are there to listen and give support. They also offer a peer-to-peer group counselling program supervised by a trained counsellor every Sunday from 10 am to 12 pm at the &amp;PROUD office. They also have a phone-line counselling service and can be reached via the following numbers every Tuesday and Thursday, from 6 pm to 9 pm on: Telenor - 09 752 833 306 and 09 752 833 307, MPT - 09 444 915 996 Ooredoo - 09 978 178 824 Facebook Page</td>
<td></td>
</tr>
<tr>
<td>OTHER NGOs FOCUSED ON EQUALITY AND NON-DISCRIMINATION</td>
<td>Business Coalition for Gender Equality Association (BCGEA) Business Coalition for Gender Equality Association is a non-profit organization and also a coalition of companies that are committed and agreed to promote gender equality at workplace in Myanmar. Facebook Page Myanmar Centre for Responsible Business (MCRB) MCRB is an initiative to encourage responsible business activities throughout Myanmar. The Centre is a joint initiative of the Institute for Human Rights and Business (IHRB) and the Danish Institute for Human Rights (DIHR). It aims to provide a trusted, impartial forum for dialogue, seminars, and briefings to relevant parties as well as access to international expertise and tools. MCRB’s Theory of Change is intended to lead to impacts relating to the Protect, Respect, Remedy framework of the UN Guiding Principles on Business and Human Rights, which were unanimously endorsed in June 2011 by the UN Human Rights Council. Facebook Page Contact: <a href="mailto:info@myanmar-responsiblebusiness.org">info@myanmar-responsiblebusiness.org</a></td>
<td></td>
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### ANNEX C

**SOGIE GLOSSARY AND TERMINOLOGY**

<table>
<thead>
<tr>
<th>အသားအမှတ် (၁) - SOGIE အင်တာနက် ကိုးကွယ်ရေးရာတွင်</th>
<th>အသားအမှတ် (၁) - SOGIE အင်တာနက် ကိုးကွယ်ရေးရာတွင်</th>
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<tr>
<td>၁ GENDER</td>
<td>၁ SEXUAL ORIENTATION</td>
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<td>၁ GENDER IDENTITY</td>
<td>၁ HOMOSEXUALITY</td>
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<tr>
<td>၂ GENDER EXPRESSION</td>
<td>၂ HETEROSEXUALITY</td>
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<tr>
<td>၃ GENDER ROLE</td>
<td>၃ BISEXUALITY</td>
</tr>
<tr>
<td>၄ GENDER CONFORMING (PERSON)</td>
<td>၄ FEMININITY</td>
</tr>
<tr>
<td>၅ GENDER NON-CONFORMING/GENDER VARIANT (PERSON)</td>
<td>၅ MASCULINITY</td>
</tr>
<tr>
<td>၆ GENDER QUEER(PERSON)</td>
<td>၆ FEMININITY</td>
</tr>
<tr>
<td>၇ CISGENDER (PERSON)</td>
<td>၇ CLOSETED</td>
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<tr>
<td>၈ TRANSGENDER (PERSON)</td>
<td>၈ COMING OUT</td>
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<td>၉ TRANS-SEXUAL (PERSON)</td>
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<tr>
<td>1</td>
<td>SEXUAL ORIENTATION/GENDER IDENTITY/EXPRESSION AND SEX CHARACTERISTICS (SOGIE)</td>
</tr>
</tbody>
</table>

This guide was produced with the support of COC Netherlands.
Let's do this together!