

Gender Action Plan for Lao Competitiveness and Trade Project (LCT)

This document is the shorter version of the Gender Strategic Action Plan for LCT project, which only list down the capacity building activities together with their details to organise such events.

No	Action	Type of activities	Responsible person	Target	Timeline	Resource Person	Progress evaluation measure	Remarks
Capacity Building activities								
1	Module 1: Basic Understanding of Gender, Its Concepts and Its importance							
	1.1 Gender and Development Objective: - To introduce the concept of gender and its role in everyday lift. - To highlight the importance of self-awareness in understanding gender and avoid unconscious bias - To highlight and understand the impact of message received in childhood on a person's current personality and beliefs about gender - To make participants aware of social institutions and gender roles in society	- Training	- NIU Gender Officer	- Participants are NIU staffs, Gender Focal Points under LCT projects	20 Nov 2020	- GDA	- Assessment Form	- The training was organised under the topic of "Gender in Trade and Development Sector"

<p>Content Refer to for more information at this link</p>							
<p>1.2 Gender, Sex and Gender Equality</p> <p>Objective</p> <ul style="list-style-type: none"> - To better understand the difference between sex and gender. - To better understand what our society expects of women and men and how these expectations influence our thinking/attitudes towards ourselves and the opposite gender. - To understand how the process of socialization affects what work men and women do and how this affects their status in society. - To develop an understanding of basic gender concepts related to female entrepreneurs <p>Content Refer to for more information at this link</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer 	<ul style="list-style-type: none"> - Participants are NIU staffs, Gender Focal Points under LCT projects 	<p>20 Nov 2020</p>	<ul style="list-style-type: none"> - Guest speaker: GDA 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - The training was organised under the topic of “Gender in Trade and Development Sector”

	<p>1.3 Women Entrepreneurs</p> <ul style="list-style-type: none"> - Women-led and Women-owned business - Women’s empowerment – Lao Business Context <p>Objectives</p> <ul style="list-style-type: none"> - To exchange with guest speakers: business women on what women’s empowerment means in the business and trade sector. - To define women-led and women-owned businesses - To better understand women’s roles in a market economy <p>Content</p> <p>Refer to for more information at this link</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer - 	<ul style="list-style-type: none"> - Participants are NIU staffs, Gender Focal Points under LCT projects 	<p>20 Nov 2020</p>	<ul style="list-style-type: none"> - Guest speaker: GDA 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - The training was organised under the topic of “Gender in Trade and Development Sector” <p>Future event</p> <ul style="list-style-type: none"> - Expected to be organised again in the form of the Discussion Panel - Expected to be merge with other training topics 								
<p>2</p>	<p>Module 2: Women’s Institutions – Roles and Responsibilities</p>								<p>Women’s Institutions – Roles and Responsibilities</p> <p>NCAWMC, the National Assembly – The Commission Secretariat, the Women’s Caucus, the Lao Women’s Union</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer - MOIC Women Unit 	<ul style="list-style-type: none"> - Participants are MOIC Women Unit, NIU staffs, Gender Focal Points under LCT projects 	<p>TBD</p>	<ul style="list-style-type: none"> - MOIC Women Unit - NCAWMC - LBWA 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	
<p>Women’s Institutions – Roles and Responsibilities</p> <p>NCAWMC, the National Assembly – The Commission Secretariat, the Women’s Caucus, the Lao Women’s Union</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer - MOIC Women Unit 	<ul style="list-style-type: none"> - Participants are MOIC Women Unit, NIU staffs, Gender Focal Points under LCT projects 	<p>TBD</p>	<ul style="list-style-type: none"> - MOIC Women Unit - NCAWMC - LBWA 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 										

	<p>Objectives:</p> <ul style="list-style-type: none"> - To understand women’s institution’s roles and responsibilities - To understand the National Action for Women’s Equality and National Gender Strategies. - To touch on the concept of women inspiring women <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the NCAWMC, and its role in the ministry. - How importance of the gender equality – the impact to the socio-economic development (can refer to the Gender Study) - How it is relevant to the Gender mainstreaming in trade - How LCT project can leverage the NCAWMC 							
3	Module 3: Legal Framework, Key Gender Policies and Best Practice							
	3.1 Legal Requirements: International Conventions and National Gender Action Plan	- Training	- Cabinet Office, MOIC	- NIU staffs, Gender Focal Points under LCT projects	TBD	<ul style="list-style-type: none"> - NCAWMC - Carmine - MOJ - Mike (WB team) 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	

<p>Objectives:</p> <ul style="list-style-type: none"> - Define Violence against women and children, gender dissemination, Harassment - Define discrimination and harassment in Customs and Trade Context - GRM, ESAP and SEP dissemination - Discussion focusing on the National Gender Action Plan (2016 – 2020) and (2021 - 2021): Women and Social Inclusion <p>Content</p> <ul style="list-style-type: none"> - Introduction of laws and regulation of Gender in Lao PDR - National Gender Action Plan - Specific laws and regulation regarding gender mainstreaming in trade - GRM, ESAP and SEP dissemination 		<ul style="list-style-type: none"> - MOIC Women Unit - NIU Gender Officer 	<ul style="list-style-type: none"> - MOIC Departments representatives 				
<p>3.2 Best Practice in Implementing Gender Mainstreaming Strategy in Trade Project</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer 	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects 	<p>TBD</p>	<ul style="list-style-type: none"> - Guest Speakers (Representatives from World Bank, Australian 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - (for the topics and speakers – will be discussed

	<p>Objective: Lessons learned from other project funded by World Bank, Australian Aid and other INGO</p> <p>Content</p> <ul style="list-style-type: none"> - What have been done in developing countries - What have been done in developed countries - What we can adopt to the project implementation on gender mainstreaming in trade 			<ul style="list-style-type: none"> - MOIC Departments representatives 		<p>Aid and other INGO)</p> <ul style="list-style-type: none"> - Learning materials from the DECD – Women Economic Empowerment 			
4	Module 4: Women Entrepreneurs – Improving the Business Environment								
	<p>4.1 Enabling Business Opportunities – Registering a Company</p> <p>Objectives</p> <ul style="list-style-type: none"> - Understanding registration and licensing processes: requirements and procedures. - Identifying to what extent those requirements and procedures, albeit gender-neutral in principle, can impact women and men differently in practice. 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - DERM 	General Public	TBD	<ul style="list-style-type: none"> - Guest Speakers: DERM - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar A of LCT project 	

<p>Content:</p> <ul style="list-style-type: none"> - Introduction of the reform of the Enterprise Registration Certificate Procedure (What have been improved) - The Enterprise Registration Growth trend presentation (Sex disaggregated data) - What can be found as the benefit and (the long-term) opportunity for enterprise to grow 							
<p>4.2 Enabling Business Opportunities – Streamlining Business Licensing, Women’s Decisions on Firm Size and Sector</p> <p>Objective:</p> <ul style="list-style-type: none"> - To review and identify priority sectors that are women-dominated and/or in which there is a significant presence of women and/or continue to attract women entrepreneurs (Component A.2.1). - To assist LCT to streamline its support 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - DERM 	<p>General Public</p>	<p>Q1 2022</p>	<ul style="list-style-type: none"> - Guest Speakers: DERM - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar A of LCT project - Link to the Gender Study

<p>that benefits men and women equally (Component A.2.2).</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the reform of the Business Licensing Procedure (What have been changed) - -The Business Licensing Growth Trend (Sex disaggregated data) - What can be found as the benefit and (the long-term) opportunity for enterprise to grow 							
<p>4.3 Effective Business Operation: Marketing, Networking and Communication</p> <p>Information Sharing:</p> <p>Discussion session on:</p> <ul style="list-style-type: none"> - NIU Gender Sensitivity Checklist. - BAF outreach strategy and activities. Lao Business Women’s Association outreach activities. - LNCCI Facilitation Mechanism and Inclusion Strategy. <p>Content:</p>	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI 	<p>General Public</p>	<p>Q2 2022</p>	<ul style="list-style-type: none"> - BAF, - Lao Business Women Association - LNCCI team - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	

<ul style="list-style-type: none"> - Introduction of the current marketing and communication (its benefit to the growth of the business) - The benefit of participating in association (e.g., LNCCI, Lao Business Women Association) - Experience sharing from the Business Advisor from BAF II team - Experience sharing from the representative of the private sectors. 							
<p>Discussion Panel on Women Entrepreneurs in Lao PDR – Opportunities and Challenges</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) - Experience sharing from the representative from the selective sectors (4- 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI - BAF - LBWA 	General Public	TBD	<ul style="list-style-type: none"> - BAF - LNCCI 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - Simultaneously interpreter and moderator are required - Cooperation with other organisations is required

5 popular sectors among women entrepreneurs) – on opportunities and challenges as women entrepreneurs							
Seminar on Women Empowerment and Gender Mainstreaming – Introduction of the Digital Marketing Content: - Introduction of women contribution to the Lao economic development - Introduction to the laws and regulations regarding domestic violence in workplace and family - Introduction of the digital marketing (especially during the COVID-19 pandemic)	- Discussion	- NIU Gender Officer - LBWA - LNCCI Women Unit	Association representatives	23 July 2021	- LNCCI - Smart Technology Co., Ltd	None	Most participants are the representatives from Business-related associations (Private Sectors) - not more than 50 ppl due to the COVID-19 prevention measure.
4.4 Effective Business Operation: Procedures for crossing borders – import and export (tax, visa and customs checks) Women and Customs and Trade (Component B) Objective:	- Discussion	- NIU Gender Officer - LBWA - DIMEX		TBD	- DIMEX - Gender Study - TRS Report	- Assessment Form - Pre and Post Test (Assessment form)	- Link to Pillar B

<ul style="list-style-type: none"> - To understand how import/export procedures can impact women and men differently, despite that fact that they are gender-neutral on paper. - To better understand the role of traders and intermediaries (trade dealers). <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the International Business (laws and regulation in brief) - Importer/Exporter data (Sex disaggregated data) - What has been acted differently between women and men in the international business - Where the importers and exporters can find information 							
<p>4.5 Business Competitiveness – Firm-level competitiveness Discussion and Information Sharing</p>	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - BAF 		<p>TBD</p>	<ul style="list-style-type: none"> - Guest Speakers: BAF 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test (Assessment form) 	<ul style="list-style-type: none"> - Link to Pillar C - May merge with the 4.3

	<p>Objectives:</p> <ul style="list-style-type: none"> - To review and identify strengths and challenges in allocating matching grants to women entrepreneurs with the aim of promoting quality products, innovation and competitiveness. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) - Experience sharing from BAF II team – Business Advisors 							
5	Module 5: M&E – Gender Indicators and Gender Measures							
	<p>M&E – Gender Indicators and Gender Measures</p> <p>Objectives:</p> <p>LCT Gender Indicators</p> <ul style="list-style-type: none"> - To discuss Project gender indicators, gender targets, gender markers and gender measurements. - To discuss how LCT gender indicators will meet the 	- Discussion	- NIU Gender Officer	Gender Focal Point under LCT project	TBD	- NIU M&E Officer	- Assessment Form - Pre and Post Test (Assessment form)	- Link to Pillar D

	<p>Government's gender target requirements.</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of LCT project management - Introduction of the M&E - How it is used in the LCT project 							
6	<p>Other topics</p> <p>Global Gender Gap Report Update and the Impact of COVID-19 pandemic to women entrepreneur in 2021</p> <p>Content:</p> <ul style="list-style-type: none"> - Discussion on the Global Gender Gap Report (Why Laos was placed as the first rank of the Gender Equality in Economic Participation, what about other countries) - Discussion on the impact of the COVID-19 pandemic in from the beginning to the second outbreaking (Apr 2021) – the presentation of the LNCCI and ECCIL survey 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer 	Gender Focal Point under LCT project	29 June 2021	<ul style="list-style-type: none"> - Resource from DCED – Women Economic Empowerment, World Economic Forum and ADB 	<ul style="list-style-type: none"> - Assessment form 	<ul style="list-style-type: none"> - The meeting was organised virtually due to the COVID-19 pandemic.

7	Gender Activities							
	Disseminated by Newsletter, News Article – highlight on outstanding achievement through gender lens - once per year per pillar, which mean four newsletter per year.		- NIU Gender Officer - LCT Pillar Focal Points -		TBD		Assessment Form	Incorporate with the Communication Plan Publish at the T4D Website and Facebook page
	Pillar A <ul style="list-style-type: none"> - Reports of starting a business in Lao PDR – Streamline procedures to register a business/starting a business - women-led enterprises. - Newsletter, News Articles - Business licensing reforms – streamline women-led business licenses. 							
Pillar B <ul style="list-style-type: none"> - Gender inclusiveness - Perception survey – trade facilitation – different perspectives from men and women entrepreneurs 								

	<ul style="list-style-type: none"> - Women participation in – NTFC meetings and other technical meetings; - Support fund to IAs in organizing capacity building workshops on gender inclusiveness in the Risk Management and Post Clearance Audit of import-export of goods at borders by key border agencies – FDD, DOLF, DOA and LCD 							
	Pillar C <ul style="list-style-type: none"> - Progress report - Newsletter, including Special Edition Newsletter 							
	Pillar D <ul style="list-style-type: none"> - LBF - Lao Entrepreneur Association - No. women participation/issues raised by women 							
8	Gender Study/Research							

8.1 Gender Study on the Identification of Key Constraint of Women owned and managed enterprises in Lao PDR	- Discussion	- NIU Gender Officer - LCT Pillar Focal Points					The schedule will be set after the study is finalised.
8.1.1 Translation – Gender Study				Oct – Nov 2021			
8.1.2 Validation – Gender Study				Nov – Dec 2021 (TBD)			
8.1.3 Publishing – Gender Study Book (Both Lao and English) or Executive Summary (Both Lao and English)				Oct – Dec 2021 (After translation)			
8.1.4 Prepare a package of dissemination workshop on the gender study				Oct – Dec 2021 (After translation)			-
8.1 5 Dissemination – Gender Study			MOIC Women Unit LNCCI LBBWA GDA General Public	Dec 2021 (After preparing the package)			- Trial version with NIU staff - Official version with IAs & Sub-IAs, Donors and Private Sectors (Simultaneously interpreter is required) - LBF mechanism - Integrating with the Department of Organization

								and Personnel's Gender Action Plan
9	M&E – Data collection							
	Collecting sex disaggregated data from each pillar focal point <ul style="list-style-type: none"> • LCT Project: update Results Framework • CF Proposal: update Results framework 		<ul style="list-style-type: none"> - NIU Gender Officer - LCT Pillar Focal Points - NIU M&E officer 		May and Nov of each year (Before PRC and PEC)			Prepare for PRC and PEC <ul style="list-style-type: none"> - Refer to M&E Indicator in PRC and PEC

Gender – Action Plan – Completed activities Q4 2020 to 2021

No.	Action	Type of activities	Responsible person	Target	Timeline	Resource Person	Progress evaluation measure	Remarks
Capacity Building activities								
1	Module 1: Basic Understanding of Gender, Its Concepts and Its importance							
	1.2 Gender and Development Objective: - To introduce the concept of gender and its role in everyday life. - To highlight the importance of self-awareness in understanding gender and avoid unconscious bias - To highlight and understand the impact of message received in childhood on a person's current personality and beliefs about gender - To make participants aware of social institutions and gender roles in society Content Refer to for more information at this link	- Training	- NIU Gender Officer -	- Participants are NIU staffs, Gender Focal Points under LCT projects	20 Nov 2020	- GDA	- Assessment Form	- The training was organised under the topic of "Gender in Trade and Development Sector"

<p>1.2 Gender, Sex and Gender Equality</p> <p>Objective</p> <ul style="list-style-type: none"> - To better understand the difference between sex and gender. - To better understand what our society expects of women and men and how these expectations influence our thinking/attitudes towards ourselves and the opposite gender. - To understand how the process of socialization affects what work men and women do and how this affects their status in society. - To develop an understanding of basic gender concepts related to female entrepreneurs <p>Content Refer to for more information at this link</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer 	<ul style="list-style-type: none"> - Participants are NIU staffs, Gender Focal Points under LCT projects 	<p>20 Nov 2020</p>	<ul style="list-style-type: none"> - Guest speaker: GDA 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - The training was organised under the topic of “Gender in Trade and Development Sector”
<p>1.3 Women Entrepreneurs</p> <ul style="list-style-type: none"> - Women-led and Women-owned business 	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer - 	<ul style="list-style-type: none"> - Participants are NIU staffs, Gender Focal Points under LCT projects 	<p>20 Nov 2020</p>	<ul style="list-style-type: none"> - Guest speaker: GDA 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - The training was organised under the topic of “Gender in Trade and

	<ul style="list-style-type: none"> - Women's empowerment – Lao Business Context <p>Objectives</p> <ul style="list-style-type: none"> - To exchange with guest speakers: business women on what women's empowerment means in the business and trade sector. - To define women-led and women-owned businesses - To better understand women's roles in a market economy <p>Content</p> <p>Refer to for more information at this link</p>							<p>Development Sector”</p> <p>Future event</p> <ul style="list-style-type: none"> - Expected to be organised again in the form of the Discussion Panel - Expected to be merge with other training topics
2	Module 2: Women's Institutions – Roles and Responsibilities							
3	Module 3: Legal Framework, Key Gender Policies and Best Practice							
4	Module 4: Women Entrepreneurs – Improving the Business Environment							
	<p>Seminar on Women Empowerment and Gender Mainstreaming – Introduction of the Digital Marketing</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of women contribution to the Lao economic development 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - LNCCI Women Unit 	<p>Association representatives</p>	<p>23 July 2021</p>	<ul style="list-style-type: none"> - LNCCI - Smart Technology Co., Ltd 	<p>None</p>	<p>Most participants are the representatives from Business-related associations (Private Sectors) - not more than 50 ppl due to the COVID-19</p>

	<ul style="list-style-type: none"> - Introduction to the laws and regulations regarding domestic violence in workplace and family - Introduction of the digital marketing (especially during the COVID-19 pandemic) 							prevention measure.
5	Module 5: M&E – Gender Indicators and Gender Measures							
6	<p>Other topics</p> <p>Global Gender Gap Report Update and the Impact of COVID-19 pandemic to women entrepreneur in 2021</p> <p>Content:</p> <ul style="list-style-type: none"> - Discussion on the Global Gender Gap Report (Why Laos was placed as the first rank of the Gender Equality in Economic Participation, what about other countries) - Discussion on the impact of the COVID-19 pandemic in from the beginning to the second outbreaking (Apr 2021) – the presentation of the LNCCI and ECCIL survey 	- Discussion	- NIU Gender Officer	Gender Focal Point under LCT project	29 June 2021	- Resource from DCED – Women Economic Empowerment, World Economic Forum and ADB	- Assessment form	- The meeting was organised virtually due to the COVID-19 pandemic.

7	Gender Activities							
	Pillar A <ul style="list-style-type: none"> - Reports of starting a business in Lao PDR – Streamline procedures to register a business/starting a business - women-led enterprises. - Newsletter, News Articles - Business licensing reforms – streamline women-led business licenses. 							PRC and PEC report
	Pillar B <ul style="list-style-type: none"> - Gender inclusiveness - Perception survey – trade facilitation – different perspectives from men and women entrepreneurs - Women participation in – NTFC meetings and other technical meetings; - Support fund to IAs in organizing capacity building 							PRC and PEC report

	workshops on gender inclusiveness in the Risk Management and Post Clearance Audit of import-export of goods at borders by key border agencies – FDD, DOLF, DOA and LCD							
	Pillar C <ul style="list-style-type: none"> - Progress report - Newsletter, including Special Edition Newsletter 							PRC and PEC report
	Pillar D <ul style="list-style-type: none"> - LBF - Lao Entrepreneur Association - No. women participation/issues raised by women 							PRC and PEC report
8	Gender Study/Research							
	8.1 Gender Study on the Identification of Key Constraint of Women owned and managed enterprises in Lao PDR	- Discussion	- NIU Gender Officer - LCT Pillar Focal Points					The schedule will be set after the study is finalised.
	8.1.1 Stakeholder Consultation Workshop				Mar 2021			

9	M&E – Data collection							
Collecting sex disaggregated data from each pillar focal point <ul style="list-style-type: none"> • LCT Project: update Results Framework • CF Proposal: update Results framework 		<ul style="list-style-type: none"> - NIU Gender Officer - LCT Pillar Focal Points - NIU M&E officer 		May and Nov of each year (Before PRC and PEC)			Prepare for PRC and PEC <ul style="list-style-type: none"> - Refer to M&E Indicator in PRC and PEC 	

Gender – Action Plan 2022

No	Action	Type of activities	Responsible person	Target	Timeline	Resource Person	Progress evaluation measure	Remarks
Capacity Building activities								
1	Module 1: Basic Understanding of Gender, Its Concepts and Its importance							
2	Module 2: Women’s Institutions – Roles and Responsibilities							
	<p>Women’s Institutions – Roles and Responsibilities NCAWMC, the National Assembly – The Commission Secretariat, the Women’s Caucus, the Lao Women’s Union</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To understand women’s institution’s roles and responsibilities - To understand the National Action for Women’s Equality and National Gender Strategies. - To touch on the concept of women inspiring women <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the NCAWMC, and its role in the ministry. 	- Training	<ul style="list-style-type: none"> - NIU Gender Officer - MOIC Women Unit 	- Participants are MOIC Women Unit, NIU staffs, Gender Focal Points under LCT projects	Q1 2022 (to celebrate the National Women’s Day)	<ul style="list-style-type: none"> - MOIC Women Unit - NCAWMC - LBWA 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	

	<ul style="list-style-type: none"> - How importance of the gender equality – the impact to the socio-economic development (can refer to the Gender Study) - How it is relevant to the Gender mainstreaming in trade - How LCT project can leverage the NCAWMC 							
3	Module 3: Legal Framework, Key Gender Policies and Best Practice							
	<p>3.1 Legal Requirements: International Conventions and National Gender Action Plan</p> <p>Objectives:</p> <ul style="list-style-type: none"> - Define Violence against women and children, gender dissemination, Harassment - Define discrimination and harassment in Customs and Trade Context - GRM, ESAP and SEP dissemination - Discussion focusing on the National Gender Action Plan (2016 – 2020) and (2021 - 2021): Women and Social Inclusion 	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - Cabinet Office, MOIC - MOIC Women Unit - LNCCI - NIU Gender Officer 	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects - MOIC Departments representatives 	Q2 2022	<ul style="list-style-type: none"> - NCAWMC - Carmine - MOJ - Mike (WB team) 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	

	<p>Content</p> <ul style="list-style-type: none"> - Introduction of laws and regulation of Gender in Lao PDR - National Gender Action Plan - Specific laws and regulation regarding gender mainstreaming in trade - GRM, ESAP and SEP dissemination 							
	<p>3.2 Best Practice in Implementing Gender Mainstreaming Strategy in Trade Project</p> <p>Objective: Lessons learned from other project funded by World Bank, Australian Aid and other INGO</p> <p>Content</p> <ul style="list-style-type: none"> - What have been done in developing countries - What have been done in developed countries - What we can adopt to the project implementation on gender mainstreaming in trade 	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer 	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects - MOIC Departments representatives 	<p>Q2 2022</p>	<ul style="list-style-type: none"> - Guest Speakers (Representatives from World Bank, Australian Aid and other INGO) - Learning materials from the DECD – Women Economic Empowerment 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - (for the topics and speakers – will be discussed)
<p>4</p>	<p>Module 4: Women Entrepreneurs – Improving the Business Environment</p>							

<p>4.1 Enabling Business Opportunities – Registering a Company</p> <p>Objectives</p> <ul style="list-style-type: none"> - Understanding registration and licensing processes: requirements and procedures. - Identifying to what extent those requirements and procedures, albeit gender-neutral in principle, can impact women and men differently in practice. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the reform of the Enterprise Registration Certificate Procedure (What have been improved) - The Enterprise Registration Growth trend presentation (Sex disaggregated data) - What can be found as the benefit and (the long-term) opportunity for enterprise to grow 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - DERM 	<p>General Public</p>	<p>TBD</p>	<ul style="list-style-type: none"> - Guest Speakers: DERM - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar A of LCT project
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<p>4.2 Enabling Business Opportunities – Streamlining Business Licensing, Women’s Decisions on Firm Size and Sector</p> <p>Objective:</p> <ul style="list-style-type: none"> - To review and identify priority sectors that are women-dominated and/or in which there is a significant presence of women and/or continue to attract women entrepreneurs (Component A.2.1). - To assist LCT to streamline its support that benefits men and women equally (Component A.2.2). <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the reform of the Business Licensing Procedure (What have been changed) - The Business Licensing Growth Trend (Sex disaggregated data) - What can be found as the benefit and (the long-term) opportunity for enterprise to grow 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - DERM 	<p>General Public</p>	<p>TBD</p>	<ul style="list-style-type: none"> - Guest Speakers: DERM - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar A of LCT project - Link to the Gender Study
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<p>4.3 Effective Business Operation: Marketing, Networking and Communication Information Sharing:</p> <p>Discussion session on:</p> <ul style="list-style-type: none"> - NIU Gender Sensitivity Checklist. - BAF outreach strategy and activities. Lao Business Women’s Association outreach activities. - LNCCI Facilitation Mechanism and Inclusion Strategy. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current marketing and communication (its benefit to the growth of the business) - The benefit of participating in association (e.g., LNCCI, Lao Business Women Association) - Experience sharing from the Business Advisor from BAF II team - Experience sharing from the 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI 	<p>General Public</p>	<p>TBD</p>	<ul style="list-style-type: none"> - BAF, - Lao Business Women Association - LNCCI team - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	
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	representative of the private sectors.							
	<p>Discussion Panel on Women Entrepreneurs in Lao PDR – Opportunities and Challenges</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) - Experience sharing from the representative from the selective sectors (4-5 popular sectors among women entrepreneurs) – on opportunities and challenges as women entrepreneurs 	- Discussion	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI - BAF - LBWA 	General Public	TBD	<ul style="list-style-type: none"> - BAF - LNCCI 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - Simultaneously interpreter and moderator are required - Cooperation with other organisations is required
	<p>4.4 Effective Business Operation: Procedures for crossing borders – import and export (tax, visa and customs checks)</p> <p>Women and Customs and Trade (Component B)</p>	- Discussion	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - DIMEX 		TBD	<ul style="list-style-type: none"> - DIMEX - Gender Study - TRS Report 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test (Assessment form) 	<ul style="list-style-type: none"> - Link to Pillar B

<p>Objective:</p> <ul style="list-style-type: none"> - To understand how import/export procedures can impact women and men differently, despite that fact that they are gender-neutral on paper. - To better understand the role of traders and intermediaries (trade dealers). <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the International Business (laws and regulation in brief) - Importer/Exporter data (Sex disaggregated data) - What has been acted differently between women and men in the international business - Where the importers and exporters can find information 							
<p>4.5 Business Competitiveness – Firm-level competitiveness Discussion and Information Sharing</p>	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - BAF 		<p>TBD</p>	<ul style="list-style-type: none"> - Guest Speakers: BAF 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar C - May merge with the 4.3

	<p>Objectives:</p> <ul style="list-style-type: none"> - To review and identify strengths and challenges in allocating matching grants to women entrepreneurs with the aim of promoting quality products, innovation and competitiveness. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) - Experience sharing from BAF II team – Business Advisors 						(Assessment form)	
5	<p>Module 5: M&E – Gender Indicators and Gender Measures</p> <p>M&E – Gender Indicators and Gender Measures</p> <p>Objectives:</p> <p>LCT Gender Indicators</p> <ul style="list-style-type: none"> - To discuss Project gender indicators, gender targets, gender markers and gender measurements. - To discuss how LCT gender indicators will 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer 	Gender Focal Point under LCT project	TBD	<ul style="list-style-type: none"> - NIU M&E Officer 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test (Assessment form) 	<ul style="list-style-type: none"> - Link to Pillar D

	<p>meet the Government's gender target requirements.</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of LCT project management - Introduction of the M&E - How it is used in the LCT project 							
6	Other topics	-	-			-	-	-
7	Gender Activities							
	Disseminated by Newsletter, News Article – highlight on outstanding achievement through gender lens - once per year per pillar, which mean four newsletter per year.		<ul style="list-style-type: none"> - NIU Gender Officer - LCT Pillar Focal Points - 		Quarterly (TBD)		Assessment Form	<p>Incorporate with the Communication Plan</p> <p>Publish at the T4D Website and Facebook page</p>
	<p>Pillar A</p> <ul style="list-style-type: none"> - Reports of starting a business in Lao PDR – Streamline procedures to register a business/starting a business - women-led enterprises. - Newsletter, News Articles - Business licensing reforms – streamline women- 							

	led business licenses.							
	Pillar B <ul style="list-style-type: none"> - Gender inclusiveness - Perception survey <ul style="list-style-type: none"> – trade facilitation – different perspectives from men and women entrepreneurs - Women participation in – NTFC meetings and other technical meetings; - Support fund to IAs in organizing capacity building workshops on gender inclusiveness in the Risk Management and Post Clearance Audit of import-export of goods at borders by key border agencies – FDD, DOLF, DOA and LCD 							
	Pillar C <ul style="list-style-type: none"> - Progress report 							

	- Newsletter, including Special Edition Newsletter							
	Pillar D - LBF - Lao Entrepreneur Association - No. women participation/issues raised by women							
8	Gender Study/Research							
	8.1.2 Validation – Gender Study				Nov – Dec 2021 (TBD)			
	8.1.3 Publishing – Gender Study Book (Both Lao and English) or Executive Summary (Both Lao and English)				Oct – Dec 2021 (After translation)			
	8.1.4 Prepare a package of dissemination workshop on the gender study				Oct – Dec 2021 (After translation)			-
	8.1.5 Dissemination – Gender Study			MOIC Women Unit LNCCI LBBWA GDA General Public	Dec 2021 (After preparing the package)			- Trial version with NIU staff - Official version with IAs & Sub-IAs, Donors and Private Sectors (Simultaneously interpreter is required) - LBF mechanism - Integrating with the

								Department of Organization and Personnel's Gender Action Plan
9	M&E – Data collection							
	Collecting sex disaggregated data from each pillar focal point <ul style="list-style-type: none"> LCT Project: update Results Framework CF Proposal: update Results framework 		<ul style="list-style-type: none"> NIU Gender Officer LCT Pillar Focal Points NIU M&E officer 		May and Nov of each year (Before PRC and PEC)			Prepare for PRC and PEC <ul style="list-style-type: none"> Refer to M&E Indicator in PRC and PEC

Timeline 2022

No	Action							
	Module 2: Women's Institutions – Roles and Responsibilities NCAWMC, the National Assembly – The Commission Secretariat, the Women's Caucus, the Lao Women's Union Objectives: <ul style="list-style-type: none"> To understand women's institution's roles and responsibilities 							

	<ul style="list-style-type: none"> - To understand the National Action for Women’s Equality and National Gender Strategies. - To touch on the concept of women inspiring women <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the NCAWMC, and its role in the ministry. - How importance of the gender equality – the impact to the socio-economic development (can refer to the Gender Study) - How it is relevant to the Gender mainstreaming in trade - How LCT project can leverage the NCAWMC 								
3	Module 3: Legal Framework, Key Gender Policies and Best Practice								
	<p>3.1 Legal Requirements: International Conventions and National Gender Action Plan</p> <p>Objectives:</p> <ul style="list-style-type: none"> - Define Violence against women and children, gender dissemination, Harassment 	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - Cabinet Office, MOIC - MOIC Women Unit - LNCCI - NIU Gender Officer 	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects - MOIC Departments representatives 	Q2 2022	<ul style="list-style-type: none"> - NCAWMC - Carmine - MOJ - Mike (WB team) 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 		

<ul style="list-style-type: none"> - Define discrimination and harassment in Customs and Trade Context - GRM, ESAP and SEP dissemination - Discussion focusing on the National Gender Action Plan (2016 – 2020) and (2021 - 2021): Women and Social Inclusion <p>Content</p> <ul style="list-style-type: none"> - Introduction of laws and regulation of Gender in Lao PDR - National Gender Action Plan - Specific laws and regulation regarding gender mainstreaming in trade - GRM, ESAP and SEP dissemination 							
<p>3.2 Best Practice in Implementing Gender Mainstreaming Strategy in Trade Project</p> <p>Objective: Lessons learned from other project funded by World Bank, Australian Aid and other INGO</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - NIU Gender Officer 	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects - MOIC Departments representatives 	<p>Q2 2022</p>	<ul style="list-style-type: none"> - Guest Speakers (Representatives from World Bank, Australian Aid and other INGO) - Learning materials from the DECD – Women 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - (for the topics and speakers – will be discussed)

	<p>Content</p> <ul style="list-style-type: none"> - What have been done in developing countries - What have been done in developed countries - What we can adopt to the project implementation on gender mainstreaming in trade 					Economic Empowerment		
4	Module 4: Women Entrepreneurs – Improving the Business Environment							
	<p>4.1 Enabling Business Opportunities – Registering a Company</p> <p>Objectives</p> <ul style="list-style-type: none"> - Understanding registration and licensing processes: requirements and procedures. - Identifying to what extent those requirements and procedures, albeit gender-neutral in principle, can impact women and men differently in practice. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the reform of the Enterprise Registration 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - DERM 	General Public	TBD	<ul style="list-style-type: none"> - Guest Speakers: DERM - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar A of LCT project

<p>Certificate Procedure (What have been improved)</p> <ul style="list-style-type: none"> - The Enterprise Registration Growth trend presentation (Sex disaggregated data) - What can be found as the benefit and (the long-term) opportunity for enterprise to grow 							
<p>4.2 Enabling Business Opportunities – Streamlining Business Licensing, Women’s Decisions on Firm Size and Sector</p> <p>Objective:</p> <ul style="list-style-type: none"> - To review and identify priority sectors that are women-dominated and/or in which there is a significant presence of women and/or continue to attract women entrepreneurs (Component A.2.1). - To assist LCT to streamline its support that benefits men and women equally (Component A.2.2). <p>Content:</p>	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - DERM 	<p>General Public</p>	<p>TBD</p>	<ul style="list-style-type: none"> - Guest Speakers: DERM - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Link to Pillar A of LCT project - Link to the Gender Study

<ul style="list-style-type: none"> - Introduction of the reform of the Business Licensing Procedure (What have been changed) - -The Business Licensing Growth Trend (Sex disaggregated data) - What can be found as the benefit and (the long-term) opportunity for enterprise to grow 							
<p>4.3 Effective Business Operation: Marketing, Networking and Communication Information Sharing:</p> <p>Discussion session on:</p> <ul style="list-style-type: none"> - NIU Gender Sensitivity Checklist. - BAF outreach strategy and activities. Lao Business Women’s Association outreach activities. - LNCCI Facilitation Mechanism and Inclusion Strategy. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current marketing and communication (its 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI 	General Public	TBD	<ul style="list-style-type: none"> - BAF, - Lao Business Women Association - LNCCI team - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	

<p>benefit to the growth of the business)</p> <ul style="list-style-type: none"> - The benefit of participating in association (e.g., LNCCI, Lao Business Women Association) - Experience sharing from the Business Advisor from BAF II team - Experience sharing from the representative of the private sectors. 							
<p>Discussion Panel on Women Entrepreneurs in Lao PDR – Opportunities and Challenges</p> <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) - Experience sharing from the representative from the selective sectors (4-5 popular sectors among women entrepreneurs) – on 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI - BAF - LBWA 	<p>General Public</p>	<p>TBD</p>	<ul style="list-style-type: none"> - BAF - LNCCI 	<ul style="list-style-type: none"> - Assessment Form 	<ul style="list-style-type: none"> - Simultaneously interpreter and moderator are required - Cooperation with other organisations is required

	opportunities and challenges as women entrepreneurs							
	<p>4.4 Effective Business Operation: Procedures for crossing borders – import and export (tax, visa and customs checks) Women and Customs and Trade (Component B)</p> <p>Objective:</p> <ul style="list-style-type: none"> - To understand how import/export procedures can impact women and men differently, despite that fact that they are gender-neutral on paper. - To better understand the role of traders and intermediaries (trade dealers). <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the International Business (laws and regulation in brief) - Importer/Exporter data (Sex disaggregated data) 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - DIMEX 		TBD	<ul style="list-style-type: none"> - DIMEX - Gender Study - TRS Report 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test (Assessment form) 	<ul style="list-style-type: none"> - Link to Pillar B

<ul style="list-style-type: none"> - What has been acted differently between women and men in the international business - Where the importers and exporters can find information 							
<p>4.5 Business Competitiveness – Firm-level competitiveness Discussion and Information Sharing</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To review and identify strengths and challenges in allocating matching grants to women entrepreneurs with the aim of promoting quality products, innovation and competitiveness. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - BAF 		TBD	<ul style="list-style-type: none"> - Guest Speakers: BAF 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test (Assessment form) 	<ul style="list-style-type: none"> - Link to Pillar C - May merge with the 4.3

	- Experience sharing from BAF II team – Business Advisors							
5	Module 5: M&E – Gender Indicators and Gender Measures							
	M&E – Gender Indicators and Gender Measures Objectives: LCT Gender Indicators - To discuss Project gender indicators, gender targets, gender markers and gender measurements. - To discuss how LCT gender indicators will meet the Government’s gender target requirements. Content: - Introduction of LCT project management - Introduction of the M&E - How it is used in the LCT project	- Discussion	- NIU Gender Officer	Gender Focal Point under LCT project	TBD	- NIU M&E Officer	- Assessment Form - Pre and Post Test (Assessment form)	- Link to Pillar D
6	Other topics	-	-			-	-	-
7	Gender Activities							
	Disseminated by Newsletter, News Article – highlight on outstanding achievement through gender lens - once per year per pillar, which mean four newsletter per year.		- NIU Gender Officer - LCT Pillar Focal Points -		Quarterly (TBD)		Assessment Form	Incorporate with the Communication Plan Publish at the T4D Website and Facebook page

	<p>Pillar A</p> <ul style="list-style-type: none"> - Reports of starting a business in Lao PDR – Streamline procedures to register a business/starting a business - women-led enterprises. - Newsletter, News Articles - Business licensing reforms – streamline women-led business licenses. 							
	<p>Pillar B</p> <ul style="list-style-type: none"> - Gender inclusiveness - Perception survey – trade facilitation – different perspectives from men and women entrepreneurs - Women participation in – NTFC meetings and other technical meetings; - Support fund to IAs in organizing capacity building workshops on 							

	gender inclusiveness in the Risk Management and Post Clearance Audit of import-export of goods at borders by key border agencies – FDD, DOLF, DOA and LCD							
	Pillar C - Progress report - Newsletter, including Special Edition Newsletter							
	Pillar D - LBF - Lao Entrepreneur Association - No. women participation/issues raised by women							
8	Gender Study/Research							
	8.1.2 Validation – Gender Study				Nov – Dec 2021 (TBD)			
	8.1.3 Publishing – Gender Study Book (Both Lao and English) or Executive Summary (Both Lao and English)				Oct – Dec 2021 (After translation)			

	8.1.4 Prepare a package of dissemination workshop on the gender study				Oct – Dec 2021 (After translation)			-
	8.1 5 Dissemination – Gender Study		MOIC Women Unit LNCCI LBBWA GDA General Public		Dec 2021 (After preparing the package)			- Trial version with NIU staff - Official version with IAs & Sub-IAs, Donors and Private Sectors (Simultaneously interpreter is required) - LBF mechanism - Integrating with the Department of Organization and Personnel’s Gender Action Plan
9	M&E – Data collection							
	Collecting sex disaggregated data from each pillar focal point <ul style="list-style-type: none"> • LCT Project: update Results Framework • CF Proposal: update Results framework 		- NIU Gender Officer - LCT Pillar Focal Points - NIU M&E officer		May and Nov of each year (Before PRC and PEC)			Prepare for PRC and PEC <ul style="list-style-type: none"> - Refer to M&E Indicator in PRC and PEC

Gender – Action Plan – Activities that will be implemented in 2022

No.	Action	Type of activities	Responsible person	Target	Timeline	Resource Person	Progress evaluation measure	Remarks
Capacity Building activities								
1	Module 1: Basic Understanding of Gender, Its Concepts and Its importance							
2	Module 2: Women's Institutions – Roles and Responsibilities							
	<p>Women's Institutions – Roles and Responsibilities NCAWMC, the National Assembly – The Commission Secretariat, the Women's Caucus, the Lao Women's Union</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To understand women's institution's roles and responsibilities - To understand the National Action for Women's Equality and National Gender Strategies. - To touch on the concept of women inspiring women <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the NCAWMC, and its role in the ministry. - How importance of the gender equality – the impact to the socio- 	- Training	<ul style="list-style-type: none"> - NIU Gender Officer - MOIC Women Unit 	- Participants are MOIC Women Unit, NIU staffs, Gender Focal Points under LCT projects	March 2022, Q1 2022	<ul style="list-style-type: none"> - MOIC Women Unit - NCAWMC - LBWA 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	- Incorporate with the Women's Day

	<p>economic development (can refer to the Gender Study)</p> <ul style="list-style-type: none"> - How it is relevant to the Gender mainstreaming in trade - How LCT project can leverage the NCAWMC 							
3	Module 3: Legal Framework, Key Gender Policies and Best Practice							
	<p>3.1 Legal Requirements: International Conventions and National Gender Action Plan</p> <p>Objectives:</p> <ul style="list-style-type: none"> - Define Violence against women and children, gender dissemination, Harassment - Define discrimination and harassment in Customs and Trade Context - GRM, ESAP and SEP dissemination - Discussion focusing on the National Gender Action Plan (2016 – 2020) and (2021 - 2021): Women and Social Inclusion <p>Content</p>	<ul style="list-style-type: none"> - Training 	<ul style="list-style-type: none"> - Cabinet Office, MOIC - MOIC Women Unit - NIU Gender Officer 	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects - MOIC Departments representatives 	<p>April 2022, Q2 2022</p>	<ul style="list-style-type: none"> - NCAWMC - Carmine - MOJ - Mike (WB team) 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	<ul style="list-style-type: none"> - Integrate with the GRM, ESAP and SEP Workshop - Gender and Communication Action Plan

	<ul style="list-style-type: none"> - Introduction of laws and regulation of Gender in Lao PDR - National Gender Action Plan - Specific laws and regulation regarding gender mainstreaming in trade - GRM, ESAP and SEP dissemination 							
	<p>3.2 Best Practice in Implementing Gender Mainstreaming Strategy in Trade Project</p> <p>Objective: Lessons learned from other project funded by World Bank, Australian Aid and other INGO</p> <p>Content</p> <ul style="list-style-type: none"> - What have been done in developing countries - What have been done in developed countries - What we can adopt to the project implementation on gender mainstreaming in trade 	- Training	- NIU Gender Officer	<ul style="list-style-type: none"> - NIU staffs, Gender Focal Points under LCT projects - MOIC Departments representatives 	Oct 2022 Q4 2022	<ul style="list-style-type: none"> - Guest Speakers (Representatives from World Bank, Australian Aid and other INGO) - Learning materials from the DECD – Women Economic Empowerment 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	- (for the topics and speakers – will be discussed
4	Module 4: Women Entrepreneurs – Improving the Business Environment							

<p>4.3 Effective Business Operation: Marketing, Networking and Communication Information Sharing:</p> <p>Discussion session on:</p> <ul style="list-style-type: none"> - NIU Gender Sensitivity Checklist. - BAF outreach strategy and activities. Lao Business Women’s Association outreach activities. - LNCCI Facilitation Mechanism and Inclusion Strategy. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current marketing and communication (its benefit to the growth of the business) - The benefit of participating in association (e.g., LNCCI, Lao Business Women Association) - Experience sharing from the Business Advisor from BAF II team - Experience sharing from the 	<ul style="list-style-type: none"> - Discussion 	<ul style="list-style-type: none"> - NIU Gender Officer - LNCCI 	<p>General Public</p>	<p>Q3 2022</p>	<ul style="list-style-type: none"> - BAF, - Lao Business Women Association - LNCCI team - Gender Study 	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test 	
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	representative of the private sectors.							
	<p>4.5 Business Competitiveness – Firm-level competitiveness Discussion and Information Sharing</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To review and identify strengths and challenges in allocating matching grants to women entrepreneurs with the aim of promoting quality products, innovation and competitiveness. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of the current business trend – the firm competitiveness (the presentation of sex disaggregated data in each sector) - Experience sharing from BAF II team – Business Advisors 	- Discussion	<ul style="list-style-type: none"> - NIU Gender Officer - LBWA - BAF 	General Public	Q3 2022	- Guest Speakers: BAF	<ul style="list-style-type: none"> - Assessment Form - Pre and Post Test (Assessment form) 	<ul style="list-style-type: none"> - Link to Pillar C - May merge with the 4.3
5	Module 5: M&E – Gender Indicators and Gender Measures							
	<p>M&E – Gender Indicators and Gender Measures</p> <p>Objectives:</p>	- Discussion	<ul style="list-style-type: none"> - NIU Gender Officer 	Gender Focal Point under LCT project	TBD	- NIU M&E Officer	- Assessment Form	- Integrate with the Annual

	<p>LCT Gender Indicators</p> <ul style="list-style-type: none"> - To discuss Project gender indicators, gender targets, gender markers and gender measurements. - To discuss how LCT gender indicators will meet the Government's gender target requirements. <p>Content:</p> <ul style="list-style-type: none"> - Introduction of LCT project management - Introduction of the M&E - How it is used in the LCT project 							- Pre and Post Test (Assessment form)	Fiduciary Workshop
7	Gender Activities								
8	Gender Study/Research								
	8.1 Gender Study on the Identification of Key Constraint of Women owned and managed enterprises in Lao PDR	- Discussion	- NIU Gender Officer - LCT Pillar Focal Points						The schedule will be set after the study is finalised.
	8.1.1 Translation – Gender Study				Oct – Nov 2021				
	8.1.2 Validation – Gender Study				Nov – Dec 2021 (TBD)				
	8.1.3 Publishing – Gender Study				Oct – Dec 2021 (After translation)				

	Book (Both Lao and English) or Executive Summary (Both Lao and English)						
	8.1.4 Prepare a package of dissemination workshop on the gender study				Oct – Dec 2021 (After translation)		-
	8.1 5 Dissemination – Gender Study			MOIC Women Unit LNCCI LBBWA GDA General Public	Dec 2021 (After preparing the package)		<ul style="list-style-type: none"> - Trial version with NIU staff - Official version with IAs & Sub-IAs, Donors and Private Sectors (Simultaneously interpreter is required) - LBF mechanism - Integrating with the Department of Organization and Personnel's Gender Action Plan