

Mya Ayer Group of Companies

Prepared Date	15.08.2015	Gender Strategy Policy	Approved By	BOD
			Prepared By	HR Department
Department	Management		Do. No-HR-06-00	Page No: 1 of 1
			Effective date: 01-Sept-2015	

Gender Strategy

Gender equality and social inclusion is central to economic and human development. Equal opportunity for women and men supports economic growth and helps to reduce poverty.

One of the two main project objectives is increasing incomes of livelihoods on Man Aung island – it goes hand in hand with commercial viability of the whole project. Given that population on Man Aung island is 55% women, and women are leading players in copra making as well as service industry, the impact on women will be significant.

This project will address gender equality/social inclusion in its implementation as the project is built with the intention of transforming the island through creating economic opportunities, yet non-existent for nearly 15-20% of the island population.

Women will benefit directly and indirectly by -

- a) Better income generation and job opportunities for women;
- b) Equal pay per job category,
- c) Equal access to training opportunities and other resources for women,
- d) Addressing specific needs of women along the supply chain: access to healthcare, maternal benefits, childcare facilities.

Other disadvantaged groups will also benefit directly and indirectly by –

- e) Stable job opportunities for the landless population on Man Aung facility or growing service industry; zero discrimination policy in all operations.

Careful analysis of context on the island has been conducted. It includes exploring dynamics along the supply chains, key players, sensitive issues, agronomical conditions and other.

No specific baseline study has been conducted as of yet, however project took into account data provided by the Man Aung (Munaung) township authorities, as well as Man Aung Public Company, next to Mya Ayer Group's own research into organic coconut supply chain

Mya Ayer Group (MAG) will ensure the project does no harm on women/disadvantaged groups by –

- a) A grievance mechanism will be established (opportunity to seek technical assistance from IFC is being explored),
- b) Equal opportunities policy will apply to all project operations,
- c) Through a specific set of indicators.