



UNDP Lao PDR

GENDER EQUALITY STRATEGY 2022-2026

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I. INTRODUCTION

UNDP Lao PDR recognizes gender equality as a fundamental human right and a necessary foundation for a peaceful, prosperous and sustainable society. Gender equality is central to UNDP’s support to the Government of Lao PDR (GoL) to implement its international human rights obligations and achieve the 2030 Agenda with its 17+1 Sustainable Development Goals (SDGs).

The 2030 Agenda envisions a world “of universal respect for human rights and human dignity” in which “every woman and girl enjoys full gender equality and all legal, social and economic barriers to their empowerment have been removed.” Gender equity is a foundation of the core principle of the 2030 Agenda – “Leaving No One Behind” (LNOB) – as women are often disproportionately represented among the most marginalized, discriminated against, and excluded, as well as being more at risk from climate change and natural disasters.

With a large operational platform and expertise in areas central to the achievement of the SDGs and LNOB, UNDP is well-positioned as the “integrator” for helping GoL deliver on the 2030 Agenda by “connecting the dots” on complex sustainable development issues. UNDP will convene across line Ministries, civil society, private sector, and development partners to address the gender dimensions of eradicating poverty, building resilience to crises and shocks, enhancing the rule of law and access to justice, as well as to ensure that the experiences, needs, and contributions of both women and men are mainstreamed into the GoL’s efforts to achieve sustainable development in Lao PDR.

In line with the priorities of the UNDP Country Programme Document for Lao PDR (2022-2026) (CRD), and Lao PDR's 9th National Socio-Economic Development Plan (2021-2025) (NSED), the UNDP Lao PDR Gender Equality Strategy (2022-2026) (the "Strategy") delineates the CO's commitment to assist GoL address deep-rooted structural barriers that perpetuate gender inequality and advance sustainable development opportunities. The Strategy provides a pathway to accelerate the CO's institutional transformation across all Pillars of its work – (1) programming, (2) operations, (3) communications, and (4) partnerships.

The Strategy is grounded in the requirement that all United Nations entities adopt a gender mainstreaming methodology, as mandated by the Beijing Declaration and Platform for Action, UN System-Wide Action Plan (SWAP) on Gender Equality and the Empowerment of Women, and UN System-Wide Strategy on Gender Parity. The Strategy is also aligned with the UNDP, UNFPA, UNICEF, and UN Women Common Chapter of Strategic Plans (2018-2021), global UNDP Gender Equality Strategy (2022-2025), and promotes the application of the global UNDP Social and Environmental Standards (SES).

Built upon the seven building blocks of the Gender Equality Seal (GES) Programme, the Strategy sets out 4 Outcomes and 20 Outputs and articulates an implementation framework (Action Plan) with a list of measurable indicators, baselines, targets, and responsibilities.

The delivery of the Strategy is the responsibility of **all** UNDP Lao PDR staff, supported by the CO Gender Focal Team (GFT) and/or CO Gender Advisor as required. Guided by the GFT Terms of Reference, the GFT monitors and reports on the Strategy's delivery on an annual basis or as required. The text of the Strategy and Action Plan shall be reviewed and revised by the GFT annually or as required. The new Strategy shall be designed in 2026 within the next CPD cycle.

II. GENDER PROFILE

Although Lao PDR ranks 137 (out of 189 countries) in UNDP [Human Development Index](#)¹, when adjusted for gender equality, the ranking in UNDP [Gender Inequality Index](#) considerably improves to 113 (out of 162 countries).² In demographic terms, indicators for women appear to be positive for the country, with life expectancy for women being higher (69.7 years) than for men (66.1 years) and sex ratio at birth being 99.8/100 in favor of women.³ The [2021 Global Gender Gap Report](#) of the World Economic Forum ranked Lao PDR overall at 36 out of 156 countries, second in ASEAN after the Philippines. Lao PDR's highest score was in economic participation and opportunity, where it ranked first in the world. Its lowest ranking is 112 for educational attainment.⁴

Poverty and Inequality:

¹ UNDP, 2019 *Human Development Index*, 2020.

² UNDP, 2019 *Gender Inequality Index*, 2020.

³ UNDP, 2019 *Human Development Index*, 2020.

⁴ World Economic Forum, 2021 *Global Gender Gap Report*, 2021.

The [Women's Economic Opportunity Index](#), which analyses factors such as schooling, access to contraception, political participation, access to finance, etc., gives Lao PDR a score of 38.6/100, corresponding with a rank of 108 out of 128 countries analyzed.⁵

- **Labor Force Participation:** Women's overall Labor Force Participation rate is estimated at 76.8% as compared to 79.7% of men.⁶ Despite the relatively small gap between women's and men's Labor Force Participation rate, 61% of women and girls who are employed are unpaid family workers compared to 26% of men and boys. Only one in four working women were reported to be own-account workers, while one in two men had a similar status, indicating that women had less autonomy and control in the way they earned a living.⁷
- **Social Protection:** Most of the Lao workforce is in informal employment, which has a share of 82.9% in total employment. This share is slightly higher among women (85.9%) than men (79.9%).⁸ High informality presents a significant administrative and financial challenge for the extension of social insurance coverage because workers in the informal economy have irregular and unrecorded incomes, and tax and social security compliance is difficult to enforce even for formal sector workers. Studies have shown that even among those women employed in Lao PDR's formal economy, only 23% benefit from social protection schemes.⁹
- **Occupation:** In Lao PDR, women are overrepresented in low-skill occupations, comprising 71.8% of the workforce in the service sector and 63.36% in the retail sector.¹⁰ At the same time, management and professional occupations also do have more women (57% of positions) than men (43%)¹¹, even though women's pay is less, as mentioned below.
- **Livelihoods:** Women in Lao PDR work longer hours than men, spending 7 hours per day on productive and reproductive tasks, compared to the 5.7 hours spent by men.¹² However, women's average monthly income is only 77% of that of men. The wage gap is most prominent in the occupations classed as "craft and related trades workers" and "skilled agricultural, forestry and fishery workers," where women's incomes are respectively 56% and 58% of those of men. In the higher occupations known as "managers" and "professionals," where the numbers of women exceed those of men, women's incomes are respectively 81% and 62% of those of men.¹³

In a 2012/13 Household Survey, poverty was significantly lower among female-headed households (16.3%) compared to male-headed households in 2012-2013 (25.2%).¹⁴ The reasons behind this pattern require further investigation since poverty rates and poverty reduction are likely to be related not only to the gender of the household head but to other characteristics

⁵ Economist Intelligence Unit, *Women's Economic Opportunity Index*, 2012.

⁶ ILO, *Modelled Estimates*, extracted from the World Bank website: [link](#).

⁷ ILO, *Decent Work Country Programme for Lao PDR 2017-2021*, 2017.

⁸ MPI, Lao Statistics Bureau, *Labour Force Survey*, 2017.

⁹ UN Lao PDR, *Joint Shadow Submission to CEDAW*, 2017.

¹⁰ ILO, *Decent Work Country Programme for Lao PDR 2017-2021*, 2017.

¹¹ UNICEF, *The Situation of Children and Women in Lao PDR*, 2019.

¹² Ibid.

¹³ ILO, *Decent Work Country Programme for Lao PDR 2017-2021*, 2017.

¹⁴ World Bank, *Poverty Report for the Lao Expenditure and Consumption Survey 2018-2019*, 2020.

shared by these households. For example, female-headed households are disproportionately likely to live in Vientiane, where progress in poverty reduction is greater.

- **Businesses:** In 2016, a National Enterprise Survey by the World Bank found that 43.1% of businesses in Lao PDR were partly or fully female-owned, and 45.3% operate with a female manager.¹⁵ Women accounted for more than half of the owners of newly registered SMEs.¹⁶ However, according to ILO, female entrepreneurs in Lao PDR are also less likely to have a bank account or credit line.¹⁷ In 2020, the World Bank [Index on Women, Business and the Law](#) scored Lao PDR 88.1 out of 100, which is higher than the regional average observed across all of East Asia and the Pacific (71.3).¹⁸

Environment and Resilience:

- **Climate Change:** In Lao PDR, women comprise 51% of the population economically active in agriculture since at least 1980, with a greater percentage of female-headed farming households growing irrigated rice (76.8% compared with 72.3% by male-headed ones),¹⁹ and in general, a less diversified crop base than male-headed agricultural households.²⁰ Climate change resulting in hotter seasons, heavy floods, droughts, abnormal cold, and other irregular weather patterns across the country can increase the vulnerability of female-headed households, including because of the limited crop diversity, and lead to food shortages and loss of income, as well as potentially exacerbate domestic violence.²¹
- **Environment:** The 2011 Agricultural Census found that in Lao PDR, female-headed farming households were slightly more likely to use chemical fertilizers (10% against 6%) and pesticides (7% against 6%) than male-headed ones – mainly to reduce their workloads by decreasing the amount of time they have to spend on tasks like weeding, while also having the potential to increase their production and incomes.²² According to FAO, women are particularly vulnerable to the severe effects of the types of pesticides widely used in Lao PDR on their health, including reproductive health.²³ These toxic chemicals are also likely to contaminate soil, water, turf, and other vegetation.
- **“Environmental Income”:** Access to land and natural resources, including village forests and fisheries, is one of the key aspects of food and income security for most rural communities across Lao PDR. However, in a 2012/13 Risk and Vulnerability Survey, more than 80% of households interviewed reported they experienced declining access to forest resources in the last five years,²⁴ mainly due to the expansion of roads, construction of buildings, concessions

¹⁵ World Bank, *Enterprise Survey, 2016 Lao PDR Country Profile*, 2017.

¹⁶ ILO, *Decent Work Country Programme for Lao PDR 2017-2021*, 2017.

¹⁷ UN Lao PDR, *Common Country Analysis*, 2017.

¹⁸ World Bank, *Women, Business and the Law*, 2020.

¹⁹ FAO, *Country Gender Assessment of Agriculture and Rural Sector in Lao PDR*, 2020.

²⁰ FAO & Sida, *National Gender Profile of Agricultural Households*, 2010.

²¹ FAO, *The Gender and Equity Implications of Land Related Investments on Land Access and Labour and Income: A Case Study of Selected Agricultural Investments in Lao PDR*, 2013.

²² MAF and FAO. *Lao Census of Agriculture 2010/11: Analysis of Selected Themes*, 2014.

²³ FAO, *Country Gender Assessment of Agriculture and Rural Sector in Lao PDR*, 2020.

²⁴ MAF and FAO, *Lao PDR Risk and Vulnerability Survey 2012/13: Analysis Report*, 2013.

to rubber plantations, and leasing out land for sugarcane production.²⁵ Female-headed households and individual women's nutrition and livelihoods were reported particularly impacted by this dwindling access, as they are the predominant collectors and sellers of non-timber forest products in most communities.²⁶

- **Disasters:** In Lao PDR, women report similar rates of livelihood loss to men in times of disaster, but are more exposed to longer-term impacts due to the higher rates of unpaid family work, lower rates of social protection, and less autonomy over income and wealth (e.g., less access to land ownership in patrilineal areas). Women also report that there is an expectation that their domestic care duties are maintained after disasters, even with the heightened burden caused by reduced household income, disrupted basic services, and damaged local infrastructure.²⁷

Studies have shown that women in Lao PDR do not have decision-making power over family resources and, with less autonomy over their income, are at greater risk to the ripple effects of disasters, including disproportionately forced migration, education drop-out rates, worsened food security, loss of employment opportunities, increased prostitution, etc.²⁸

Following the floods in Attapeu in 2018, CARE International and UNDRR reported increased gender-based violence (GBV) in temporary shelters, both verbal and physical, including marital rape, especially against those women with an ethnic background as they lack the benefit of access to services.^{29,30} Following flooding in Oudamxay and Sekong in 2017, 47% of surveyed women and girls reported feeling distressed by the rise in child marriage after the disaster, as many girls saw marriage and motherhood as the only options available, and families under significant financial stress looked for the reprieve that marrying off their children could bring.³¹

CARE International also reported the increased vulnerability of women and girls living in temporary camps in Attapeu for extended time periods to human trafficking, given the loss of their livelihoods, stressful conditions, crowding, etc.³² According to the UNDRR, the Attapeu disaster also increased the prevalence of psychosocial suffering and caused outbreaks of diarrheal diseases, respiratory infections, dengue, and typhoid fever, as well as skin diseases, especially among women.³³

Moreover, this is reported that in Lao PDR, men are more likely to receive disaster alerts or early warning signals before women and that alerts often do not reach women working at

²⁵ Lao Information Working Group, *Women and Land Rights in Lao PDR: Rural Transformation and a Dream of Secure Land Tenure*, 2020.

²⁶ FAO, *The Gender and Equity Implications of Land Related Investments on Land Access and Labour and Income: A Case Study of Selected Agricultural Investments in Lao PDR*, 2013.

²⁷ Care International, *Rapid Gender Analysis Among Flood-Affected Communities in Attapeu Province*, 2019.

²⁸ UNDRR, *Disaster Risk Reduction in Lao PDR*, 2019.

²⁹ Ibid

³⁰ UNDRR, *Disaster Risk Reduction in Lao PDR*, 2019.

³¹ Care International, *Rapid Gender Analysis Among Flood-Affected Communities in Attapeu Province*, 2019.

³² Ibid.

³³ UNDRR, *Disaster Risk Reduction in Lao PDR*, 2019.

home. When alerts are received, they are rarely gender-sensitive, failing to consider the often-lower literacy of women and language diversity.³⁴

Governance:

- Women's Participation and Representation:** The share of women in the 9th National Assembly (2021-2025) of Lao PDR is 21.9%³⁵ (decreased from 27.5% in the 8th NA).³⁶ According to the latest State Periodic Report to CEDAW in 2017, 10.7% of Cabinet Ministers are female; 10.6% of Deputy Ministers, 16.2% of Director-Generals, and 12.8% of Ambassadors and Counsel-Generals are female.³⁷ The presence of women in national-level positions, however, is not resulting in an increase in women's leadership at the provincial or community levels, despite extensive efforts by the LWU. At the local level, women account for 31.5% in People's Provincial Assemblies, 8% of Deputy Provincial Governors (none are Provincial Governors), 6% of District Mayors, 2.6% of Village Chiefs, and 7.2% of Deputy Village Chiefs.³⁸ 23% of business leaders in the Lao National Chamber of Commerce and Industry are female.³⁹ According to UNICEF, in 2017, women also represented about 45% of the 183,680 civil servants overall.⁴⁰
- Early Marriage:** Lao PDR has one of the highest rates of early marriage in the region, with one-third of women marrying before the age of 18 and one-tenth marrying before the age of 15 despite the legislation against it. Early marriage is often associated with early pregnancy. The percent of women 15-49 who gave birth by the age of 15 is 3.6%, and by 18 years – 18.4%.⁴¹
- GBV:** Under the 2014 National VAW Prevalence Survey, when looking at the three types of violence among ever-partnered women in Lao PDR, 30.3% experienced physical, sexual and/or emotional violence, 72% of them experienced sexual violence, 15.3% experienced physical and/or sexual violence, and 26.2% were exposed to emotional violence in their lifetime. Some 5.1% of women 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 and stepmothers (26.8%).⁴²

The Survey outlined that of all women interviewed, 35.6% agreed with the statement that a good wife should obey her husband even if she disagreed with him. This rationale was particularly prevalent in rural areas and the country's northern region. 22.9% of all women interviewed saw their partner as superior (he is the boss), 29.4% felt that a wife must not refuse sex and nearly half of all women (44.9%) agreed that a husband could hit his wife if she was unfaithful.⁴³

According to the Survey, 43.2% of women who encountered partner violence did not report the incident(s) due to embarrassment and fear of social stigma, and less than 30% sought help

³⁴ CREWS, "Reinforcing the Capacities of Meteorological and Hydrological Services and Enhancing the Early Warning Systems in Cambodia and Lao PDR" Project, 2021.

³⁵ Vientiane Times, *Election Achieves Goal to Strengthen Legislative Bodies*, 8 March 2021.

³⁶ Inter-Parliamentary Union, 2019.

³⁷ Government of Lao PDR, *CEDAW/C/LAO/8-9, 8th and 9th Periodic Reports of States' Parties Due in 2014, 2017*.

³⁸ Ibid.

³⁹ Ibid.

⁴⁰ UNICEF, *The Situation of Children and Women in Lao PDR*, 2019.

⁴¹ UN Lao PDR, *Common Country Analysis*, 2021.

⁴² National Commission for the Advancement of Women and Lao Statistics Bureau, *Lao National Survey on Women's Health and Life Experiences 2014: A Study on Violence Against Women*, 2015.

⁴³ Ibid.

from official agencies and others – and of these, 64.2% sought help because they could no longer endure violence and 39.7% did so following encouragement from family and friends. Most women who sought help first turned to their immediate network of family and friends rather than reaching out to a formal network and services such as local leaders or police. Two-thirds of women chose to remain at home out of fear as well as social stigma due to cultural and gender norms associated with separation and divorce.⁴⁴

- **Slavery and Human Trafficking:** The 2018 [Global Slavery Index](#) found that Lao PDR ranks 22 out of 167 countries (where the country in 1st position has the highest proportion of the population in slavery). An estimated 62,000 people are living in modern slavery across the country.⁴⁵

According to Sengsavang INGO, between 200,000 and 450,000 people are trafficked annually within the Greater Mekong sub-region. About 90% of trafficking from Lao PDR occurs in Thailand, where the majority of victims are girls aged between 12 and 18 years.⁴⁶ Traffickers exploit a large number of Lao girls and women in commercial sex and forced labor in domestic service, factories, or agriculture, and in some cases exploit those sold as brides in China in sex trafficking or domestic servitude.⁴⁷ In 2019, the LWU reported providing services to 39 survivors of human trafficking (52 official victims in 2018): 35 female, four male, 34 victims of sex trafficking, and five victims of labor trafficking. Observers reported that non-governmental shelters assisted an additional one victims; of these victims, at least six were female.⁴⁸

III. POLICY FRAMEWORKS

Global Frameworks:

- The [Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#), adopted in 1979 by the UN General Assembly, provides the basis for the realization of equality between women and men through ensuring women’s equal access to, and equal opportunities in, political and public life, education, health, and employment. States that have ratified the Convention (State Parties) are legally bound to put all its provisions into practice so that women can enjoy all their human rights and fundamental freedoms.
- The [Beijing Declaration and Platform for Action](#), adopted in 1995 at the 4th World Conference on Women, embodies the commitment of the wide international community to achieve gender equality and provide equal opportunities for women and girls. The Platform for Action sets an agenda for Governments, international organizations, civil society, and the private sector to safeguard women’s human rights and to ensure that gender is taken into account in all national, regional, and international policies and programmes in the following critical areas: **(1)** women and poverty, **(2)** education and training of women, **(3)** women and health, **(4)** violence against women (VAW), **(5)** women and armed conflict, **(6)** women and the economy, **(7)** women in power and decision-making, **(8)** institutional mechanisms, **(9)** human rights of women, **(10)** women and the media, **(11)** women and the environment, **(12)** girl child.

⁴⁴ Ibid.

⁴⁵ Walk Free Foundation, *2018 Global Slavery Index*, 2019.

⁴⁶ Sengsavang, *Human Trafficking in Laos*, 2021.

⁴⁷ US Department of State, *2020 Trafficking in Person Report: Laos*, 2021.

⁴⁸ Ibid.

- Guided by CEDAW and Beijing Decantation and Platform for Action, the [2030 Agenda for Sustainable Development](#) has gender equality as one of its main priorities, with a dedicated [SDG5](#) which aims to end discrimination against women and girls while ensuring their full and effective participation in all aspects of society and access to equal opportunities, as well as references to gender-specific issues in numerous SDG Targets, including on poverty, nutrition, health and WASH services, literacy and education, decent work, climate change, etc.
- CEDAW is one of three International Human Rights Treaties ratified by all ASEAN Member States. To guide the Governments of ASEAN to promote women’s leadership, eliminate gender stereotyping and VAW, empower women and protect them in vulnerable situations, ASEAN Members States adopted a number of regional policies, including: (1) 1988 [Declaration on the Advancement of ASEAN Women](#), (2) 2004 [Declaration Against Trafficking in Persons, Especially Women and Children, in ASEAN](#) (3) 2010 [Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children](#), (4) 2019 [Declaration on the Elimination of Violence against Women and Elimination of Violence against Children in ASEAN](#). In addition, in 2017, ASEAN adopted the [Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and SDGs](#), which requires gender mainstreaming across three ASEAN Community Pillars: (1) political-security, (2) economic, (3) socio-cultural.
- To coordinate and measure progress towards gender equality and women’s empowerment across all the entities and departments of the UN System, including UNDP, in 2012, the UN agreed on the [UN SWAP on Gender Equality and the Empowerment of Women](#) that sets 17 Priority Indicators on management, accountability, human and financial resource, staff capacities and communications.
- The [UN System-Wide Strategy on Gender Parity](#) sets additional targets for maintaining full gender parity among all staff and attain full parity among all Senior Management roles and at each grade level, including through both changing organizational policies and culture and ensuring the quality and safety of the working environment across all the entities and departments of the UN System, including UNDP.
- Furthermore, gender equality and women’s empowerment is one of the key areas of the UNDP, UNFPA, UNICEF, and UN Women Common Chapter in their respective [Strategic Plans \(2018-2021\)](#) and the basis of these entities’ closer collaboration.
- In line with the UN-SWAP and UN System-Wide Strategy on Gender Parity, the [UNDP Gender Equality Strategy \(2022-2025\)](#) commits to strengthening UNDP’s development interventions to address the root causes of persistent discrimination against women and tackle structural changes that accelerate gender equality and women’s empowerment, as well as intensifying efforts in internal organizational transformation in leadership, planning and programming, reporting, staff capacities and working environment to achieve greater gender equality results.
- To facilitate the implementation of the UNDP Gender Equality Strategy (2022-2025), the Organization established the [Gender Equality Seal Programme](#) – a corporate certification programme and learning platform that equips the UNDP COs with measurable standards and incentives to mainstream gender equality within all aspects of development work by addressing gaps, documenting and sharing innovation, as well as advancing organizational change.

- In addition, UNDP is guided by the mandatory [Social and Environmental Standards](#) that require that all projects and programmes across the Organization are informed by gender analysis in their design and implementation, promote gender equality and women’s empowerment, ensure allocation of financial resources for gender equality, use gender-disaggregated data and gender-sensitive M&E indicators, and address any risk of potential exposure of UNDP beneficiaries to GBV and/or sexual harassment (SH), sexual exploitation and abuse (SEA).

Country-Level Frameworks:

- GoL ratified CEDAW on 14 August 1981 without declarations and reservations. In 2018, CEDAW Committee reviewed the progress of Lao PDR on CEDAW implementation at the country level and issued the [CEDAW Concluding Observations](#) with 82 recommendations and requests to GoL to consider by 2023. In addition, Lao PDR received 27 recommendations on gender equality, women’s protection, and empowerment within the [3rd cycle of the Universal Periodic Review](#) (UPR) and [accepted them all](#) for implementation by 2025.
- The key provisions of CEDAW are nationalized in **Lao PDR’s Constitution** (2015) that enshrines equal rights of women and men in Article 35: “Lao citizens are all equal before the law irrespective of their gender [...],” and Article 37: “citizens of both genders enjoy equal rights in the political, economic, cultural and social fields and in family affairs.” Article 29 specifically commits to “supporting the progress of women and to protecting the legitimate rights and benefits of women and children”.
- **Law No.08 on the Development and Protection of Women** (2004) aims to: (1) promote women’s knowledge, and capacity, (2) promote gender equality, (3) eradicate trafficking in persons, especially among women and children, (4) eliminate domestic violence, (5) better the appreciation of women in society, (6) encourage women to participate in national defense and development. **Law No.56 on Preventing and Combatting Violence against Women and Children** (2014) defines the forms and types of violence, lists prevention measures, measures of protection and assistance to violence survivors, settlements, and judicial proceedings, as well as the responsibilities of the governmental institutions. **Law No.77 on Gender Equality** (2019) provides the national definition of gender equality as “equality in rights, interests, responsibilities, decision-making and development opportunities in all aspects of society and family” (Article 2), and aims to enhance gender equality in the following areas: (1) political participation, (2) economic opportunities, (3) culture, (4) education and sports, (5) healthcare, (6) labor and social protection, (7) science, technology, information, and environmental protection, (8) national defense and security, (9) international relations, (10) family, and (11) justice.
- **Penal Code No.26** (2017) states that “any person who discriminates against any woman, or who keeps separate from or prevents, or restricts the participation of any woman in political, economic, socio-cultural or family activities based on gender reasons, shall be punished by imprisonment from one year to three years and shall be fined from 1.000.000 Kip to 3.000.000 Kip.” **Labor Law No.43** (2013) and **Law No. 54 on Social Security** (2018) contain important provisions for women in the areas of occupational safety, health and maternity benefits, and protection. **Law No.29 on Environmental Protection** (2013), **Law No.23 on Water and Water Recourses** (2017), **Forestry Law No.64** (2019) have no references to gender equality. **Land Law No.70** (2019) removed the specific stipulation about women’s land registration and “both names of husbands and wives in the land book” enshrined in the Law’s version of 2003. **Law No.71 on Disaster Management** (2019) requires Village

Disaster Management Committee to include a representative of a Village Women’s Union. **Law No.105 on the Election of Members of the National Assembly (2020)** enshrines that all Lao citizens, “irrespective of their gender, [...], who are at least 18 years of age, have the right to vote; anyone who is at least 21 years of age has the right to be elected as a member of the National Assembly,” and the number of NA members shall include an appropriate proportion of representatives of people of “different gender”. However, the **Law on Local Administration** makes no mention of gender or women nor specifies any percentage of women who ought to be involved in the administrative bodies at the local level. **Statistics Law No.24** (2017) states that “attention should be made to gender-disaggregated statistics.” Article 6 of **Law No.02 on State Budget** (2015) stipulates that the expenditure of the State Budget shall ensure gender equality.

- The implementation of the national Laws on Gender Quality and Women’s Empowerment is operationalized within the **2nd National Strategy for the Advancement of Women (2016-2025)**, **5th National Plan of Action for Gender Equality (2021-2025)**, and **2nd National Plan of Action on Preventing and Elimination of Violence Against Women and Violence against Children (2021-2025)**, aligned with the timeframe of the 9th NSEDP (2021-2025). The National Commission for the Advancement of Women, Mothers, and Children (NCAWMC) under the Lao Women’s Union (LWU) promotes and monitors the implementation of the Laws, policies, and plans on gender equality and women’s empowerment.

BOX 1. Lao PDR’s National Machinery on Gender Equality and Women’s Empowerment

1. Lao Women’s Union (LWU):

- Established in 1955 as a Party-Association and expanded into a political mass organization in 1984 with a status equivalent to that of a Ministry,
- According to the Constitution and Law No.31 on LWU, it is mandated to: (1) protect women’s rights and interests, (2) promote gender equality in family and society, (3) develop the country, (4) educate all Lao women to implement Policies, Laws, Guidelines, and Plans of the State, (5) contribute to promoting cultural heritage and traditions of all women. LWU is also tasked with liaising and supporting the work of the National Assembly’s “Women’s Caucus”.
- Represented in every village of Lao PDR, with one LWU member representing women in each Village Council.

2. National Commission for the Advancement of Women, Mothers, and Children (NCAWMC):

- Established in 2003 under the Prime Minister’s Office as an Inter-governmental organization with sub-CAWs in each Ministry chaired by the Vice-Minister, and moved under LWU in 2016.
- According to Decree No.37 on NCAWMC, it is mandated “to encourage, promote and protect the legitimate rights and interests of women in all fields: political, economic, social, cultural and family”.
- Its responsibilities include: (1) preparation of strategic plans and national policies, (2) advocacy, (3) gender mainstreaming across all sectors, (4) monitoring implementation of Constitution, Laws, and Policies, (5) publication and translation of relevant documents,

(6) coordination with international organizations, (7) participation in national and international forums, (8) preparation of CEDAW Reports and (9) gender-sensitive budgeting and financing.

- Extends its presence in all the Provinces and Districts.

- Gender is mainstreamed across all the Outcomes of Lao PDR's 9th NSEDP (2021-2025) and articulated explicitly in Outcome 3.3 on socio-economic opportunities with 17 quantitative targets to assess in 2023 and 2025.

BOX 2. Gender Equality Targets for 2025 Enshrined in the 9th NSEDP (2021-2025):

1. At least 30% of female representation in the National Assembly and Provincial People's Assemblies
2. At least 30% of female representation in the leadership positions at the national level
3. At least 20% of female representation in the leadership positions at the provincial and Vientiane Capital level
4. At least 20% of female representation in the leadership positions at the district level
5. At least 10% of female representation in the leadership positions at the village level
6. At least 50% of female representation in civil services
7. Gender Inequality Index to reduce to 0.430
8. Gender Equality Index to increase to 0.984
9. Gender Development Index to increase to 0.675
10. Percentage of women abused by their intimate partner reduced to 4%
11. Percentage of women victims of violence having access to legal, health and social services to increase to 10%
12. Percentage of women who have experienced domestic violence in their lifetime to reduce to 12%
13. At least 80% of women above 15 years old well informed of the national Laws and Policies related to the rights and interests of women and children
14. At least 50% of women from all ethnicities informed of counselling services for women and children, those in need of help and female and child victims enjoy protection and victim support in accordance with the relevant laws, and better access to justice
15. Early marriage is prevented and reduced
16. 1,500 poor and disadvantaged women in the Provincial Women's Unions receive short-term and long-term vocational training
17. Expand the Lao Women's Unions to the private sector (Women's Business Units with women accounting for 50% or more) to reach 20%

- UNDP Lao PDR is committed to supporting GoL to implement its international human rights obligations on gender and achieve SDGs, including SDG5, and the national development priorities. UNDP CPD for Lao PDR (2022-2026) draws on the country analysis of deep-rooted structural barriers that perpetuate gender inequality and hinder sustainable development, particularly limited participation, access to justice, and economic opportunities by women, and focuses its *“three inter-related Pillars [...] on the most vulnerable in society, including women [...]”*. Under the CPD, UNDP Lao PDR programming will, *inter alia*, support GoL to establish a gender-responsive social protection system, particularly during COVID-19 (Output 1.1), prevent and respond to GBV, including through the gender-sensitive legal aid services (Output 3.3), expand TVET and entrepreneurship opportunities for women, with a particular focus on innovation and technology (Output 1.3), increase women's participation in political processes (Output 3.3) and conservation of ecosystems and wildlife (Output 2.3), as well as their

resilience to natural hazards (Output 2.3). CPD aims to produce and rely on gender analysis and gender-disaggregated data and pursue integrated, cross-sectoral approaches to address interconnected development challenges (M&E Framework).

- Under the Lao PDR-UN Sustainable Development Cooperation Framework (2022-2026) (UNSDCF), UNDP is also committed to contributing to the UN joint analysis and programming on cross-cutting development challenges, including gender equality and GBV, as well as cooperating with other Agencies, Funds, and Programmes both at the country- and regional levels, on gender mainstreaming under the “Inclusive Prosperity”, “Environment, Climate Change and Resilience” and “Governance and Rule of Law” Outcomes.

IV. OBJECTIVE

The Strategy, through its policy and implementation (Action Plan) frameworks, aims to guide the institutional transformation required to position the UNDP Lao PDR as a fit-for-purpose Organization in progressing gender equality and women’s empowerment in Lao PDR.

V. STRATEGIC FRAMEWORKS

In line with the UNDP Gender Equality Strategy (2022-2025), the Strategy offers five **Signature Solutions** in the fields of: (1) poverty and inequality; (2) governance; (3) resilience; (4) environment; and (5) gender equality and women’s empowerment. Leveraging these signature solutions, UNDP Lao PDR is committed to achieving results in the three interrelated pillars of Inclusive Prosperity, Environment, Climate Change, and Resilience, and Governance and Rule of Law as set out in the CPD.

Inclusive prosperity

The CPD has recognized that gender inequality remains high, especially in rural areas and among minority ethnic groups: women lack equal access to economic opportunities, resources, and decision-making, and spend a disproportionate amount of time doing unpaid care work.

- *Social protection systems strengthened*
- *Increased access to vocational training, employment, and entrepreneurship opportunities*

Environment, climate change, and resilience

The CPD indicates that in Lao PDR, resilience in communities is low due to the prevalence of monoculture and limited infrastructure and connectivity of human settlements. Furthermore, a larger proportion of women are active in the agriculture sector which leads to women being disproportionately impacted by climate change and limiting their resilience.

- *Gender-responsive policies and guidelines developed*
- *Capacity enhancement on gender mainstreaming*
- *Women and vulnerable communities benefit from disaster resilience initiatives*

Governance and Rule of Law

The CPD recognizes the lack of transparent and participatory processes for evidence-based policy-anddecision-making and access to services for vulnerable groups such as women subject to violence.

- Increased number of women running for National Assembly and Provincial People's Assemblies
- Women and vulnerable groups have greater access to basic and accountable services

Three Enablers

To achieve the Strategy, CO will pursue and integrate **three enablers** to not only facilitate but also accelerate and amplify the outcomes of the Strategy:

- **Financing:** CO will improve its effort to mobilize resources that will contribute to gender equality and women's empowerment. Tapping into non-traditional donors, particularly the private sector, will be one of CO's priorities to bring more development partners to collaborate on gender-responsive projects and programmes.
- **Digitalization:** CO will advocate for digital integration in **all** its projects and programmes to contribute to narrowing and closing the gender gaps.
- **Strategic innovation:** With support from the Accelerator Lab and experts in UNDP's global network, CO will explore and experiment with out-of-the-box ideas and solutions that can expedite the structural transformation of gender equality and women's empowerment.

Ultimately, applying the holistic approach of Signature Solutions and the enablers, the Strategy strives to achieve a radical and sustainable change for gender equality manifested in three **Directions of Change**:

- **Structural transformation:** **all** CO's projects and programmes will accelerate structural transformations for gender equality and work towards the removal of the institutional, societal, political, and legal barriers hindering its achievement. This will, *inter alia*, require expanding partnerships with GoL counterparts, civil society, and the private sector, particularly at community levels, to change the discriminatory social norms, attitudes, and oppressive forms of masculinity that impact both women and men.
- **Leaving no one behind:** CO will pursue projects and programmes that address multiple and intersecting forms of discrimination, such as those based on gender, sexual orientation, geographic location, ethnicity, religion, disability, and other characteristics. This will require improving CO's capacities to analyze and target populations affected by multiple forms of discrimination.
- **Building resilience:** CO will strengthen the capacities of national governmental and non-governmental stakeholders to adapt and recover from the impact of shocks without compromising the long-term development prospects, with gender equality placed in the center of the process.

The Strategy is grounded on the integration of the following three **Guiding Principles** with critical implications for gender equality and women's empowerment:

- **Women and men as active agents of change:** **all** CO's projects and programmes will go beyond counting numbers of beneficiaries by gender and will focus on ensuring that those women and men marginalized and "left furthest behind" are empowered and have the agency to make decisions over their lives and participate in decision-making and development of their communities, particularly during emergencies like pandemics and natural disasters.

- **Engaging men and boys:** In line with the [“HeforShe” initiative](#), the UN global solidarity movement for gender equality, CO’s projects and programmes will ensure the engagement of men and boys as both stakeholders in closing gender gaps and in empowering women and girls. This will require strengthening CO’s efforts to address discriminatory social norms, attitudes, and oppressive forms of masculinity that impact both women and men through public awareness campaigns and enhancing the capacities of men and boys to take inclusive action in household, community, and policy levels across different sectors.
- **Accountability:** CO will work to improve measurement and reporting on results on gender equality and women’s empowerment, including through the application of the [Minimum Set of Gender Indicators](#) and the UNDP Gender Marker to **all** its projects and programmes, as well as support the collection and use of transparent and robust gender-sensitive data, across different sectors.

The Guiding Principles are supported by three integrated programming **Approaches**, with the following relevance to gender equality and women’s empowerment:

- **Human rights-based approach:** CO will ensure that (1) the design of **all** its projects and programmes is based on research and analysis of gaps in the realization of human rights; (2) human rights principles and standards are applied in all phases of the programme cycle; (3) and **all** projects and programmes use CEDAW, UPR, and other international Human Rights Treaties ratified by Lao PDR in the design, implementation, monitoring, and evaluation.
- **Twin-track approach:** CO will both (1) **mainstream** gender issues into the design, implementation, monitoring, and evaluation of **all** CO’s projects and programmes across the first four Signature Solutions, particularly during the selection of target groups and beneficiaries; and (2) develop and implement **targeted** gender-transformative and gender-specific projects and programmes to support gender equality and women’s empowerment in specific social groups, organizations, and/or processes. Given the cross-cutting nature of gender inequality, this twin-track approach will address the problem holistically.
- **Coherent and coordinated approach:** CO will (1) strengthen coherence and collaboration on gender equality and women’s empowerment across portfolios and their respective projects and programmes, forming consistent and collective action and maximizing impact across the Organization; (2) be guided by a Senior Management Team that is actively engaged in learning and performance and accountable to developing a whole of Organization culture, knowledge, and practice to gender equality and women’s empowerment.

VI. OUTCOMES AND OUTPUTS

The Strategy sets out the following Outcomes and Outputs:

OUTCOME 1 ON PROGRAMMING: By 2026, **all** CO’s projects and programmes, including when responding to COVID-19 impacts and other disasters, have considered gender equality and women’s empowerment in line with the five Signature Solutions, as well as digital integration in all stages of the programming cycle.

- **Output 1.1:** CO has integrated gender equality programme quality assurance measures across the programme design and appraisal processes, ensuring that **all** projects and programmes are gender-sensitive and informed by gender data and analysis;
- **Output 1.2:** CO has developed a Results Framework and Monitoring and Evaluation (M&E) Plan that captures gender equality and women’s empowerment progress across **all** CO’s projects and programmes;
- **Output 1.3:** CO has improved gender equality technical capacities to assist programme design, implementation, monitoring, and evaluation across **all** portfolios;
- **Output 1.4:** **All** CO’s projects and programmes have allocated funding within the Project Budget to advance gender equality and/or empower women;
- **Output 1.5:** CO has designed and implemented at least one project with gender equality and/or women’s empowerment as the principal objective;
- **Output 1.6:** **All** CO’s projects and programmes have actively contributed to the national knowledge-base and policy environment on gender equality, and women’s empowerment-related issues.

OUTCOME 2 ON OPERATIONS: By 2026, CO has developed an inclusive, harmonious, and safe working environment that respects the dignity of all persons, benefits from a gender-balanced and diverse workforce with zero tolerance for all prohibited conduct.

- **Output 2.1:** CO workforce has attained gender parity among all staff and all Senior Management roles;
- **Output 2.2:** CO staff identify gender equality as a core value within the Organization and have an increased understanding and awareness of gender equality and women’s empowerment in the workplace and across **all** the CO’s projects and programmes;
- **Output 2.3:** CO has encouraged and improved flexible working arrangements policies and processes in recognition of the care responsibilities and work-life balance of both women and men;
- **Output 2.4:** CO has streamlined policy, awareness-raising efforts, and organizational processes on preventing and responding to sexual exploitation and abuse (SEA), harassment, including sexual harassment (SH), and abuse of authority in the workplace;
- **Output 2.5:** CO staff are confident in accessing the Organization’s SEA and SH reporting procedures and conflict resolution mechanisms.

OUTCOME 3 ON COMMUNICATIONS: By 2026, CO’s communications have fully integrated gender equality and women’s empowerment concepts across all communications strategies, products, and platforms, reflecting UNDP’s corporate commitment and actions.

- **Output 3.1:** CO’s Communications Strategy, annual Action Plans, and communications platforms reflect the Organization’s commitment and culture to advancing gender equality and women’s empowerment;
- **Output 3.2:** CO has increased the number and quality of communication tools and knowledge products and speaking engagements on gender equality and women’s empowerment;
- **Output 3.3:** CO has actively engaged in gender equality and women’s empowerment advocacy campaigns;

- **Output 3.4:** CO staff use gender-inclusive English and Lao languages in both internal and external communications.

OUTCOME 4 ON PARTNERSHIPS: By 2026, CO has advanced gender equality and women's empowerment opportunities through effective partnerships, capacity strengthening interventions, and sector-wide collaboration.

- **Output 4.1:** Key partner Ministries have an improved understanding of gender equality and women's empowerment and have established gender equality Action Plans in joint programming areas with CO;
- **Output 4.2:** CO has improved partnerships with Civil Society Organizations (CSOs) whose potential are crucial to change the social norms and behaviors within the community, including those who are working on gender issues, particularly women-led CSOs and organizations of persons with disabilities (OPDs), youth organizations, faith-based institutions, and women innovators and influencers;
- **Output 4.3:** CO has made regular and substantive contributions to the UN Country Team (UNCT) joint programming, research initiatives, and advocacy efforts on gender equality and women's empowerment;
- **Output 4.4:** CO has effectively collaborated with the private sector partners to raise awareness of gender equality and women's empowerment.

VII. IMPLEMENTATION FRAMEWORK (ACTION PLAN)

Output	2026 Target	2022 Milestones	2023 Milestones	2024 Milestones	2025 Milestones	2026 Milestones
OUTCOME 1 – PROGRAMMING: By 2026, all CO's projects and programmes, including when responding to COVID-19 impacts and other disasters, have considered gender equality and women's empowerment in line with the five Signature Solutions, as well as digital integration in all stages of the programming cycle						
<p>Output 1.1: CO has integrated gender equality programme quality assurance measures across the programme design and appraisal processes, ensuring that all projects and programmes are gender-sensitive and informed by gender data and analysis</p> <p>(Linked to GESB 5.1; 5.2 and 5.4)</p>	<p>Target 1.1.1 CPD is gender-informed, gender-inclusive, and gender-responsive and has outlined the CO's substantive contributions to gender equality and women's empowerment</p> <p>Target 1.1.2 CPD Results Framework has included one stand-alone programme Outcome, specifically addressing gender equality and women's empowerment</p> <p>Target 1.1.3 CPD Results Framework is gender-informed, gender-inclusive, and gender-responsive across all programme Outcome</p> <p>Target 1.1.4</p>	<p>1. CPD has integrated gender data and analysis</p> <p>2. CPD has at least one stand-alone gender equality target in each programming area</p> <p>3. CPD Results Framework has incorporated gender equality and women's empowerment indicators across all programme Outcomes</p> <p>4. CO, in coordination with all Programming Units and CO GFT, has incorporated gender equality scoring and markers in Programme Quality Assurance System and the Programme Appraisal Process</p>	<p>1. All Programming Units have received orientation on gender equality and women's empowerment monitoring and reporting against the CPD Outcomes and CPD Results Framework</p> <p>2. All Programme Units, in coordination with the CO GFT and CO SES Focal Team, have implemented projects and programmes to CO's programme quality standards</p> <p>3. All CO's Project Documents have incorporated substantive gender data and analysis</p>	<p>1. CPD Mid-Term Review has incorporated stand-alone evaluation questions on gender equality and women's empowerment progress against targets</p> <p>2. CO, in coordination with all Programming Units and CO GFT, has incorporated Mid-Term Review recommendations on gender equality and women's empowerment into all Project Documents and Plans</p> <p>3. All Programme Units, in coordination with the CO GFT and CO SES Focal Team, have implemented projects and programmes to</p>	<p>1. All Programme Units, in coordination with the CO GFT and CO SES Focal Team, have implemented projects and programmes to CO's programme quality standards</p> <p>2. All Programme Units, in coordination with the CO GFT and CO SES Focal Team, have implemented projects and programmes to CO's programme quality standards</p>	<p>1. CPD Evaluation has outlined substantive contribution to addressing gender equality and women's empowerment</p> <p>2. All Programme Units, in coordination with the CO GFT and CO SES Focal Team, have implemented projects and programmes to CO's programme quality standards</p>

	All CO's Project Documents have completed a gender assessment or gender screening exercise as part of the appraisal process	for both projects and programmes 5. All Programming Units, in coordination with the CO SES Focal Team, have reviewed existing and pipeline projects and programmes against the updated Programme Quality Assurance System and the Programme Appraisal Process		CO's programme quality standards		
Output 1.2: CO has developed a Results Framework and Monitoring and Evaluation (M&E) Plan that captures gender equality and women's empowerment progress across all CO's projects and programmes (Linked to GESB 5.5; 7.1 – 7.4)	<p>Target 1.2.1 CO Results Framework has gender scored all programme and project Outcomes as per the Gender Criteria of the ROAR Guidelines</p> <p>Target 1.2.2 CO Results Framework shows an improved gender scoring of Outcomes over time</p> <p>Target 1.2.3 CO M&E Plan has fully integrated gender equality and women's</p>	<p>1. All Programming Units, in coordination with the CO GFT, have updated gender scoring for all existing and pipeline projects and programmes as per the ROAR Guidelines</p> <p>2. CO, in coordination with the CO GFT and CO SES Focal Team, has incorporated gender equality and women's empowerment indicators into the M&E Plan</p>	<p>1. All Programming Units, in coordination with the CO GFT, have updated gender scoring for all existing and pipeline projects and programmes as per the ROAR Guidelines</p> <p>2. All Programming Units, in coordination with the CO GFT and CO SES Focal Team, have revised reporting templates and processes to capture gender</p>	<p>1. All Programming Units, in coordination with the CO GFT, have updated gender scoring for all existing and pipeline projects and programmes as per the ROAR Guidelines</p> <p>2. CO has improved project and programme gender scoring across all Programming Units (improving projects and programmes from GENo and</p>	<p>1. All Programming Units, in coordination with the CO GFT, have updated gender scoring for all existing and pipeline projects and programmes as per the ROAR Guidelines</p> <p>2. All Programme Units, in coordination with the CO GFT, report on gender equality achievements and challenges annually</p>	<p>1. All Programming Units, in coordination with the CO GFT, have updated gender scoring for all existing and pipeline projects and programmes as per the ROAR Guidelines</p> <p>2. All CO's projects and programmes are scored as GEN2 and GEN3</p> <p>3. All Programme Units, in coordination with the CO GFT, report on gender equality achievements and</p>

	<p>empowerment indicators</p> <p>Target 1.2.4 All CO's projects' and programmes' reporting has included stand-alone gender equality and women's empowerment section</p> <p>Target 1.2.5 All Programming Units have completed an independent or external evaluation that has reported on gender equality and/or women's empowerment results across their respective fields</p>		<p>equality and women's empowerment progress and challenges as a cross-cutting theme and stand-alone Outcome</p>	<p>GEN1 to GEN2 and GEN3)</p> <p>3. All Programme Units, in coordination with the CO GFT, report on gender equality achievements and challenges annually</p> <p>4. 50% of CO's projects and programmes, report annually on gender equality and women's empowerment progress in their respective fields</p> <p>5. At least one Programming Unit has completed an evaluation that addresses specific gender equality and women's empowerment issues in its respective field</p>	<p>3. 75% of CO's projects and programmes report annually on gender equality and women's empowerment progress in their respective fields</p> <p>4. At least two Programming Units have completed an evaluation that addresses specific gender equality and women's empowerment issues in their respective fields</p>	<p>challenges annually</p> <p>4. All CO's projects and programmes report annually on gender equality and women's empowerment progress in their respective fields</p> <p>5. All Programming Units have completed an evaluation that addresses specific gender equality and women's empowerment issues in their respective fields</p>
<p>Output 1.3: CO has improved gender equality technical capacities to assist programme design, implementation, monitoring, and</p>	<p>Target 1.3.1 Dedicated Gender Advisor to CO has been onboarded</p> <p>Target 1.3.1</p>	<p>1. CO's Gender Advisor is onboarded</p> <p>2. All Programming Unit Managers are trained in</p>	<p>1. CO's Gender Advisor's role has been extended</p> <p>2. At least two staff from each</p>	<p>1. CO has secured funding for the CO's Gender Advisor role ongoing</p>	<p>1. CO has secured funding for the CO's Gender Advisor role ongoing</p>	<p>1. CO has secured funding for the CO's Gender Advisor role ongoing</p>

<p>evaluation across all portfolios</p> <p>(Linked to GESB 2.2 and 2.4)</p>	<p>CO has secured ongoing funding for a CO Gender Advisor as part of institutionalized CO's staff structure</p> <p>Target 1.3.2</p> <p>CO has developed and implemented an organization-wide Gender Equality Capacity Building Action Plan</p>	<p>programme gender assessments, project gender screening practices, and gender scoring</p> <p>3. CO GFT and CO Gender Advisor, in coordination with CO Human Resources, has completed an Organization-wide Gender Equality Staff Capacity Assessment</p> <p>4. CO GFT and CO Gender Advisor, has developed an Organization-wide Gender Equality Capacity Building Action Plan</p>	<p>Programming and Operations Units are trained in programme gender assessments, project gender screening practices, and gender scoring</p> <p>3. CO has implemented the Organization-wide Gender Equality Capacity Building Action Plan</p>	<p>2. At least 50% of all Programming Units staff and 20% of Operation Units staff are trained in programme gender assessments, project gender screening practices, and gender scoring</p> <p>3. CO has implemented the Organization-wide Gender Equality Capacity Building Action Plan</p> <p>4. CO staff engagement in gender equality and women's empowerment has increased across all Programming Units</p>	<p>2. All Programming Units staff are trained in programme gender assessments, project gender screening practices, and gender scoring</p> <p>3. CO has implemented the Organization-wide Gender Equality Capacity Building Action Plan</p> <p>4. CO staff engagement in gender equality and women's empowerment has increased across all Programming and Operations Units</p>	<p>1. Staff competency improvements in addressing gender equality and women's empowerment issues are reflected in the review of the Gender Equality Capacity Building Action Plan</p>
<p>Output 1.4: All CO's projects and programmes have allocated funding within the Project Budget to advance gender equality and/or empower women</p>	<p>Target 1.4.1</p> <p>At least 70% of the programme expenditures directly contribute to gender equality results (GEN2+GEN3)</p> <p>Target 1.4.2</p>	<p>1. At least two staff from each Programming and one staff from PSU Units are trained in budget contribution earmarking for gender equality and women's</p>	<p>1. All Programming Units Managers have demonstrated a detailed understanding of budget contribution earmarking for gender equality and women's</p>	<p>1. CO PSU has completed, shared, and discussed regularly with programme units a financial record of the programme expenditures directly</p>	<p>1. CO PSU has completed shared, and discussed regularly with programme units a financial record of the programme expenditures directly</p>	<p>1. CO PSU has completed shared, and discussed regularly with programme units a financial record of the programme expenditures directly contributing to gender equality</p>

<p>(Linked to GESB 1.4; and 1.5)</p>	<p>At least 5% of the programme expenditures directly contribute to projects and programmes with gender equality as the primary objective (GEN3)</p> <p>Target 1.4.3 All COVID-19 response and recovery projects and programmes have a stand-alone budget to address gender equality and women's empowerment issues</p>	<p>empowerment programming</p> <p>2. CO PSU has completed shared, and discussed regularly with programme units a financial record of the programme expenditures directly contributing to gender equality results (GEN2+GEN3)</p> <p>3. CO PSU has completed a financial record of the programme expenditures directly contributing to projects and programmes with gender equality as the primary objective (GEN3)</p> <p>4. All COVID-19 response and recovery pipeline Project Proposals have been revised to incorporate a stand-alone budget that</p>	<p>empowerment programming</p> <p>2. CO PSU has completed, shared, and discussed regularly with programme units a financial record of the programme expenditures directly contributing to gender equality results (GEN2+GEN3)</p> <p>3. CO PSU has completed a financial record for programme expenditures directly contributing to projects and programmes with gender equality as the primary objective (GEN3)</p> <p>4. CO has a resource mobilization strategy in place to increase GEN2 and 3 projects (also refer to Output 1.5)</p>	<p>contributing to gender equality results (GEN2+GEN3)</p> <p>2. CO PSU has completed a financial record for project and programmes expenditures directly contributing to projects and programmes with gender equality as the primary objective (GEN3)</p> <p>3. At least 40% of the programme expenditures directly contribute to gender equality results (GEN2+GEN3)</p> <p>4. At least 3% of the programme expenditures directly contribute to projects and programmes with gender equality as the primary objective (GEN3) by engaging gender specialists during project designing phase</p>	<p>contributing to gender equality results (GEN2+GEN3)</p> <p>2. CO PSU has completed a financial record for project and programmes expenditures directly contributing to projects and programmes with gender equality as the primary objective (GEN3)</p> <p>3. At least 50% of the programme expenditures directly contribute to gender equality results (GEN2+GEN3)</p> <p>4. At least 4% of the programme expenditures directly contribute to projects and programmes with gender equality as the primary objective (GEN3) by engaging gender</p>	<p>results (GEN2+GEN3)</p> <p>2. CO PSU has completed a financial record for project and programmes expenditures directly contributing to projects and programmes with gender equality as the primary objective (GEN3)</p> <p>3. At least 70% of the programme expenditures directly contribute to gender equality results (GEN2+GEN3)</p> <p>4. At least 5% of the programme expenditures directly contribute to projects and programmes with gender equality as the primary objective (GEN3) by engaging gender specialists during project designing phase</p>
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		<p>addresses gender equality and women's empowerment issues</p> <p>5. Existing COVID-19 Project budgets were reviewed to maximize funding contributions to specific gender equality and women's empowerment interventions</p>	<p>5. CO has incorporated gender equality and women's empowerment budget contribution earmarking into the Programme Quality Assurance System and the Programme Appraisal Process</p> <p>6. All newly developed Project Proposals have incorporated gender equality and women's empowerment budget contributions</p>		<p>specialists during project designing phase</p>	
<p>Output 1.5: CO has designed and implemented at least one project with gender equality and/or women's empowerment as the principal objective (GEN3)</p> <p>(Linked to GESB 5.6)</p>	<p>Target 1.5.1 CO has developed gender equality and women's empowerment resource mobilization pipeline</p> <p>Target 1.5.2 CO has increased funding allocations that specifically address gender equality and women's</p>	<p>1. CO GFT and CO Gender Advisor, in coordination with all Programming Units, have completed a comprehensive mapping exercise on all donors focused on gender issues, including non-traditional donors</p> <p>2. At least one Programming Unit</p>	<p>1. At least two Programming Units have developed at least one Project Proposal on gender equality and/or women's empowerment as the principal objective</p> <p>2. Senior Management has engaged at least two donors on</p>	<p>1. All Programming Units have developed at least one Project Proposal on gender equality and/or women's empowerment as the principal objective (GEN3)</p> <p>2. Senior Management has engaged at least three donors on</p>	<p>1. Senior Management has engaged at least three donors on resource mobilization opportunities for gender equality and women's empowerment (with at least one being on a non-traditional donor)</p>	<p>1. Senior Management has engaged at least three donors on resource mobilization opportunities for gender equality and women's empowerment (with at least one being on a non-traditional donor)</p> <p>2. CO secured an increase in</p>

	empowerment (GEN3)	has developed at least one Project Proposal on gender equality and/or women's empowerment as the principal objective 3. Senior Management has engaged at least two donors on resource mobilization opportunities for gender equality and women's empowerment	resource mobilization opportunities for gender equality and women's empowerment 3. CO has secured funding for at least one project on gender equality and/or women's empowerment as the principal objective (GEN3)	resource mobilization opportunities for gender equality and women's empowerment (with at least one being on a non-traditional donor)	2. CO has secured funding for at least two projects on gender equality and/or women's empowerment as the principal objective (GEN3)	funding for gender equality and/or women's empowerment projects as the principal objective (GEN3) measurable across the CPD
Output 1.6: All CO's projects and programmes have actively contributed to the national knowledge-base and policy environment on gender equality and women's empowerment-related issues (Linked to GESB 7.5 and 7.6)	Target 1.6.1 CO has completed substantive contributions to gender equality and women's empowerment in national policies in all programming areas Target 1.6.2 CO has completed significant contributions to gender equality and women's empowerment in national policies in at least one non-traditional area Target 1.6.2	1. CO GFT and CO Gender Advisor, in coordination with all Programming Units, have completed a comprehensive mapping exercise on the national policies on gender equality and women's empowerment, including in non-traditional areas 2. All Programme Units have collected and contributed sectoral data and analysis on gender	1. At least one Programming Unit has completed a substantive joint national policy initiative with a key line Ministry addressing gender equality and/or women's empowerment issues 2. CO has produced at least one knowledge product with substantive gender analysis and data on gender equality	1. At least two Programming Units have completed a substantive joint national policy initiative with key line Ministries addressing gender equality and/or women's empowerment issues (with at least one being on a non-traditional gender equality area) 2. CO has produced at least two knowledge products with substantive	1. At least three Programming Units have completed a substantive joint national policy initiative with key line Ministries addressing gender equality and/or women's empowerment issues (with at least one being on a non-traditional gender equality area) 2. CO has produced at least one knowledge	1. All Programming Units have completed a substantive joint national policy initiative with key line Ministries addressing gender equality and/or women's empowerment issues 2. All Programme Units have reviewed sectoral gender-related data and analysis provided in the 6 th NHDR and contributed the updated data and

	CO has completed substantive contributions to the national knowledge base on gender equality and women's empowerment	inequalities to the 6 th NHDR	and women's empowerment	gender analysis and data on gender equality and women's empowerment (with at least one being on a non-traditional gender equality area)	product on gender equality and women's empowerment as the principal topic	analysis to 7 th NHDR
OUTCOME 2 – OPERATIONS: By 2026, CO has developed an inclusive, harmonious, and safe working environment that respects the dignity of all persons, benefits from a gender-balanced and diverse workforce with zero tolerance for all prohibited conduct						
Output 2.1: CO workforce has attained gender parity among all staff and all Senior Management roles (Linked to GESB 3.4)	Target 2.1.1 CO has achieved and maintained gender parity (45% women) across the Organization	1. CO Human Resources have embedded monitoring record of gender parity indicators across the Organization	1. At least 35% of the roles at all levels and across all Units are women 2. At least 35% of Management Roles are women	1. At least 40% of the roles at all levels and across all Units are women 2. At least 40% of Management Roles are women	1. At least 45% of the roles at all levels and across all Units are women 2. At least 45% of Management Roles are women	1. At least 45% of the roles at all levels and across all Units are women 2. At least 45% of Management Roles are women
	Target 2.1.2 CO has achieved and maintained gender parity (45% women) across all levels and within all Units across the Organization	2. CO Human Resources have developed a 5-year Action Plan to achieve gender parity (considering both professional development and recruitment interventions)	3. At least 45% of Senior Management roles are women 4. CO Human Resources have developed and maintained a record of professional development opportunities for both women and men	3. At least 45% of Senior Management roles are women 4. CO Human Resources have maintained a record of professional development opportunities for both women and men – improving on gender parity	3. At least 45% of Senior Management roles are women 4. CO Human Resources have developed and maintained a record of professional development opportunities for both women and men – achieving gender parity	3. At least 45% of Senior Management roles are women 4. CO Human Resources have developed and maintained a record of professional development opportunities for both women and men – maintaining gender parity
	Target 2.1.3 CO has achieved and maintained gender parity across Management and Senior Management roles	3. CO Human Resources have developed an orientation for hiring managers and all staff addressing gender parity issues across the Organization	5. CO Human Resources have produced an annual report on CO's gender	5. CO Human Resources have produced an annual report on CO's gender	5. CO Human Resources have produced an annual report on	5. CO Human Resources have produced an annual report on CO's gender parity

			parity achievements and challenges	parity achievements and challenges	CO's gender parity achievements and challenges	achievements and challenges
<p>Output 2.2: CO staff identify gender equality as a core value within the Organization and have an increased understanding and awareness of gender equality and women's empowerment in the workplace and across all the CO's projects and programmes</p> <p>(Linked to GESB 1.2; 1.3; 2.1; 2.3 and 3.6)</p>	<p>Target 2.2.1 CO Human Resources has mainstreamed gender equality organizational values and goals throughout the induction process</p>	1. CO Human Resources have reviewed gender equality skillsets and mandatory training baseline across the CO and identified professional development needs in coordination with all Units	1. All staff have completed mandatory gender equality orientation or refresher training in the past 24 months	1. All staff have completed mandatory gender equality orientation or refresher training in the past 24 months	1. All staff have completed mandatory gender equality orientation or refresher training in the past 24 months	1. All staff have completed mandatory gender equality orientation or refresher training in the past 24 months
	<p>Target 2.2.2 Staff have completed mandatory gender equality training over the last 24 months</p>	2. CO Human Resources and Operations, in coordination with the Staff Association Committee, have consulted staff on gender equality and inclusion issues in the workplace	2. At least one Operations staff, two Programming Units staff, and one Communications staff have attended a gender equality or women's empowerment training opportunity	2. At least one Operations staff, two Programming Units staff, and one Communications staff have attended a gender equality or women's empowerment training opportunity	2. All Units have identified staff that have received gender equality or women's empowerment training related to their field in the past 24 months	2. All Units have identified staff that have received gender equality or women's empowerment training related to their field in the past 24 months
	<p>Target 2.2.3 Staff feedback shows positive results in gender equality and inclusion, staff participation, and wellbeing</p>	3. CO Operations have ensured that gender equality and inclusion questions and indicators are mainstreamed across staff engagement surveys	3. CO Human Resources and GFT have conducted at least two gender equality and inclusion sharing sessions for all staff	3. CO Human Resources and GFT have conducted at least two gender equality and inclusion sharing sessions for all staff	3. CO Human Resources and GFT conducted at least two gender equality and inclusion sharing sessions for all staff	3. CO Human Resources and GFT conducted at least two gender equality and inclusion sharing sessions for all staff
	<p>Target 2.2.4 CO has established and maintained an inclusive office environment that has enabled staff to share ideas/ experiences with peers</p>		4. CO Human Resources and Senior Management	4. CO Human Resources and Senior Management have budgeted	4. CO Human Resources and Senior Management have budgeted and implemented activities to	4. CO Human Resources and Senior Management have budgeted and implemented activities to address gender inequality in the workplace
	<p>Target 2.2.5</p>					

<p>Management and Senior Management have demonstrated leadership in addressing gender equality values</p> <p>Target 2.2.6</p> <p>Management and Senior Management have improved individual skillsets in gender equality and have achieved professional KPIs specifically addressing gender equality issues</p>	<p>4. Activities or interventions that address gender equality issues in the workplace are reflected in CO Human Resources Gender Parity Action Plan</p> <p>5. CO Human Resources, in coordination with all Units, have developed a catalog of professional KPIs specifically addressing gender equality issues</p> <p>6. KPIs are reflected in all Manager and Senior Manager PMDs</p> <p>7. Management and Senior Management staff have completed at least one gender equality and/or women’s empowerment training or professional development opportunity in</p>	<p>have budgeted and implemented activities to address gender inequality in the workplace</p> <p>5. CO has formally acknowledged staff that have made a substantive contribution to reducing inequality in the workplace</p> <p>6. 50% of Programming Units staff have gender equality, and women’s empowerment KPIs reflected in their PMDs</p> <p>7. KPIs are reflected in all Manager and Senior Manager PMDs</p> <p>8. CO Human Resources have maintained a record on organizational steps taken to reduce discrimination in all forms</p>	<p>and implemented activities to address gender inequality in the workplace</p> <p>5. CO has formally acknowledged staff that have made a substantive contribution to reducing inequality in the workplace</p> <p>6. 100% of Programming Units staff and 50% of all staff have gender equality, and women’s empowerment KPIs reflected in their PMDs</p> <p>7. KPIs are reflected in all Manager and Senior Manager PMDs</p> <p>8. Management and Senior Management staff have completed at least one gender equality and/or women’s empowerment training or</p>	<p>address gender inequality in the workplace</p> <p>5. CO has formally acknowledged staff that have made a substantive contribution to reducing inequality in the workplace</p> <p>6. 100% of Programming Units staff and 50% of all staff have gender equality, and women’s empowerment KPIs reflected in their PMDs</p> <p>7. KPIs are reflected in all Manager and Senior Manager PMDs</p> <p>8. CO Human Resources have maintained a record on organizational steps taken to reduce discrimination in all forms</p>	<p>5. CO has formally acknowledged staff that have made a substantive contribution to reducing inequality in the workplace</p> <p>6. 100% of Programming Units staff and 50% of all staff have gender equality, and women’s empowerment KPIs reflected in their PMDs</p> <p>7. KPIs are reflected in all Manager and Senior Manager PMDs</p> <p>8. All Senior Management staff have completed at least one gender equality and/or women’s empowerment training or professional development opportunity in the past 24 months</p> <p>9. CO Human Resources have</p>
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		<p>the past 24 months</p> <p>8. CO Human Resources have established and maintained a record on organizational steps taken to reduce discrimination in all forms</p> <p>9. CO GFT is formally recognized and operational</p>	<p>9. CO GFT has remained actively engaged in achieving the CO's Gender Equality Strategy</p>	<p>professional development opportunity in the past 24 months</p> <p>9. CO Human Resources have maintained a record on organizational steps taken to reduce discrimination in all forms</p> <p>10. CO GFT has remained actively engaged in achieving the CO's Gender Equality Strategy</p>	<p>9. CO GFT has remained actively engaged in achieving the CO's Gender Equality Strategy</p>	<p>maintained a record on organizational steps taken to reduce discrimination in all forms</p> <p>10. CO GFT has remained actively engaged in achieving the CO's Gender Equality Strategy</p>
<p>Output 2.3: CO has encouraged and improved flexible working arrangements policies and processes in recognition of the care responsibilities and work-life balance of both women and men (linked to GESB 3.3)</p>	<p>Target 2.3.1 Staff feedback shows improved satisfaction in staff working arrangements and work-life balance over time</p> <p>Target 2.3.2 CO has demonstrated improved workplace flexibility and discretion to reasonably accommodate flexible working arrangements</p>	<p>1. CO Operations have undertaken a review and lessons learnt in consultation with all Units on flexible working arrangements implemented during the COVID-19 pandemic</p> <p>2. CO Operations have updated flexible working arrangement policies, procedures, and interventions to ensure that it meets corporate</p>	<p>1. Senior Management has shared information on flexible working arrangement policy and procedures at least twice over the last 12 months</p> <p>2. CO Operations have updated flexible working arrangement policies, procedures, and interventions to ensure that it meets corporate</p>	<p>1. Senior Management has shared information on flexible working arrangement policy and procedures at least twice over the last 12 months</p> <p>2. CO Operations have updated flexible working arrangement policies, procedures, and interventions to ensure that it meets corporate and national</p>	<p>1. Senior Management has shared information on flexible working arrangement policy and procedures at least twice over the last 12 months</p> <p>2. Operations have updated flexible working arrangement policies, procedures, and interventions to ensure that it meets corporate</p>	<p>1. Senior Management has shared information on flexible working arrangement policy and procedures at least twice over the last 12 months</p> <p>2. Operations have updated flexible working arrangement policies, procedures, and interventions to ensure that it meets corporate and national</p>

		<p>and national standards and is considered against staff feedback</p> <p>3. Senior Management has shared information on flexible working arrangement policy and procedures at least twice over the last 12 months</p> <p>4. CO Human Resources have incorporated a session and information package on flexible working arrangement policies and procedures in all staff inductions</p> <p>5. CO Operations have developed and maintained a record of staff that have availed flexible working arrangement policies</p> <p>6. Flexible working arrangement policy questions</p>	<p>and national standards and is considered against staff feedback</p> <p>3. CO Human Resources have incorporated a session and information package on flexible working arrangement policies and procedures in all staff inductions</p> <p>4. CO Operations have maintained a record of staff that have availed flexible working arrangement policies</p> <p>5. Flexible working arrangement policy questions are incorporated into Staff Engagement Surveys</p>	<p>standards and is considered against staff feedback</p> <p>3. CO Human Resources have incorporated a session and information package on flexible working arrangement policies and procedures in all staff inductions</p> <p>4. CO Operations have maintained a record of staff that have availed flexible working arrangement policies</p> <p>5. Flexible working arrangement policy questions are incorporated into Staff Engagement Surveys</p> <p>6. Results from Staff Engagement Survey on flexible working arrangements have improved from the previous year</p>	<p>and national standards and is considered against staff feedback</p> <p>3. CO Human Resources have incorporated a session and information package on flexible working arrangement policies and procedures in all staff inductions</p> <p>4. CO Operations have maintained a record of staff that have availed flexible working arrangement policies</p> <p>5. Flexible working arrangement policy questions are incorporated into Staff Engagement Surveys</p> <p>6. Results from Staff Engagement Survey on flexible working arrangements have been</p>	<p>standards and is considered against staff feedback</p> <p>3. CO Human Resources have incorporated a session and information package on flexible working arrangement policies and procedures in all staff inductions</p> <p>4. CO Operations have maintained a record of staff that have availed flexible working arrangement policies</p> <p>5. Flexible working arrangement policy questions are incorporated into Staff Engagement Surveys</p> <p>6. Results from Staff Engagement Survey on flexible working arrangements have been maintained from the previous year</p>
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		are incorporated into Staff Engagement Surveys			maintained from the previous year		
<p>Output 2.4: CO has streamlined policy, awareness-raising efforts, and organizational processes on preventing and responding to sexual exploitation and abuse (SEA), harassment, including sexual harassment, and abuse of authority in the workplace</p> <p>(Linked to GESB 3.1 and 3.2)</p>	<p>Target 2.4.1 All staff are informed about SH/SEA and the Organization’s preventative and responsive measures</p>	1. CO has met the mandatory Annual End of Year Certification regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse reporting requirements	1. CO has met the mandatory Annual End of Year Certification regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse reporting requirements	1. CO has met the mandatory Annual End of Year Certification regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse reporting requirement	1. CO has met the mandatory Annual End of Year Certification regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse reporting requirements	1. CO has met the mandatory Annual End of Year Certification regarding Harassment, Sexual Harassment, Discrimination, Abuse of Authority, and Sexual Exploitation and Abuse reporting requirements	
	<p>Target 2.4.2 CO can demonstrate a continued practice to substantially engage staff on SH/SEA issues</p>	2. Senior Management has conducted at least one information session with all staff on SH/SEA policies and reporting procedures	2. Senior Management has conducted at least one information session with all staff on SH/SEA policies and reporting procedures	2. Senior Management has conducted at least one information session with all staff on SH/SEA policies and reporting procedures	2. Senior Management has conducted at least one information session with all staff on SH/SEA policies and reporting procedures	2. Senior Management has conducted at least one information session with all staff on SH/SEA policies and reporting procedures	2. Senior Management has conducted at least one information session with all staff on SH/SEA policies and reporting procedures
	<p>Target 2.4.3 CO has increased the number of partners, registered suppliers, and downstream contractors that are compliant and implementing the</p>	3. CO Human Resources, in coordination with the CO SH/PSEA Focal Point, have hosted at least two informal sessions on SH/SEA to grow awareness and confidence of	3. CO Human Resources, in coordination with the CO SH/PSEA Focal Point, have hosted at least two informal sessions on SH/SEA to grow awareness and	3. CO Human Resources, in coordination with the CO SH/PSEA Focal Point, have hosted at least two informal sessions on SH/SEA to grow awareness and confidence of	3. CO Human Resources, in coordination with the CO SH/PSEA Focal Point, have hosted at least two informal sessions on SH/SEA to grow awareness and	3. CO Human Resources, in coordination with the CO SH/PSEA Focal Point, have hosted at least two informal sessions on SH/SEA to grow awareness and confidence of staff (All staff	3. CO Human Resources, in coordination with the CO SH/PSEA Focal Point, have hosted at least two informal sessions on SH/SEA to grow awareness and confidence of staff (All staff

	<p>CO's corporate standards and contract requirements on SH/SEA</p>	<p>staff (All staff must attend at least one session)</p> <ol style="list-style-type: none"> 4. All staff have completed the UNDP mandatory course on Prevention of Harassment, Sexual Harassment, and Abuse of Authority and have access to all relevant documentation and policies 5. CO Operations, in coordination with Senior Management, have developed a CO's Sexual Exploitation and Abuse Action Plan that outlines year on year deliverables 6. All allegations of harassment and abuse in the workplace are managed appropriately through the corporate reporting mechanisms 	<p>confidence of staff (All staff must attend at least one session)</p> <ol style="list-style-type: none"> 4. All staff have completed the UNDP mandatory course on Prevention of Harassment, Sexual Harassment, and Abuse of Authority and have access to all relevant documentation and policies 5. CO Operations, in coordination with Senior Management, have met annual deliverables as per the CO's Sexual Exploitation and Abuse Action Plan 6. All allegations of harassment and abuse in the workplace are managed appropriately through the corporate 	<p>staff (All staff must attend at least one session)</p> <ol style="list-style-type: none"> 4. All staff have completed the UNDP mandatory course on Prevention of Harassment, Sexual Harassment, and Abuse of Authority and have access to all relevant documentation and policies 5. CO Operations, in coordination with Senior Management, have met annual deliverables as per the CO's Sexual Exploitation and Abuse Action Plan 6. All allegations of harassment and abuse in the workplace are managed appropriately through the corporate reporting mechanisms 	<p>confidence of staff (All staff must attend at least one session)</p> <ol style="list-style-type: none"> 4. All staff have completed the UNDP mandatory course on Prevention of Harassment, Sexual Harassment, and Abuse of Authority and have access to all relevant documentation and policies 5. CO Operations, in coordination with Senior Management, have met annual deliverables as per the CO's Sexual Exploitation and Abuse Action Plan 6. All allegations of harassment and abuse in the workplace are managed appropriately through the corporate 	<p>must attend at least one session)</p> <ol style="list-style-type: none"> 4. All staff have completed the UNDP mandatory course on Prevention of Harassment, Sexual Harassment, and Abuse of Authority and have access to all relevant documentation and policies 5. CO Operations, in coordination with Senior Management, have met annual deliverables as per the CO's Sexual Exploitation and Abuse Action Plan 6. All allegations of harassment and abuse in the workplace are managed appropriately through the corporate reporting mechanisms 7. CO has an increased the number of
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<p>Output 2.5: CO staff are confident in accessing the Organization's SEA and SH reporting procedures and conflict resolution mechanisms (Linked to GESB 3.5)</p>	<p>Target 2.5.1 All staff understand the reporting procedures and how to report an SH/HEA incident</p> <p>Target 2.5.2 At least 70% of staff feel that Management and Senior Management deal effectively with conflicts and grievances in the office</p>	<p>1. CO has appointed a CO SH/PSEA Focal Point</p> <p>2. CO SH/PSEA Focal Point has been trained</p> <p>3. CO Operations have integrated questions and indicators on conflict resolution and grievance processes and SH/SEA reporting in Staff</p>	<p>1. Conflict resolution management and grievance processes are integrated into staff information sessions on SH/SEA</p> <p>2. Senior Management has shared un-identified report resolved grievances annually</p>	<p>1. Conflict resolution management and grievance processes were repeated in integrated into staff information sessions on SH/SEA</p> <p>2. Senior Management has shared un-identified report resolved grievances annually</p>	<p>1. Conflict resolution management and grievance processes were repeated in integrated into staff information sessions on SH/SEA</p> <p>2. Senior Management has shared un-identified report resolved grievances annually</p>	<p>1. Conflict resolution management and grievance processes were repeated in integrated into staff information sessions on SH/SEA</p> <p>2. Senior Management has shared un-identified report resolved grievances annually</p>

		Engagement Survey	3. Senior Management has reviewed Staff Engagement Survey results and developed Management response to improve staff confidence in conflict resolution and grievance processes and SH/SEA reporting	3. CO Operations have implemented the Management response to improve staff confidence in conflict resolution and grievance processes and SH/SEA reporting	3. CO Operations have implemented the Management response to improve staff confidence in conflict resolution and grievance processes and SH/SEA reporting	4. Staff feedback has outlined improved confidence in conflict resolution and grievance processes and SH/SEA reporting
OUTCOME 3 – COMMUNICATIONS: By 2026, CO’s communications have fully integrated gender equality and women’s empowerment concepts across all communications strategies, products, and platforms, reflecting UNDP’s corporate commitment and actions						
Output 3.1: CO’s Communications Strategy, annual Action Plans, and communications platforms reflect the Organization’s commitment and culture to advancing gender equality and women’s empowerment (Linked to GESB 4.2; 4.3 and 4.4)	Target 3.1.1 CO’s Communications Strategy and Annual Action Plans are gender-inclusive, gender-informed and gender-responsive Target 3.1.2 CO’s website is gender-inclusive, gender-informed, and gender-responsive and advances gender equality and women’s empowerment messaging Target 3.1.3 CO’s social media platforms are	1. CO’s Communications Strategy and annual Action Plans have included a stand-alone component on gender equality and women’s empowerment 2. CO’s Communications Strategy has outlined corporate standards for gender-inclusive, gender-responsive, and gender-informed use of images, photos, and language on	1. CO’s Communications Strategy and annual Action Plans have included a stand-alone component on gender equality and women’s empowerment 2. CO Communications Strategy has outlined corporate standards for gender-inclusive, gender-responsive, and gender-informed use of images, photos, and language on	1. CO’s Communications Strategy and annual Action Plans have included a stand-alone component on gender equality and women’s empowerment 2. CO Communications Strategy has outlined corporate standards for gender-inclusive, gender-responsive, and gender-informed use of images, photos, and language on	1. CO’s Communications Strategy and annual Action Plans have included a stand-alone component on gender equality and women’s empowerment 2. CO Communications Strategy has outlined corporate standards for gender-inclusive, gender-responsive, and gender-informed use of images, photos, and language on	1. CO’s Communications Strategy and annual Action Plans have included a stand-alone component on gender equality and women’s empowerment 2. CO Communications Strategy has outlined corporate standards for gender-inclusive, gender-responsive, and gender-informed use of images, photos, and language on communications platforms (social

	<p>gender-inclusive, gender-informed and gender-responsive</p> <p>Target 3.1.4 CO's social media platforms have increased the number of gender equality and women's empowerment posts annually</p>	<p>communications platforms (social media and website)</p> <p>3. CO Communications have developed and maintained a record of content used to effectively reflect the Organization's values in addressing gender equality and women's empowerment</p> <p>4. CO Communications have developed a designated section on gender equality on the website</p> <p>5. CO's website communications products and images have regularly mainstreamed gender equality and women's empowerment themes</p> <p>6. CO's social media posts and images have regularly</p>	<p>communications platforms (social media and website)</p> <p>3. CO Communications have developed and maintained a record of content used to effectively reflect the Organization's values in addressing gender equality and women's empowerment</p> <p>4. CO Communications have developed a designated section on gender equality on the website</p> <p>5. CO's website communications products and images have regularly mainstreamed gender equality and women's empowerment themes</p> <p>6. CO's social media posts and images have regularly</p>	<p>communications platforms (social media and website)</p> <p>3. CO Communications have developed and maintained a record of content used to effectively reflect the Organization's values in addressing gender equality and women's empowerment</p> <p>4. CO Communications have developed a designated section on gender equality on the website</p> <p>5. CO's website communications products and images have regularly mainstreamed gender equality and women's empowerment themes</p> <p>6. CO's social media posts and images have regularly</p>	<p>communications platforms (social media and website)</p> <p>3. CO Communications have developed and maintained a record of content used to effectively reflect the Organization's values in addressing gender equality and women's empowerment</p> <p>4. CO Communications have developed a designated section on gender equality on the website</p> <p>5. CO's website communications products and images have regularly mainstreamed gender equality and women's empowerment themes</p> <p>6. CO's social media posts and images have regularly</p>	<p>media and website)</p> <p>3. CO Communications have developed and maintained a record of content used to effectively reflect the Organization's values in addressing gender equality and women's empowerment</p> <p>4. CO Communications have developed a designated section on gender equality on the website</p> <p>5. CO's website communications products and images have regularly mainstreamed gender equality and women's empowerment themes</p> <p>6. CO's social media posts and images have regularly mainstreamed gender equality and women's</p>
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		mainstreamed gender equality and women’s empowerment themes	mainstreamed gender equality and women’s empowerment themes	mainstreamed gender equality and women’s empowerment themes	mainstreamed gender equality and women’s empowerment themes	empowerment themes
			7. CO Communications have increased social media posts on gender equality and or women’s empowerment (both original content and partner organization posts) from the previous year	7. CO Communications have increased social media posts to 15% on gender equality or women’s empowerment (both original content and partner organization posts)	7. CO Communications have maintained a target of 15% of social media posts relate to gender equality or women’s empowerment (both original content and partner organization posts)	7. CO Communications have maintained a target of 15% of social media posts relate to gender equality or women’s empowerment (both original content and partner organization posts)
<p>Output 3.2: CO has increased the number and quality of communication tools and knowledge products and speaking engagements on gender equality and women’s empowerment</p> <p>(linked to GESB 4.1 and 7.8)</p>	<p>Target 3.2.1 CO Communications, in coordination with Programming Units, have produced at least two communications products on gender equality and women’s empowerment</p> <p>Target 3.2.2 CO has increased the number of communications materials and knowledge products on non-traditional gender equality and women’s</p>	<p>1. Senior Management, in coordination with CO Communications and Programming Units, have completed at least two substantive speaking engagements on gender equality and women’s empowerment</p> <p>2. At least one Programming Unit has produced at least one substantive communications</p>	<p>1. Senior Management, in coordination with CO Communications and Programming Units, have completed at least two substantive speaking engagements on gender equality and women’s empowerment (with at least one being on a non-traditional gender equality topic)</p>	<p>1. Senior Management, in coordination with CO Communications and Programming Units, have completed at least three substantive speaking engagements on gender equality and women’s empowerment (with at least one being on a non-traditional gender equality topic)</p> <p>2. All Programming Units have</p>	<p>1. Senior Management, in coordination with CO Communications and Programming Units, have completed at least three substantive speaking engagements on gender equality and women’s empowerment (with at least two being on a non-traditional gender equality topic)</p> <p>2. All Programming Units have produced at least</p>	<p>1. Senior Management, in coordination with CO Communications and Programming Units, have completed at least four substantive speaking engagements on gender equality and women’s empowerment (with at least two being on a non-traditional gender equality topic)</p>

	<p>empowerment issues annually</p> <p>Target 3.2.3 Senior Management has made public speaking contributions on gender equality and women's empowerment annually</p>	<p>knowledge product in their relative field that specifically addresses gender equality and women's empowerment</p>	<p>2. At least two Programming Units have produced at least one substantive communications knowledge product in their relative field that specifically addresses gender equality and women's empowerment</p>	<p>produced at least one substantive communications knowledge product in their relative field that specifically addresses gender equality and women's empowerment</p>	<p>2. CO Communications and all Programming Units have maintained a public interest in communications knowledge products addressing gender equality and women's empowerment</p>	<p>two substantive communications knowledge products in their relative field that specifically addresses gender equality and women's empowerment</p>
<p>Output 3.4: CO has actively engaged in gender equality and women's empowerment advocacy campaigns (Linked to GESB 7.7)</p>	<p>Target 3.4.1 CO has engaged in at least one gender equality and women's empowerment advocacy campaign annually</p> <p>Target 3.4.2 CO has increased public participation in gender equality and women's empowerment advocacy campaigns annually</p> <p>Target 3.4.3 CO has increased partner participation in gender equality and women's empowerment advocacy campaigns annually</p>	<p>1. CO Communications have produced at least one advocacy product for all international days that specifically address gender equality and women's empowerment issues</p> <p>2. CO Communications have maintained social media monitoring record of posts made for international days that specifically address gender equality and women's empowerment</p>	<p>1. CO Communications have produced at least one advocacy product for all international days that specifically address gender equality and women's empowerment issues</p> <p>2. CO Communications have maintained social media monitoring record of posts made for international days that specifically address gender equality and</p>	<p>1. CO Communications have produced at least one advocacy product for all international days that specifically address gender equality and women's empowerment issues</p> <p>2. CO Communications have maintained social media monitoring record of posts made for international days that specifically address gender equality and women's empowerment</p>	<p>1. CO Communications have produced at least one advocacy product for all international days that specifically address gender equality and women's empowerment issues</p> <p>2. CO Communications have maintained social media monitoring record of posts made for international days that specifically address gender equality and</p>	<p>1. CO Communications have produced at least one advocacy product for all international days that specifically address gender equality and women's empowerment issues</p> <p>2. CO Communications have maintained social media monitoring record of posts made for international days that specifically address gender equality and women's empowerment</p>

	<p>Target 3.4.4 CO has partnered with GoL, women-led CSOs, organizations of women with disabilities, and private sector organizations in at least once</p>	<p>3. CO Communications have played an active role in UNCT’s joint advocacy campaigns for gender equality and women’s empowerment, including “16 Days of Activism”</p>	<p>women’s empowerment</p> <p>3. CO Communications have played an active role in UNCT’s joint advocacy campaigns for gender equality and women’s empowerment, including “16 Days of Activism”</p> <p>4. CO has partnered in at least one advocacy campaign event in the past 12 months with at least one GoL, women-led CSO, organizations of women with disabilities, or private sector organization</p>	<p>3. CO Communications played a lead role in UNCT’s joint advocacy campaigns for gender equality and women’s empowerment, including “16 Days of Activism”</p> <p>4. CO has partnered in at least one advocacy campaign event in the past 12 months with at least one GoL, women-led CSO, organizations of women with disabilities, or private sector organization</p>	<p>women’s empowerment</p> <p>3. CO Communications have maintained its lead role in UNCT’s joint advocacy campaigns for gender equality and women’s empowerment, including “16 Days of Activism”</p> <p>4. CO has partnered in at least one advocacy campaign event in the past 12 months with at least one GoL, women-led CSO, organizations of women with disabilities, or private sector organization</p>	<p>3. CO Communications have maintained its lead role in UNCT’s joint advocacy campaigns for gender equality and women’s empowerment, including “16 Days of Activism”</p> <p>4. CO has partnered in at least one advocacy campaign event in the past 12 months with at least one GoL, women-led CSO, organizations of women with disabilities, or private sector organization</p>
<p>Output 3.5: CO staff use gender-inclusive English and Lao languages in both internal and external communications</p>	<p>Target 3.5.1 All staff use gender-inclusive English and Lao languages in all forms of internal and external written communication</p> <p>Target 3.5.1 All staff use gender-inclusive English and</p>	<p>1. At least one gender-inclusive language learning session has been developed in both Lao and English and integrated into staff capacity strengthening</p>	<p>1. At least one CO’s internal gender-inclusive capacity strengthening exercise has focused on gender-inclusive Lao and English languages</p>	<p>1. At least one CO’s internal gender-inclusive capacity strengthening exercise has focused on gender-inclusive Lao and English languages</p>	<p>1. At least one CO’s internal gender-inclusive capacity strengthening exercise has focused on gender-inclusive Lao and English languages</p>	<p>1. At least one CO’s internal gender-inclusive capacity strengthening exercise has focused on gender-inclusive Lao and English languages</p>

	<p>Lao languages when verbally communicating with colleagues, external partners, and beneficiaries</p>	<p>and information sharing activities</p> <ol style="list-style-type: none"> 2. CO Communications have conducted at least two face-to-face gender-inclusive communications sessions for all staff in both Lao and English 3. CO Communications have developed a basic information sheet on gender-inclusive language and communications in both Lao and English 	<ol style="list-style-type: none"> 2. CO Communications, in coordination with Management, have maintained a record of documents reviewed and cleared for gender inclusive-language in both Lao and English 	<ol style="list-style-type: none"> 2. CO Communications, in coordination with Management, have maintained a record of documents reviewed and cleared for gender inclusive-language in both Lao and English 	<ol style="list-style-type: none"> 2. CO Communications, in coordination with Management, have maintained a record of documents reviewed and cleared for gender inclusive-language in both Lao and English 	<ol style="list-style-type: none"> 2. CO Communications, in coordination with Management, have maintained a record of documents reviewed and cleared for gender inclusive-language in both Lao and English
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OUTCOME 4 – PARTNERSHIPS: By 2026, CO has advanced gender equality and women’s empowerment opportunities through effective partnerships, capacity strengthening interventions, and sector-wide collaboration

<p>Output 4.1: Key partner Ministries have an improved understanding of gender equality and women’s empowerment and have established gender equality Action Plans in joint programming areas with CO</p> <p>(Linked to GESB 6.1)</p>	<p>Target 4.1.1 Each Programming Unit has engaged substantively with key line Ministries on gender equality and women’s empowerment</p> <p>Target 4.1.2 CO has developed a comprehensive partnership approach to gender equality and women’s</p>	<ol style="list-style-type: none"> 1. CO has co-chaired, jointly collaborated, or supported at least one gender equality and women’s empowerment focused event with GoL partners 2. At least one Programming Unit has coordinated with senior Ministry 	<ol style="list-style-type: none"> 1. CO has co-chaired, jointly collaborated, or supported at least one gender equality and women’s empowerment focused event with GoL partners 2. At least two Programming Units have coordinated with 	<ol style="list-style-type: none"> 1. CO has co-chaired, jointly collaborated, or supported at least one gender equality and women’s empowerment focused event with GoL partners 2. All Programming Units have coordinated with senior Ministry officials (Vice 	<ol style="list-style-type: none"> 1. CO has co-chaired, jointly collaborated, or supported at least one gender equality and women’s empowerment focused event with GoL partners 2. All Programming Units have developed joint Action Plans to 	<ol style="list-style-type: none"> 1. CO has co-chaired, jointly collaborated, or supported at least one gender equality and women’s empowerment focused event with GoL partners 2. CO has completed a partnership review with GoL, identifying progress made in
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	<p>empowerment with GoL</p> <p>Target 4.1.3 Each Programming Unit has identified a body of work with the key line Ministries to advance gender equality and women's empowerment issues</p>	<p>officials (Vice Minister or above) on gender equality and women's empowerment in at least one line Ministry</p> <p>3. CO has at least one LOA with GoL that outlines a commitment to addressing gender equality or women's empowerment issues</p>	<p>senior Ministry officials (Vice Minister or above) on gender equality and women's empowerment in at least one line Ministry</p> <p>3. At least one Programming Unit has developed an Action Plan to address gender equality and women's empowerment with at least one line Ministry</p>	<p>Minister or above) on gender equality and women's empowerment in at least one line Ministry</p> <p>3. At least two Programming Units have developed an Action Plan to address gender equality and women's empowerment with at least one line Ministry</p>	<p>address gender equality and women's empowerment with at least one line Ministry</p>	<p>addressing gender equality and women's empowerment issues and lessons learnt</p>
<p>Output 4.2: CO has improved partnerships with Civil Society Organizations (CSOs) whose potential are crucial to change the social norms and behaviors within the community, including those who are working on gender issues, particularly women-led CSOs and organizations of persons with disabilities (OPDs), youth organizations, faith-based</p>	<p>Target 4.2.1 CO is considered an active integrating / convening partner on gender equality issues by women-led CSOs and organizations of women with disabilities</p> <p>Target 4.2.2 All Programming Units have completed at least one substantive gender equality or women's empowerment knowledge product in partnership with a</p>	<p>1. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality and women's empowerment focused event with women-led CSOs and organizations of women with disabilities</p> <p>2. CO has actively participated in gender equality and women's empowerment networks,</p>	<p>1. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality and women's empowerment focused event with women-led CSOs and organizations of women with disabilities</p> <p>2. CO has actively participated in gender equality and women's empowerment networks,</p>	<p>1. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality and women's empowerment focused event with women-led CSOs and organizations of women with disabilities</p> <p>2. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality event</p>	<p>1. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality and women's empowerment focused event with women-led CSOs and organizations of women with disabilities</p> <p>2. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality event</p>	<p>1. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality and women's empowerment focused event with women-led CSOs and organizations of women with disabilities</p> <p>2. CO has co-chaired, jointly collaborated, or facilitated at least one gender equality event</p>

<p>institutions, and women innovators and influencers</p> <p>(Linked to GESB 6.2 and 6.4)</p>	<p>women-led CSO or organization of women with disabilities</p> <p>Target 4.2.3 CO has increased supply chain and procurement opportunities to women-led CSOs and organizations of women with disabilities</p>	<p>forums, working groups</p> <p>3. CO GFT and CO Gender Advisor have completed a comprehensive partnership mapping exercise of women-led CSOs and organizations of women with disabilities (incorporating operations/supply chain and all Programming Units)</p> <p>4. All Programming Units have identified at least one women-led CSO or organization of women with disabilities to partner on a substantive body of work in gender equality and women’s empowerment</p>	<p>forums, working groups</p> <p>3. CO has increased the number of women-led CSOs and organizations of women with disabilities as registered suppliers</p>	<p>specifically focused on LGBTQI issues with CSOs and the LGBTQI community</p> <p>3. CO has actively participated in gender equality and women’s empowerment networks, forums, working groups</p> <p>4. All Programming Units have produced at least one substantive knowledge product with a women-led CSOs or organizations of women with disabilities</p> <p>5. CO has increased funding opportunities or budget allocations for women-led CSOs and organizations of women with disabilities</p> <p>6. CO can demonstrate that women-led CSOs and organizations of women with</p>	<p>specifically focused on LGBTQI issues with CSOs and the LGBTQI community</p> <p>3. CO has actively participated in gender equality and women’s empowerment networks, forums, working groups</p> <p>4. Women-led CSOs and organizations of women with disabilities are trained in SDG contribution reporting</p> <p>5. CO has increased or maintained funding opportunities or budget allocations for women-led CSOs and organizations of women with disabilities</p> <p>6. CO can demonstrate that women-led CSOs and organizations of</p>	<p>specifically focused on LGBTQI issues with CSOs and the LGBTQI community</p> <p>3. CO has actively participated in gender equality and women’s empowerment networks, forums, working groups</p> <p>4. CO has completed a partnership review that identifies the impact of CSO engagement in addressing gender equality and women’s empowerment and capacity-strengthening achievements of partner organizations</p> <p>5. CO has increased or maintained funding opportunities or budget allocations for women-led CSOs and organizations of women with disabilities</p>
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				disabilities have been successful in at least one procurement opportunity	women with disabilities have been successful in at least one procurement opportunity	6. CO can demonstrate that women-led CSOs and organizations of women with disabilities are fully integrated as regular suppliers
<p>Output 4.3: CO has made regular and substantive contributions to the UNCT joint programming, research initiatives, and advocacy efforts on gender equality and women's empowerment</p> <p>(Linked to GESB 6.3)</p>	<p>Target 4.3.1 CO is considered an active partner on gender equality issues and women's empowerment issues by the UNCT GTG and individual UN entity(-ies)</p> <p>Target 4.3.2 CO has produced at least one substantive knowledge product in partnership with the UNCT GTG</p> <p>Target 4.3.3 CO has completed or is implementing at least one joint programme with at least one UN entity specifically addressing gender equality or women's empowerment issues</p>	<ol style="list-style-type: none"> 1. CO has actively participated in the UNCT GTG meetings and joint activities 2. CO has contributed to the UNCT annual reporting 3. CO has developed at least one joint programming concept note specifically addressing gender equality and women's empowerment with at least one UN entity 	<ol style="list-style-type: none"> 1. CO has actively participated in the UNCT GTG meetings and joint activities 2. CO has contributed to the UNCT annual reporting 3. CO leads or has collaborated on at least one joint research exercise addressing gender equality and women's empowerment issues with the UNCT GTG and individual UN entity(-ies) 	<ol style="list-style-type: none"> 1. CO has actively participated in the UNCT GTG meetings and joint activities 2. CO has contributed to the UNCT annual reporting 3. CO has secured joint programming funds specifically addressing gender equality and women's empowerment 	<ol style="list-style-type: none"> 1. CO has actively participated in the UNCT GTG meetings and joint activities 2. CO has contributed to the UNCT annual reporting 	<ol style="list-style-type: none"> 1. CO has actively participated in the UNCT GTG meetings and joint activities 2. CO has contributed to the UNCT annual reporting
<p>Output 4.4: CO has effectively collaborated with the private sector partners to raise</p>	<p>Target 4.4.1 CO has increased partnerships with private sector organizations</p>	<ol style="list-style-type: none"> 1. CO has completed a private sector stakeholder and partnership 	<ol style="list-style-type: none"> 1. CO has facilitated at least one private-sector event on gender equality 	<ol style="list-style-type: none"> 1. CO and private sector partners have jointly developed a concept note and 	<ol style="list-style-type: none"> 1. CO and private sector partners have developed at least one substantive 	<ol style="list-style-type: none"> 1. CO has increased the number of private-sector partners engaged in addressing

<p>awareness of gender equality and women’s empowerment (Linked to GESB 6.5)</p>	<p>specifically addressing gender equality and women’s empowerment issues Target 4.4.2 CO has increased supply chain and procurement opportunities to women-led businesses</p>	<p>mapping exercise, including with women-led businesses 2. CO has developed a partnership-driven work plan for engaging the private sector that includes a stand-alone section on gender equality and women’s empowerment</p>	<p>and women’s empowerment 2. CO has identified private sector partners that want to address gender equality and women’s empowerment issues 3. CO has increased the number of women-led businesses as registered suppliers</p>	<p>body of work that targets organizational commitments, capacity strengthening initiatives, and joint advocacy efforts 2. CO and private sector partners have launched at least one project initiative 3. CO can demonstrate that women-led businesses have been successful in at least one procurement opportunity</p>	<p>knowledge product and/or organizational tools to address gender equality and women’s empowerment 2. CO has completed at least one joint advocacy event or campaign with private sector partners on gender equality and women’s empowerment 3. CO can demonstrate that women-led businesses have been successful in at least one procurement opportunity</p>	<p>gender equality and women’s empowerment issues 2. CO has completed a partnership review with private sector partners, identifying progress made in addressing gender equality and women’s empowerment issues and opportunities for future engagement 3. CO can demonstrate that women-led businesses are fully integrated as regular suppliers</p>
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- This Strategy underwent consultation with CO staff 27 April to 13 May 2022, and with stakeholders on 23 August 2022.
- This Strategy shall come into effect on 1 November 2022 but will remain a living document to be revisited and revised by the Gender Focal Team on an annual basis.

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Ms. Catherine Phuong
 Deputy Resident Representative
 UNDP Lao PDR

ANNEX 1. TERMINOLOGY

- **Gender:** Socially constructed roles and relationships, personality traits, attitudes, behaviors, values, relative power, and influence that society ascribes to the two sexes on a differential basis. Gender is relational and refers not simply to women or men but to the relationship between them. Although the words gender and sex are often used interchangeably, they have slightly different connotations; **sex** tends to refer to biological differences, while gender more often refers to cultural and social differences and sometimes encompasses a broader range of identities than the binary of female and male.
- **Gender Equality:** The concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations, and needs of women and men are considered, valued and favored equally.
- **Women's Rights:** The human rights of women that are an inalienable, integral, and indivisible part of universal human rights. The full and equal participation of women in civil, political, social, economic, and cultural life at the national, regional, and international levels and the eradication of all forms of discrimination on the grounds of sex are priority objectives of the international community.
- **Discrimination Against Women:** Any distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on the basis of equality of women and men, of human rights and fundamental freedoms in the civil, political social, economic and cultural or any other field.
- **Gender Parity:** A numerical concept concerning relative equality in terms of numbers and proportions of women and men. Gender parity addresses the ratio of female-to-male values of a given indicator.
- **Women's Empowerment:** Process of gaining access and developing women's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, social, and political terms.
- **Gender Analysis:** Critical examination of how differences in gender roles, activities, needs, opportunities, and rights/entitlements affect women and men in certain situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources, and the constraints they face relative to each other.
- **Gender Mainstreaming:** Process of assessing the implications for women and men of any planned action, including legislation, policies, projects, or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring, and evaluation of policies, projects, and programmes in all political, economic, and social spheres.
- **Gender Marker:** UNDP Tool that rates gender mainstreaming and equality at the activity level on a scale from zero to three. This is done in the work planning and budgeting phase and can also be used for monitoring/reporting:

- **GEN 3:** Activities that have gender equality as a principal objective (equivalent to **gender-transformative**);
 - **GEN 2:** Activities that have gender equality as a significant objective (equivalent to **gender-specific**);
 - **GEN 1:** Activities that will contribute in some way to gender equality, but not significantly (equivalent to **gender-sensitive**);
 - **GEN 0:** Activities that are not expected to contribute noticeably to gender equality (equivalent to **gender-blind**).
- **Gender-Based Violence (GBV):** Violence targeted at individuals or groups on the basis of their gender. Examples include: sex-selective abortion, differential access to food and services, sexual exploitation and abuse, including trafficking, child marriage, female genital mutilation/cutting, sexual harassment, dowry/bride price abuse, honor killing, domestic or intimate partner violence, deprivation of inheritance or property, and elder abuse.
 - **Violence Against Women (VAW):** Any act of GBV that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. VAW shall be understood to encompass, but not be limited to, the following: (1) physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; (2) physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution; (c) physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.
 - **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.
 - **Sexual Abuse:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
 - **Sexual Harassment:** Is not SEA. Sexual harassment refers to prohibited conduct in the work context and can be committed against UN staff and related personnel. In the context of the UN, sexual harassment primarily describes prohibited behavior against another UN staff or related personnel, which may also include nationals of the host state. It involves any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

