

GENDER ACTION PLAN (GAP) implementation**Date of updated: 30 June 2023**

Project Title:	Northern Rural Infrastructure Development Sector Project – Additional Financing
Country:	Lao PDR
Project No.	0534-LAO (SF)
Type of Project:	Grant
Approval and Timeline:	16 June 2017 – 30 June 2023. (Extension for Grant Closing date till 31 March 2024 (on processing))
Gender Category:	EGM
Mission Leader:	Ms. Khamtanh Chanthay
Project Impact:	Improved rural household incomes in the four northern provinces of Bokeo, Luang Namtha, Oudomxay, and Phongsaly
Project Outcome:	Increased agricultural productivity in the four northern provinces of Bokeo, Luang Namtha, Oudomxay, and Phongsaly.
Outputs:	<ul style="list-style-type: none"> (i) Production and productivity-enhancing rural infrastructure constructed and/or rehabilitated. (ii) Productivity and impact-enhancing initiatives adopted; (iii) Capacities of national, provincial and district agencies strengthened to enable a sector development approach; (iv) Efficient and effective delivery of subprojects and Project management.

Gender Action Plan (GAP Activities, Indicators and Targets, Timeframe and Responsibility) based on RRP	Progress to Date (This should include information on period of actual implementation, sex-disaggregated qualitative and quantitative updates (e.g. number of participating women, women beneficiaries of services, etc.). However, some would be in process - so explain what has happened towards meeting this target.)	Issues and Challenges (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)																																																																																																																																																						
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<p>1. Documented evidence of consultation with local women and women's groups (including women from ethnic groups) prior to subproject approval.</p> <p>Activity 1</p>	<p>Achieved</p> <p>All 22 subprojects of Phase I to IV had conducted consultation with local women and women's groups (including women from ethnic groups) prior to subproject approval.</p> <p>Total 63 consultation meetings conducted, 1,432 (33.5%) out of total 4,278 participants were female. The topics of discussion included:</p> <p>(i) Consultation on possibility of irrigation system designed;</p> <p>(ii) Presenting irrigation system designed for suggestion and recommendation from community.</p> <p>Details:</p> <table border="1" data-bbox="435 825 1227 1850"> <thead> <tr> <th rowspan="2">No.</th> <th rowspan="2">Subproject Name</th> <th rowspan="2">No. meeting</th> <th colspan="3">Participant</th> <th rowspan="2">Ethnic</th> </tr> <tr> <th>Total</th> <th>Female</th> <th>%</th> </tr> </thead> <tbody> <tr> <td colspan="7">Subproject I</td> </tr> <tr> <td>1</td> <td>Nam Oun</td> <td>1</td> <td>100</td> <td>40</td> <td>40%</td> <td></td> </tr> <tr> <td>2</td> <td>Nam Beng</td> <td>1</td> <td>150</td> <td>36</td> <td>24%</td> <td></td> </tr> <tr> <td colspan="7">Subproject II</td> </tr> <tr> <td>1</td> <td>Nam Hao</td> <td>2</td> <td>186</td> <td>54</td> <td>29%</td> <td>Lao, Khmu, Lue, Yang, Akha, Hmong</td> </tr> <tr> <td>2</td> <td>Nam Tong</td> <td>2</td> <td>168</td> <td>45</td> <td>27%</td> <td>Hor, Lue, Lao, Khmu, Hmong</td> </tr> <tr> <td>3</td> <td>Nam Ngene 2</td> <td>3</td> <td>297</td> <td>155</td> <td>52%</td> <td>Khmu, lao, Hmong, Ho</td> </tr> <tr> <td>4</td> <td>Houay Xo 2</td> <td>2</td> <td>88</td> <td>24</td> <td>27%</td> <td>Hmong, Lao, Lue, Khmu</td> </tr> <tr> <td>5</td> <td>Houay Bong</td> <td>3</td> <td>281</td> <td>94</td> <td>33%</td> <td>Lue, Lao, Khmu, Lamad</td> </tr> <tr> <td>6</td> <td>Nam Sa</td> <td>2</td> <td>190</td> <td>73</td> <td>38%</td> <td>Lao, Lue, Hmong, Kha, Tai Dam, Tai Daeng, Yuang</td> </tr> <tr> <td>7</td> <td>Nam Lue - Nam Chang</td> <td>2</td> <td>155</td> <td>29</td> <td>19%</td> <td>Tai dam, Lue, Yuane, Lao, Tai Deng, Khmu, Hmong</td> </tr> <tr> <td colspan="7">Subproject III</td> </tr> <tr> <td>1</td> <td>Nam Ngaad</td> <td>3</td> <td>473</td> <td>124</td> <td>26%</td> <td>Lao, Khmu, Hmong</td> </tr> <tr> <td>2</td> <td>Dong Nouark</td> <td>2</td> <td>89</td> <td>33</td> <td>37%</td> <td>Lue, Tai Neua, Ker, Lao Loum, Phunoi</td> </tr> <tr> <td>3</td> <td>Nam Hoy – Nam Lou</td> <td>4</td> <td>214</td> <td>50</td> <td>23%</td> <td>Lue, Tai Neua, Phunoi</td> </tr> <tr> <td>4</td> <td>Nam Gna2</td> <td>3</td> <td>153</td> <td>42</td> <td>27%</td> <td>Lao, Lue, Khmu, Tai Neua, Tai Daeng, Yang, Tai Dam</td> </tr> <tr> <td>5</td> <td>Nam Ma</td> <td>3</td> <td>156</td> <td>50</td> <td>32%</td> <td>Lao Akha, Tai Dam, Youan, Khmu, Lao Loum, Hmong, Khmu</td> </tr> <tr> <td>6</td> <td>Nam Satone</td> <td>4</td> <td>153</td> <td>61</td> <td>39%</td> <td>Lao, Lue, Hmong, Kha, Tai Dam, Tai Daeng, Yuang</td> </tr> <tr> <td>7</td> <td>Nam Kha</td> <td>3</td> <td>213</td> <td>103</td> <td>48%</td> <td>Lue, Lao Loum, Khmu, Lamad, Tai Daeng, Tai Dam, Hmong</td> </tr> <tr> <td colspan="7">Subproject IV</td> </tr> </tbody> </table>	No.	Subproject Name	No. meeting	Participant			Ethnic	Total	Female	%	Subproject I							1	Nam Oun	1	100	40	40%		2	Nam Beng	1	150	36	24%		Subproject II							1	Nam Hao	2	186	54	29%	Lao, Khmu, Lue, Yang, Akha, Hmong	2	Nam Tong	2	168	45	27%	Hor, Lue, Lao, Khmu, Hmong	3	Nam Ngene 2	3	297	155	52%	Khmu, lao, Hmong, Ho	4	Houay Xo 2	2	88	24	27%	Hmong, Lao, Lue, Khmu	5	Houay Bong	3	281	94	33%	Lue, Lao, Khmu, Lamad	6	Nam Sa	2	190	73	38%	Lao, Lue, Hmong, Kha, Tai Dam, Tai Daeng, Yuang	7	Nam Lue - Nam Chang	2	155	29	19%	Tai dam, Lue, Yuane, Lao, Tai Deng, Khmu, Hmong	Subproject III							1	Nam Ngaad	3	473	124	26%	Lao, Khmu, Hmong	2	Dong Nouark	2	89	33	37%	Lue, Tai Neua, Ker, Lao Loum, Phunoi	3	Nam Hoy – Nam Lou	4	214	50	23%	Lue, Tai Neua, Phunoi	4	Nam Gna2	3	153	42	27%	Lao, Lue, Khmu, Tai Neua, Tai Daeng, Yang, Tai Dam	5	Nam Ma	3	156	50	32%	Lao Akha, Tai Dam, Youan, Khmu, Lao Loum, Hmong, Khmu	6	Nam Satone	4	153	61	39%	Lao, Lue, Hmong, Kha, Tai Dam, Tai Daeng, Yuang	7	Nam Kha	3	213	103	48%	Lue, Lao Loum, Khmu, Lamad, Tai Daeng, Tai Dam, Hmong	Subproject IV							
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2. Selection criteria for subproject contractors have to ensure the use of local labor and will not employ child labor. Activity 2	<p>Achieved</p> <p>The use of local labor and will not employ child labor included in selection criteria for all subproject contractors.</p> <p>All 22 packages for 22 subprojects (Phase I 2 subprojects, Phase II 7 subprojects, Phase III 7 subprojects) and Phase IV 6 subprojects) contract award completed.</p> <p>The use of local labor and will not employ child labor included in selection criteria for above-mentioned subproject contractors as indicated in the Clause General Contract Condition 67.1: the Contractor shall not employ any child to perform any work, including work that is economically exploitative, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. "Child" means a child below the statutory minimum age of 15.</p>																																																		
3. Before construction the project informs men and women of job opportunities. Activity 3	<p>Achieved.</p> <p>As of March, 2023, construction of the 2 subprojects of Phase I, II, III and IV subprojects construction completed.</p> <p>Before commencement of construction, project held a kick-off meeting and invited all party (including farmers) to join the meeting to inform of starting of construction including job opportunities in the construction. The details participant are summarized in the table below.</p> <table border="1"> <thead> <tr> <th>Name of subprojects</th> <th>No. villages</th> <th>D/M/Y</th> <th>Participants</th> <th>Women</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Phase I</td> <td>11</td> <td></td> <td>220</td> <td>80</td> <td></td> </tr> <tr> <td>Nam Oun</td> <td>6</td> <td>2018</td> <td>120</td> <td>50</td> <td>Completed</td> </tr> <tr> <td>Nam Beng</td> <td>5</td> <td>2018</td> <td>100</td> <td>30</td> <td></td> </tr> <tr> <td>Phase II</td> <td>54</td> <td></td> <td>673</td> <td>277</td> <td></td> </tr> </tbody> </table>	Name of subprojects	No. villages	D/M/Y	Participants	Women	Remark	Phase I	11		220	80		Nam Oun	6	2018	120	50	Completed	Nam Beng	5	2018	100	30		Phase II	54		673	277																					
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	Nam Tong	9	2019	100	35	Completed
	Nam Ngene 2	3	2019	35	10	Completed
	Houay Bong	12	Feb.2020	75	30	
			25 Mar. 22	53	20	Completed
	Houay Xo 2	4	Feb.2020	85	38	
			27 Mar. ' 22	65	28	Completed
	Nam Hao	9		56	12	
			10-Mar.22	37	4	Completed
	N. Lue-N. Chang	11		56	21	Completed
	Nam Sa	6		111	79	Completed
	Phase III	55		486	149	
	Nam Ngaad	8	7-Apr.21	83	26	Completed
	Dong Nouark	4	Apr.2021	40	13	Ongoing
	Nam Hoy-Nam Lou	5	Apr.2021	75	26	Completed
	Nam Gna2	7	1-Apr.21	80	14	Completed
	Nam Ma	9	2-Apr.21	43	7	Completed
	Nam Satone	7	5-Apr.21	50	14	Completed
	Nam Kha	15	5-Apr.21	115	49	Completed
	Phase IV	38		412	161	
	Nam Ngay-Nam Boun	2	7-Apr.22	35	12	Completed
	Houay Lap	4	8-Apr.22	30	8	Completed
	Nam Gna 1 & 3	12	20-Mar.22	107	46	Completed
	Namtha 3	11	23-Mar.22	125	52	Completed
	Namtin 2	7	20-May.22	72	25	Completed
	Houay Sat 2	2	21-May.22	43	18	Completed
	Grand Total	158		1,791	667	37.2%
	<p>Additionally, during the contract negotiation for package NCB-001 and package NCB-002, the EA explained to the contractors agreed on “men and women of job opportunities”. During the construction period for Phase I subproject (Nam Beng and Nam Oun), the contractors employed 254 local labors. Of which, 5 were women: one woman was finance staff, one was cooker, and others 3 women worked with their husband as sub-contact for concrete mixing and wage depends on quantity of cubic meters of concrete mixing.</p> <p>For Phase II subprojects: Nam Tong: The contractor employed 111 local laborers in Jan 2021. Of which, one was a woman hired as a cooker; Nam Sa: The contractor employed 46 local laborers in Feb 2021. Of which, one was a woman hired as a cooker; Nam Lue-Nam Chang: The contractor employed 77 labors from Jan to Mar 2021. Of which, 13 were women hired as construction worker.</p> <p>For Phase III subprojects: Nam Gna2: The contractor employed 46 labors in May 2021. Of which, 6 were women hired as construction worker. Nam Ma: The contractor employed 39 laborers in May 2021. Of which, 4 were women hired as construction worker while one was a woman hired as a cooker;</p>					
4. Equal opportunity to access	Achieved.					

<p>employment with equal pay for equal type of work. Activity 4</p>	<p>Equal opportunity to access employment with equal pay for equal type of work is specified in contract Clause 65.3: In accordance with this clause, the Contractors in all the packages of civil works offer equal wages and benefits to men and women for work of equal value or type. In Lao PDR, it is the culture that women are not interested in working as construction worker. Instead, they generally prefer to work as cook and/or cleaner at the construction site.</p> <p>Some examples of equal payment for men and women for the same type of work are as follows:</p> <ul style="list-style-type: none"> - Nam Lue-Nam Chang (Phase II): Construction worker - Nam Gna2 (Phase III): Construction worker - Nam Ma (Phase III): Construction worker 	
<p>5. Safe working conditions for both men and women workers. Activity 5</p>	<p>Achieved</p> <p>All contractors provide safety clothing, helmets and equipment, and place of hazard warning, provide information and guidebook before using machines, and brief safe working procedure for both men and women workers before carrying out their work.</p> <p>Safe working condition for both men and women workers as a part of Environmental Management Plan (EMP) is monitored by the contractor’s site supervisor staff and Environmental Monitoring Report (EMR) is monthly submitted by contractors to the project.</p> <p>Based on the WHO guidelines, a project-wide COVID-19 risk assessment was implemented, and the project was considered to categorize as “medium exposure risk”. Following the results of the assessment, the project provided instructions for the contractors to take preventive measures – (1) hand hygiene (regular and through handwashing with soap and water or hand hygiene with alcohol-based hand-rub), (2) respiratory hygiene (promote respiratory etiquette by all people at the workplace), (3) physical distancing (introduce measures to keep a distance of at least 1 meter between people and avoid direct physical contact with other persons), (4) reduce and manage work-related travels, (5) regular environmental cleaning and disinfection, (6) risk communication, training and education, and (7) management of people with COVID-19 or their contacts.</p>	
<p>6. Ensure appropriate prevention programs are implemented for HIV and human trafficking in all construction areas. Activity 6</p>	<p>Achieved.</p> <p>By 31 December 2022, the project provided awareness raising on HIV and human trafficking to 22 construction sites workers and 158 villages of 22 subprojects of Phase I to IV, with total 6,374 (51%) out of 12,593 were female:</p> <ul style="list-style-type: none"> (i) 22 construction sites workers (Subproject Phase I, II, III and IV were briefed on HIV and human trafficking during the construction kick off meeting. There are 1,791 persons participated which is 667 (37.2%) were female. (ii) Awareness raising on HIV and human trafficking and sanitation to villages were integrated into gender awareness training. The project conducted one-day gender awareness training for total 154 villages of 22 subprojects of Phase I to IV, 6,364 (52%) out of 12,189 were female. <p>The participants are composed of Villages Authority (including Villages Head, Village’s Lao Women Union, Village Lao Youth Union, Lao Front for National Construction (LFNC) and Water Users Group members who will benefit from the villages in subproject areas of the project.</p>	

	The facilitators are PPO/DCO community development officers, District LWU, District Public Health, and DONRE.																																					
7. Provide for construction of essential sanitation. Activity 7	<p>Achieved. Construction of essential sanitation included in the contractors' contract Item g. of EMP indicates "<i>Effects of temporary worker populations</i>" as Potential Impacts. Mitigation Measures are: (i) consultation with local people on acceptable areas for setting of facilities, (ii) installation of suitable toilets such as pit latrines and grey water drainage facilities such as soakage pits, (iii) arrangements for collection of solid waste, (iv) briefing of workers and awareness raising of the local population on dangers of communicable disease and (v) assignment of responsibility for worker and local peoples' welfare to a senior member of the Contractor's staff.</p> <p>All the subprojects' sites are provided with essential sanitation as a part of Environmental Management Plan (EMP).</p> <ul style="list-style-type: none"> ◆ Phase I: construction has been completed already (2 site offices/camps were set up during the construction). ◆ Phase II: Out of 7 subprojects, 4 subprojects have been already completed. 3 subprojects' sites offices/camps are set up and construction is completed) ◆ Phase III: Out of 7 subprojects, 6 subprojects have been already completed. 1 subproject's site offices/camps are set up and construction is completed) ◆ Phase IV: 6 subprojects construction works are completed. All the 7 subprojects' site offices/camps are set up) <p>The monthly Environmental Monitoring Reports (EMRs) are submitted to the project regularly by the contractors.</p>																																					
Output 2: Productivity and impact enhancing initiatives adopted.																																						
8. 30% participation of women in water user groups' management. Target 1	<p>Achieved The total of 83 WUGs has been established for 22 subprojects of Phase I, II, III and IV. 151 (33%) out of 455 WUG's executive committees' members are female. The details are in the table below:</p> <table border="1"> <thead> <tr> <th>Sub-project</th> <th>Time of WUGEC establishment</th> <th>No. WUGs</th> <th>No. WUGEC members</th> <th>women</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>2 Phase I Subprojects</td> <td>Feb.- Mar. 2018</td> <td>3</td> <td>17</td> <td>6</td> <td>35</td> </tr> <tr> <td>7 Phase II subprojects</td> <td>Jul. - Aug. 2019</td> <td>28</td> <td>155</td> <td>58</td> <td>37</td> </tr> <tr> <td>7 Phase III subprojects</td> <td>Oct. - Nov.2020</td> <td>34</td> <td>175</td> <td>58</td> <td>33</td> </tr> <tr> <td>6 Phase IV subprojects</td> <td>Jul. - Dec. 2021</td> <td>18</td> <td>108</td> <td>29</td> <td>27</td> </tr> <tr> <td></td> <td></td> <td>83</td> <td>455</td> <td>151</td> <td>33</td> </tr> </tbody> </table> <p>222 628</p>	Sub-project	Time of WUGEC establishment	No. WUGs	No. WUGEC members	women	%	2 Phase I Subprojects	Feb.- Mar. 2018	3	17	6	35	7 Phase II subprojects	Jul. - Aug. 2019	28	155	58	37	7 Phase III subprojects	Oct. - Nov.2020	34	175	58	33	6 Phase IV subprojects	Jul. - Dec. 2021	18	108	29	27			83	455	151	33	
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		83	455	151	33																																	
9. 30% participation of women on all subproject management committees (marketing initiatives,	<p>Achieved The project was organized of 2 types of farmer group (such as WUG and FPG). Total 112 groups were established which is total executive committee member is 628 which is 222 are female (or 35%):</p> <p>1) WUG: The total of 83 WUGs has been established for 22 subprojects of Phase I, II, III and IV. 151 (33%) out of 455 WUG's</p>																																					

<p>producer groups, etc.). Target 2</p>	<p>executive committees' members are female (detail mentioned on above target 1), and;</p> <p>2) FPG: Before entering each dry season, investor/buyer contracts with FPG for commercial crop production for the coming dry season. This type of FPG is usually formed at seasonal basis for specific crop production. As of March 2023, twenty-nine (29) Farmers Production Groups (FPGs) were established for 8 subprojects of Phase I – IV, 66 (38%) out of 173 management committee members were female.</p> <p>The previous performance of FPG is as summarized below:</p> <table border="1" data-bbox="431 510 1219 772"> <thead> <tr> <th>Season</th> <th>Number of FPGs</th> <th>Crop</th> <th>Area (ha)</th> </tr> </thead> <tbody> <tr> <td>2018/2019 Dry season</td> <td>6</td> <td>Pumpkin, watermelon, rice, green bean</td> <td>280</td> </tr> <tr> <td>2019/2020 dry season</td> <td>10</td> <td>Green bean, pumpkin, rice, watermelon</td> <td>299</td> </tr> <tr> <td>2020/2021 dry season</td> <td>7</td> <td>Pumpkin, soybean, green bean</td> <td>568</td> </tr> <tr> <td>2021/2022 dry season</td> <td>6</td> <td>Watermelon, green bean, sweet corn, rice seed</td> <td>64.2</td> </tr> <tr> <td>Total</td> <td>29</td> <td></td> <td>1211.2</td> </tr> </tbody> </table>	Season	Number of FPGs	Crop	Area (ha)	2018/2019 Dry season	6	Pumpkin, watermelon, rice, green bean	280	2019/2020 dry season	10	Green bean, pumpkin, rice, watermelon	299	2020/2021 dry season	7	Pumpkin, soybean, green bean	568	2021/2022 dry season	6	Watermelon, green bean, sweet corn, rice seed	64.2	Total	29		1211.2																																																																																															
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<p>10. At least two trainings per subproject for women's meaningful participation in subproject and community decision-making (i.e. trading skills, numeracy etc.) Target 3</p>	<p>Achieved</p> <p>The following two (2) trainings have been selected as trainings for women's meaningful participation in subproject and community decision-making:</p> <p>(i) Promotion of female participation in planning, implementation and decision making of the project activities; and</p> <p>(ii) Enhancement of female capability in marketing of agricultural produce.</p> <p>Two (2) topics of trainings have been provided to all 22 subprojects of Phase I – IV, with 6,035 (49%) out of 12,332 participants were women.</p> <p>The details are summarized in the table below.</p> <table border="1" data-bbox="431 1205 1219 1894"> <thead> <tr> <th rowspan="2">Name of Subproject</th> <th colspan="3">Training topic (i)</th> <th colspan="3">Training topic (ii)</th> </tr> <tr> <th>Date</th> <th>Total participants</th> <th>Women</th> <th>Date</th> <th>Total participants</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td colspan="7" style="text-align: center;">Phase I</td> </tr> <tr> <td>1. Num Oun</td> <td>Jun 2018</td> <td>59</td> <td>20</td> <td>Oct 2019</td> <td>50</td> <td>15</td> </tr> <tr> <td>2. Nam Beng</td> <td>Jun 2018</td> <td>37</td> <td>10</td> <td>Oct 2019</td> <td>46</td> <td>10</td> </tr> <tr> <td colspan="7" style="text-align: center;">Phase II</td> </tr> <tr> <td>1. Nam Tong</td> <td>May 2019</td> <td>50</td> <td>20</td> <td>Nov 2019</td> <td>50</td> <td>8</td> </tr> <tr> <td>2. Nam Ngene 2</td> <td>May 2019</td> <td>36</td> <td>10</td> <td>Nov 2019</td> <td>46</td> <td>7</td> </tr> <tr> <td>3. Nam Sa</td> <td>May 2019</td> <td>30</td> <td>10</td> <td>Oct 2019</td> <td>36</td> <td>10</td> </tr> <tr> <td>4. N. Chang – N. Lue</td> <td>Jun 2019</td> <td>80</td> <td>20</td> <td>Oct 2019</td> <td>100</td> <td>20</td> </tr> <tr> <td>5. Houay Bong</td> <td>Jul 2019</td> <td>70</td> <td>20</td> <td>Oct 2019</td> <td>50</td> <td>20</td> </tr> <tr> <td>6. Houay Xo 2</td> <td>Jul 2019</td> <td>40</td> <td>11</td> <td>Oct 2019</td> <td>47</td> <td>10</td> </tr> <tr> <td>7. Nam Hao</td> <td>Jul 2019</td> <td>37</td> <td>12</td> <td>Jul 2019</td> <td>60</td> <td>10</td> </tr> <tr> <td colspan="7" style="text-align: center;">Phase III</td> </tr> <tr> <td>1. Nam Ngaad</td> <td>Nov 2019</td> <td>474</td> <td>281 (59%)</td> <td>Nov 2019</td> <td>474</td> <td>281 (59%)</td> </tr> <tr> <td>2. Dong Nouark</td> <td>Nov 2019</td> <td>268</td> <td>172 (64%)</td> <td>Nov 2019</td> <td>268</td> <td>172 (64%)</td> </tr> <tr> <td>3. N. Hoy – N. Lou</td> <td>Nov-Dec 2019</td> <td>348</td> <td>199 (57%)</td> <td>Nov-Dec 2019</td> <td>348</td> <td>199 (57%)</td> </tr> </tbody> </table>	Name of Subproject	Training topic (i)			Training topic (ii)			Date	Total participants	Women	Date	Total participants	Women	Phase I							1. Num Oun	Jun 2018	59	20	Oct 2019	50	15	2. Nam Beng	Jun 2018	37	10	Oct 2019	46	10	Phase II							1. Nam Tong	May 2019	50	20	Nov 2019	50	8	2. Nam Ngene 2	May 2019	36	10	Nov 2019	46	7	3. Nam Sa	May 2019	30	10	Oct 2019	36	10	4. N. Chang – N. Lue	Jun 2019	80	20	Oct 2019	100	20	5. Houay Bong	Jul 2019	70	20	Oct 2019	50	20	6. Houay Xo 2	Jul 2019	40	11	Oct 2019	47	10	7. Nam Hao	Jul 2019	37	12	Jul 2019	60	10	Phase III							1. Nam Ngaad	Nov 2019	474	281 (59%)	Nov 2019	474	281 (59%)	2. Dong Nouark	Nov 2019	268	172 (64%)	Nov 2019	268	172 (64%)	3. N. Hoy – N. Lou	Nov-Dec 2019	348	199 (57%)	Nov-Dec 2019	348	199 (57%)	
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11. Conduct gender awareness training for each sub-project including (i) project gender requirement/targets (ii) awareness raising on land titling, (iii) impact of agro-chemicals, HIV and human trafficking (iv) division of labor (v) access to and control resources, decision making (vi) at least 50% female participants. Target 4	<p>Achieved</p> <p>The project conducted gender awareness training in 154 villages for 22 subprojects of Phase I to IV. Total participants are 12,189 people and 6,364 (52%) out of them were female.</p> <p>... During Aug-Oct 2018: 65 villages for 9 subprojects of Phase I and II, 2,987 (55%) out of 5,477 participants were female.</p> <p>... Oct-Nov 2019: 54 villages for 7 subprojects of Phase III, 2,172 (51%) out of 4,248 were female</p> <p>... Jun-Aug 2020: 35 villages for 6 subprojects of Phase IV, 1,235 (51%) out of 2,428 were female</p> <p>Topics of the training are;</p> <p>(i) Project gender requirement/targets;</p> <p>(ii) Awareness raising on land titling;</p> <p>(iii) Impact of agro-chemicals, HIV and human trafficking</p> <p>(iv) Division of labor; and</p> <p>(v) Access to and control resources and decision making.</p> <p>... The participants included Villages Authority (including Villages Head, Village's Lao Women Union, Village Youth Union, Lao Front for National Construction (LFNC) and Water Users Group members of Phase I and II subproject areas.</p> <p>... Facilitators included PPO/DCO CD and Extension teams, District Lao women Union, District Public Health officers.</p> <p>Report of the training is available at PCO and PMIU office</p>																																																																																					
12. Female focused extension services designed for and delivered by women Activity 8	<p>Achieved</p> <p>Female focused extension services had been designed and delivered by women.</p> <p>As of November 2022, FFES activities were implemented at 14 target villages in 7 subprojects:</p>																																																																																					

... The 1st Batch of FFES activities were implemented at 9 target villages in 5 subprojects since February 2019 as summarized in the table below.

Province/District	Sub-project	Village	Ethnic Group	Activities	FFES committee	Women
Pongsaly/Bountai	Nam Ngene2 (Phase II)	Bohaad	Khmu Akha	Goat Raising	6	2
Oudomxay/Beng	Ban Hao (Phase II)	Houay Luck	Khmu	Cardamom Cultivation Goat Raising	7	3
Luang Namtha/Long	Nam Ma (Phase III)	Houa Khoua 1&2	Khmu Lue	Cucumber cultivation, onion/garlic cultivation, organic vegetables, dry paddy production, frog/cricket raising	4	4
		Nam An	Lanten/Lao Houay		4	4
Bokeo/Phaoudom	Houay Bong (Phase II)	Van Pom	Lamet Leu	Cardamom cultivation Goat Raising	7	4
Bokeo/Paktha	Houay Xo2 (Phase II)	Dong Pangsak Khoneun Pakso	Leu	Revolving fund for commercial crop production	6	2
					6	1
					6	1
					6	2
TOTAL					52	23 (44%)

... The 2nd Batch of FFES activities were implemented at 5 target villages in 2 subprojects since December 2019 as summarized in the table below.

Province/District	Sub-project	Village	Ethnic Group	Activities	FFES committee	Women
Oudomxay/Beng	Nam Beng (Phase I)	Namet Xienglae Yo Pangdeua	Lue	Onion and garlic (10HHs x 4 villages)	12	10
Oudomxay/Houn	Nam Ngaad (Phase III)	Somxay Na	Khmu Lue	Organic vegetable production in greenhouse	5	3
TOTAL					17	13 (76%)

Activities of FFES were planned and implemented with strong commitment of the Division for the Advancement of Women (DAW) of Ministry of Agriculture and Forestry (MAF). Village Lao Women's Union of each village lead on planning and implementation of the activities with supports of PPO, DCO, NPMO and GIC.

Implementation Procedures:

- (i) Consultation meeting with target pilot villages (Target village selection criteria: villages with poor ethnic group).
- (ii) Establishment of a committee for Female-focused Extension Services.
- (iii) Selection of households for each activity (criteria: from the non-beneficiary households in the subproject areas of the project).
- (iv) Preparation and providing training on the activities.
- (v) Arrangement for procurement of cardamom, onion and garlic, baby animals as well as other necessary equipment.

	<p>(vi) Delivery of sapling of cardamom, onion and garlic, baby animals, and other materials /equipment.</p> <p>(vii) Implementation of the activities by 1st group of participants (FFES activities will be implemented in two batches and basically one (1) village is to be selected in each of the four (4) project target provinces for each batch of the activities. Participants will conduct selected FFES activities for two (2) years. In order to ensure the project sustainability, the first selected participants have an obligation to return the received amount (cash or in kind) to the FFES committee in two (2) years for extending the activities to the second group of participants;</p> <p>(viii) 1st group of participants return the received amount to FFES committee for extending the activities to the second group of participants</p> <p>... The 1st batch of FFES commenced in May - June 2019 for the activity period of 2 years by providing necessary input goods and equipment. Total 161 households in 10 poor ethnic minority villages of 5 subprojects in 4 target provinces participated in the activities. All activities except cardamom cultivation have been completed by the end of November 2021. But repayment to the revolving fund by the 1st round of households have not completed yet in some subprojects. The project instructed the relevant PPO and DCO to complete the repayment and continue the activities by involving new households in each village. Regarding cardamom cultivation, it usually takes 4 years to harvest the first fruits of the crop. Thus, the first participating households in the activity are still continuing growing the crop.</p> <p>... The 2nd batch of FFES commenced their activities in March 2020 (Nam Beng) and in March 2021 (Nam Ngaad) for the activity period of 2 years. Total 53 households in 6 poor ethnic minority villages of 2 subprojects in Oudomxay province participated in the activities.</p> <p>... The remaining assignment period of the GIC national community development and gender specialist is rather limited. Therefore, during her field work from 6 to 20 September 2021, the specialist discussed and agreed with the relevant PAFO/DAFO on handing-over of both 1st and 2nd batches of the FFES activities to PPOs and DCOs.</p> <p>... The Project plans to conduct the endline survey from December 2022 to January 2023 to confirm the overall effectiveness of the activities.</p>													
<p>13. 30% participation of women in project study tours. Target 5</p>	<p>Achieved</p> <p>The project organized study tours for WUG members of 22 subprojects (Phase I, II, and III) in the 3 provinces, and the relevant PPO and DCOs staff to exchange the experience with other farmers who have successful experiences of crop and vegetable growing for market. The main topics of lesson learned and exchange experience of farmers is (i) the management of commercial crop production in irrigated area related to marketing, (ii) commercial vegetable growing in green houses and (iii) irrigation Operation and Maintenance (O&M), 116 (34%) out of 338 participants were females.</p> <table border="1" data-bbox="430 1703 1239 1862"> <thead> <tr> <th>Prov.</th> <th>Subproject Name</th> <th>Site visit</th> <th>Date of study tour</th> <th>Total participants</th> <th>Of which, Female</th> </tr> </thead> <tbody> <tr> <td>LNT</td> <td>N.Lue-N.Chang (Phase II) Nam Sa (Phase II) Nam Ma (Phase III)</td> <td>Sayabouly and Oudomxay Provs.</td> <td>3 - 7 Dec. 2019</td> <td>25</td> <td>8 (32%)</td> </tr> </tbody> </table>	Prov.	Subproject Name	Site visit	Date of study tour	Total participants	Of which, Female	LNT	N.Lue-N.Chang (Phase II) Nam Sa (Phase II) Nam Ma (Phase III)	Sayabouly and Oudomxay Provs.	3 - 7 Dec. 2019	25	8 (32%)	
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		Nam Ma Nam Gna2 Nam Tha3 Nam Gna1&3		26-30 Apr. 2022	42	15 (36%)																																								
	ODX	Nam Beng (Phase I) Nam Oun (Phase I)	Sayabouly and Luang Prabang Provs.	16 - 22 Feb. 2020	37	12 (32%)																																								
		Nam Hao Nam Ngaad		6-11 Feb.2022	39	11 (28%)																																								
	BKO	Houay Bong (Phase II) Houay Xo 2 (Phase II) Nam Kha (Phase IV)	Sayabouly (Nam Phiang 1 & 2 irrigation schemes)	1 - 3 Mar. 2020	40	15 (37%)																																								
		Nam Satone Nam Tin2 Houay Sat		24-27 Feb. 2022	62	20 (32%)																																								
	PSL	Nam Ngene 2 (Phase II) N. Hoy- N.Lou (Phase III) Nam Tong (Phase II)	Luang Namtha and Oudomxay Provinces	26 Mar. – 2 Apr. 2021	40	16 (40%)																																								
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	Total				338	116 (34%)																																								
14. 30% participation of women in skills training. Target 6	<p>Achieved Project provided seventeen (17) extension trainings for 1st batch Female-focused Extension Services (FFES) at 9 pilot villages from May to June 2019. Project provided two (2) extension trainings for 2nd batch FFES at Somxay and Na villages in January 2020 and Namet, Xienglae, Yo and Pangdeua villages (under Nam Beng subproject) in April 2021.</p> <p>Out of total 383 participants in the extension trainings of 1st and 2nd batches of FFES, 201 participants (52%) were female.</p> <p>Details: Batch 1</p> <table border="1"> <thead> <tr> <th>Name of pilot villages</th> <th>Skills training topics</th> <th>Time D/M/Y conducted training</th> <th>Total participants</th> <th>women</th> </tr> </thead> <tbody> <tr> <td>1. Chavang</td> <td>Goat Raising technical training</td> <td>May / 2019</td> <td>37</td> <td>20</td> </tr> <tr> <td>2. Houayluc k</td> <td>Goat Raising technical training/ Cardamom</td> <td>May 2019</td> <td>30</td> <td>17</td> </tr> <tr> <td>3. Nam An</td> <td>Animal raising and vegetable technical Training</td> <td>May 2019</td> <td>40</td> <td>25</td> </tr> <tr> <td>4. Huakhua</td> <td>Duck raising technical training</td> <td>May 2019</td> <td>30</td> <td>19</td> </tr> <tr> <td>5. Vang Pom</td> <td>Goat raising technical training/ Carmon</td> <td>May 2019</td> <td>30</td> <td>12</td> </tr> <tr> <td>6. Dong</td> <td>Jobs tear technical training</td> <td>June 2019</td> <td>40</td> <td>20</td> </tr> <tr> <td>7. Pangsa</td> <td>Jobs tear technical training</td> <td>June 2019</td> <td>35</td> <td>18</td> </tr> </tbody> </table>						Name of pilot villages	Skills training topics	Time D/M/Y conducted training	Total participants	women	1. Chavang	Goat Raising technical training	May / 2019	37	20	2. Houayluc k	Goat Raising technical training/ Cardamom	May 2019	30	17	3. Nam An	Animal raising and vegetable technical Training	May 2019	40	25	4. Huakhua	Duck raising technical training	May 2019	30	19	5. Vang Pom	Goat raising technical training/ Carmon	May 2019	30	12	6. Dong	Jobs tear technical training	June 2019	40	20	7. Pangsa	Jobs tear technical training	June 2019	35	18
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3. Nam An	Animal raising and vegetable technical Training	May 2019	40	25																																										
4. Huakhua	Duck raising technical training	May 2019	30	19																																										
5. Vang Pom	Goat raising technical training/ Carmon	May 2019	30	12																																										
6. Dong	Jobs tear technical training	June 2019	40	20																																										
7. Pangsa	Jobs tear technical training	June 2019	35	18																																										

	8. Khonteun	Jobs tear technical training	June 2019	39	16																																																																																																																																																																																																
	9. Pakso	Jobs tear technical training	June 2019	40	19																																																																																																																																																																																																
	Sub-total			321	166																																																																																																																																																																																																
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	Name of Subproject (Villages)	Skills training topics	Time D/M/Y conducted training	Total participants	women																																																																																																																																																																																																
	1. Nam Ngaad (Somxay, Na)	Technical training on organic vegetable production in green house	8 – 10 Jan 2020	34	23																																																																																																																																																																																																
	2. Nam Beng	Onion and garlic technical training	3-4 April 2021	28	12																																																																																																																																																																																																
	Sub-total			62	35																																																																																																																																																																																																
15. Ensure land titling certificates are in both spouses' names. Activity 9	<p>Achieved According to the Property Law, 1990. Article 26: Husband and wife have equal rights over conjugal property not withstanding who actually acquired the asset. Assets belonging to the husband or wife prior to their marriage or received through inheritance or granted specifically to the husband or the wife during their married life will not be considered as conjugal property. Therefore, the project follows the Property Law.</p> <p>As of March 2023, total confirm completed all 16 subprojects with 10,580 certificates have been issued for 7,002 HHs in the project area. Detail of land ownership ship giving below:</p> <table border="1"> <thead> <tr> <th rowspan="2">No.</th> <th rowspan="2">Subproject Name</th> <th rowspan="2">Benefit HHs</th> <th rowspan="2">Command area (Ha)</th> <th rowspan="2">Total certificate issued</th> <th colspan="4">Ownership of Land Certificates</th> <th rowspan="2">Total Hand over</th> </tr> <tr> <th>Name of Husband</th> <th>Name of wife</th> <th>Both name</th> <th>Others</th> </tr> </thead> <tbody> <tr> <td></td> <td>Phase 1,2 & 3</td> <td>7,002</td> <td>6,246</td> <td>10,580</td> <td>2,914</td> <td>1,657</td> <td>5,900</td> <td>109</td> <td>10,580</td> </tr> <tr> <td></td> <td>Ownership (%)</td> <td></td> <td></td> <td></td> <td>28%</td> <td>16%</td> <td>56%</td> <td>1%</td> <td>100%</td> </tr> </tbody> </table> <p>... Phase I subprojects: completed. Total 2,099 certificate have been issued for 1,014 HHs in command area. Details: Names on the Land Certificates in the Phase I Subprojects</p> <table border="1"> <thead> <tr> <th rowspan="2">No.</th> <th rowspan="2">Subproject Name</th> <th rowspan="2">Direct Benefit Househo</th> <th rowspan="2">Command area (Ha)</th> <th rowspan="2">Total certificate issued</th> <th colspan="4">Ownership of Land Certificates</th> <th rowspan="2">Total Hand over</th> </tr> <tr> <th>Name of Husband</th> <th>Name of wife</th> <th>Both name</th> <th>Others</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Nam Oun</td> <td>612</td> <td>420</td> <td>743</td> <td>195</td> <td>119</td> <td>426</td> <td>3</td> <td>743</td> </tr> <tr> <td>2</td> <td>Nam Beng</td> <td>402</td> <td>386</td> <td>1,356</td> <td>664</td> <td>290</td> <td>399</td> <td>3</td> <td>1,356</td> </tr> <tr> <td></td> <td>Sub-Total</td> <td>1,014</td> <td>806</td> <td>2,099</td> <td>859</td> <td>409</td> <td>825</td> <td>6</td> <td>2,099</td> </tr> <tr> <td></td> <td>Ownership (%)</td> <td></td> <td></td> <td></td> <td>41%</td> <td>19%</td> <td>39%</td> <td>0%</td> <td>100%</td> </tr> </tbody> </table> <p>... Phase II subproject: Completed. Total 5,505 plots (for 3,091 households) of land title certificate has been issued. 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<p>Output 3: Capacities of national, provincial and district agencies strengthened to enable a sector development approach.</p>																																																																																																											
<p>16. Village Lao Women's Union consulted in the design of all project infrastructure improvements. Activity 10</p>	<p>Achieved</p> <p>During project design period, the project conducted consultation meeting with 132 villages for all 22 subproject project infrastructure improvements of Phase I, II, III and IV, and all of those meeting invited Village Lao Women's Union to participate. The key VLWU concerned were:</p> <p>The key VLWU concerned were: Phase I and II:</p> <ul style="list-style-type: none"> (i) Lack of basic knowledge such as gender, human trafficking, agro-chemical usage and labor law causes issues especially to female; (ii) Thus it is important for the project to provide trainings on basic knowledge; (iii) The project needs to encourage females' participation in the trainings and study tour. (iv) The project also needs to more actively listen to opinions and suggestions of females in formulation of project activities through group discussion and other methods. <p>Phase III and IV</p> <ul style="list-style-type: none"> (i) Insufficient irrigation water: Most of the farmers in the villages hope to grow pumpkin, green bean and watermelon during dry season but water shortage prevents them from the commercial crop production, (ii) Low quality and low price of rice: Many farmers started to use HYV seeds but in an improper way, (iii) Lack of farming techniques meeting for the market standard: Sales price of the harvested crops are low due to improper post-harvest management such as drying and storage, (iv) Inactive or no formally established WUG and FPGs (v) Poverty among landless households (LLHH), female headed households (FHH), and ethnic minorities that recently moved from the mountainous area, (vi) Village organizations and committees are generally dominated by males. Female participation and involvement in village meetings needs to be improved, (vii) Low gender awareness, especially among some ethnic groups. Women's roles and performance of responsibilities are not well recognized and given importance. Women are burdened with responsibilities at home and production/income generation. Their role on decision-making is over-shadowed by men, (viii) Poor waste management and disposal: Poor sanitation and hygiene practices, (ix) Uncontrolled use of agrochemicals, herbicide and fertilizer as the commercial agriculture is developing in the subproject areas, 																																																																																																										

	(x) Lack of basic knowledge on HIV/AIDS/STI prevention and protection despite of high risk for young people.																																																																		
17. Gender awareness training for NPMO, PPO and DCOs at project commencement including (i) project gender requirement/targets and monitoring and reporting of GAP. Activity 11	Achieved Gender awareness training on project gender requirement, GAP monitoring and reporting was organized for NPMO, 4 PPOs and 11 DCOs on October 2018 at Oudomxay PAFO meeting room, 24 (44%) out of 54 participants were women.																																																																		
18. Capacities of national, provincial, and district agencies strengthened to enable a sector development approach at least 50% of trainees are women (DMF) Target 7	<p>Partially achieved (Overall) Total 11 training programs have been conducted, 236 (34%) out of 699 participants of the training were female. In general, in the Project, male staff is responsible for engineering-related field while female staff is for non-engineering field. Therefore, engineering-related trainings are occupied mainly by male staff. On the other hand, female staff actively participate in non-engineering training as follows:</p> <p>Achieved <u>Non-engineering related trainings participant is 237 person which is comprised of female 123 (or 52%).</u></p> <table border="1"> <thead> <tr> <th>No</th> <th>Activity</th> <th>Total</th> <th colspan="2">Female %</th> </tr> </thead> <tbody> <tr> <td colspan="5">Non-engineering related trainings</td> </tr> <tr> <td>1</td> <td>Training on Financial Management attached with the inception workshop</td> <td>52</td> <td>31</td> <td>60%</td> </tr> <tr> <td>2</td> <td>On the job training on Gender Awareness Campaigns</td> <td>55</td> <td>34</td> <td>61%</td> </tr> <tr> <td>3</td> <td>Training on Community Development and Gender activities attached with the inception workshop</td> <td>70</td> <td>36</td> <td>51%</td> </tr> <tr> <td>4</td> <td>On the job training on establishment and development of Water User Groups for the PAFO and DAFO focal staff. The project consultant closely monitors and observed the PAFO and DAFO team to carry out the tasks and provides supports when needed.</td> <td>60</td> <td>22</td> <td>37%</td> </tr> <tr> <td colspan="2" style="text-align: right;">Sub-total:</td> <td>237</td> <td>123</td> <td>52%</td> </tr> </tbody> </table> <p>Partially achieved <u>Mainly engineering related trainings participant is 462 person which is comprised of female 113 (or 24%). Detail giving below:</u></p> <table border="1"> <thead> <tr> <th>No</th> <th>Activity</th> <th>Total</th> <th colspan="2">Female %</th> </tr> </thead> <tbody> <tr> <td colspan="5">Engineering related training programs</td> </tr> <tr> <td>5</td> <td>Training on O&M Irrigation Facilities and Agricultural Development in Project Inception Workshop (5 – 19 Nov. 17) in the 4 target provinces. Total participants in 4 provinces is 170 staffs including 33 females (19%)</td> <td>170</td> <td>33</td> <td>19%</td> </tr> <tr> <td>6</td> <td>Training on land used planning and management for the land tilling field work team</td> <td>40</td> <td>12</td> <td>30%</td> </tr> <tr> <td>7</td> <td>Training on Engineering Design Concept of Irrigation System for PPO managers and, head of irrigation section and irrigation engineers, representative of DOI and DOI engineers.</td> <td>33</td> <td>2</td> <td>6%</td> </tr> <tr> <td>8</td> <td>On job training on O&M irrigation facilities to PPO and DCO staff</td> <td>56</td> <td>21</td> <td>38%</td> </tr> </tbody> </table>	No	Activity	Total	Female %		Non-engineering related trainings					1	Training on Financial Management attached with the inception workshop	52	31	60%	2	On the job training on Gender Awareness Campaigns	55	34	61%	3	Training on Community Development and Gender activities attached with the inception workshop	70	36	51%	4	On the job training on establishment and development of Water User Groups for the PAFO and DAFO focal staff. The project consultant closely monitors and observed the PAFO and DAFO team to carry out the tasks and provides supports when needed.	60	22	37%	Sub-total:		237	123	52%	No	Activity	Total	Female %		Engineering related training programs					5	Training on O&M Irrigation Facilities and Agricultural Development in Project Inception Workshop (5 – 19 Nov. 17) in the 4 target provinces. Total participants in 4 provinces is 170 staffs including 33 females (19%)	170	33	19%	6	Training on land used planning and management for the land tilling field work team	40	12	30%	7	Training on Engineering Design Concept of Irrigation System for PPO managers and, head of irrigation section and irrigation engineers, representative of DOI and DOI engineers.	33	2	6%	8	On job training on O&M irrigation facilities to PPO and DCO staff	56	21	38%	Overall, the target is partially achieved. This is due to lower percentage of female staff in charge of engineering at NPMO, PPOs and DCOs. On the other hand, the target has been achieved in non-engineering training.
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Output 4: Efficient and effective delivery of subprojects and Project management.																																																																
19. Include national gender specialist and assign project gender focal point in the provincial subproject implementation level. Activity 12	<p>Achieved</p> <p>A national gender specialist recruited for 30 person/month including additional 2 person/month for 1-year extension (as of 19 November 2022, remaining 2.75 person/month), one gender coordinator appointed at NPMO office. Four gender focal persons appointed in provincial level and 11 appointed in district level.</p> <p>All of them already received the training on GAP implementation monitoring and reporting.</p>																																																															
20. NPMO and PPOs responsible for monitoring and reporting of GAP performance indicators, including women's participation, training and employment targets. Activity 13	<p>Achieved</p> <p>Monitoring of GAP performance indicators including women's participation, training and employment targets have been done by PPOs, and reported to NPMO monthly and NPMO report to ADB quarterly. The project also works closely with MAF's DAW.</p>																																																															
21. 20% of staff in NPMO and PPO are women at each level (senior management, technical and administrative / support staff). Target 8	<p>Achieved</p> <p>.. NPMO: 5 (50%) out of 10 staff were women as details: (i) Senior management: 1 (25%) out of 4 was female. (ii) Technical and administrative: 2(67%) out of 3 were female. (iii) Support staff: 2 (67%) out of 3 were female.</p> <p>.. PPO: 17 (34%) out of 50 staff in 4 PPOs were women as details: (i) Senior management: 2 (22%) out of 9 was female. (ii) Technical and administrative: 10 (30%) out of 33 were female. (iii) Support staff 5 (65.5%) out of 8 were female.</p> <p>Details for each PPO:</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Total</th> <th colspan="2">Senior management</th> <th colspan="2">Technical/ Administrative</th> <th colspan="2">Support staff.</th> </tr> <tr> <th>total</th> <th>F</th> <th>total</th> <th>F</th> <th>total</th> <th>F</th> <th>total</th> <th>F</th> </tr> </thead> <tbody> <tr> <td>BKO PPO</td> <td>13</td> <td>4</td> <td>2</td> <td>1</td> <td>10</td> <td>2</td> <td>1</td> <td>1</td> </tr> <tr> <td>LNT PPO</td> <td>14</td> <td>5</td> <td>3</td> <td>1</td> <td>10</td> <td>3</td> <td>1</td> <td>1</td> </tr> <tr> <td>ODX PPO</td> <td>13</td> <td>4</td> <td>2</td> <td>0</td> <td>9</td> <td>3</td> <td>2</td> <td>1</td> </tr> <tr> <td>PSL PPO</td> <td>10</td> <td>4</td> <td>2</td> <td>0</td> <td>4</td> <td>2</td> <td>4</td> <td>2</td> </tr> <tr> <td></td> <td>50</td> <td>17</td> <td>9</td> <td>2</td> <td>33</td> <td>10</td> <td>8</td> <td>5 65.5%)</td> </tr> </tbody> </table>		Total		Senior management		Technical/ Administrative		Support staff.		total	F	total	F	total	F	total	F	BKO PPO	13	4	2	1	10	2	1	1	LNT PPO	14	5	3	1	10	3	1	1	ODX PPO	13	4	2	0	9	3	2	1	PSL PPO	10	4	2	0	4	2	4	2		50	17	9	2	33	10	8	5 65.5%)	
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22. All data will be disaggregated by sex and ethnic. Activity 14	Achieved All data have been disaggregated by sex such as participants of consultations meeting and trainings, committee members of WGUs, Product group, FFES Disaggregated by sex and ethnic are included in the participants registration form. This form is being used at all levels from central, province, district to village.	
23. GAP performance report to ADB with attaches GAP monitoring table in the quarterly reports. Activity 15	Achieved. GAP performance monitoring is attached to the project quarterly progress report	

GAP includes: 15 activities and 8 targets

Progress of GAP implementation:

... 15 activities: 15 (100%) have been achieved.

... 8 targets: 7 (87.5%) have been achieved, and 1 (12.5%) is partially achieved.

	Achieved	On-track	Partially achieved	Not achieved
15 Activities	15	0	0	0
8 Targets	7	0	1	0

Accomplished by: GIC for NRI-AF

Reviewed by: Duangchith Viravongsa, Gender Consultant ADB- LRM

Theonakhet Saphakdy, Sr. Social Development Officer (Gender) ADB- LRM