



## Myanmar National Paralegal Network: A report on its inception and launch

This report summarizes the building and launch of the Myanmar National Paralegal Network. Each Network Working Group completed their respective section and Namati edited these for clarity and publication.

### I. Why a Paralegal Network? Why do we need Paralegals?

This section sets out the history and conception of the Paralegal Network, summarizing the Tetra Tech-Namati survey conducted at the end of 2015. The section also sets out the basic principles and ideas behind paralegalism.

Paralegals use several strategies to advance justice. Some of their advantages include that they can promote empowerment by fostering legal awareness to clients and communities, and assist clients to navigate a wide range of institutions and administrative agencies in order to solve the problems. They find solutions not only for individuals, but also entire communities that they serve. In addition, they can advise clients on legal process and options for pursuing remedies, mediating disputes, organization collective action and advocacy.

From September to October 2015, Tetra Tech and Namati conducted the scoping exercise to determine whether there was need or desire for a “Paralegal Network” to be established in Myanmar. The team interviewed paralegals, paralegal organizations, and donor agencies involved in community legal empowerment and access to justice in order to deliver legal services to marginalized people. The team primarily interviewed paralegals and paralegal organizations from the Delta, Kayin, Yangon and Mawlamyine and some of the donors who are funders of legal aid programs and have an interest in community legal empowerment. The common challenges and needs regarding to paralegal work from scoping exercise are; identified by the scoping are as follows:

- Standard definition or a standard way of paralegals to identify themselves to communities and government
- Security of paralegals (lack of legal protection to them)

- Lack of government and community's recognition in role of paralegal and their rights
- Less of sharing of data/ case management systems and practices
- Lack of communication and networking among the paralegals
- Required more legal trainings and capacity building training for paralegals in their profession

The team also found that some are simply known as paralegals (non- lawyers doing legal work) but others may be called community- based paralegals, center- based paralegals and mobile paralegals or social advocates. Some of them are full time employee associated with civil society organizations and they are trained in basic law and in skills like mediation, case management, education and advocacy but others are working as volunteers only gained a couple of legal trainings with no supervision supports. Most of them take a holistic approach to address a range of justice issues but others focus on addressing a specific issue like gender –based violence (GVB), land rights and forth so. In Myanmar, the concept of paralegal is a new phenomena with which communities and government do not have much familiarity. Nevertheless the survey revealed they have common characteristics which are: they educate the communities to identify their rights and claim their legal rights, use the laws themselves, and help others seeking a solution for justice issues in their communities.

This project was conceptualized for a period of 8 months based on findings from scoping exercise and needs of paralegals. Namati took the lead to facilitate building a “National Paralegal Network” but the overarching goal of this project was to build a sustainable, locally –owned National Paralegal Network. Expected outcomes included: network members will benefit from the increased collaboration to advance injustices, professional development, networking and connections to lawyers and other legal aid practitioners. This network provides for paralegals to help marginalized communities and individuals gain access to justice in Myanmar as well as fostering relationships among paralegals to collectively act against injustices.



**Figure 1: Paralegals identify common challenges during a Networking Event in Sagaing Region**

## **II. Common challenges faced by Paralegals.**

This section summarizes the learning from the 2-Day regional networking events and articulates the challenges faced by all paralegals in Myanmar regardless of their specific thematic justice focus. Between 2016 August to 2017 February, Namati conducted four Two-Day regional workshops in Hpa-an, Myitkyina, Lashio

and Magwe. For each workshop a network member local to that geography was heavily involved in managing and recruiting attendees for these workshops. These four workshops were intended to promote paralegalism to other social justice actors and also to identify common challenges that paralegals face on the ground. The workshops were designed to provide the attendees with opportunities to provide suggestions, in terms of needs, which the network might help fill. The dominant participants were paralegals, lawyers and CSOs deploying paralegal programs and working in legal aid issues that include gender, women empowerment, child protection, land and environmental, child protection and LGBT rights.

In these workshops, five main common challenges were articulated by paralegals.

- 1) **‘Recognition of paralegals’** from both government and community that currently challenge paralegals. Communities they serve rarely know the role of paralegals or their own rights; also when paralegals engage with government institutions, they have been asked who they are and their right to be present. Potential solutions were discussed how the network can address this issue, including obtaining formal government recognition, setting up standard basic criteria of paralegals linked with Myanmar’s Legal Aid Law.
- 2) **Required skills and legal knowledge** to be a paralegal in their profession. Only paralegals associate with non- profit organization normally received trainings and technical supports to develop their capacity.
- 3) **Finance** is significant issue and articulated by paralegals to get supporting their work efficiency and effectively
- 4) **Sustainability of the network**: discussed which approaches should be applied to receive funds from donors and how to manage funds to maintain the network. Developing different fund raising activities, and membership fees, were discussed.
- 5) **Communication and coordination**: the workshops discussed planning and strategies, forming communication channels to strengthen networking and collaboration among network members.



Figure 2 In Hpa'an, paralegals ask questions about Myanmar's Legal Aid Law

### III. Actions and progress to date.

This section briefly summarizes the progress in the project and details the activities undertaken. Further detail accounts and outcome documents are included in the subsequent sections.

Namati conducted a 4-day design workshop where paralegals, lawyers and paralegal organizations from across the country met to

exchange ideas on their profession in different thematic areas such as land rights, criminal justice, gender rights, LGB, citizenship rights and environmental justice. The workshop introduced the concept of the network, paralegalism, and the common challenges of paralegals and needs identified from the scoping study. In the workshop, participants learned about laws implicating paralegal work, built a common shared understanding of what the paralegal profession is in Myanmar, and identified needs and priorities of the paralegal sector. After robust discussion and voting, the attendees generated four thematic working groups (Professional Development, Recognition of Paralegals, Communication and Networking and Financing of Network). Each group elected a leader and developed a TOR to outline the goals and activities they would pursue. These groups formed the pillars of building the network for the duration of the inception phase.

Namati also convened a 100 Day Plans workshop in Mandalay that provided an opportunity for the working groups to develop their work plans, debate the activities of each working groups, develop budgets to implement the 100 day plans and draw the proposal for the structure of the Network comprised by an elected management team.

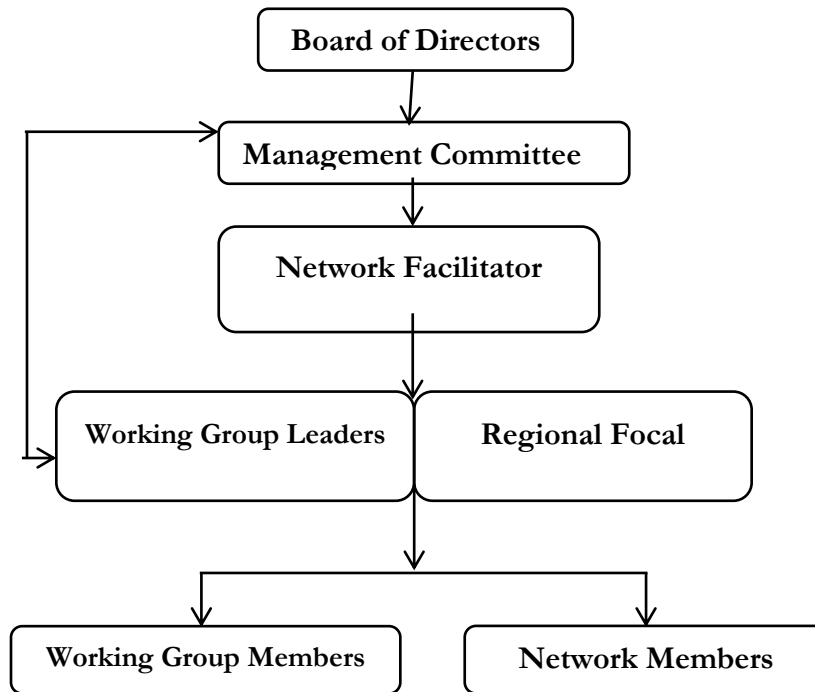
2 Day Regional Roadshows (4- Lashio, Hpa'an, Magwe, Myitkyina) facilitated by Namati introduced the network to new legal practitioners, promoted paralegalism, share working group plans and received additional inputs related to 100 day plans, formation of network, and identification of common challenges of paralegals. This is already detailed in section (2) in above.

Ongoing half-day regional networking events were conducted in six townships (Myeik, Kalaymyo, Tachleik, Myitkyina, Taunggyi and Yangon) led by the working group leads and network members; Namati provided them with technical support. These events created an informal opportunity for paralegals to network with lawyers and other legal practitioners to learn about the network and promote paralegalism and also increased network membership.

#### **IV. Management Working Group**

This section contains the report from the Management working group regarding the suggested structure and next steps for the network. The mission statement and any by-laws or regulations of the network will be included as an annex to the report.

## Network Structure Currently Proposed



- a. Board of Directors
- b. Management Committee
- c. Network Facilitator
- d. Regional Focal
- e. Working Group Leaders
- f. Working Group Members
- g. Network Members

## Responsibilities

- a. Board of Directors
  - Decisions by Board of Directors are final for the network
  - Board of Directors must make the decisions collectively (eg. Consent from all 5 directors)
  - Provide feedback to the proposals made by Management Group
  - Provide guidelines for the network success
- b. Management Committee

- Manage the network to become effective and efficient
- Make policies for the network
- Lay down guidelines for regulations and procedures
- Responsible for recruiting/terminating staff
- Make decisions to provide feedback and technical inputs for coordination and collaboration with Government/Donor organizations/Stakeholders
- Manage, supervise and support implementation activities

c. Network Facilitator

- Disseminating information and networking
- Full time staff and report to Board of Directors every month
- Organize meetings
- Identify potential donors and collect information
- Collect information of activities of each working group
- Record working groups' activities and support as required
- Perform duties assigned by Board of Directors

d. Regional Focal

- Act as focal for information distribution and implementing activities in the respective region
- Responsible for logistics arrangements for activities (trainings and meetings)
- Review membership preliminarily
- Expand the outreach to district and township levels

e. Working Group Leaders

- Manage, monitor and evaluate working group activities until the expected results are achieved
- Promote membership to grow the network, review new membership applications, receive the membership applications and supervise collection membership fees
- Coordinate and collaborate with other working groups
- Manage the capacity enhancement of working group members and keep the working group united
- Report every month
- Must attend the meetings for working group leaders
- Must commit to accomplish working group activities in time

f. Working Group Members

- Assist the working group leader

- Relieve the working group leader temporarily with permission from the leader if he/she is not free
- When allowed by the leader, promote membership to grow the network, review new membership applications, receive the membership applications and supervise collection membership fees
- Assist in collaboration and coordination with other working groups

g. Network Members

- Contribute membership fees, monthly/annual fees
- Follow the rules and regulations of the network
- Support the activities as assigned by the leaders

Election methods

- Working group leaders will be elected by the network members. (1<sup>st</sup> – 7<sup>th</sup> of October, 2017, 1 week duration & voting results will be released after 3 working days from last election day )
- Regional Focal Person will be elected by network members and working group leaders through online voting. (10<sup>th</sup> – 17<sup>th</sup> of October, 2017, 1 week duration & voting results will be released after 3 working days from last Election day )
- Directors will be elected by the regional focal and working group leaders through online voting. (21<sup>th</sup> – 10<sup>th</sup> of October, 2017, 10 days duration & voting results will be released after 3 working days from last election day)
- Network Facilitator will be selected and recruited by the Board of Directors. (60 days for hiring and recruitment process- between November to December )

Work plans for following three months

- To network with organizations implementing paralegal projects
- Mobilize and accept new members
- Invite more members for regional working groups
- Elect working group leaders through online voting by Board of Directors and network members
- Initiate the official paperwork to get the network registered
- Organize quarterly coordination meetings for the working group leaders and Board of Directors to manage the network and cooperation activities
- Continuously engage with government agencies to get paralegals officially recognized
- Disseminate materials, information and upcoming opportunities related to paralegals in timely manners

## V. Professional Development Working Group

This section provides the blue print for the skills and trainings the network will need to offer paralegals in the future. The skills all paralegals need to have may form a ‘common curriculum’ in the future. The Training of Trainers workshop provides one template for enumerating these skills and building up materials this section will summarize such skills.



Figure 3 Paralegals with different focuses on land rights, GBV, and children's rights learn from each other

### Critical skills of paralegals

Professional Development Working Group organized a Training of Trainers for network members. That 4 day ToT was accomplished during the 100 Day Plans period. The event was started with participants' selection and consulting with other and the working group leaders, and followed by designing the training with technical inputs from Namati. Paralegals were trained in three parts.

In first part, the following skills necessary for paralegals were covered;

- Mobilization and facilitation skills to empower local communities
- Data collection and questioning skills
- Coordination skills to network with other paralegals, lawyers and stakeholders
- Case management skills
- Communication skills
- Mediation and negotiation skills

Following basic principles which paralegals should be aware of were covered in second part.

- What is a paralegal?
- Background history of paralegal and international updates
- What is legal empowerment? Differences between paralegalism, legal education and legal empowerment?
- Several ways to promote local communities' empowerment
- Basic principles, responsibilities and codes of conduct for paralegals



Third part touched on the study of existing legal system in Myanmar, 2008 Constitution, Three Pillars and their check and balance. Moreover, basic concepts of policy making and ways to engage were also taught. Participants, representing many legal aid organizations, could also exchange their experiences and knowledge especially in the areas of land rights, environmental conservation, human rights, child rights protection and LGBT rights.

Afterwards, ToT graduates conducted the roll-out trainings for the communities in their respective areas. Such roll-out trainings were organized in Taunggyi and Shwe Nyaung of Shan State, Chauk and Pakokku of Magway Region, Pha-an and Hlaing Bwe of Kayin State, Fruso of Kayah State, Myithyina and Waing Maw of Kachin State, Mawlamyaing of Mon State and Hlaing Thar Yar of Yangon Region respectively. Generally, participants in those events were ward administrators, heads of 100-households, active citizens and civil society organizations. Local lawyers also collaborated and assisted the training sessions.

Main topics covered in those roll-out trainings were as follows;

- a. What is a paralegal?
- b. Basic principles and ethics
- c. Role of paralegal making communities accessible to justice
- d. Fundamental skills of a paralegal

One of the immediate results was that local communities understood the difference between paralegals and “case brokers,” who often negotiate cases (usually through bribes) on clients behalf. Lawyers also welcomed the paralegals as their mutual-benefitting partners. Likewise, ward administrators, heads of 100-households and active citizens became aware of the important role of paralegals.

Looking forward, the Working Group would like to provide ToT trainings to local paralegals and conduct roll-out training by training-graduates in the remaining State/Region. The Working Group would also like to develop a comprehensive training curriculum when additional funds are secured in future. The working group has been studying the existing materials of partner organizations, consulting with legal experts and requesting technical inputs from Namati. The working group has begun discussing with members of the “Coordination Team of Rule of Law Agencies to Promote Legal Justice” formed at the union level and continue consulting with each other and learning as well for future activities.

## **VI. Promoting Paralegal Recognition Working Group**

This session discusses the role of paralegals in Myanmar and their role in democratic reform. This group presents key common challenges of paralegals and suggested solutions for how network can address the issues in the future.

Role of paralegals is very critical in the transition period of Myanmar towards democratization because the rule of law is fundamental and every citizen has a responsibility in every sector including politics, economy, social stability and tranquility. Especially in such transition period, access to justice becomes an essential element for the promotion of rule of law. Role of the paralegals therefore becomes very important to fulfill this requirement as they work very closely with local communities. At present in Myanmar paralegals mainly work in following fields;

- Provide advices on legal process to clients to bring justice
- Mediate local disputes
- Empower local communities with legal knowledge
- Assist clients who are facing prosecution under civil or penal laws to enjoy justice
- Encourage and facilitate local communities to advocate for fair compensation

The term “Paralegal” itself was limitedly introduced in after 2010 but administrative agencies and courts had not acknowledged them yet. Therefore official recognition for the Myanmar National Paralegal Network not only by the authorities and government departments but also by local communities became necessary to upscale paralegal works and promote rule of law. To this end, within 100-day work plans, in spite



Figure 4 The Paralegal Recognition Working Group met with State-level government officials to educate officials about the role of paralegals

of limited resources to cover the whole country, ‘Promoting Paralegal Recognition Working Group’ had organized regional advocacy meetings at four locations (Insein of Yangon, Loikaw of Kayah, Patheingyi of Ayeyawaddy and Mawlamyaing of Mon) where regional governments were invited to enhance cooperation and collaboration with them. Paralegals are officially recognized in many countries but it is a new concept to Myanmar therefore advocating with communities and government authorities need to be performed to gain official recognition. Generally, the responses at regional events were quite satisfactory. Government officials and departments concerned responded constructively and they welcomed the network for closer collaboration, and gave valuable advice (e.g – paralegal criteria need to be clearly identified, better link with “legal aid law” to gain official recognition).

Legal knowledge is needed not only for the communities but also for the people from government agencies as well. Common civilians especially require paralegals to access to justice because paralegals could fill the gaps between approved laws and their implementation on the

ground and relieve their sufferings. On the other hand, paralegals could closely guide the clients and work together with them for legal empowerment. Therefore role of paralegals needed to be recognized not only by communities but also government agencies. To gain this end, it is suggested that “Myanmar National Paralegal Network” coordinates with every stakeholders nationwide and work collectively to promote the paralegalism awareness and for the government authorities to use paralegals to enhance rule of law.



**Figure 5 A paralegal from Ayeyarwaddy Region takes on a new leadership role as a Working Group Co-Chair**

## **VII. Networking and Communication Working Group**

This section details the efforts by the networking working group to expand the reach of the network and includes suggestions for how they network can continue to grow in the future.

Networking and Communication Working Group had accomplished two components to strengthen the network. Firstly, they tried to enhance coordination and cooperation among network members. The working group did four activities:

- Opened a facebook page “Myanmar National Paralegal Network” to effectively and efficiently exchange information among network members
- Facilitated the coordination among working groups.
- Distributed the pamphlets of “Myanmar National Paralegal Network” to promote awareness of paralegalism within communities
- Encouraged, reviewed and accepted new memberships

For second component, half-day networking events were organized with support from network members in each State/Region during the 100-day work plans to expand the network among local communities. Those events were organized in Ann township of Rakhine State, Myeik township of Tanintharyi Region, Mawlamyaing township of Mon State, Moe Kaung and Myitkyina townships of Kachin State, Gyobinkauk township of Bago Region, Falam township of Chin State, Taunggyi township of Shan State South, Tachileik township of Shan State East and Shwe Pyi Thar township of Yangon Region respectively. At the same time, two-day workshops were organized by Namati in four Region/State (Pha-an township of Kayin State, Magway township of Magway Region, Lashio township of Shan State North and Myitkyina of Kachin State) where new network members were increased.

Additionally, a website was developed to accommodate interactive exchanges of information and comments among paralegals. The working group had also planned future activities to be implemented as follows;

- Facilitating the communication among working groups and sharing information through Facebook Page, hosting discussions among network members through several Messenger Groups, forming Gmail groups to efficiently distribute resources and materials online, building Viber groups and linking with the website
- Organizing coordination online meetings among working group leaders and Board of Directors every two months
- Sharing information with working group leaders every month through telecommunication or Messenger Groups
- Organizing physical meetings for Management Working Group for urgent matters
- Updating information for network members on website
- Distributing member application forms and network profile pamphlets to other networks in order to increase network members
- Coordinating with other organizations to identify training opportunities for network members to build up their professional skills especially for legal matters

#### **VIII. Mapping the network (Namati & Networking and Communication Group)**

This section will list the network members by name and location and provide contact details (attached). Now, “Paralegal Network” has been recently launched and became active with over 180 members across the country.

#### **IX. Network Sustainability and Fund Raising Working Group**

This section includes the alternative fundraising possibilities and how the network should think about building a sustainable funding base. This group summarizes and provides the pros and cons, and suggestions for four types of alternative fundraising as well as proposed fund management system (draft ideas) to approach donors.

Within 100-day work plans, Network Sustainability and Fund Raising Working Group had successfully organized two workshops regarding fund raising. The most possible four models for fund raising were identified in the first workshop as follows;

- 1) Receiving contributions from winning clients (Pay it Forward Model)
- 2) Social Enterprise Model
- 3) Membership Fees Model
- 4) Service Fees Model

Out of those four models, No.1 and 4 are not relevant to the “Myanmar National Paralegal Network” as they contain many weaknesses. If the contributions are accepted from winning clients according to No.1 model, such contributions could be accepted after certain period and the amount is not predictable. While we keep saying paralegal services are free of charge, communities may get us wrong if we accept contributions from clients. Similarly for No.4 model, amount of service fees was difficult to identify and paralegals could not charge service fees like the licensed lawyers do. Therefore No.1 and 4 models are not recommended.

Most participants at the workshop agreed No.2 (Social Enterprise Model) could be the most appropriate for the network as it was quite promising and achievable, selling lucky draw tickets for example. Lucky draw tickets can be sold four times a year where 50% of net sale could be used for awards and 30% could be saved for reserved funds after deducting 15-20% as operational expenses. Therefore working group leaders decided to try No.2 model.

Likewise, No.3 (Membership Fees Model) was also found quite relevant for the network because reserve funds over collected member fees could be accumulated as the number of members increased. Fees were also temporarily set at 3,000 kyat as membership fees and 1,000 kyat monthly fees for individual members, 5,000 kyat as membership fees and 3,000 kyat monthly fees for civil society organizations, and 50,000 kyat as annual fees for NGOs and INGOs.

In order to keep and manage the funds effectively and accountably, staff would be recruited if needed to collect those membership fees and monthly fees. The working group would also implement the financial management policy as appropriately as required. Mobile-based payments such as through Wave Money might also be possible.

The second workshop was also organized during 100-day work plan to train working group members on writing a quality proposal. Dos and Don'ts when writing a proposal, common concepts and approaches of donor agencies, essential elements of a proposal (vision, objectives, work plans, monitoring and evaluation of activities, financial management, accessing information and FAQs for proposal submission) were discussed in details at the workshop. Participants learned the specific requirements of a proposal at that workshop.

Future work plans were also identified clearly by the working group. Mainly;

- 1) Listing the number of members and make additional plan to collect membership fees
- 2) Coordinating with Board of Directors and other working group leaders to raise funds for network
- 3) Starting the first Lucky Draw Program to generate funds
- 4) Identifying possibilities for Call for Proposals, and prepare and collect data for network requirements
- 5) Preparing necessary paperwork and go to Naypyidaw to get the network officially registered as an association

- 6) Recruiting new working group members and trying to promote the group's effectiveness

#### Fund Management System

- Fund management entails planning, organizing, controlling and monitoring the financial resources to achieve objectives.
- Expense in accordance with the agreement
- Ensures effective utilization of funds
- Importance of consistency in budget and accounting
- The Narrative and Financial reporting is required as per cooperation agreement
- Transfers, interests and exchange gains accrued are registered
- Respect the Duration of implementation and deviation must be explained
- Consider necessary revisions of the original budget
- Regular monitoring and follow up the actual expenses with budget
- Manage budget allocation for each working group to implement networking activities according to work plan to achieve the goals
- Keep proper record of cash book/ receipts{Financial Management Training}
- Banking system Joint- A (or) joint –B
- Hire one finance staff [Part-time] to manage the budget and administration
- Submit financial annual report to board of director for necessary improvement
- Submit monthly financial report of Working Group to Management team
- Ensure the Financial audit and making audit reports if it is required

#### **X. Immediate needs of the network and proposed next steps**



**Figure 6 The network was launched with 200 members, representing each State and Region in Myanmar**

In the past few years, Myanmar has seen several networks commence and disband, in large part because the networks have not been truly locally owned. Namati took these lessons on board in the structuring and design of building up this network, and we believe that what has resulted is a truly locally-owned network. For example, while many of the Network leaders asked for Namati to serve as board chair in the future, we have thus far declined such a proposition, in order to leave that leadership role open to a local entity.

We of course are supportive of the Network and look forward to continue to be an active member in it. In order to continue, the network has three

immediate needs: 1) funding to hire a Network Facilitator. Namati is open to discussing providing office space for such an individual, but the Facilitator would be hired and managed by the Network. 2) Government registration as a Myanmar NGO to enable the receipt of direct funds. In order to accomplish this, the Network needs a budget to support several additional trips to Naypidaw to secure an MOU with the government. 3) Budget to continue a few Network events in order to grow up network and promote paralegalism across the country.

It is gratefully to acknowledge the support and funding of the United State Agency for International Development (USAID) to establish Myanmar National 'Paralegal', technical supports of Namati to facilitate the Network , and network 'Board of Directors, Working Group Leaders and all network members who made efforts and voluntary help to implement activities that Network become alive.

## **Annex – 1: Formation of Myanmar “National Paralegal Network”**

### **VISION:**

**Access to justice in communities and effective rule of law in Myanmar is ensured through strengthened professional development skills of community based paralegals network.**

### **Mission**

- Shall strive for the formation of National Paralegal Network which further performs;
- Advocating for government’s recognition of community- based paralegals
- Expanding the network and collaborate with legal aid CSOs (networks/ individuals) in each State/Region.
- Creating spaces for professional development of community- based paralegals
- Developing an effective management mechanism to sustain the network

### **VALUE:**

- Ethical conducts
- Accountability
- Transparency
- Integrity
- Mutual respect
- Disciplines

### **OBJECTIVES**

- To empower local communities to be aware of existing laws and following them in order to assure access to justice and rule of law
- To grow the network and promote collaboration among paralegals
- To gain recognition of paralegals from the respective institutions and administrative agencies

### **ACTIVITIES**

1. Consulting with departmental concerned (Township, District, State/Regional level and parliaments
2. Coordinating among working groups to foster a strengthened and effective network
3. Laying down policies relevant to network and setting up a regulatory working group
4. Developing rules and regulations, and consent from members
5. Getting registration for the network at Union level
6. Network extension to other CSOs with common objectives widely to increase memberships
7. Promoting youth participation and training them to enhance leadership of the network
8. Strengthening management and communication skills within network
9. Inviting technical experts to fulfill capacity needs of network in respective fields
10. Laying down policies for network sustainability
11. Gaining recognition of government for the network and its member paralegals, and assuring collaboration at each level
12. Securing continuous funding and keeping the network mechanism functioning



### **Temporary Board Members**

1. U Tin Myint Win
2. Daw Khin Than Htwe
3. U Myint Aung
4. U Sein Tun
5. U Min Win Bo

### **Current Regional Focal Persons**

1. U Min Win Bo (Tanintharyi)
2. Daw Khin Than Htwe (Mon)
3. U Myint Aung (Kayin)
4. Daw Kay Thwe Moe (Ayeyawaddy)
5. U Sein Htun (Magway)
6. U Chan Nyein Moe (Shan North)
7. U Tun Tun Myint (Shan South)
8. U Tin Myint Win (Shan East)

### **Network's Rules**

1. Every network member has to follow and adhere the Association Law approved by the government.
2. Every member paralegal has to comply with code of conducts mentioned in the annex.
3. Every member must avoid acts and behaviors which may affect network image.
4. Every member must participate in regular meetings.
5. Three consecutive absences in regular meetings without prior notice will be taken as automatic dismissal (Leave can be requested through emails).
6. Every member abstain from any malicious acts or attempts with intention to discompose the network.
7. When networking and collaborating with other working groups of the network as needed, approval from respective working group leaders must be sought.
8. Every member must obey the rules and regulations defined by the network.

### **Code of conducts for paralegals currently proposed by network members**

1. Ethics
2. Free from corruption
3. No false service
4. Respecting the clients
5. Integrity (non-bias)
6. Collaborate with the clients to solve issues to bring to justice
7. Free of charge service
8. Accountable for personality and integrity

9. Always perform in accordance with the legal contexts
10. Teamwork spirit
11. Not aimed for personal interests
12. Continuously building up capacities
13. Timely respond accordingly with the requirements of the cases

**Criteria for paralegals currently proposed by network members**

1. Basic literate
2. Commitment for continuous learning
3. Stronger dedication towards paralegal works with honesty
4. Not a subject to persecution of any existing laws
5. Resign from political party if a member there
6. Strong dedication towards the promotion of rule of law and justice

If you join to network, please feel free to visit:

Website: <http://www.myanmarinternationalparalegal.net/>

Facebook: <https://goo.gl/QSi6dZ>