



Government of the Lao People's Democratic Republic

United Nations Development Programme



Lao PDR

***Gender Empowerment for Poverty Reduction:
Building Capacity for Stronger Policy and Practice***

The long-term Development Objective of this project is to achieve gender equality for poverty reduction in Lao PDR. The desired long term impact is to improve the lives of women and men living in poverty, especially those in the poorest districts and among marginalized groups. The medium term goal is to create a more conducive environment and mechanisms for the Government to implement gender-sensitive development for poverty alleviation. The short-term goal is to build gender equality advocacy, planning and resource allocation skills within LWU, NCAW, CPI, the National Assembly, and Government – Donor Sector Working Groups, in support of decision-making processes and policy formulations and planning forums.

This project will result in three strategic outcomes through seven outputs:

- 1 Strengthened capacity of select central and provincial Government actors to effectively mainstream gender equality for poverty reduction into policies, planning, and development activities
- 2 Increased gender equality in participatory planning in select provinces, districts, and villages, local decision-making and development activities
- 3 Formulation of strategic tools for pro-poor gender-sensitive planning, policy formulation and resource allocation and the strengthened capacity of GRID Centres of the Lao Women's Union as a gender mainstreaming resource for the Lao PDR

This project aims to build the Government's capacity for stronger policy and practice to overcome gender inequalities and thus achieve its goals of poverty reduction and social equality. The emphasis is "learning-by-doing" through connected pilot activities at the central, provincial, district, and village level. The pairing of project staff with Government counterparts and the enhancement of the GRID centres will ensure that capacity is built in a sustainable fashion within the Government. The project's intensive documentation and monitoring effort will ensure that the learning and good practice and from the pilot activities can be replicated in other locations and sectors through the use of the comprehensive "Gender Mainstreaming Toolkit for Lao PDR".

Partners: LWU, NCAW, CPI (DoP, NSC), UNDP's NA Project, SWG, GPAR Luang Prabang , GPAR Xieng Khouang, and SNV

This project document details a 3 year strategic vision (2006-2009) for building capacity for stronger policy and practice for gender mainstreaming, with the possibility of mobilizing additional resources for specific components and of programme extension at the end of 3 years. The proposed budget for the initial 3 years is USD 1,455,504

SECTION I

PART I - SITUATION ANALYSIS

Gender Equality and Poverty Reduction

Gender equality is necessary for poverty reduction. It is a pre-condition for sustainable development, good governance and peace. Gender equality is also an end itself, grounded in justice and human rights and consistent with the principals, conventions and decrees of the government of Lao PDR.

Countries cannot reduce poverty, nor close the poverty gap in a sustainable way without a significant increase in equality among women and men. The Lao PDR national Millennium Development Goal targets for poverty and hunger (MDG 1) are to halve the number of people living in poverty by 2015 (from 48% in 1990 to 24% in 2015), to reduce the poverty gap to 6%, and to halve the number of people who suffer from hunger by 2015. To achieve these goals, the Government can address gender and other social inequalities directly with a comprehensive strategy – starting with a greater voice for those living with poverty. When given equal access to information, opportunity, and decision-making, those living in poverty, including poor women, are the best catalysts for securing livelihoods, prosperity and health. The Government can continue to build the capacity of its various sectors in order to understand and address the outcomes of gender inequality to effectively implement strategies such as the National Growth and Poverty Eradication Strategy and the National Strategy for the Advancement of Women.

In the Lao PDR, women are often the poorest among those living in poverty. Clearly not all women are poor, but within poor households, women and girls are often more disadvantaged. The varying positions of women and men in Lao PDR also depend on the diverse economic and socio-cultural contexts where they live, as the country is a multi-ethnic society spread across diverse geographical regions. Women living in rural and remote areas, especially among the ethnic minority groups are the most vulnerable and poor in Lao PDR, as gender inequalities also intersect with other modifiers of inequality – such as class, ethnicity, language, location, sexual orientation, physical ability, etc.

Gender inequality is expressed in terms of limited participation, opportunity, access, and decision-making for women compared to men. The disadvantage of women is rooted in socially prescribed gender roles, attitudes and behaviours. Gender roles and relationships dictate how women and men are supposed to act in public and in private, what they can and cannot do, and how individuals perceive of themselves and their potential. These roles, attitudes and behaviours create a system of inequality that privileges men and boys over women and girls.

Differing roles for women and men (and thus gender inequalities) are created and reinforced through the combination of individual behaviours, institutional practices, laws and policies. The micro (household/village), meso (district/institutional/provincial) and macro (central/policy) levels of society are connected in ways in which they all help to create and reinforce social behaviours. Different influences at each of these levels help construct gender inequalities and help perpetuate attitudes, behaviours and norms that disadvantage women.

On the other hand, positive factors and influences at each of these levels can help transform society towards more equality among women and men. In addition to the influences that help perpetuate poverty and inequality, there are also laws, norms, attitudes and roles for

women and men that help lead societies toward more equality. The key to this project is to enhance these positive factors in Lao PDR. The goal is to encourage a locally appropriate path towards equality through a holistic gender analysis including the roles and responsibilities of individual men and women, systems and institutions, Government practices, laws and strategies.

As the poor are the key agents of change for poverty reduction, it is necessary to start from their vantage points. Without a strong gender and participatory poverty analysis grounded in local realities, development and policy interventions aimed towards achieving the MDG targets may help those clustered close to the “poverty line”, but will leave out the poorest and most vulnerable groups in the country. For long lasting poverty reduction, social inequalities must be addressed, as well as the gender norms and behaviours that perpetuate these inequalities.

Gender Policy in Lao PDR

In Lao PDR, gender equality is guaranteed under its Constitution of 1991. The Government’s commitment to gender equality is also expressed in various policy documents, including the Population and Health Policy Document. Lao PDR is a signatory to the UN Convention on the Elimination of All Forms of Discrimination against Women (1981), the Beijing Declaration and Platform for Action in 1995, and the Millennium Development Goals (MDGs) in 2000. MDG Goal 3 is to promote gender equality and the empowerment of women.

In May 2000, the Prime Minister’s Office issued a Directive on the integration of sex-disaggregated statistics in policy and to plan gender sensitive development programmes/projects. Nine gender indicators were established by mandate (PM Notification 0008). Other Party decrees call for the participation of women and ethnic minorities in all sectors (1997) and that policy, planning, and implementation should be divided among the provinces, districts, and villages respectively.

In 2003, the Prime Minister’s Decree 37 established the National Commission for the Advancement of Women (NCAW) with the role of assisting the Government with national policy guidance and to be the focal point for implementation of Party and Government policy on gender equality and the advancement of women.

In 2004, the National Assembly passed the law on The Development and Protection of Women, a comprehensive policy document on the advancement of women. The President of the Lao PDR issued a decree officially declaring the implementation of this law.

In 2006, NCAW drafted the Action Plan for the Advancement of Women (APAW) 2006-2010. It describes specific actions and targets to address obstacles and barriers to women’s advancement across key sectors, including agriculture, health, and education.

Advocates for Gender Equality and Poverty Reduction

The Lao Women's Union (LWU), as a mass organization, is the only institution constitutionally decreed and politically endorsed to promote women's rights and gender equality. The Government established the Lao National Commission for the Advancement of Women and is now formulating committees at ministerial and provincial level. NCAW has a clear mandate for gender policy formulation, monitoring/evaluation and reporting on the implementation of CEDAW and Beijing Action Plan.

The National Growth and Poverty Eradication Strategy (NGPES), approved by the National Assembly in early 2004, articulates Lao's development framework for poverty reduction. The NGPES recognizes gender as a cross-cutting issue. There are specific sector strategies as well as a NGPES gender strategy. The gender strategy outlines actions and indicators for the four main NGPES sectors (Agriculture, Education, Health and Transport) as well as national programmes (HIV/AIDS, migration, trafficking and drug use) and governance (See NGPES Annex 3.5 Matrix of Gender Strategy, January 2004). The governance measures include: i) increased percentage of women in senior government positions at national, provincial, and district levels, ii) encourage village leaders and committees to include more women in local decision making and iii) promote awareness of legal rights and remedies among women, especially rural and ethnic minority women. The NGPES has also targeted the poorest districts and villages in the country for special attention through initiatives such as the village development fund.

International Development Agencies play a significant role in increasing gender awareness and training; in many projects, gender training is either a component, or gender concerns have been mainstreamed into the projects. Some INGO and UN projects specifically target women, such as income generation activities (often focused on handicraft skills and weaving), anti-trafficking projects, and community health education. The latter recognises women's central role in caring for family health. Similarly, because of women's importance in maintaining household food security, many rural development projects include agricultural training that is specific to women's needs and concerns.

Most importantly, individuals in the differing communities in Lao PDR know best what is needed to overcome poverty and how to cope with economic and other stresses. Beyond the scope of any given project intervention, current livelihood strategies in different communities in Lao may highlight the advantages of more gender equitable behaviours for more sustained poverty reduction. This local knowledge can be documented, shared and adapted. Coping and livelihood strategies vary greatly across communities, locations and groups – as well as between women and men. These strategies are informed by the social context and prevailing modes of social networks much more so than policies or external inputs. Research points out that often women have more “long term and positive” coping strategies for the entire family compared to those of men (see the 2005 ADB report “Gender Poverty and the MDGs, p 15 and Concern Worldwide Lao PDR's “Study of local coping mechanisms in disaster management: case studies from Lao PDR”). Thus, giving women and those living in poverty a voice in all planning and decision-making processes is vital.

Constraints to Gender Mainstreaming Processes in Lao PDR

Despite these policies, mechanisms, strategies and decrees, poverty and gender inequality remains. Attitudes and behaviours towards, and roles delegated to women and certain groups of men and children perpetuate these inequalities. Many obstacles to gender equality are thus also found in the implementation, understanding of and/or commitment to gender policies. A major constraint to achieving gender equality and poverty reduction in Lao PDR is lack of government capacity (human resources, gender awareness, attitudes/behaviour and gender analysis skills). There is also the lack of precise and accurate data, especially sex-disaggregated statistics and relevant gender information, which need to be identified and compiled, in planning, implementing, monitoring and evaluation process. Furthermore there is a lack of coordinated partnership in gender mainstreaming process among Government organizations, international development agencies and NGOs and a lack of facilities and budget to support gender-mainstreaming processes, e.g. documentation and sharing of good practices.

Government Partners and Other Counterparts

The Lao Women's Union has a wide reach nationally as a mass organization, with staff at the central, provincial and district levels and representatives at the village level. The LWU has wide experience in advocacy and dissemination and has a strong history of work towards the advancement of women. The Gender Resource Information and Development (GRID) Centres are the technical, training and mainstreaming arm of the LWU. The GRID Centres were established in 1997 in response to a request from the Lao Women's Union (LWU). The original purpose of the GRID Centres was to address the critical shortage of information on gender issues in the Lao PDR and to address the need to integrate gender concerns into the planning and data collection processes. GRID centres are well experienced in providing gender training and awareness raising activities across various ministries and departments. GRID centres have also undertaken gender analysis and studies related to gender issues of the Lao PDR. In the project, GRID centres will support advocacy and participatory planning initiatives, providing essential training and analysis support. GRID centres will also take responsibility for documentation of lessons learned and best practices from all project initiatives which will be used to produce a comprehensive Gender Mainstreaming Toolkit.

The National Commission for the Advancement of Women (NCAW) is mandated to undertake gender policy formulation as well as reporting on the implementation of CEDAW, the Beijing Platform for Action and other national commitments. NCAW's Action Plan for the Advancement of Women 2006-2010 has been completed and approved. NCAW is well-positioned for mainstreaming and advocacy around new gender strategies within the government – as it is comprised of a central secretariat and sub committees within the line ministries (Sub-CAWs). NCAW is also well placed to help document and disseminate learning from ministerial level strategies supporting gender equality and poverty reduction. Since NCAW is newly established, this project will support NCAW in undertaking the learning and strategizing, necessary for solid policy formulation, advocacy and strategy implementation. The project will draw upon NCAW representatives as members in the Sector Working Groups and to form a national network of men advocates for gender equality. The Women's Caucus of the National Assembly will also receive mentoring support to widen discussions on development issues and training in advocacy skills.

To mainstream gender into planning at all levels, to monitor the implementation of the NGPES and MDGs, and to measure the progress of the implementation of NCAW's Action Plan for the Advancement of Women, this project will work in close cooperation with the Committee of Planning and Investment (CPI) through its line departments namely the Department of General Planning (DoP), Ministry of Finance, Fiscal Department, and the National Statistics Centre (NSC).

The Department of General Planning and National Statistic Centre have begun the process of gender mainstreaming in all planning processes. The outcomes from this work have not yet been evaluated, documented or replicated in training manuals for use throughout the country. The NSC is working on improving implementation of data collection practices including the core indicators being developed to monitor the MDGs and other development outcomes and impacts as well as nine mandated gender indicators. However, a standardized format for data collection for these indicators does not yet exist. The availability of this data will be vital to assess and monitor the implementation progress of the NGPES and NCAW's APAW. Therefore, the project will work in cooperation with the NSC to promote sex-disaggregated statistics data collection, analysis, presentation and its use for development planning within government sectors and the standardization of data collection methodologies for the nine mandated gender indicators.

UNDP Governance and Public Administration Reforms (GPAR) projects seek to assist local authorities in the design and implementation of better governance. This Gender Empowerment and Poverty Reduction project will support GPAR projects to design and implement participatory planning initiatives in a gender sensitive manner. The project will extend technical inputs and gender training to the GPAR staff and partners at the provincial, district and village level. The village level small grant fund component of the project will develop gender sensitive resource allocation practices through various local level initiatives.

CPI's Department of General Planning, as the only institution responsible for overall technical guidance and supervision of planning procedures and methodology, will be a key partner in elaborating format and tools for pro-poor and gender sensitive planning. The project will work closely with the Department for General Planning to upgrade existing planning guidelines and manuals with an engendered perspective. All government agencies will be expected to make use of the methodology and tools, especially at a local level.

Food and Agricultural Organization (FAO) Lao PDR is leading efforts to strengthen the capacity of Ministry of Agriculture and Forestry in gender mainstreaming. The GEPR project will document planning and extension lessons learned and best practices arising from FAO's planning inputs at ministerial level and participatory planning inputs at provincial, district and village level and support the development of the gender sensitive planning manuals.

Upon approval by the Government, an inception meeting will be organized to establish working teams and outline the work plan and responsibilities of the various partners.

Lessons Learned from GRID Phase II Project

The Mid-term Evaluation report of the GRID Phase II project identified lessons learned and recommended the strategy for the next gender project. The key issues and recommendations of the mid term evaluation report includes:

- Gender equality and poverty reduction nexus- the report explicitly mentioned that the Gender equality should be considered as an ultimate goal of the new project. Considering the national priority for poverty reduction efforts, the report suggested to build on the nexus between these two closely interlinked areas.
- Institutional capacity building for the GRID centres- capacity building exercise for GRID staff and trainers should be continued and promoted. The report envisaged GRID centres as Learning Organizations constantly exploring and improving their knowledge base.
- For the next project the report recommended to adopt participatory approach promoting ownership of stakeholders. It also emphasized on the need of creating strategic partnerships and networks with other international organization and donor community involved in the gender issues.
- The Report reflected on the necessity of formulating an integrated and holistic information management and communication strategy for GRID centres.
- Reports noted that the policy environment in Lao PDR is conducive for a gender mainstreaming strategy. Therefore the GRID centres and LWU should focus on developing strategic gender tools such as Gender Budget analysis, Sex segregated data collection methodology, Gender Mainstreaming tool kit in order to facilitate the mainstreaming process.

These recommendations by the Evaluation report provide suggest a way forward for the new project. Many of the suggestions of the Evaluation committee have been incorporated in the new project establishing a link between two projects. The new project would build on the information resources and lessons learned of the previous project.

Project Purpose

The long-term Development Objective of this project is to achieve gender equality for poverty reduction in Lao PDR. The desired long term impact is to improve the lives of women and men living in poverty, especially those in the poorest districts and among marginalized groups. The medium term goal is to create a more conducive environment and mechanisms for the Government to implement gender-sensitive development for poverty alleviation. The short-term goal is to build gender equality advocacy, planning and resource allocation skills within LWU, NCAW, CPI, the National Assembly, and Sectoral Working Groups, in support of decision-making processes and policy formulations and planning forums. In this process, the project will also build NCAW and GRID capacity to produce gendered policy analysis for use by Government decision-makers.

Beneficiaries

The project will work directly with members of LWU and NCAW as well as other government partners such as DoP-CPI, MoF (Fiscal Department), members of the National Assembly, Government - Donor Sector Working Groups members, NSC, and UN partners. The project will also work directly with district and village authorities and women and men living in poverty. The direct beneficiaries of project are selected staff of LWU, LaoNCAW and key government sectors (Finance and Planning). The indirect beneficiaries include separate target groups of the project outputs.

End of Project Situation

By the end of this project, there will be a cohesive strategy, practical tools and existing capacity to undertake gender empowerment and poverty reduction activities through the government at all levels of society.

The pilot outputs will have mapped out a comprehensive strategy for future mainstreaming activities from social-economic planning down to village level implementation (see Annex 1). The conceptual framework and lessons learned from the piloted activities will be synthesized by GRID into a Gender Mainstreaming Toolkit for Lao PDR – to be reproduced in different versions for various audiences (see Annex 2). The project's lessons and findings will directly inform new pro-poor gender equality advocacy led by NCAW.

Through the implementation and learning strategy of this project (“learning by doing” and mentoring) the gender specialists will have worked side-by-side in mentoring teams with LWU project staff, NCAW and other Government counterparts. Thus by the end of the project, LWU, NCAW and GRID project staff will have additional capacity and be able to replicate the project's mainstreaming activities in other locations and sectors. The project will also have supported a learning and management strategy for the GRID centres and established GRID as the leading gender service provider in Lao PDR, with capacity to target men as leaders for gender equality (see Annex 3).

Justification

This project is consistent with UNDAF (UN Development Assistance Framework) and the UNDP Country Results Framework, and will significantly contribute to Lao PDR national poverty reduction and development goals including the implementation of the National Growth and Poverty Eradication Strategy and the Lao MDG commitments. This project's pilot activities will enhance one of the Government's priority sectors for poverty reduction (Planning) and will help the Government to respond to the Prime Minister's Decree 001 on Decentralization.

This project will also assist the Government of Lao PDR achieve its commitments as a signatory to the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action in 1995, and the Millennium Development Goals. It will assist in the implementation of the Prime Minister's Directive on the integration of sex-disaggregated statistics in policy and to plan gender sensitive development programmes/projects (PM Notification 0008) and other Party decrees calling for the participation of women and ethnic minorities in all sectors (1997) and that policy, planning, and implementation should be divided among the provinces, districts, and villages respectively.

It will also assist in the implementation of the Prime Minister's Decree 37 (2003), establishing NCAW with the role of assisting the Government with national policy guidance and the Law on the Development and Protection of Women (2004). The project will support NCAW and help implement the Action Plan for the Advancement of Women (2006-2010). Specifically the project will support the achievement of the following goals as outlined by the Strategy:

- 1) To enhance women's participation in the implementation of the National Growth and Poverty Eradication Strategy for the entire population and women themselves
- 2) To increase the number of women representatives in decision-making positions at all levels.
- 3) To strengthen the national machineries for the protection of women's rights and the advancement of women.

PART II: STRATEGY

Outcomes

This project will result in three strategic outcomes through seven outputs:

- 1 Strengthened capacity of select central and provincial Government actors to effectively mainstream gender equality for poverty reduction into policies, planning, and development activities
- 2 Increased gender equality in participatory planning in select provinces, districts, and villages, local decision-making, resource allocation, and development activities
- 3 Formulation of strategic tools for pro-poor gender sensitive planning, policy formulation and resource allocation and strengthened capacity of GRID Centres of the Lao Women's Union as a gender mainstreaming resource for the Lao PDR

This project aims to build the Government's capacity for stronger policy and practice to overcome gender inequalities and thus achieve its goals of poverty reduction and social equality. The emphasis is "learning-by-doing" through connected pilot activities at the central, provincial, district, and village level. The pairing of project staff with Government counterparts and the enhancement of the GRID centres will ensure that capacity is built in a sustainable fashion within the Government. The project's intensive documentation and monitoring effort will ensure that the learning and good practice and from the pilot activities

can be replicated in other locations and sectors through the use of the comprehensive “Gender Mainstreaming Toolkit for Lao PDR”.

Over the three-year duration, the project will start with a focus on promoting strategic leadership, gender networks and processes in order to raise practical gender and poverty concerns in the national development agenda. In the first stage (year one) the project will undertake substantial gender analysis informing policy discussions and formulations of planning guidelines and budgetary resource allocation decisions. Specific training in gender analysis and advocacy skills and provision of mentoring support will be a major input. The project will place emphasis on strengthening policy and advocacy for better practice across government sectors and locations with Lao NCAW, CPI, National Assembly representatives, Government - Donor Sector Working Groups, Ministry of Finance and GRID.

In the next stage (roughly year two), the project will refine national planning tools and guidelines, standardize gender indicators, promote use of disaggregated data and conduct village-level gender-sensitive resource allocation for improved livelihoods. Parallel to these activities will be the consolidation of this learning into training tools that can be shared across institutions.

For the final stage (year three) the project will focus on consolidating lessons learned, findings of impact assessment and best practices into policy recommendations for improved monitoring of poverty and gender indicators, improved planning guidelines and resource allocation as well as to strengthen gender advocates in the government sectors and support advocacy in NCAW, SubCAW, CPI, MoF, the National Assembly and the Government – Donor Sector Working Groups. The strengthened GRID Centres will work to engage men as leaders for gender equality.

The project’s outputs create a roadmap of connected mainstreaming activities at different levels of society. Since gender inequalities are reinforced and can be overcome through actions at the central, provincial, district and village level – this project will constantly feed lessons and experiences at local levels into national decision making forums. The analysis behind chosen activities will help to highlight the factors forming barriers to women’s advancement. Specifically, the pilot activities will focus on gender advocacy, participation, planning and resource allocation from the local to central level. The project will highlight both gender biases and opportunities for women’s empowerment through: 1) support to gender analysis of policy discussion and formulation; 2) production of necessary sex-disaggregated statistics to measure these issues and changes; 3) gender sensitive planning, priority setting and resource allocation; and 4) focus on greater participation in planning and decision-making to highlight the capabilities of women and vulnerable groups to best determine their own needs and priorities. The project will finance a modest number of village level livelihood projects to nurture self-determined development based on more equal cooperation among women and men.

The provincial and local level activities will be implemented primarily in location of the leading regional GRID Centre and GPAR pilot: Luang Prabang. It will also seek to collaborate with the Xieng Khouang GRID Centre and GPAR Xieng Khouang to expand the gender-sensitive small grant initiative beyond Luang Prabang. These pilot areas were chosen from NGPES priority districts and represent both severely and moderately poor communities in order for the learning from these areas to be more easily replicated and scaled up to other parts of the country in the future.

Each project component listed below has a set of target beneficiaries and a set of implementing partners. Target beneficiaries are government bodies that will benefit from the project learning, advocacy and policy recommendations. The implementing partners will play a role in undertaking activities for the project, assisted by the project support team, and thus through learning-by-doing will be building longer term capacity for gender analysis and mainstreaming as well as advocacy and policy formulation. The lead implementing agency – LWU and/or NCAW is listed by component below.

Outputs (corresponding to Outcomes 1-3):

Outcome One:

Strengthened capacity of select central and provincial Government actors to effectively mainstream gender equality for poverty reduction into policies, planning, and development activities

1.1 Gender Equality Advocacy Initiative: Information and Capacity for Action (with NCAW)

Biases against women and the poor can be entrenched within economies, accounting systems and planning structures. A first step to overcome the resulting inequalities is to identify the biases and their negative impacts. This gender equality advocacy initiative will seek to highlight hidden biases in “gender neutral” data and development issues. Studies, policy analysis, statistics and sex-disaggregated data produced by the project will contribute to central decision-making and policy formulation forums and support NCAW’s mandated advocacy role within the Government. The project will mentor the process to achieve a substantial impact on policy discussions. The project will conduct training sessions for SWG members, NCAW and SubCAW representatives, and members of parliament to enhance their knowledge base of gender analysis uses and methods. In the initial year, the project will focus on identifying key allies and developing strategic leadership of advocates for gender equality within the Government. This output identify information needs of the National Assembly and Government - Donor Sector Working Groups and will consolidate lessons from existing studies as well as undertake new research on Lao-specific development issues with a gender lens with the purpose of informing national decision-making and policy formulation forums.

Target beneficiaries: National Assembly Representatives, Government - Donor Sector Working Groups, NCAW, SubCAW, LWU

Implementing partners: UNDP/National Assembly project, UNDP/Support to RTP Project, various national research institutions

1.2 Promotion of Sex-disaggregated Data Collection and Use (with NCAW and LWU)

In collaboration with the National Statistics Centre (NSC), this component will undertake overall capacity building on data collection (survey tools and methods) for the core indicators being developed to monitor the MDGs and other development outcomes and impacts as well as nine Government-mandated gender indicators. The current data collection methods will be analyzed, improved and standardized allowing the new format to be adopted throughout the Government. Through the project, GRID will work side-by-side with the NSC to undertake the technical and capacity building aspects of this output. NCAW will support the implementation of the standardized format and data collection among the line ministries through SubCAW as part of their responsibility to monitor the advancement of women.

Target beneficiaries: Various Line Ministries, Department of Planning, NSC

Implementing partners: NSC, NCAW, Department of Public Administration (Prime Minister's Office) will authorize the Ministries to implement the new standards.

Outcome Two:

Increased gender equality in participatory planning in select provinces, districts, and villages, local decision-making, resource allocation, and development activities

2.1 Gender-Sensitive Participatory Planning and Capacity Building (with LWU)

The project will provide ongoing technical assistance for village, district, and provincial gender-sensitive participatory planning for poverty reduction. Improved planning guidelines will complement an integrated NSEDP and NGPES. Training will be provided to Governance and Public Administration Reform (GPAR) project team and partners in Luang Prabang and to lesser extent Xiengkhouang, including fieldworkers and village authorities. The project will help DoP-CPI harmonise existing guidelines and make gender-sensitive planning the official standard. It will also support the publication of a training manual of the new standard to ensure practical capacity at local levels. Recognizing that CPI's semi-annual training cycle for line ministries is a key knowledge provider, the project will provide technical inputs to CPI's training programme. The monitoring and documentation component of the project will capture impact analysis and lessons learned to support NCAW's advocacy efforts and to encourage adoption of best practice throughout the country.

Target beneficiaries: CPI, Department of Public Administration (Prime Minister's Office), Luang Prabang Governor's Office, line ministries

Implementing partners: CPI (DoP), LWU, GPAR Luang Prabang and GPAR XK Project Team, Provincial authorities, LWU

2.2 Small Grants for Gender-sensitive Village Development (with LWU)

The project would assess the experiences of small grants funds in Lao PDR to document impacts and best practice, especially through a gendered lens. Findings will be shared with CPI to develop a suitable mechanism consistent with gender and social equality objectives in participation, decision-making and development activities. Guidance and training would be provided in the membership, functioning, fund allocation guidelines, priority-setting processes and impact monitoring activities of Village Fund Management organizations. The small grants will specifically be allocated to finance projects identified through gender-sensitive participatory planning (output 2.1). Village authorities and CPI VDF implementers, particularly the LWU, will assist with proposal formulation. GPAR project teams and partners will assist with the dissemination of guidelines and calls for proposals. The types of proposed activities and the results of the small grants use will be documented and used to increase awareness of the connections between gender equality for poverty reduction and to advocate for improved strategic use of small grants funds throughout the country (see Annex 4).

Target beneficiaries: Individual women and men living in poverty, village and district level authorities, CPI

Implementing partners: GPAR LP, CPI/VDF, LWU, and possible extension to GPAR XK

Outcome Three:

Formulation of strategic tools for pro-poor gender sensitive planning, policy formulation and resource allocation and strengthened capacity of GRID Centres of the Lao Women's Union as a gender mainstreaming resource for the Lao PDR

3.1 A Comprehensive Gender Mainstreaming Toolkit for Lao PDR (with LWU)

The project will undertake production of a comprehensive, multi-sectoral gender mainstreaming toolkit containing documented good practice and case studies based on project initiatives and activities. It will include a module on monitoring and evaluation good practice based on the project's monitoring and evaluation strategy and process. Learning materials for the community-level training will feature local languages and/or non-literate tools whenever possible. Multi-media means of documentation such as video and low-literacy graphics will also be incorporated. The toolkit materials will be disseminated in hard copy, CD-ROM, DVD/Video, and via the Internet.

Each project output (advocacy, planning, statistics, alternative resource allocation and budgeting) will be closely monitored by the project implementing team under the supervision of the Gender and Communication Specialist to capture learning elements related to gender mainstreaming across the entire project cycle. Lessons and best practices from project activities will be consolidated and turned into training modules appropriate for specific target groups.

Target beneficiaries: All sectors

Implementing partners: GRID

3.2 Strengthened GRID Centres as leading resource for Gender Equality in Lao PDR

The project will support GRID Centres for ongoing capacity development of GRID trainers, especially for gender mainstreaming resources developed for or by the project. An organizational assessment will form the basis of a long-term organizational learning strategy and management plan to allow GRID to develop its identity as a gender service provider. The project will help enhance the skills and expertise of GRID staff and trainers to provide gender-mainstreaming services to Government and other development partners. The project will also develop the capacity of GRID to target men and engage them as key supporters of gender equality.

Target beneficiaries: All sectors

Implementing partners: GRID

3.3 On-going Monitoring and Evaluation processes as a feedback mechanism for effective project implementation

The project will use gender-sensitive participatory monitoring and evaluation tools at all levels (within ministries, provincial, district and village levels). Though this approach has not yet been implemented in the Lao context, the project will develop examples of good practice in order to share with government leaders. See Part IV for full description.

PART III - MANAGEMENT

The Lao Women's Union is the implementing partner for this project. The Project Board contains three roles: 1) an Executive to chair the group is the Vice-President of the Lao Women's Union, 2) Director of NCAW as a Senior Beneficiary to ensure the realization of project benefits from the perspective of project beneficiaries; 3) UNDP Assistant Resident Representative (Unit Chief) of Poverty and Economic Unit and a Representative of SNV are Senior Suppliers to provide guidance regarding the technical feasibility of the project. The Project Board is responsible for making executive management decisions for the project when guidance is required by the Project Manager, including approval of project revisions. The project Manager will be appointed by the LWU. The Project Manager is responsible for day-to-day management and decision-making for the project. She/he is responsible for successfully

running the project. The Project Manager will be supported by the Deputy Project Manager, Project Support Coordinator, specialists and project support team. The Project Assurance (UNDP Programme Analyst) role supports the Project Board by carrying out objective and independent project oversight and monitoring functions. Please see Annex 5 for a chart of the project's organizational arrangements.

The LWU and NCAW, at times together with GPAR and UN National Assembly Project staff, will be implementing various activities of the project. The LWU will take the lead responsibility for the overall project management and implementation. NCAW will lead advocacy initiatives in keeping with its official role in the Government. GPAR projects are positioned to assist provincial, district and village level activities and will help GEPR with local level implementation, together with concerned government partners. The project will be nationally executed according to the NEX rules.

The GRID Centres will play a vital role in the overall coordination and documentation of the project. GRID will help lead research studies and inform analysis, work in partnership with the NSC and will focus on the production and use of the Gender Mainstreaming toolkit, which will include lessons, learned and best practices of all pilots as well as impact analysis studies. Through GRID, the project will provide training and support to the CPI and GPAR in the development of gender sensitive planning guidelines and manuals. It will build advocacy skills for National Assembly representatives, members of Government - Donor Sector Working Groups, and NCAW. GRID will assist in coordinating technical inputs for all the above-mentioned activities.

NCAW has a clear mandate for national advocacy, monitoring the Action Plan for the Advancement of Women, and to work with line Ministries for its implementation. NCAW has a network of senior representatives in each ministry, called SubCAW. The Gender and Advocacy Specialist will be paired with a counterpart appointed from NCAW secretariat staff to further build capacity of NCAW in analysis and advocacy.

A Project Advisory Board will be comprised of officials from the Lao Women's Union, NCAW the Committee on Planning and Investment (Department of General Planning and the National Statistics Centre), the National Assembly Committee on Economics, the National Assembly Women's Caucus, Department of Public Administration (Prime Minister's Office), the Office of the Governor of pilot Provinces (Luang Prabang and other potential pilot areas), the GPAR LP other GPAR Project Director and Managers, and well as UN and international donors (see Annex 6). The Project Advisory Board will meet once a year to review the project work plan and implementation progress, to advise corrective actions and future direction

The National Project Director will be a part time position of LWU. The National Director will be responsible for overall implementation of the project and is accountable to UNDP, DIC and LWU for the proper use of project resources. The National Director will also serve as the focal point for the coordination of the project partners, especially government counterparts.

A National Project Manager will be a full time position of LWU. The NPM will be technically and financially responsible for day-to-day management of operations and project activities and oversee M & E procedures and work closely with the Project Support Coordinator to ensure project success.

Project Support Team

The Project Support Team will include specially recruited full time staff to work with current LWU/GRID staff to undertake the GEPR activities and support the Project Manager and National Director. Special efforts will be made to recruit qualified Lao nationals for positions on the project support team including short-term consultancies. Please see Annex 7 for full terms of reference of the following positions.

The Project Support Team will be comprised of:

1) Project Support Coordinator (1 international full time staff person).

The team of the Project Support Coordinator and the National Project Manager together will oversee all technical assistance and manage the work of the specialist teams.

2) Gender Specialists (2 National and 1 International UNV positions)

The three gender specialists will work side by side in mentoring roles with appointed counterparts from LWU and NCAW (2 LWU-provided qualified full-time staff and 1 full-time NCAW-provided staff). The staff appointed from LWU and NCAW will meet the qualifications and skill requirements described in ToRs. They will have offices at the central project site and travel among the project sites as required.

The three gender specialist teams will be divided by specialties as follows:

- a. Gender and Advocacy Specialist (Outcome One) (with NCAW staff)
- b. Gender and Participatory Planning Specialist (Outcome Two) (with LWU Planning Department Staff)
- c. Gender and Communications Specialist (Outcome Three) (with LWU Communications Staff)

3) Documentation & Monitoring Officer (1 National position)

As GEPR involves significant documentation and writing outputs, the Documentation and Monitoring Officer will be active in implementation of most activities. S/He will work closely with the Gender and Communications Team.

4) Research & Analysis Officer (1 National Position)

LWU's GRID Centres have significant training capacity, yet still hope to strengthen their research capabilities. GEPR Output One in particular involves significant research outputs. The Research and Analysis Officer will provide key inputs into all research produced by GEPR and will manage any studies contracted to national research institutions. The LWU will second a part-time position of a Research Counterpart for lasting capacity building in area of gender research.

5) Project Support Staff

- a. Accountant
- b. Secretary
- c. Driver

6) A number of short-term National and International consultants will be recruited to support the project staff in carrying out analytical aspects of the work.

Box 1: Teamwork for Capacity: the GEPR Project Team

Project staff will be paired with LWU and NCAW staff to build competencies and technical expertise. These teams will in turn, work directly with government counterparts in the

National Assembly, NSC, MAF, and GPAR partners, etc to enhance their gender mainstreaming skills.

Project Staff Position

PSC (Int'l)
Gender and Advocacy Specialist (Int'l UNV)
Gender and Participatory Planning Specialist (Nat.)
Gender and Communications Specialist (Nat.)
Documentation & Monitoring Officer (Nat.)
Research & Analysis Officer (Nat.)

Government Counterpart

National Project Manager (LWU)
NCAW staff (Advocacy)
LWU Planning Staff
LWU Communications Staff
GRID Librarian (LWU Intern)
LWU Research Staff (half-time)

Collaboration with other UN and INGO national programmes:

Cooperation fostered through this project may include:

1. UNDP/UNV/SIDA to enhance the Luang Prabang GPAR project Phase II and other GPAR centres– with a focus on governance, participation and extension
2. FAO to ensure complete documentation of mainstreaming at MoAF and wide dissemination
3. SNV for continued capacity development of GRID centres and cost sharing of staff cost
4. UNDP National Assembly project– capacity building for National Assembly and Women’s Caucus
5. Poverty Reduction Fund (PRF), UN and/or INGO grassroots level participation and poverty reduction projects

Part IV- MONITORING, EVALUATION AND REPORTING

The Monitoring & Evaluation strategy of this project will:

- Ensure completion of project activities with desired outcomes
- Capture a more comprehensive picture of social change processes (change beyond the direct outcomes of project activities).
- Build technical capacity of the project partners for project design and management

The project will use gender-sensitive participatory monitoring and evaluation tools at all levels (within ministries, provincial, district and village levels). Though this approach has not yet been implemented in the Lao context, the project will develop examples of good practice in order to share with government leaders.

At project outset, the project will develop documentation guidelines and monitoring system to track the progress and results made in achieving planned objectives with a view to inform technical content and operational strategy. Monitoring (management & results) will be integrated as an ongoing process throughout the project cycle. Project activities/results will be reported through quarterly and annual project reports. The annual report will be an internal project assessment completed by the project team. This project will follow all standard procedures for budgetary reporting. Performance reviews for the project team will be completed twice a year.

The project will undertake a participatory mid-term and a final evaluation that incorporates both qualitative and quantitative appraisal. The evaluations will be conducted by external evaluators, in consultation with all project stakeholders. At the onset of the project, the

documentation guidelines and monitoring system will be developed by the PSC on the basis of comprehensive situation analysis. These guidelines and indicators will also be modified according to the assessment findings conducted after year one. The mid-term evaluation will assess the results and effectiveness of the project activities, through consultation with direct and indirect project beneficiaries. The findings will be shared with stakeholders and the Lao development community and used to refine the project. The final evaluation will assess how the affected the lives of men and women living in poverty, including the status of gender empowerment and equality in society.

Indicators

All indicators used by the project will be sex-disaggregated and will be further disaggregated by ethnicity, whenever relevant.

1. Quantitative

The project will include quantitative indicators that have been adopted by the Government. Specifically, it will use:

- Nine mandated gender indicators (population, households, time use, labour, access, education, health, crime, and proportion of seats in the parliament, national, and local government)
- NGPES indicators for the gender and agriculture sector strategies (NGPES Tables 3.1 and 3.5)
- Governance and grassroots pilot project indicators
- Measurements of poverty - household income and consumption.

2. Qualitative

Qualitative monitoring of project activities will complement the quantitative measure by allowing for the stories behind the numbers to reveal themselves. This includes natural experiments, external change factors, and adaptation of local knowledge and practices. The qualitative methods will include documentation of project processes (baseline interviews, participatory planning, PRAs, and follow up interviews over time) to measure qualitative change in knowledge, attitudes and practice (KAP).

The qualitative methods attempt to describe the full story; a combination of video, case studies, and narrative descriptions/journaling can best capture the project reality. These qualitative monitoring methods complement quantitative data and are more accessible than written reports. Videos of the project processes, such as village planning meetings, accompanied by statements from key informants, provide a detailed record of activity. When repeated over time and reviewed, video becomes a capacity building tool for project staff and captures the breadth of change occurring in a community or project.

Monitoring and the Toolkit

Data generated in project monitoring activities will form the core of the Gender Mainstreaming Toolkit (Output 3.1) by documenting the project's experiences and disseminating the lessons learned.

Overall Performance Indicators

Outcome One Performance Indicator: Increased capacity gender-sensitive macro policy and planning formulation, including capacity for sex disaggregated data collection and gender assessments

1.1 Gender Equality Advocacy Initiative

The National Assembly and Government - Donor Sector Working Groups incorporate gender dimensions in their law and policy decisions

1.2 Improved sex-disaggregated data collection, statistics, and indicators

More ministries use standardized disaggregated data forms, statistics, and the 9 gender indicators

Outcome Two Performance Indicator: Enhanced gender equality in participatory planning, local decision-making and development activities in select districts and villages

2.1 Gender-sensitive Participatory Planning

Official CPI participatory planning guidelines are gender-sensitive; Improved gender equality in planning and local resource allocation in select districts and villages

2.3 Small Grants for Gender-sensitive Village Development

Local proposals developed through gender-sensitive planning and/or that support women's social and economic empowerment funded

Outcome Three Performance Indicator: Increased learning resources and capacity in gender mainstreaming within Government ministries

3.1 A Comprehensive Gender Mainstreaming Toolkit for Lao PDR

Comprehensive, multi-sectoral toolkit published and disseminated, including website, video and visual aids

3.2 Strengthened GRID Centres as leading resource for Gender Equality in Lao PDR

GRID Centres have long-term organizational strategy and are well-known as resource for gender mainstreaming

Part V Legal Context

This project document shall be the instrument referred to as such in the Article 1 of the Standard Basic Assistance Agreement between the Government of Lao and the United Nations Development Programme, signed between the parties on 10 October 1988. The host country-implementing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the Government co-operating agency described in the Agreement.

The following types of revisions may be made to this project document under the signature of the UNDP Resident Representative only, provided assurance is given that the other signatories of the project document have no objection to the proposed changes:

- Revisions in, or addition of, any of the Annexes of the project document;
- Revisions which do not involve significant changes in the immediate objectives, outputs or activities of the project, but are caused by the rearrangement of inputs already agreed to, or by cost increases due to inflation; and

Mandatory annual revisions that rephrase the delivery of agreed project inputs or increased expert or other costs due to inflation or take into account agency expenditure flexibility.

SECTION II: RESULTS AND RESOURCES FRAMEWORK

| <p>Intended Outcome: (as stated in Country Prog RRF-assign a number to each outcome in country programme) UNDAF Outcome 2: Increased and more equitable access to and utilization of quality and prioritized social services - Pro-poor and Gender sensitive growth policies adopted; gender-sensitive planning established to track resources allocated for gender-sensitive MDG targets, and to improve national dialogue on policy choices; Women's leadership capacities developed, with emphasis on parliamentarians, Sector Working Group members policy advocacy groups and women's networks; Gender analysis and sex-disaggregated data integrated in MDG reporting and in the design of policies, programmes and operations</p> | | | |
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| <p>Outcome indicator: (as stated in Country Prog RRF-inc. baselines and targets): Gender dimensions explicitly reflected in laws and policy decisions; improved sex-disaggregated data collection and analyses; gender-sensitive participatory planning guidelines published by the Government; a Comprehensive Gender Mainstreaming Toolkit for Lao PDR developed; strengthened Gender Resource Information and Development (GRID) Centres as leading resource for gender equality in Lao PDR</p> | | | |
| <p>Applicable MYFF Service Line: Goal 1: Achieving MDGs and Reducing Human Poverty, Service Line 1.6- Gender Mainstreaming</p> | | | |
| <p>Partnership Strategy: The project involves a number of implementing partners across government sectors and locations including Lao NCAW, CPI, National Assembly representatives, and Department of Public Administration. In addition, collaboration with other UN and INGOs programmes such as FAO, SNV, GPAR programmes will also be strengthened to ensure successful implementation of the project.</p> | | | |
| <p>Project title and ID: Gender Empowerment for Poverty Reduction: Piloting, Learning and Networking</p> | | | |
| <p>OUTCOME ONE: Strengthened capacity of select central and provincial Government actors to effectively mainstream gender equality for poverty reduction into policies, planning, and development activities</p> | | | |
| Intended Outputs | Output Targets for (years) | Indicative Activities | Inputs |
| <p>Output 1.1: Gender Equality Advocacy initiative: providing information and capacity for action</p> | <ul style="list-style-type: none"> • Gender networks facilitate dialogue and enhance information among government, UN and INGOs. (2006-08) • Capacity development of National Assembly members, SWGs, NCAW and Women's Caucus to set policy and advocate for gender sensitive resource allocation and planning. (2006-07) | <ol style="list-style-type: none"> 1. Research team and workplan established in consultation with partners. Introductory workshop to plan for advocacy approach with GEPR central government partners. 2. Establish and support Gender Advocacy network among Government, UN and INGOs 3. Establish Men's Gender Mainstreaming network among SubCAW representatives and other leading men decision-makers. Support ongoing capacity building of members in gender advocacy and mainstreaming 4. Training in gender mainstreaming concepts for National Assembly members (in cooperation with NA Project) (2) 5. Training in Gender Budgeting for National Assembly members (in cooperation with NA Project) (2) 6. Study tour abroad to observe Gender Budgeting and mainstreaming in other National Assemblies (1) 7. Skill building workshops on policy formulation and improving advocacy strategies (NA Women's Caucus, SWG members, NCAW) (2) 8. Workshops for relevant central Government officials to present findings of policy analysis/studies and generate discussion on resulting policy recommendations (4) | <p>Contractual Service Company PSC Advocacy Team Communications Team NCAW Counterparts</p> |

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| | <ul style="list-style-type: none"> Resource base consisting gender analysis of select Lao development issues and relevant policies developed. (2006-07) LWU and NCAW members of Health and Education SWG present gender analysis of a project or programme in the respective sectors. (2006) | <ol style="list-style-type: none"> Survey existing information resources on gender, macroeconomics, budgeting, including experiences of other countries, summarize into a brief. Conduct 4 in-depth studies on Lao gender and development issues and relevant policies for informing decision makers (on small grant impact analysis, NGPES, health, education, etc) (to be used by NCAW) (cross listed with 2.2.1) Prepare 4 short briefs on Lao gender and development issues to improve understanding of decision makers (to be used by NCAW) Produce gendered analysis of resource allocation of a project or programme as selected by LWU and NCAW members of Health and Education Sectoral Working Groups (2) Support gender-sensitivity review of selected Lao laws in cooperation with NA Project and disseminate. Document policy lessons from gender mainstreaming initiatives of MoAF (Coordinated with FAO) and disseminate. Document lessons, best practices in advocacy module of Gender Mainstreaming Toolkit (cross listed with: 3.1) | |
| <p>Output 1.2 Promotion of Sex-disaggregated Data Collection and Use</p> | <ul style="list-style-type: none"> Recommendations to promote sex-disaggregated statistics (2006) Select District and Village level officials trained and experienced in new data collection format (2006-8) Training resource on sex-disaggregated data published (2008) | <ol style="list-style-type: none"> Assess current data collection practices and sex-disaggregated statistics in Lao PDR across (multiple ministries) TOT workshop on sex-disaggregated statistics (ministry level) to create 20 master trainers Skill building trainings for statisticians from the central MOF, NSC, line ministries Workshop on need for and uses of sex-disaggregated statistics for leadership of MoF and Dept. of Public Administration, NGPES focal points, NCAW Consultation meetings with NSC, MOF, line ministries to improve data collection format for 9 Government mandated gender indicators Standardize data collection format (survey tools, etc), for the 9 mandated gender indicators with NSC Develop a strategic plan to promote gender statistics with line ministries. Training on sex-disaggregated statistics and data collection for Provincial and District CPI and GPAR staff. Pilot data collection training, implementation and monitoring in cooperation with CPI, GPARLP. Improve district data collection forms of partners (GPAR, DAFO, and CPI) Gender statistics reports/publication produced in select GPAR districts (2x2) Provide inputs to MoAF collection of sex-disaggregated statistics (with FAO) and support publication and dissemination of MoAF gender statistics report (with FAO) Monitor data collection methods and use of new format, indicators in 2 districts Document ' how-to', lessons, & best practice on the collection, analysis and use of sex-disaggregated data and the 9 gender indicators in module for Gender Mainstreaming Toolkit (cross listed with 3.1) | <p>National TA Contractual Service Company PSC Advocacy Team Communications Team NCAW & LWU Counterparts</p> |

| OUTCOME TWO: Increased gender equality in participatory planning in select provinces, districts, and villages, local decision-making, resource allocation, and development activities | | | |
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| <p>Output 2.1: Gender-sensitive participatory planning and Capacity Building</p> | <ul style="list-style-type: none"> • Official CPI Planning Process Guidelines are gender sensitive (2006) • Village Officials in 4 Pilot Districts experienced in gender sensitive participatory planning (2007) • District Officials in 4 Pilot Districts experienced in gender sensitive participatory planning(2008) • Provincial Officials in LP and XK experienced in gender sensitive participatory planning (2008) • Training materials on participatory planning published in Lao and English (2008) | <ol style="list-style-type: none"> 1. Project team and Work Plan established with CPI-DoP, LWU, UNV, GPARs. 2. Conduct impact evaluation of the 2003 Dept of Planning/GRID training on gender sensitive participatory planning for district planners and authorities 3. Workshop to share findings of impact assessment with CPI leadership and relevant stakeholders and build consensus on best practice for GEPR planning support 4. Provide gendered training inputs to CPI Semi-Annual Training Cycle regarding gender sensitive participatory planning methods 5. Assess existing planning guidelines with CPI-DoP, GPAR, PRF, GTZ, and JICA and support efforts to harmonize and establish a standard 6. Support for revision of training manual for “Participatory Planning Process Guidelines” for District and Village Level to include gender-sensitive changes 7. Hold planning meetings with central & provincial level partners to clarify objectives, management, and accountability. Jointly establish detailed monitoring and reporting plan 8. Workshops on gender sensitivity in participatory planning for GPAR planners (2) 9. Support technical assistance to field workers undertaking participatory planning and implementation 10. Capacity building of village and district authorities, inc. mediation committee on implementation and management of small plans/grants (cross list with 2.2.6) 11. Pilot village/kum-ban gender-sensitive participatory planning guidelines in 24 villages 12. Pilot district gender-sensitive participatory planning guidelines in 2 districts 13. Pilot provincial gender-sensitive participatory planning guidelines in 1 province 14. Conduct ongoing monitoring of participatory planning pilots jointly with partners 15. Workshop to consolidate best practice and lessons learned for gender-sensitive planning for GPAR projects conducting planning activities nationwide 16. Workshop to consolidate best practice and lessons learned for gender-sensitive planning for CPI planners, based on joint monitoring efforts 17. Document lessons, best practice into gender sensitive participatory planning module for Gender Mainstreaming Toolkit (cross listed with 3.1) | <p>Planning Team Communications Team GRID Trainers LWU Counterparts PSC</p> |

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| Output 2.2: Small Grants for Gender-sensitive Village Development | <ul style="list-style-type: none"> • Gender sensitive small grants funds established and functioning (2006-08) • Village authorities and committees trained to implement and manage small grant funds (2007) • Documented best practices and gendered impact analysis of small grant funds (2008) | <ol style="list-style-type: none"> 1. Conduct in-depth gender study of impact of small grants initiatives in Lao PDR (cross-listed with 1.1.11) 2. With CPI, establish small grants teams, small grant management system and documentation and accountability plan (in coordination with implementation partners GPARLP,LWU) 3. Develop project guidelines for small grants project to ensure diversity, sensitivity 4. With CPI, conduct training for grant management team and participatory planners (District authorities, LWU, GRID trainers, GPARLP staff, etc.) 5. Fund gender-sensitive small grant applications through CPI VDF in poor districts of Luang Prabang and Xieng Khouang (especially plans developed in conjunction with Output 2.1) 6. Training to build capacity of LP village authorities and committees (including mediation committee) in implementation and management of the small projects, local study visits 7. Conduct ongoing meetings with grantees to monitor planning and small grants' impacts on equitable behaviour and poverty alleviation (in LP). 8. Training in monitoring and evaluating to CPI Village Fund authorities and implementers in gender sensitivity and impact analysis of resource allocation 9. Workshop to discuss results of funds and lessons learned with CPI and support to apply lessons to CPI's VDF programme. 10. Document how-to, lessons, and best practice into small grants funds, participatory resource allocation and priority setting modules for Gender Mainstreaming Toolkit (cross listed with output 3.1) | Planning Team Communications Team PSC LWU Counterparts GRID Trainers Small Grant Fund |
| OUTCOME THREE: Formulation of strategic tools for pro-poor gender sensitive planning, policy formulation and resource allocation and strengthened capacity of GRID Centres of the Lao Women's Union as a gender mainstreaming resource for the Lao PDR | | | |
| Output 3.1: Comprehensive Gender Mainstreaming Toolkit for Lao PDR | <ul style="list-style-type: none"> • Comprehensive Gender Mainstreaming Toolkit (2008) • Case Study Videos (2008) • Toolkit on website and CDROM (2008) | <ol style="list-style-type: none"> 1. Work plan prepared and teams set up (GRID Centres and project partners) 2. Network with other poverty and equality projects to identify learning resource needs. Undertake literature reviews and consolidation of relevant gender resources and consolidate existing gender mainstreaming training materials 3. Ongoing production of Gender Mainstreaming Toolkit containing documented lessons, best practice case studies and various studies produced from each project output 4. Develop lessons, best practice of gender monitoring and evaluation module for Gender Mainstreaming Toolkit (based on M&E strategy of the project) | National TA Communications Team Documentation Officer LWU Counterparts |

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| | | <ol style="list-style-type: none"> 5. Produce short case study documentary videos, visual aids and other training materials to be shared with other sectors based on archiving of pilot project activities 6. Continuous updating of GRID website to produce online format of pilot activity modules, also available on CD-ROM, to incorporate distance learning functionality into Toolkit 7. TOT on various Toolkit modules with GRID master trainers (cross listed with 3.2.4) 8. Publish Gender Mainstreaming Toolkit (all versions: electronic, hardcopy and visual in Lao and English) and disseminate | |
| <p>Output 3.2: Strengthened GRID Centres as leading resource for Gender Equality in Lao PDR</p> | <ul style="list-style-type: none"> • Learning and management strategy for GRID centres (2006) • Strengthened GRID centre capacity, including involving men in gender equality (2006-08) | <ol style="list-style-type: none"> 1. Support for GRID organizational assessment, including overall capacity and formulation of new Organizational Learning strategy 2. Support to establish GRID as a gender service provider to various Government agencies, UN, INGOs (according to Organizational Learning Strategy) 3. Training for GRID/LWU staff (no less than 80% government resource persons of GRID) in management, operations, proposal writing, and marketing 4. Support to ongoing capacity building of GRID centre trainers (according to Organizational Learning Strategy) (24 master trainers and 50 trainers nationwide) 5. Twice yearly exchange meetings for GRID centres' staff nationwide to share project lessons and plans (on the job training/internal learning workshop) 6. Support initiatives to improve information sharing, networking among libraries and research institutions regarding gender in Lao and sex-disaggregated data 7. Survey national and regional work with men and boys for gender equality and consolidate as resource material for GRID 8. Support for annual seminar on men's roles in GM in collaboration with NCAW's Men's Network 9. Support to organize and launch public awareness campaigns (men against gender-based violence, responsible fatherhood, etc). Produce radio and print ads and events 10. Document lessons, best practice on working with men and boys for gender equality in module for Gender Mainstreaming Toolkit (cross listed with 3.1) | <p>National TA PSC Advocacy Team Planning Team Communications Team GRID</p> |

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| <p>Output 3.3: On-going Monitoring and Evaluation processes as a feedback mechanism for effective project implementation</p> | <ul style="list-style-type: none"> • Project monitoring and evaluation strategy established (2006) • Two mid-term evaluations completed and used for project improvement (2007, 2008) • Final evaluation completed (2008) | <ol style="list-style-type: none"> 1. Survey best practices for M& E of gender initiatives, monitoring methods and practical performance indicators 2. Planning for M&E: Develop monitoring indicators and standard project documentation guidelines 3. Mid-term Evaluation: Conduct mid-term project evaluation: including: assessment of project indicators, assessment of documentation guidelines, identification of strengths and weaknesses, and recommendations for improvement 4. Conduct Final Evaluation and publish | <p>PSC Communications Team International TA National TA Documentation Officer GRID support</p> |
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