

Document of  
The World Bank Group

FOR OFFICIAL USE ONLY

INTERNATIONAL DEVELOPMENT ASSOCIATION  
INTERNATIONAL FINANCE CORPORATION  
MULTILATERAL INVESTMENT GUARANTEE AGENCY  
**COUNTRY GENDER ACTION PLAN**

FOR

**LAO PEOPLE'S DEMOCRATIC REPUBLIC**

FOR THE PERIOD FY2017 – FY2021

February 13, 2017  
(version cleared by PM and CM)

Lao People's Democratic Republic  
South East Asia Country Management Unit  
East Asia and Pacific Region

The International Finance Corporation  
East Asia and Pacific Region

The Multilateral Investment Guarantee Agency

This document has a restricted distribution and may be used by recipients only in the performance of their official duties. Its contents may not otherwise be disclosed without World Bank Group authorization.

## CURRENCY EQUIVALENTS

Exchange Rate Effective as of February 13, 2017

Kip 8,178 = US\$1.00

## FISCAL YEAR

January to December

## ABBREVIATION AND ACRONYMS

ADB	Asian Development Bank	MCH	Maternal and Child Health
BOL	Bank of Lao PDR	MDG	Millennium Development Goals
CGA	Country Gender Assessment	MDTF	Multi-Donor Trust Fund
CGAP	Country Gender Action Plan	MMR	Maternal Mortality Ratio
CLR	Completion and Learning Review	MAF	Ministry of Agriculture and Forestry
CPF	Country Partnership Framework	MEM	Ministry of Energy and Mines
CPIA	Country Policy and Institutional Assessment	MOF	Ministry of Finance
CRVS	Civil Registration and Vital Statistics	MIGA	Multilateral Investment Guarantee Agency
DRM	Disaster Risk Management	MONRE	Ministry of Natural Resources and Environment
EAP	East Asia and Pacific	MPI	Ministry of Planning and Investment
EdL	<i>Electricité du Laos</i>	NSEDP	National Socio-Economic Development Plan
EU	European Union	NT2	Nam Theun 2
GOL	Government of Lao PDR	PRF	Poverty Reduction Fund
HMTA	TA for Capacity Development in Hydropower and Mining Sector	SCD	Systematic Country Diagnostic
ICA	Investment Climate Assessment	SDG	Sustainable Development Goal
IDA	International Development Association	SME	Small and Medium-size Enterprise
IFC	International Finance Corporation	UHC	Universal Health Coverage
IWRM	Mekong Integrated Water Resources Management	UN	United Nations
Lao PDR	Lao People's Democratic Republic	UNFPA	United Nations Population Fund
LECS	Lao PDR Expenditure and Consumption Survey	UNICEF	United Nations Children's Fund
		WBG	World Bank Group

**COUNTRY GENDER ACTION PLAN FY2017-2021 FOR  
LAO PEOPLE’S DEMOCRATIC REPUBLIC**

**Table of Contents**

1. Rationale and Objective.....	1
2. Key gender inequalities in Lao PDR .....	2
3. Government’s priorities and commitment to gender issues .....	9
4. The World Bank’s gender priorities in the country .....	11
5. CGAP Actions and Target.....	12
6. Implementation responsibilities.....	16
7. Monitoring and reporting.....	16
8. Resource allocation and needs.....	17
Annex 1: Lao PDR Gender Action Plan Summary .....	19
Annex 2: Lao PDR: CGAP 2017-2021 Result Monitoring Framework.....	23
Annex 3: WB IDA Portfolio with Gender Tags (as of February 2017).....	29

# COUNTRY GENDER ACTION PLAN FY2017-2021 FOR LAO PEOPLE'S DEMOCRATIC REPUBLIC

## 1. Rationale and Objective

1. **This Country Gender Action Plan (CGAP) is formulated to facilitate dialogue within the WBG and with the Government of Lao PDR in addressing gender-related priorities in Lao PDR** in order to achieve the goals set in the five year *National Plan on Promoting Gender Equality* and the 8<sup>th</sup> National Socio-Economic Development Plan (NSEDP) 2016-2020. The CGAP aims to contribute to inclusive development and poverty reduction by reducing gaps between men, women, and ethnic groups and promoting human development and economic opportunities. The plan identifies gender priorities in line with the conclusion from the Systematic Country Diagnostic (SCD) and the focus areas of the Country Partnership Framework (CPF), which aligns with the 8<sup>th</sup> NSEDP.

*“Gender equality is also central to the World Bank Group’s own goals of ending poverty and boosting shared prosperity in a sustainable manner. No society can develop sustainably without transforming the distribution of opportunities, resources, and choices for males and females so that they have equal power to shape their own lives and contribute to their families, communities, and countries. Promoting gender equality is smart development policy.”* World Bank Group Gender Strategy (FY16-23)<sup>3</sup>

2. **The CPF sets out the core framework for engagement by the World Bank and the International Finance Corporation during FY2017-2021 based on findings from the SCD.** These three main focus areas and a cross cutting theme of the CPF, to support the outcomes of the NSEDP, namely:

1. Supporting Inclusive Growth
2. Investing in People
3. Protecting the environment
4. Cross-cutting theme: strengthening institutions

3. The CGAP aligns with these focus areas in the CPF and sets out the following priorities to be addressed:

- i. Early marriage, adolescent pregnancy and high maternal mortality rate (CPF Focus area 2)
- ii. Low literacy among women and skills gap (Focus Area 1 and 2)
- iii. Equal opportunities for men and women to participate in livelihood activities and wage jobs (Focus Area 1 and cross cutting theme)
- iv. Promote participation of women in planning and decision making at the local level (Focus Area 1, 2 and 3 and the cross cutting theme)

4. Besides being a plan of action, the C-GAP is a tool for the country team to (i) keep track of commitments related to gender and the contribution of the World Bank’s engagement on gender in

---

<sup>3</sup> The World Bank Group Gender Strategy (FY16-23): Gender Equality, Poverty Reduction and Inclusive Growth

Lao PDR to corporate goals on gender, and (ii) to identify human resources, working processes, budget, knowledge work and training needs that can help ensure that targets related to gender are reached. This is the third C-GAP for Lao PDR, and builds on lessons learned from the implementation of the 2011-12 and 2013-2016 action plans.

## 2. Key gender inequalities in Lao PDR

5. **Women and men have equal rights under the laws and regulations in Lao PDR.** The government formulated a five-year strategy for the advancement of women and promotion of gender equality (2011-2015), followed by the formulation of a long-term Vision 2030 on promoting gender equality and a new five year plan (2016-2020) that aligns with the Nation Socio-Economic Development Plan (2016-2020). Although the legal framework provides equal rights to men and women, the application of these rights is still hindered by customs, traditions and the socio-economic characteristics of different population groups. Significant gaps between men and women still persist among different groups.

6. **Over the past decade, poverty in Lao PDR has declined considerably.** The country met its MDG target of halving extreme poverty to below 24 percent by 2015 and overall, living conditions have improved significantly. The Lao Expenditure and Consumption Survey (LECS) showed that the poverty rate based on the national poverty line declined from 33.5 percent in 2002/03 to 23.2 percent in 2012/13. Over the same period, poverty, measured using the internationally comparable poverty line of \$1.25 in 2005 PPP a day, declined from 41.4 percent to 28.8 percent.

7. **However, development and gender equality progress varies across the country, with a strong rural-urban divide.** The poverty rate in rural areas is 28 percent, more than double that of urban poverty, estimated at 10 percent. This also implies significant socio-economic differences between ethnic groups and, despite some improvements, lags in development particularly for women across the country. For example, less than 60 percent of women in poor households are able to read and write, compared to a figure of over 80 percent for men. Maternal mortality rate remains high at 220 (per 100,000 live births) (as of 2014).

8. **As Lao PDR continues its development, the ability of women and men, young and old, to have demand and have equal access to opportunities must be a central element of translating the country's economic growth and the energies of its young people into improved living standards that benefit women and men alike.** Promoting more gender equality in development processes can result in stronger inclusiveness and synergies, thereby achieving national goals of development and equity.

9. Following the framework developed by the World Bank's World Development Report<sup>1</sup> on Gender, this CGAP divides issues into four main dimensions (i) endowments, (ii) economic opportunities, (iii) voice and agency and (iv) emerging areas of development and growing risks.

(i) **Endowments:**

**Health**

10. **The country has made gradual progress on several indicators but significant gender gaps remain.** The country made gradual progress in reducing maternal mortality to 220 in 2013 from 796 per 100,000 live births in 1995. Still the rate remains high compared to regional peers. A high maternal mortality rate places women at a higher risk while early marriages and pregnancy raises the risks for health complications for young mothers and their babies (Asian Development Bank and The World Bank, 2012). The low level of education, social norms and poverty contribute to early marriages and unplanned pregnancies, which prevent women's readiness in pre-maternity. This contribute to the high rate of maternal mortality. Child mortality declined from 170 per 1,000 in 1993 to 79 per 1,000 in 2011 but the MDG's target of reducing child mortality to one-third of 1990 level is yet to be met.

11. **Lao PDR has the highest rate of early marriage and adolescent pregnancies in Asia.** In 2012, 36 percent of Lao girls aged 18 were found to be married as compared to 9 percent in Vietnam and 18 percent in Cambodia. Factors inducing early marriage include social norms, the level of poverty combined with low levels of education of the adolescent girls and of the parents, particularly in rural areas and among ethnic groups. Early marriage and teenage pregnancy is both a cause and a consequence of a high school dropout rate. They often see less value in continuing to pursue education, a view enforced by the economic conditions of the households and society norms of early marriage in some areas..

12. **The persistent high incidence of early marriage contributes to an alarmingly high rate of adolescent pregnancies and to a stronger hindrance of girls from secondary and tertiary education.** Adolescent birth rate is 94 per 1000, comparable to Afghanistan (90), Nepal (87), the Marshall Islands (85), and Nauru (81), while neighbouring countries of Thailand and Vietnam have adolescent birth rates of 60 and 38. Early age pregnancy impacts the health of the young mothers and limits that ability of the girls to be physically prepared and learn about preparing for pregnancies, family planning, child rearing, etc.

13. **As a result, there are other, longer term, health consequences for women.** The World Health Organization states that adolescent mothers face higher risks of maternal deaths and health problems during and after pregnancy, and a greater likelihood of stillbirths, preterm births, and children with low birth weights. Aside from health risks for mother and child, early childbearing can significantly reduce opportunities for schooling and employment for the mother, which may lead to the persistence of poverty across generations. Early pregnancy can cause health complications for girls, exacerbated by insufficient provision of quality health services in rural areas and cultural barriers. Early marriage and adolescent pregnancies are also linked to high fertility rates, which reinforce malnutrition and increase health risks for mothers, infants and young children. An estimated 20 percent of women have unmet demand for family planning of which 12 percent of women have unmet need for limiting pregnancy and 8 percent having unmet need for birth spacing (LSIS 2012).

14. **Malnutrition remains persistently high, making Lao PDR lagging on the MDG goal on reducing chronic undernutrition.** The proportion of stunted children under 5 years old declined

only by 4 percentage points over a decade from 48 percent in 2001 to 44 percent in 2012 while poverty declined by more than 11 percentage points. Consequently, Lao PDR failed to meet the MDG goal on stunting even as it achieved the goal of halving extreme poverty. The trend appeared to have improved with the latest study from UNICEF showing a reduction of stunting to 35 percent. Stunting has long-term effect on the children's health and their learning ability later on in life. This problem is mainly caused by poor dietary diversity (driven by poor nutrition habits), lack of access to improved water and sanitation and the poverty level of the household. Half of the bottom 40 percent of the population had no toilet in 2012/13, compared to 26 percent without a toilet among the top 60 percent. Among several influential factors, the health and education levels of mothers also determine their own wellbeing and that of their children's (CGA, 2012). With an issue of early pregnancy, low quality and low utilization of health services and poverty, young mothers particularly in the rural areas have limited capacity in healthily raising their children, the next generation of Lao population.

15. In a detailed study of the inter-generational changes in pregnancy and childbirth practices in remote areas of Lao PDR over a period of 30 years, Alvesson et al (2013) find that childbirth practices are gradually evolving and a transition from forest-based to home-based delivery, and health facility-based deliveries when complications occur is taking place. Today's generation of women aged 40+ do not recommend all the practices of their mothers, and are adopting practices to reduce social and medical risk. Increased home-based deliveries and a recognition that health services are beneficial is a sign that young women are responding to local outreach programmes for formalized maternity care. Strengthening the skills of community-based health workers, could therefore contribute to improving maternal and neonatal survival and reducing health inequalities<sup>4</sup>.

16. **All these factors limit the opportunities to improve living conditions and economic contributions of the younger generation, especially girls.** Delaying early marriage, empowering and educating adolescent girls and addressing the unmet demand for family planning are therefore critical actions that can contribute to realizing the economic potential of young women and address poverty reduction [see box 1].

***Box 1: Adolescent Girls in Lao PDR – an urgent need for action***

**Lao PDR has the highest rate of adolescent pregnancies in South East Asia, with four in 10 Lao girls becoming pregnant before the age of 19.** Nearly one out of ten Laotian girls between 15 and 19 gives birth each year. The proportion is much higher in remote areas, where some cultural practices, such as giving birth in the bush/forest, pose additional risks to the health of young mothers and their babies. Children marry young and have low access to contraceptives or family planning advice.

**Adolescents and young adults have many unmet needs for health care, and experience barriers that include their inexperience, lack of knowledge about health care, restrictive legislative frameworks, costs, stigma, and community attitudes.** Complications in pregnancy and childbirth are the leading cause of death for girls aged 15–19 in developing countries<sup>5</sup>. Overall, 20 percent of women have unmet family planning needs, with this figure being much higher in some ethnic groups and geographical areas of Lao PDR. Early childbirth reduces economic potential, reinforces malnutrition and increases health risks. The prevailing high teenage pregnancy rate (65 births per 1000 women aged 15 to 19, WDI) demands a need to focus on this group and promote delayed marriage, increased contraceptive and family planning support

<sup>4</sup> Alvesson et al (2013) Changes in pregnancy and childbirth practices in remote areas in Lao PDR within two generations of women: implications for maternity services, *Reproductive Health Matters* 2013;21(42):203–211

<sup>5</sup> Evenhuis, M. and Burn, J. (2014) *Just Married, Just a Child. Child marriage in the Indo-Pacific region*. Plan International Australia.

along with increased health services in general. Laws can prevent child marriage and provide access to services and goods such as contraception but access and application of these depend on community outreach and investments. Currently, public investment in the health and education sectors have been limited with 1.9 percent (about US\$ 230 million) and 3.7 percent of GDP (about US\$ 454 million) respectively in 2014/15 budget plan. Therefore, much more investment is needed in creating effective health service systems that include high-quality health worker training, adolescent responsive facilities, and broad community engagement.

**Early marriage and teenage pregnancies are associated with no school attendance, high drop-outs, health complications, stunting and poverty.** Keeping girls in school longer, improving access to birth control tools and reproductive health education and providing equal opportunities for women's participation in the non-farm labor market can help. With schools often requiring a considerable walk many families don't see the value of continued education, especially for girls. To increase school enrolment and attendance, communities need to perceive and access economic benefits. Education in ethnic communities must address challenges posed by language, culture and geographic remoteness<sup>6</sup>. The expansion of quality secondary education in many countries, particularly for girls, offers remarkable opportunities for health and wellbeing, enhances cognitive abilities, and improves mental health and sexual and reproductive health. Schools also provide a platform for health promotion including comprehensive sexuality education and maintaining lifestyles that minimise health risks. Outreach activities and social transfers conditioned on school attendance may help to change cultural practices and behavior while programs such as the Adolescent Girls Initiative (implemented in Liberia, Nepal, and Afghanistan) could be promoted for increasing training on life-skills and vocations.

## Education

17. **Progress has been made to reduce the gender gap in education but impacts vary across population groups.** The 2014 Lao PDR Development Report found that many workers lack foundational skills, even the ability to read. A literacy survey conducted during the study showed that more than 50 percent of grade 2 students score zero on comprehension and more than 30 percent score zero on fluency. This also affects their ability to learn in later years in schools. The average years of schooling of the labor force in 2010 was 5.1 years with only 10 percent of the workforce completing upper secondary, and 5 percent having either vocational or tertiary degrees. The remaining out of schools children contained largely girls (Lao Development Report, 2014).

18. **Although the literacy rate has risen from 80 percent in 2008 to 83 percent in 2013 the gap between male and female literacy remains high, with 91 percent of men aged 15 years old and above literate compared to only 76 percent of women** (Lao PDR Poverty Profile, 2014) . The gap is wider among the poor, where the male literacy rate is 82 percent compared to the female literacy rate of only 59 percent and girls constitute the majority of those who have never been to school. Literacy is thus lowest among females in poor households, indicating that opportunities are not yet reaching this population. The returns to higher education are found to be significant, ranging from three to four percent for each extra year of education. For women, the returns for each additional year could be as high as seven percent (Lao PDR SCD, 2017). Thus, keeping girls in school is essential for helping them in their adult life in livelihood activities and participation in economic activity and the society.

19. **While gaps in enrollment have closed and the net enrollment of girls equaled that of boys in both primary and secondary education in 2012/13, the gap still persists in completion rates**

---

<sup>6</sup> [ref: <http://www.unfpa.org/news/teenage-pregnancy-way-life-remote-laotian-villages#sthash.QTnVio8d.dpuf>]

**and further access to tertiary education.** The net-enrollment rate in primary education got close to 100 percent in recent years; however drop-out rates are high (only 77.5 percent of pupils starting in grade 1 reach last – fifth – grade of primary) and transition to secondary education is low (only 44.7 percent of children enroll in secondary education, compared to 77.1 percent in EAP on average). While primary school participation is roughly equivalent (98.3% for boys; 96.4% for girls) this figure drops sharply to upper secondary school enrollment of 48.6% for boys and 42.9% for girls (School year 14/15 from EMIS). Therefore, girl enrollment into higher education is much less than boys, making the gaps even wider when it comes to tertiary education. Using girl-to-boy ratio among children attending school as a measure of gender inequality, findings show that nationwide the ratio slightly favors boys at all education levels. In addition, there is a strong regional dimension with the survival rate to grade five being lowest amongst children living in rural areas without road access, children in the poorest quintile and children of mothers with no education.

**(ii) Economic Opportunities:**

20. **How will a growing economy ensure equity and inclusion?** A rapidly growing economy with strong contribution from the natural resource and closer regional integration present real benefits to the Lao population, from a gradually expanding private sector to the commercialization of agriculture, all realized through increased availability of year-round access to roads and electricity. The private sector is creating opportunities for entrepreneurs in Lao PDR, and 30-40 percent of these new entrepreneurs are women. Since such emerging opportunities and new risks affect women and men differently, they need to be addressed in gender-informed and sensitive ways. The impact of these trends on women is addressed in the gender action plan through two lenses: **One**, there is a need to focus on reducing gender inequality and vulnerability in remote rural areas that are also home to more marginalized ethnic groups. Men and women in these groups are at particular risk of being left behind during this period of rapid economic development. **Two**, there is also a need to focus on increasing women’s ability to take full advantage, on equal terms, of the expansion of new economic opportunities in the market, particularly among women in urban, lowland areas where accessibility to market opportunities should not be as much of a constraint as in remote areas.

21. **The proportion of women in wage employment in the non-agricultural sector is low** (only 12.6 percent of total employment) relative to men (20.3 percent)<sup>7</sup> while a relatively higher proportion of women are engaged in own account/self-employment (12.6 percent in total employment for female compared to 9 percent for male)<sup>7</sup> and in informal non-wage jobs. For employees, a wage gap appears to exist but more likely related to differences in asset endowments (skills, access to opportunities, etc) rather than discriminatory practices.

22. **In terms of the labour market, the lack of skills is still reported as one of the top constraints to doing businesses in Lao PDR.** Nearly half of firms in Lao PDR reported that they cannot get applicants for even non-skilled jobs while about 44 percent of firms face difficulty in getting job applications for medium skilled jobs. These ratios are much higher than in neighboring Vietnam and Yunan province of China (Lao development report 2014). Therefore, targeted skills training or business development programs for women could help them in acquiring opportunities in the formal economic sector and paid jobs. However, such plan will have to be coupled with lowering the cost or providing incentives for entering the formal sector.

---

<sup>7</sup> Ministry of Planning and Investment (2016) “Lao PDR 2015-CENSUS based poverty map”, June 2016.

23. **Women own 31 percent of SMEs in Lao PDR, but firms are small.** Compared to global averages, a bigger percentage of firms in Lao PDR have female ownership, more firms have female top managers and the proportion of female workers is higher, particularly in the services sector. Female management and employment dominates in retail trade while it is lower in manufacturing. Between 2009 and 2012, female-owned firms became more concentrated in services and grew larger and more profitable compared to male-owned firms. However, the high cost and complication related to formalizing businesses also keep many businesses small and informal and female business tend to be smaller than male owned businesses. The latest enterprise survey 2016 shows that small enterprises with female participation in ownership account for about 46 percent compared to ownership participation in medium (17 percent) to large businesses (only 8 percent).

24. **Firms headed by females have easier access to finance, in part due to their reputation in loan repayment disciplines (ICA 2014), however only 16 percent have a loan or overdraft.** The proportion of loans requiring collateral is smaller for firms headed by females and loan rejection rates are lower. At the same time, firms headed by females also have lower demand for financial services. Promoting SMEs, business forum for women headed businesses, access to finance and capacity building for business planning and skill development for workers are areas of opportunity. Improving the ease of doing business would also help new and small businesses, and developing gender friendly program on access to finance can help promote women-owned enterprises.

25. **Recent analysis of small scale cross-border trade shows that this is an important avenue for women’s income generation and empowerment<sup>8</sup>.** While the evidence shows that women traders face constraints and have weaker bargaining power, the evidence also shows that trading households headed by women derive more of their income from small-scale cross-border trade than do trading households headed by men. Both factors—the constraints and the benefits—argue for enhanced inclusiveness and in trade-facilitation projects working for more transparent custom systems.

### **(iii) Voice and Agency**

26. **Agency, or women’s voice and participation has steadily advanced in Lao PDR.** Although the legal framework provides equal rights to men and women, customs and traditions, which still have a strong role in Lao society, may limit implementation in practice in some cases. However, women’s rights are recognized in the legal system, and women’s political representation in the National Assembly (NA) has grown to 27.5 percent of the total NA members after the election in March 2016 compared to 23 percent in 2005. It is now amongst the highest in the region. However, women’s increasing representation within central government structures has not filtered down to the provincial and local levels, where significant gender gaps in representation persist, despite the fact that the Lao Women’s Union is reaching out to women from the national to village levels. While women in ministerial positions account for about 11 percent of total ministerial positions (18 out of 160 positions) and about 16 percent in director general level (71 out of 437 positions), the ratio for female provincial deputy governors and district governors are only 9 percent (4 out of 42) and 7 percent (10 out of 145) respectively (Lao NCAW report 2015). Fostering an environment where

---

<sup>8</sup> Gender Dimensions of Small-Scale Cross-Border Trade in Cambodia and the Lao People’s Democratic Republic (2016) EAP Gender and Trade Policy Note, July 2016.

women and the poor are encouraged to planning and decision making process at the local level can help reflect their views, needs and concerns in the local development plans.

#### (iv) Emerging Areas and Growing Risks

27. **Lao PDR's current growth environment hosts a number of emerging opportunities and threats to the achievement of key development goals.** Among these are the potential challenges associated with regional integration and trade; the question of migration (and its mirror image of trafficking); and growing risks due to climate change – all of which may affect men and women in different ways. Migration in the context of Lao PDR has a strong gender dimension. The majority of irregular migrants from Lao PDR in Thailand are women, most of whom work as domestic helpers (United Nations Office on Drugs and Crime, 2015). Formalizing migration flows and providing better access to social services with improved access to life-skills training, awareness raising for health safety will improve the wellbeing of female migrants. Violence against women in the context of family or human trafficking is also an emerging area that deserve attention (see Box 2).

28. Therefore, there remains an important role for public policies in Lao PDR aimed at reducing the most costly gender disparities that are non-responsive to growth and those that have a significant impact on vulnerable groups but at the same time promoting those areas which support women's voice and aspirations. The Lao PDR is at a critical juncture to harness the power of its economic growth to improve its human development and to ensure that society can holistically benefit from its empowerment at the center of national development plans.

##### *Box 2: Violence Against Women*

**According to the Lao Social Indicator Survey (LSIS) 2011-2012, 58% of women and 49% of men reported that violence against women (VAW) was justified if women did not adhere to traditional gender norms, roles and relations.** A National Study on Women's Health and Life Experiences (2014) finds that when looking at three types of violence – physical, sexual, emotional - among ever-partnered women, 30.3% experienced physical, sexual and/or emotional violence from an intimate partner. The study also found that 5.1% of women had experienced physical violence from a non-partner since the age of 15 years. Female family members were the most commonly reported perpetrators (34.9%), specifically mothers/stepmothers (26.8%). 5.3% of women had experienced some type of sexual violence and 1.1% had forced sexual intercourse since the age of 15 years. The proportion of women who disclosed Child Sexual Abuse (CSA) in face-to-face interviews was 0.9%. However, when answers could be given anonymously by using a card, 9.9% of women disclosed CSA and this further increased to 10.3% when a direct interview and/or a card were employed.

**Girls who marry before the age of 18 are at increased risk of experiencing gender based violence (GBV).** In general young girls will lack status and bargaining power within the household. They are more likely to be physically and mentally abused by family, their husbands or in-laws, and more likely to be isolated from the community.

**A global review of evidence for interventions to reduce the prevalence and incidence of violence against women and girls suggests that research on violence prevention in low income and middle income countries shows encouraging results from group training for women and men, community mobilization interventions and combined livelihoods and training interventions for women<sup>9</sup>.** Noting the link between early marriage and increased risk of GBV, financial and material incentives have also

<sup>9</sup> Ellsberg et al (2015) The Lancet vol 385

been used successfully to reduce child marriage, with the incentives conditioned on the girls staying in school and delaying marriage. Findings from public schemes in India, where savings bonds are used as incentives to keep girls unmarried and in schools until the age of 18, indicate that these girls have higher educational outcomes and delayed marriages.

### 3. Government's priorities and commitment to gender issues

29. **In general, Government policies combined with rapid economic modernization have supported the steady advancement of women's status in Lao PDR, particularly in urban areas.** The equal participation of men and women in economic, social, and political life is supported by the 1991 Constitution, various national laws and policies, and international treaties such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), to which Lao PDR is a signatory. To promote gender equality, the Government has established a National Commission for the Advancement of Women programs aimed at the 1) development of an information system, sex segregated statistics, advocacy and dissemination, awareness raising, movements to promote gender equality and women's empowerment to participate in all fields, 2) institutional and personnel strengthening to promote women's advancement, 3) ensure gender equality and women's empowerment to participate in all fields and 4) fulfilment of Lao PDR's obligations under CEDAW Conventions and other international conventions pertaining to women. These directions are reflected in the five year plan (2016-2020) and long-term vision 2030 on promoting gender equality that aligns with the NSEDP. The Lao Women's Union also plays an important role, in its capacity as a mass-based organization with a strong network, to promote women's rights. Gender aspects are also prominent in national development policies.

30. **Reducing violence against women and trafficking has become an increasingly important areas of focus.** The Law on Protection of Women and Children was passed in 2004. In 2004, the Government developed and approved a National Plan of Action on Prevention and Elimination of Violence against Women and Children (NPAVAW). The NPAVAW specifies concrete actions and activities to prevent and protect women and girls from violence through enhancement of the quality and quantity of social and health services, police and judiciary systems, with relevant trainings and advocacy to achieve gender equality and equity. Subsequently, the new Law in Resistance and Prevention of Violence against Women and Children (new law on VAWC) was also developed and passed in the National Assembly in December 2014. The VAWC aims to respond to violence against women and children as well as provide assistance to survivors to protect their rights and promote gender equality. Overall, it is seen as a step forward as it provides clear definitions and for the first time marital rape is classified as a criminal offence. A National Study on Women's Health and Life Experiences 2014<sup>2</sup> in Lao PDR has shown that violence against women is widespread, socially embedded and has a significant impact on the health and well-being of women, children and families. [ref. box 2]

31. **Lao PDR's Poverty Reduction Strategy, the National Socio Economic Development Plans have made strong commitments to poverty reduction and continue commitment under the Sustainable Development Goals (SDGs)** by focusing on education, health, natural resources, and agriculture and transport sectors; as well as by establishing strategies and programs for cross-cutting areas. The NSEDP's gender strategy – aimed at reducing poverty – recognized that the effective participation of women, especially poor ethnic women, is essential for the country to achieve

the goals of reducing poverty and improving living standards. It also stressed the importance of encouraging women to obtain professional skills and gain access to information as necessary prerequisites to stimulate economic development. This commitment remains in the 8<sup>th</sup> NSEDP (2016-2020) where the overall goal is to reduce poverty and to prepare Lao PDR for LDC graduation, focusing on three main outcomes: Outcome 1: Continued, firm, and inclusive growth by consolidating strong economic foundations and reducing economic vulnerability, Outcome 2: Human resources are developed and the capacities of the public and private sectors is upgraded; poverty in all ethnic groups is reduced, all ethnic groups and both genders have access to quality education and health services; the unique culture of the nation is protected and consolidated; political stability, social peace and order, justice and transparency are maintained, and Outcome 3: Natural resources and the environment are effectively protected and utilized according to climate change and for reconstruction following natural disaster.

32. **To support these outcomes, all ministries are expected to develop strategies and action plans to promote gender equality at national, provincial, district and village levels.** The National Committee for the Advancement of Women (NCAW) and Lao Women's Union have supported key ministries, including education and agriculture, in mainstreaming gender in their core activities. Line ministries are expected to mainstream gender concerns. However, these efforts have been largely donor-driven, fragmented, and hampered by the continuation of traditional approaches, limited internal capacities, resources and institutional commitment for gender-mainstreaming in some sectors.

33. **Mechanisms to implement policies and laws providing for gender equality in education, access to antenatal care and delivery, and access to family planning services exist.** The Government is addressing the gender issue in *education* through its 'Plan of Action for Basic Education for All' and has taken a number of actions to improve the access and quality of education. The steady progress on gender parity in education is partly due to greater vigor in the implementation of education policies, an increase in school feeding programs, gradual improvements in infrastructure facilities including sanitation, as well as an increasing awareness of the positive impacts of gender equality in education on the households' overall wellbeing. In *health*, progress is made to put in place programs to address reproductive health through major health care initiatives. The Government has established safe motherhood, child care and birth-spacing program in order to reduce maternal mortality, infant and child morbidity and mortality by 25 percent, and men are also being sensitized on family planning. As part of its efforts to reduce the very high maternal and newborn mortality and the presumed high levels of morbidity, the Ministry of Health of the Lao PDR reviewed the human resources for health needed to deliver high quality, culturally appropriate, accessible, quality 'skilled care' in pregnancy childbirth and for mother and newborn in the postnatal period. Most importantly, the Government has started to implement the 'Free Maternal and Child Health policy' in 2012, providing free antenatal, delivery and postnatal services to women.

34. **Women and men hold the same rights regarding land access and tenure.** The Lao Women's Union has been closely involved in land titling efforts, addressing women's issues in land adjudication and registration and helping to ensure that women's rights to inherited land or land acquired during marriage are reflected in the names on land titles.

#### 4. The World Bank's gender priorities in the country

35. **How will gender equity be achieved as Lao PDR's development continues?** The Systematic Country Diagnostic (SCD) for Lao PDR, completed in 2016, identified an overarching priority of enhancing institutional quality and creating a rules-based environment; as well as the following three development pathways: (i) Sustainable and efficient management of natural resources; (ii) Unlocking the potential in non-resources sectors to create opportunities; and (iii) Building the assets of people to be able to take on these opportunities and to mitigate risks and protect gains. The SCD identifies policy areas that address constraints for lagging groups (such as ethnic minorities) and address gender gaps. The SCD prioritizes actions that require immediate attention, either because they address a pressing challenge (malnutrition, teenage pregnancies and rapid depletion of natural resources) or the long period it takes to yield results calls for early intervention (skills and improved governance). This prioritization process was complemented by the outcomes of an extensive engagement process with a broad range of stakeholders, including representatives of central and local governments, the business sector, non-profit organizations and development partners.

36. Based on findings from the SCD, the CPF sets out the core framework for engagement by the World Bank Group including the International Finance Corporation (IFC) during FY17-21. These three main focus areas and a cross cutting theme of the CPF, to support the outcomes of the NSEDP, namely:

1. Supporting Inclusive Growth
2. Investing in People
3. Protecting the environment
4. Cross-cutting theme: strengthening institutions

37. The CGAP aligns with the focus areas in the CPF and sets out the following priorities to be addressed:

- i. Early marriage, adolescent pregnancy and high maternal mortality rate (CPF focus areas 2)
- ii. Low literacy among poor and ethnic women and skills gap (CPF focus area 1 and 2)
- iii. Equal opportunities for men and women to participate in livelihood activities and wage jobs (CPF focus area 1)
- iv. Promote participation of women in planning and decision making at the local level (CPF focus are 1, 2, 3)

38. **The implementation of the previous CGAP provided key lessons learned.** First, the share of gender informed portfolio has been maintained due to a clear WBG commitment on gender equality and awareness of the task teams in integrating a gender consideration in the operation design. In addition, there is a continuous and systematic upstream review process where the country gender focal point provides advice to teams. However, there is still an opportunity to improve the gender M&E and reporting in the operations, particularly during supervision missions. This will enable better assessment of impacts from the operations on gender equality and allow more strategic planning on which projects will have substantial impacts on gender gaps.

39. **The previous CGAP informed the CPF in supporting improved service delivery to poor and remote areas through participatory and gender-sensitive platforms.** The Poverty Reduction Fund and the Khammouane Development Project provided improved access to basic services, markets and livelihood opportunities through participatory planning processes and capacity building to the local level. The health operation contributed to higher number of women accessing primary health care in rural areas. The education operation contributed to achieving gender parity in primary enrollment. On the ASAs, a Country Gender Assessment was completed in FY13 and informed the design of new projects since then. There were also trade and private sector related gender studies that contributed to the gender knowledge pool. (Refer to the Lao CPF Completion and Learning Review for more detail).

## 5. CGAP Actions and Target

The CGAP takes a four action approach which will help to ensure that the CPF delivers on the four gender priority areas identified above. These pillars are:

1. **Maintaining a gender informed portfolio.** Strategic inclusion and focus on gender supportive actions in World Bank operational work, including routinely addressing gender related actions and impacts monitoring throughout project preparation, implementation in supervision aide memoires, implementation status and completion reports in order to ensure that the lending portfolio aligns with the corporate and regional gender targets.
2. **Supporting Priority Gender Results.** This pillar establishes a plan of action for gender-specific support to the active and pipeline lending portfolio. Support will be prioritized to projects which have the potential to impact the four CGAP priority areas mentioned above. Support will involve measuring results and/or filling knowledge gaps that can leverage existing and planned projects that have the potential to impact on one or more of the four gender priority areas.
3. **Filling knowledge gap and strengthening analytical platform on gender issues in Lao PDR,** in collaboration with the Government, development partners and civil society to support informed decision making and identify development trends of concern or positive outcomes to build on.
4. **Building Partnership and Sharing Gender Results.** This pillar covers a plan to share information on results on reducing gender inequalities from the WBG operations and to build dialogue with internal and external partners on gender in Lao PDR.

This 2017-2021 C-GAP will be implemented over the same complementary period as the current Country Partnership Framework for Lao PDR, with the following summary key targets and action:

### 1) **Maintain a gender informed portfolio**

**Operational work:** Currently 85% of the Lao active Portfolio (IDA) is gender informed as of Q3 2017, i.e. meeting the three dimensions of having gender analysis, actions and monitoring. This is

relatively high by regional standard. The aim is to have 100% of new lending to include or be informed by gender analysis and 75% of them be gender informed in all three dimensions of the gender flag. To help meet this target, the country gender focal point will coordinate with the Regional Gender Team and systematically provide comments to upstream review process (PCN, ROC meetings). In comments, the focal point will emphasize to team better attention to strong and informative monitoring of impact on specific gender gaps.

## 2) Supporting Priority Gender Results

A two category approach is applied to help the active and pipeline portfolio to achieve the priorities set in the CGAP.

- Category 1 - Gender Analysis and Potential Mitigating Measures.** Category 1 projects will include gender analysis to identify the potential gender inequalities that the operation might impact. At the PCN stage, project teams will outline whether gender issues were found to be relevant and if/how these will be taken forward as part of project preparation. Based on a simple gender analysis, projects under category 1 are expected to conclude that i) the investment will have limited or no different impact - positive or negative - on males and females respectively; ii) gender will be addressed through standard safeguards only; or iii) additional research and data will be needed during preparation/implementation to inform potential gender entry points. In category 1 projects, the results framework will often be limited to quite general gender disaggregated indicators, such as “share of total beneficiaries (male/female)” or; “user satisfaction (male/female)”.
- Category 2 - Potential for Impacting Gender Priority Areas.** Category 2 projects are those that have the potential to positively impact gender equalities and introduce or modify activities to support one or more of the priority areas of the CGAP and/or help to create a better understanding of specific gender inequalities. These “category 2” project are expected to address priority gender inequality areas either through activities and mechanisms that are part of project implementation and/or through TA and diagnostic work linked to the operations and policy dialogue (see below on filling knowledge gaps) (See also Annex 1).

Table 1: Projects in **Category 1 - Gender Analysis and Potential Mitigating Measures**

World Bank Group Operation	GP	CGAP Output/Outcome Indicator
Active Projects		
Power Grid Improvement project	Energy and Extractive	Percent of female beneficiary  Number of EDL staff receiving training, of which % are female
Customs and Trade facilitation project	Trade and Competitiveness	Percent of female beneficiary
Forest Carbon partnership facility REDD+ Readiness Grants	Environment	Percent of female beneficiary
Nam Et Phou Louey Tiger Landscape Conservation Project	Environment	Percent of female beneficiary
Mekong Integrated Water Resource Management	Water	Percent of female beneficiary

Table 2: Projects in **Category 2 - Potential for Impacting Gender Priority Areas**

CGAP priorities	World Bank Group Operation	Intervention by the WBG	CGAP Output/Outcome Indicator
	Active Projects		
<b>Low literacy among women and skills gap</b>	Second Global Partnership for Education Project	<ul style="list-style-type: none"> <li>- Promote the representation, role and capacity of the Inclusive Education Centre under MOEs in school based management support team</li> <li>- Provide financial support and capacity building for schools in their management to achieve quality standards,</li> <li>- Improve teaching and learning for early grade literacy</li> <li>- Encourage women stakeholders (school principals, VEDCs members, pedagogical advisors) in school based management training, which include gender aspects in safeguard modules</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of Grade 2 students in pilot schools who cannot read a single word, disaggregated by gender</li> <li>- Number of school principals and head of schools receiving capacity building on SBM, disaggregated by gender</li> <li>- Number of VEDCs members receiving capacity building on SBM disaggregated by gender</li> <li>- Number of pedagogical advisors and school principals trained as a part of project interventions, disaggregated by gender</li> </ul>
	Early childhood Education Project	<ul style="list-style-type: none"> <li>- Provide scholarships, school meals and build school facilities to attract girls' attendance.</li> </ul>	<ul style="list-style-type: none"> <li>- Net enrollment rate of 3 and 4-year-olds in target districts (disaggregated by gender)</li> <li>- Net enrollment rate of 5-year-olds in target districts (disaggregated by gender)</li> </ul>
<b>Early marriage, adolescent pregnancy and high maternal mortality rate</b>	Health Governance and Nutrition Development Project	<ul style="list-style-type: none"> <li>- Target reproductive health age group, Nutrition advice and behavior change communications aimed at pre-maternity stage</li> <li>- Availability and access to family planning advice, commodities and services</li> <li>- Availability to accessible and affordable health services, including reproductive health services</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- Number of women who deliver with a skilled birth attendant (SBA)</li> <li>- (b) Number of pregnant women having received 4 antenatal care visits</li> <li>- (c) Number of women 15-49 years who have adopted long-term methods of family Planning</li> <li>- (d) Percentage of children age 0-6 months exclusively breastfed.</li> </ul>
<b>Low participation of women in ethnic groups and poor households in livelihood activities and wage jobs</b>	NT2 Social and Environment Project	<ul style="list-style-type: none"> <li>- Develop gender resettlement plan in areas affected by resource project</li> </ul>	<ul style="list-style-type: none"> <li>- Vulnerable/marginalized people aware of project in. &amp; benefits – male (Number, Core Supplement)</li> <li>- Vulnerable/marginalized people aware of project inv. &amp; benefits – female (Number, Core Supplement)</li> <li>- Project beneficiaries – male and female</li> </ul>
	TDF2's Business Assistance Facility	<ul style="list-style-type: none"> <li>- Matching grants and advisory to eligible entrepreneur</li> </ul>	<ul style="list-style-type: none"> <li>- Increased share of firms with female management/ownership participation</li> </ul>

			<ul style="list-style-type: none"> <li>- Increase in share of female owned/managed businesses supported using advisory services (benefiting from Business Assistance Facility matching grants)</li> </ul>
	Road Sector Projects I	<ul style="list-style-type: none"> <li>- Improving road connectivity</li> </ul>	<ul style="list-style-type: none"> <li>- At least 26500 people (49% female) most of whom live by the road side, served with paved road along NR1B and 6A.</li> </ul>
	SME Access to Finance project	<ul style="list-style-type: none"> <li>- Advisory services to female entrepreneurs</li> </ul>	<ul style="list-style-type: none"> <li>- % of female receive advice on business development.</li> </ul>
	Second Lao Environment and Social Project	<ul style="list-style-type: none"> <li>- Promoting women involvement in sub-project designs on livelihood and forest resource utilisation</li> </ul>	<ul style="list-style-type: none"> <li>- Direct project beneficiary recipient of livelihood or conservation grants (of which women or women organizations)</li> <li>- Direct project beneficiary (of which women) as measured by additional staff of public and partner institutions having completed basic adaptive training (short courses)</li> </ul>
	IFC's project on risk sharing facility with BFL Bank	<ul style="list-style-type: none"> <li>- Setting up a US\$10 million facility fully dedicated to women owned SMEs along with a training program aimed at making BFL a bank of choice for women</li> </ul>	<ul style="list-style-type: none"> <li>- Number of women-owned/ run SME borrowers receive finance during the life of the SME RSF</li> </ul>
<b>Low participation of women in planning and decision making at the local level</b>	- PRF II and III	<ul style="list-style-type: none"> <li>- Advocacy and training</li> <li>- Promote participatory planning for community and kum ban development plans and identification of sub-projects. The selection of sub-project for financial support by kum ban committee, which include elected villagers including women and ethnic group.</li> </ul>	<ul style="list-style-type: none"> <li>- PRF sub-projects are identified, planned and implemented through participatory processes that involve at least 40 percent of women and at least 60 percent of the poorest villagers in planning, decision-making implementation and monitoring</li> </ul>
	Road Sector Project II	<ul style="list-style-type: none"> <li>- Potential women participation in maintenance activities</li> </ul>	<ul style="list-style-type: none"> <li>- Share of women participating in paid routine maintenance work (percentage)</li> </ul>
	Social Protection Project	<ul style="list-style-type: none"> <li>- Under discussion</li> </ul>	<ul style="list-style-type: none"> <li>- To be determined based on gender analysis in preparation phase</li> </ul>
	Lao PDR Disaster and Risk Management Project	<ul style="list-style-type: none"> <li>- Under preparation</li> </ul>	<ul style="list-style-type: none"> <li>- The number of beneficiaries protected against flood in target areas, including women</li> </ul>
	Agriculture commercialization Project	<ul style="list-style-type: none"> <li>- Under preparation</li> </ul>	<ul style="list-style-type: none"> <li>- To be determined based on gender analysis in preparation phase</li> </ul>

### **3) Filling knowledge gaps and strengthening analytical platform on gender issues in Lao PDR:**

Core country policy dialogue takes place through the lending operations and the development policy lending as well as analytical work. Current pipeline where opportunities for gender analysis to be integrated include:

- a. Programmatic studies on quality of education
- b. Clean stove initiative in East Asia and Pacific (EAP Gender and Energy Facility)
- c. Public expenditure analysis that examine the public financing of the health and education sectors
- d. Impact evaluation on use of incentives and pro-poor sanitation.
- e. Poverty targeting study.
- f. Addressing malnutrition in Lao PDR
- g. Policy note on targeted subsidies for pro-poor sanitation

Potential priority knowledge work that could be pursued during the CGAP to inform policy dialogues and operations include:

- a. *Informing an approach to Adolescent Girls:* Specific analysis or evaluation of programs on reducing adolescent birth rates; links between adolescent pregnancies and maternal health and nutrition; and/or identifying employment opportunities for young girls. Analytical work related to Adolescent girls would be pursued with a view to informing operations and/or possible reintroduction of a special initiatives such as the Adolescent Girls Initiative, which showed success in Liberia and Nepal.
- b. *Better knowledge of constraints and opportunities for women led SMEs,* including a better understanding of what works to address underlying causes of gender gaps in this area;
- c. Better knowledge of impacts of rural-urban and cross border migration for job opportunities on women
- d. *Increased knowledge of women's agency in relation to disaster:* impacts of disaster risk management on women and the vulnerable groups and adaptation measures in the Lao context.

**4) Gender informed policy dialogue with Government across relevant sectors.** The most recent Country Gender Assessment (CGA) that was prepared jointly with the ADB in 2013. There is an opportunity to update the CGA during the implementation of this CGAP. The proposed ASA listed above would seek to contribute to such an update.

## **6. Implementation responsibilities**

40. **The country team will collectively incorporate gender analysis into the mainstream process of operations, strategy and portfolio management.** The project task teams are primarily responsible for implementing and monitoring the impacts of the operations on reducing gender gaps as part of achieving shared prosperity.

## **7. Monitoring and reporting**

41. **The country team will monitor the implementation of the C-GAP according to the actions summarized in Table 2 and gender trends at the country level through the monitoring framework** attached as an annex to this document<sup>10</sup>. The Monitoring Framework includes baseline and targets established during the preparation of the C-GAP and serves to assist the country office in monitoring the country gender action plan implementation and country level adherence to corporate and regional and country office commitments on gender.

42. **In preparation for the annual WPA discussion, the country gender focal point will coordinate the annual reporting on results achieved next steps and submit to the country manager and regional gender team.** The country gender focal point is responsible for coordinating the inputs with the task teams for the annual result framework update with oversight from the CMU, Program Leader and the Regional Gender Coordinator.

## **8. Resource allocation and needs**

43. Certain resources will be allocated each year to support implementation of the CGAP through the Work Program Agreement (WPA). FY17 received an allocation of US\$ 30K. This budget have been supporting targeting outcomes related to WB country level commitment in its portfolio; gender technical support and coordination to task team; inputs and upstream reviews of lending operations and knowledge work; and dialogues and coordination with the government and development partners. From FY18 onward more focus will be on using the CGAP budget allocation to pursue funding and conceptualization of ASA priorities.

44. Supporting policy dialogue and uptake of evidence of what works: The EAP Gender Innovation Lab (EAPGIL) was established to generate evidence about and support increased policy uptake of what works to close gender gaps in key areas related to improving women's economic opportunities, particularly with regard to i) removing barriers to productivity and access to markets of women framers; ii) reducing trade-offs between women's household and market roles; iii) and enhancing women's skills. The Lao PDR country team is encouraged to respond to the call for proposals and cooperation with the EAPGIL on issues relevant to the CGAP priority gender gaps.

---

<sup>10</sup> See Results Framework in Annex 2 for further detail.

Table 3: Outcomes and Cost estimates (FY17 sample)

Outcome	Output	Input		
		Activity	FY17 USD	Unit
The Lao CGAP is updated and informed by current issues and results from current operations	CGAP 2017-2021	Update CGAP draft and result matrix	16000	
Lao CGAP and EAP regional gender commitment met. 66% or more of new projects are gender informed in 3 dimensions (corporate target)	All pipeline projects informed by gender analysis  66% or more of new projects are gender informed in 3 dimensions: analysis, action, M&E	Gender comments at PCN, QER, ROC	2,800	
Increased awareness of knowledge of what works to decrease key gender inequalities in Lao PDR	Gender outcomes published.	Disseminate short notes from relevant ASAs, advocacy materials	6,600	
Management and CPF regularly informed of consolidate gender outcomes made in CPF portfolio	Annual CGAP monitoring report	Discuss progress with task teams and PLs; keep track of ASA with gender data generated. Lao PDR input to RGAP.	2,800	
Gov't and donor partners regularly informed of the Bank's gender-related work	Representing the country office in meetings and events as needed	Briefs, presentations, meeting attendance nationally;	1,800	
Total			30,000	

## Annex 1: Lao PDR Gender Action Plan Summary

Link to SCD Pathways	Link to CPF Focus Areas	CGAP Priorities	Primary Causes	Interventions at project level	World Bank Group Operations	Sample CGAP Output/Outcome Indicator
Enhancing Institutional quality and creating a rules-based environment	Cross-cutting theme: Enhancing Governance and Creating a Rules Based Environment	Voice and Agency:  Promote participation of women in planning and decision making at the local level	<ul style="list-style-type: none"> <li>- Culture, norms and attitudes</li> <li>- Limited law enforcement</li> <li>- Low representation at provincial and local levels</li> </ul>	<ul style="list-style-type: none"> <li>- Advocacy and training</li> <li>- Promote participatory planning for community and kum ban development plans and identification of sub-projects. The selection of sub-project for financial support by kum ban committee, which include elected villagers including women and ethnic group.</li> </ul>	<ul style="list-style-type: none"> <li>- Poverty Reduction Fund II (PRF)</li> <li>- PRF III</li> </ul>	<ul style="list-style-type: none"> <li>- PRF sub-projects are identified, planned and implemented through participatory processes that involve at least 40 percent of women and at least 60 percent of the poorest villagers in planning, decision-making implementation and monitoring</li> <li>- % of PRF III sub-projects prioritized by women</li> <li>- % of PRF III sub-projects prioritized by ethnic groups</li> </ul>
Unlocking the potential in non-resource sectors to create opportunities	Sharing Growth	Access to Economic Opportunities:  Equal opportunities for men and women to participate in livelihood activities and wage jobs	<ul style="list-style-type: none"> <li>- Investment climate constraints to business growth</li> <li>- Limited opportunities for formal sector work</li> <li>- Access to land and credit</li> <li>- Low agriculture productivity</li> </ul>	<ul style="list-style-type: none"> <li>- Matching grants and advisory to eligible entrepreneur</li> </ul>	<ul style="list-style-type: none"> <li>- TDF2's Business Assistance Facility</li> </ul>	<ul style="list-style-type: none"> <li>- Increased share of firms with female management/ownership participation</li> <li>- Increase in share of female owned/managed businesses supported using advisory services (benefiting from Business Assistance Facility matching grants)</li> </ul>
			<ul style="list-style-type: none"> <li>- Limited connectivity</li> <li>- Remote rural communities with limited access to services</li> </ul>	<ul style="list-style-type: none"> <li>- Advisory services on financial product development and risk sharing facility sensitive to needs of female entrepreneurs</li> </ul>	<ul style="list-style-type: none"> <li>- IFC's project on Risk Sharing Facility (SRF) with a commercial bank, BFL Bank</li> </ul>	<ul style="list-style-type: none"> <li>- Number of women-owned/ run SME borrowers receive finance during the life of the SME RSF</li> </ul>

Link to SCD Pathways	Link to CPF Focus Areas	CGAP Priorities	Primary Causes	Interventions at project level	World Bank Group Operations	Sample CGAP Output/Outcome Indicator
				<ul style="list-style-type: none"> <li>- Improving road connectivity</li> </ul>	<ul style="list-style-type: none"> <li>- Road Sector Project I</li> <li>- Road Sector Project II</li> </ul>	<ul style="list-style-type: none"> <li>- At least 26,500 people (49% female) most of whom live by the road side, served with paved road along NR1B and 6A.</li> <li>- Share of rural population with access to an all-season road (National)</li> <li>- Share of women participating in paid routine maintenance work (percentage)</li> </ul>
				<ul style="list-style-type: none"> <li>- Improving agriculture productivity</li> </ul>	<ul style="list-style-type: none"> <li>- Agriculture Commercialization Project</li> </ul>	<ul style="list-style-type: none"> <li>- In preparation</li> </ul>
Building the assets to be take up opportunities and to mitigate risks and protect gain	Human Development	<p>Endowments:</p> <p>Low literacy among women and skills gap</p> <p>Early marriage, adolescent pregnancy and high maternal mortality rate</p>	<ul style="list-style-type: none"> <li>- Low school attendance, high drop-outs</li> <li>- early marriage</li> </ul>	<ul style="list-style-type: none"> <li>- Promote the representation, role and capacity of the Inclusive Education Centre under MOEs in school based management support team</li> <li>- Provide financial support and capacity building for schools in their management to achieve quality standards,</li> <li>- Improve teaching and learning for early grade literacy</li> <li>- Encourage women stakeholders (school principals, VEDCs members, pedagogical advisors) in school based management training, which include</li> </ul>	<ul style="list-style-type: none"> <li>- Second Global Partnership for Education Project</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of Grade 2 students in pilot schools who cannot read a single word, disaggregated by gender</li> <li>- Number of female village facilitators trained in SBCC in target districts (administrative data)</li> </ul>

Link to SCD Pathways	Link to CPF Focus Areas	CGAP Priorities	Primary Causes	Interventions at project level	World Bank Group Operations	Sample CGAP Output/Outcome Indicator
				gender aspects in safeguard modules		
				- Provide scholarships, school meals and build school facilities to attract girls' attendance.	- Early Childhood Education Project	- Net enrollment rate of 3 and 4-year-olds in target districts (disaggregated by gender) - Net enrollment rate of 5-year-olds in target districts (disaggregated by gender) - Primary education dropout rate (disaggregated by gender) - Number of out of school children of primary age (SDG 4.1.2)
			- Inadequate access to services in rural areas - Unmet demand for family planning - Inadequate levels of maternal and child nutrition	- Support implementation of health sector reform and Multi Sectoral Food and Nutrition Security Action Plan	- Health Governance and Nutrition Development Project	- Number of women who deliver with a skilled birth attendant at home or at a health facility (SDG 3.1) - Number of pregnant women who received the 4 <sup>th</sup> Antenatal Care contacts - Number of new women aged 15-49 years adopting long term family planning methods in target provinces - Percentage of children age 0-6 months exclusively breastfed. - Maternal mortality rate (SDG 3.1.1)
				- To be defined	- Social protection Project	- Under discussion
Sustainable and Efficient management of natural resources	Protection of the Environment	Risks: Vulnerability to emerging risks and low benefit sharing from NRM	- Natural disasters - Migration - Inadequate incentives to promote socially responsible investments and weak enforcement	- Promote gender sensitive and participatory planning , monitoring and mitigation mechanisms - Promote gender balanced project community institutions	- NT2 Social and Environment Project	- Vulnerable/marginalized people aware of project in. & benefits – male (Number, Core Supplement) - Vulnerable/marginalized people aware of project inv. & benefits – female (Number, Core Supplement) - Project beneficiaries – male and female (number) (number, Core Supplement)

Link to SCD Pathways	Link to CPF Focus Areas	CGAP Priorities	Primary Causes	Interventions at project level	World Bank Group Operations	Sample CGAP Output/Outcome Indicator
			of environmental requirements	<ul style="list-style-type: none"> <li>- Promote gender sensitive income generation and skill development</li> <li>- Community education on health and domestic households matters</li> </ul>		
				<ul style="list-style-type: none"> <li>- Capacity building in adaption to climate change and disaster risk management</li> <li>- Design and finance climate resilient transport infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>- Road Sector Project II</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- Preparation and implementation of three-year rolling climate resilient road maintenance plans, on annual basis (Yes/No)</li> <li>- Length of road receiving climate resilient periodic maintenance (Km) (Cumulative)<sup>11</sup></li> </ul>

<sup>11</sup> Although these two indicators are not direct sex-disaggregated indicators, achieving them do imply lesson impacts of climate change and disasters on the road and living conditions of female and male population. Women may find themselves less resilience in a case of disaster struck.

## Annex 2: Lao PDR: CGAP 2017-2021 Result Monitoring Framework

Result	Indicator	Actual FY16* baseline	Target FY21	Comments and targets	Responsible party
<b>Tier I- Global Development Results</b> (indicating the long-term development outcomes that countries are achieving, e.g., SDGs, that measure country-level progress)					
<b>Part 1: National level targets and strategies</b>					
1.1: Progress toward gender-related Sustainable Development Goals is achieved	1.1.1 Primary education dropout rate (disaggregated by gender)	F: 4.5 T: 4.7 (2015-16)	F: 3.8 T: 4		Gender Focal Point (for obtaining and recording data from task teams)
	1.1.2 Female/Male Gender parity indices for enrolment and completion rates (Primary, Lower and Upper Secondary) (SDG 4.5.1)	P: 0.95 LS: 0.91 US: 0.84 T: 0.6 (2013-14)			
	1.1.3 Percentage of labor force participation rate, male/female	F: 76 M: 79 (2014)		WB WDI data. Labor participation rate, female/male (% of female/male population ages 15+)	
	1.1.4 Proportion of seats held by women in national parliament (SDG 5.5.1)	27.5% (2016)		National Assembly data.	
	1.1.5 Maternal mortality rate (SDG 3.1.1)	197 (2015)	180	Target: SDGs	
	1.1.6 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group (SDG 3.7.2)	94 (2013)			
	1.1.7 Number of women who deliver with a skilled birth attendant at home or at a health facility (SDG 3.1)	95,528 (around 53% of total births) (2016)	10% increase over baseline (>105,080)	DHIS2 data. Target: SDGs	
	1.1.8 Prevalence of HIV/AIDS, female (age 15-24)	0.1 (2013)		Target not available.	
1.2 Country Policy and Institutional Assessment (CPIA)	1.2.1 CPIA rating: Promote equal access for men/women to human capital development	3.5 (2015)		WB CPIA data. Target not applicable.	Country Economist and Gender Focal Point

Result	Indicator	Actual FY16* baseline	Target FY21	Comments and targets	Responsible party
indicates progress on key gender issues	1.2.2 CPIA rating: Promote equal access for men/women to productive and economic resources	3.5 (2015)			
	1.2.3 CPIA rating: Give men and women equal status and protection under the law	4.5 (2015)			
<b>Tier II - Outcomes and outputs supported by Bank operations</b> (aggregate data collected for World Bank operations and reported upon through country assistance strategies and progress reports, project implementation status reports, core sector indicators, and implementation completion reports)					
<b>Part 2: Operational work</b>					
2.1 Projects are gender informed	2.1.1 Number of IDA projects in country portfolio and percentage that is gender informed in three dimensions	79% (2016)	At least 75%	EAP RVP target is for at least 66% of new projects to be gender informed.	Task teams
	2.1.2 Number of IBRD projects in country portfolio and percentage that is gender informed	n/a	n/a	Country is not yet eligible for IBRD financing.	
	2.1.3 Number of non-lending operations in country portfolio and percentage that is gender informed	n/a	n/a	Non lending not reported on here	
2.2 Projects' results frameworks are gender responsive	2.2.1 Number and percentage of all of projects under implementation that have a sex-disaggregated indicator in results framework	93%		Monitoring purpose. No target.	Task teams
2.3 Evaluation of projects provides information on the gender-related consequences	2.2.2 Number of projects in portfolio that will conduct an evaluation that include an analysis of the project's gender-specific impacts	1	>1		Task teams
<b>Part 3: Project results across four dimensions: Endowment; economic opportunity; voice; and emerging risks</b>					

Result	Indicator	Actual FY16* baseline	Target FY21	Comments and targets	Responsible party
3.1 Gender equality in endowments and human development is promoted	3.1.1: Number of women who deliver with a skilled birth attendant at home or at a health facility (SDG 3.1)	95,528 (18 provinces, 2016, based on DHIS2) – around 53% of total births	10% increase over baseline (> 105,080)	Health Governance and Nutrition Development Project (P151425) – <i>closes Dec 2020</i>	HGNDP task team
	3.1.2: Number of new women aged 15-49 years adopting long term family planning methods in target provinces	45,746 women (14 provinces, 2016, based on HGNDP DLIs/ DHIS2)	10% increase over baseline (> 50,320)		
	3.1.3: Number of pregnant women who received the 4 <sup>th</sup> Antenatal Care contacts	94,511 (18 provinces, 2016, based on DHIS2) – around 53% of total births	10% increase over baseline (>103,962)		
	3.1.4: Percentage of pre-school aged children (3-5 year olds) attending ECD/ECE/preschool program increases in target areas (SDG 4.2.2)	T: 11% F: 11% (2016)	T: 48% F: 48%	Early Childhood Education Project (P145544) – <i>closes July 2019</i>	Education team
3.1.5: Number of out of school children of primary age, (SDG 4.1.2)	T: 8761 F: 5217 (2016)	T: 6500 F: 3000			

Result	Indicator	Actual FY16* baseline	Target FY21	Comments and targets	Responsible party
	3.1.6: Net enrollment rate of 3 and 4-year-olds in target districts (disaggregated by gender)	T: 11.4 (2014)	T: 23.7		
	3.1.7: Net enrollment rate of 5-year-olds in target districts (disaggregated by gender)	T: 42.6 (2014)	T: 74.9		
	3.1.8: Percentage of Grade 2 students in pilot schools who cannot read a single word, disaggregated by gender	TBD	M: 15% F: 15%	Second Global Partnership for Education (P149130)	
3.2 Active measures taken to close gender gaps in economic opportunity	3.2.1: Share of women participating in paid routine maintenance work (percentage)	0 (2016)	15%	Road Sector Project II (P102398)	RSP task team
	Female beneficiary (from line of credit)	5%	15%	SME Access to Finance Project (P131201) – closes June 2019	
	3.2.5a: Increased share of firms with female management/ownership participation	41.9% (2015)		Second Trade Development Facility Project, 2013-2017 (PREM)	TDF-2 task team
	3.2.5b: Average percentage of female owned businesses among approved applications by Business Assistance Facility (BAF) matching grants)	0% (2015)	30%		
3.3 Active measures taken to strengthen women's voice and influence	3.3.1: % of PRF III sub-projects prioritized by women	90% (2015)	90%	Poverty Reduction Fund III Project, 2011-16 (SD)	PRF task team
3.4 Gender inequalities addressed in emerging risk areas	Share of rural population with access to an all-season road (SDG 9.1)	53%	57%	Road Sector Project II (P102398) – closes Sept 2017	Transport Team
<b>Tier III - Operational Effectiveness</b> (focuses upon the effectiveness of the Bank's products and services, and the Bank's portfolio performance)					
<b>Part 4: Gender-related organization within the country office</b>					

Result	Indicator	Actual FY16* baseline	Target FY21	Comments and targets	Responsible party
4.1 Gender focal point is appointed	4.1.1 Appointment of gender focal point (yes/no)	Yes	Yes		Country Manager
4.2 System in place to review gender in project preparation phase	4.2.1 Existence of terms of reference (TOR) for gender practice group approved by the country manager with target of membership representing all networks (yes/no/not applicable)	n/a	Yes	County level TOR to be developed based on regional template	Country Manager
	4.2.2 The country office has a system in place for reviewing attention to gender at PCN phase (yes/no)	Yes	Yes	Reviewed as part of standard PCN distribution to full country team with comments to be provided by the Gender Focal Point	Country Manager and Gender Focal Point
4.3 Collaboration with other donors on gender-related issues	4.3.1 Participation in a multidonor forum on gender (yes/no)	Yes	Yes		Gender Focal Point / Gender Practice group (as appropriate)
4.4 Resources are available through the WPA	4.4.1 Amount (USD) CMU annual allocation to gender mainstream (incl. cost of GFP and GPG)	30,000 (FY16)	≥ 30,000	IO for country gender coordination activities	Country Manager
<b>Part 5: Country gender action plan (CGAP)</b>					
5.1 CPF is gender informed and responsive	5.1.1 CPF is gender informed	Yes	Yes		Country Manager and task teams
5.2 A CGAP has been completed and endorsed by country management	5.2.1 C-GAP is endorsed (yes/no)	Yes (2016)	Yes	2011-12 C-GAP endorsed. 2013-16 C-GAP update under preparation	Country Director / Gender Focal Point / Gender Practice Group
	5.2.2 C-GAP is distributed to sector managers and country team (yes/no)	Yes	Yes	Updated draft C-GAP to be circulated upon completion and after endorsement	Country Manager
<b>Part 6: Non-lending tasks, including analytic and diagnostic work</b>					
6.1 Country gender profile is current	6.1.1 Year of latest gender profile or/country gender assessment or/country poverty and gender assessment	2013		New CGA completed in FY13	Country Manager / Gender Focal Point / Gender Practice Group

Result	Indicator	Actual FY16* baseline	Target FY21	Comments and targets	Responsible party
6.2. ESW and AAA is gender responsive	6.2.1 Number of ASA completed in fiscal year where gender analysis is integrated	2	>1	<p><b>a.</b>Planned for FY17 (to start or complete): Programmatic studies on quality of education</p> <p><b>b.</b>Clean stove initiative in East Asia and Pacific</p> <p><b>c.</b>Public expenditure analysis that examine the public financing of the health and education sectors</p> <p><b>d.</b>Impact evaluation on use of incentives and pro-poor sanitation.</p> <p><b>e.</b>Poverty targeting study.</p> <p><b>f.</b>Adolescent Girls</p>	Task teams
6.3 Gender-related capacity among Bank staff and the its institutional counterparts is strengthened	6.3.1 Number of gender-focused capacity-building initiatives completed during the fiscal year for country-office staff and/or counterparts	0	>1	At least one capacity-building initiative per year to inform country-office staff on corporate gender targets and/or key knowledge work.	Country Manager / Gender Focal Point / Gender Practice Group

Annex 3: WB IDA Portfolio with Gender Tags (as of February 2017)

<b>PROJECT ID</b>	<b>PROJECT NAME</b>	<b>Dimension 1: ANALYSIS (1/0)</b>	<b>Dimension 2: ACTIONS (1/0)</b>	<b>Dimension 3: M&amp;E (1/0)</b>	<b>Aggregate score</b>
<b>P049290</b>	Nam Theun 2 Social and Environment Project	1	1	1	3
<b>P102398</b>	Road Sector Project	0	1	1	2
<b>P104806</b>	Mekong Integrate Water Resources Management	1	1	1	3
<b>P130512</b>	Lao PDR Trade Development Facility 2	1	1	1	3
<b>P101750</b>	Lao PDR CTFP	1	1	1	3
<b>P130222</b>	Scaling-Up Participatory Sustainable	1	1	1	3
<b>P145544</b>	Early Childhood Education Project	1	1	1	3
<b>P131201</b>	Lao PDR SME Access to Finance	1	1	1	3
<b>P128393</b>	Second Lao Environment and Social Project	1	1	1	3
<b>P149599</b>	Power Grid Improvement Project	0	1	1	2
<b>P151425</b>	Lao PDR Health Governance and Nutrition Development Project	1	1	1	3
<b>P157963</b>	POV Reduction Fund III	1	1	1	3
<b>P158504</b>	Lao Road Sector Project 2 (LRSP2)	1	1	1	3
		85%	100%	100%	85%